

GIPS BOE Regular Meeting
Monday, April 17, 2023 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER
Speaker(s): Board President
2. ROLL CALL
Speaker(s): Mrs. Dibbert
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. 3212 SUPERINTENDENT EVALUATION - Final Read
 - 4.7.2. 8240 ADMISSION OF EXCHANGE AND FOREIGN STUDENTS - Final Read
 - 4.7.3. 2110 POWERS AND RESPONSIBILITIES OF THE SCHOOL BOARD - Final Read
 - 4.7.4. 2111 BOARD OPERATING PRINCIPLES - Final Read
 - 4.7.5. 2230 BOARD COMMITTEES - Final Read
 - 4.7.6. 2216 BOARD OF EDUCATION STUDENT MEMBER - First Read
 - 4.7.7. 4460 EXPENSE REIMBURSEMENTS - First Read
 - 4.7.8. 8822 STUDENT MEAL CHARGE POLICY - First Read
 - 4.7.9. 8740 GRADUATION REQUIREMENTS - First Read
 - 4.8. Surplus Property Listing
 - 4.9. Change Orders as Documented
 - 4.10. Approval of Agenda as submitted
5. SPECIAL RECOGNITION
 - 5.1. Honor Students who earned Gold Keys in the Scholastic Art Awards at Grand Island Senior High
Speaker(s): Micki Nuss
6. CAMPUS HIGHLIGHTS
 - 6.1. Teammates Update
Speaker(s): Clark Boettger (12th grader), Nancy Jones
7. REQUESTS TO ADDRESS THE BOARD
Speaker(s): Board President
8. INFORMATION ITEMS
 - 8.1. Introduction of Chief Kevin Denney - Newly appointed GIPD Chief of Police
Speaker(s): Mr. McFarland

8.2. HOSA Health Fair

Speaker(s): Mr. Schlagel and HOSA Students

8.3. Grand Island Education Association Retirement, Years of Service, and Scholarship Winners Celebration

Speaker(s): Mrs. Karma Lewandowski

8.4. Geometry Adoption

Speaker(s): Dr. Danielle Buhrman

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework.

8.5. Algebra 2 Pilot

Speaker(s): Dr. Danielle Buhrman

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework.

8.6. American Civics bi-yearly update

Speaker(s): Dr. Evan Lee

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework. , Obj 4.2 Every student is on-track to meet the promise of the GIPS graduate profile. , 2.1 Every student is empowered through literacy

8.7. Harvard Strategic Data Project Fellowship Update and Capstone Project

Speaker(s): Mr. Pat Larson, Dr. Jonathan Doll

Goals: Obj 4.2 Every student is on-track to meet the promise of the GIPS graduate profile. , Obj 1.3 Every student learns in a safe and resourced environment

8.8. Information Technology Storage and Server purchase

Speaker(s): Mr. Gearhart

8.9. Discuss, consider, and take all action necessary to enter into real estate listing agreement for the old Grand Island Public Schools Early Learning Center Property located at 4360 W. Capital Avenue as presented, and to authorize the board president to execute the same

Speaker(s): Dr. Schroeder

8.10. Discuss, consider, and take all action necessary to Incumbency Certificate & Resolution with First National Capital Markets

Speaker(s): Dr. Schroeder

8.11. Discuss, consider, and take all action necessary to Resolution to Open First National Bank Simple Business Account and to Designated Approved Signers on the Account

Speaker(s): Dr. Schroeder

8.12. Student/Parent Handbook Revisions for 2023-2024

Speaker(s): Dr. Dexter

8.13. Construction Update

Speaker(s): Mr. Petsch

8.14. Student Representative Report

Speaker(s): Mr. Cloutier

8.15. Superintendent Report

Speaker(s): Mr. Fisher

9. ACTION ITEMS

9.1. Master Agreement with the GIEA

Speaker(s): Mr. Kort

9.2. Discuss, consider, and take all action necessary to enter into real estate listing agreement for the old Grand Island Public Schools Early Learning Center Property located at 4360 W. Capital Avenue as presented, and to authorize the board president to execute the same

Speaker(s): Ken Schroeder

9.3. Discuss, consider, and take all action necessary to Incumbency Certificate & Resolution with First National Capital Markets

Speaker(s): Dr. Schroeder

9.4. Discuss, consider, and take all action necessary to Resolution to Open First National Bank Simple Business Account and to Designated Approved Signers on the Account

Speaker(s): Dr. Schroeder

9.5. Panorama Survey Renewal

Speaker(s): Dr. Dexter

10. REPORTS

10.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Jurgens

11. NOTIFICATION OF UPCOMING BOARD MEETINGS

12. ADJOURNMENT

*** Proof of Publication ***

State of Nebraska)
County of Hall) SS.

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

Notice is hereby given that a meeting of the Board of Education of Hall County School District 2, A.K.A. Grand Island Public Schools, Grand Island, Nebraska, will be held on Monday, April 17, 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. 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
6 ZNEZ

GRAND ISLAND PUBLIC SCHOOL/Classified

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

ORDER NUMBER 1150381

Kevin Sweet

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: 04/06/2023

TOTAL AD COST: 13.60
FILED ON: 4/6/2023

Subscribed in my presence and sworn to before me this 6 day
of April, 2023

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 Hank McFarland in open and public session on Monday, March 13, 2023 at 5:30 PM at the Kneale Administration Building - Board Room, 123 S Webb Rd, 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
Eric Garcia-Mendez:	Present
Joshua Hawley:	Present
Dave Hulinsky:	Present
Lindsey Jurgens:	Absent
Katherine Mauldin:	Present
Hank McFarland:	Present
Josh Sikes:	Present
Amanda Wilson:	Present

AGENDA

1. CALL TO ORDER

The meeting was called to order at 5:30 PM.

2. ROLL CALL

Mrs. Lindsey Jurgens were absent and gave prior notice.
Absence was excused by the Board of Education.

3. MISSION STATEMENT

The Mission Statement was read by Mr. Eric Garcia-Mendez.

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 4, 2023 at 7:30 AM

Leading for Learning Committee

Next Meeting Date: April 11, 2023 at 4:00 PM

Personnel Committee

Next Meeting Date: April 6, 2023 at 7:30 AM

Policy Committee

Next Meeting Date: April 4, 2023 at 4:30 PM

Public Relations and Partnership Development Committee

Next Meeting Date: April 7, 2023 at 8:00 AM

Governance Committee

Next Meeting Date: April 5, 2023 at 7:30 AM

GNSA/Legislative Committee

Next Meeting Date: None

4.3. Claims as submitted

Abstain from voting on check number but approved all other items submitted on the consent agenda as follows: Katie Mauldin Check Number 87509.

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. 3212 SUPERINTENDENT EVALUATION - First Read

4.7.2. 8240 ADMISSION OF EXCHANGE AND FOREIGN STUDENTS - First Read

4.7.3. 2110 POWERS AND RESPONSIBILITIES OF THE SCHOOL BOARD - First Read

4.7.4. 2111 BOARD OPERATING PRINCIPLES - First Read

4.7.5. 2230 BOARD COMMITTEES - First Read

4.8. Approval of Agenda as submitted

Approve the agenda as submitted. Passed with a motion by Mr. Dave Hulinsky and a second by Mr. Joshua Hawley.

Lisa Albers: Yea, Eric Garcia-Mendez: Yea, Joshua Hawley: Yea, Dave Hulinsky: Yea, Katherine Mauldin: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

5. SPECIAL RECOGNITION

5.1. Recognition of the GISH Boys and Girls Bowling Team

Mrs. Cindy Wells recognized the GISH Boys Bowling Team that won back to back District and State Championships. Boys Bowling Team included: Jett Hennings, Kaden Kuusela, Brayden Lee, Austin Sinsel, Broc Cramer, Cody Cadwalader, Ramsey Rathjen, Coach Paul Lee, and Coach Brad Earnest. Our Girls Team were District Champions and State Runner-ups.

5.2. State Champion Bowling - Singles

Mrs. Cindy Wells recognized Kaden Kuusela for the Class A, State Champion Bowling for Boys Singles.

5.3. NSPRA 2022-2023 "Top 35 Under 35" Class - Mitchell Roush

Mrs. Jennifer Worthington recognized Mitch Roush for this year's NSPRA's 35 Under 35 program recognizing school public relations professionals who are making a difference for their school districts or education-related employers.

6. CAMPUS HIGHLIGHTS

6.1. Shoemaker Elementary - Calm down kit/corner and Restorative Circles school implementation/Restorative Circle Grade Level Schedule

Mr. Lee Wolfe (Principal), Mr. Arik Streck (4th grade teacher), and Mrs. Samantha Amick (Social Worker) presented the Shoemaker 2022-2023 SEL Highlights.

7. REQUESTS TO ADDRESS THE BOARD

8. INFORMATION ITEMS

8.1. GIPS Foundation - Go Big Give and the 20years of Staff Giving Campaign

Ms. Maggie McDermott gave the GIPS Foundation update and Go Big Give and the 20years of Staff Giving Campaign.

8.2. HOSA Health Fair

No presentation.

8.3. ASCEND Update

Mr. Brian Kort and Mrs. Tausha Jones presented the ASCEND update.

8.4. Middle School Visioning Update

Dr. Toni Palmer, Mr. Rod Foley, Ms. Stefanie Novotny, and Mr. Josue Covarrubias, presented the Middle School Visioning update.

8.5. Negotiations between GIEA and the Board of Education

Mr. Brian Kort presented the negotiations between GIEA and the Board of Education.

8.6. Panorama Survey Renewal

Dr. Robin Dexter and Mr. Cory Gearhart presented the Panorama Survey, survey students, staff, and parents to gather input on how they and their students are supported in school. This tool is used to monitor school climate and culture in GIPS schools. The NDE school improvement process requires a survey to gather student, staff, and parent input.

Panorama Education partners with schools and districts to collect and analyze data about social-emotional learning, school climate, family engagement, and more. With research-backed surveys and a leading technology platform, Panorama helps educators act on data to improve student outcomes. Panorama has supported more than 5 million students in 6,500 schools across 45 states, which allows for the development of valid and reliable questions to collect, disaggregate, and compare data to inform school improvement.

8.7. Staffing request for 2023-2024 school year

Mr. Brian Kort presented the staffing request for 2023-2024 school year.

8.8. Hope Squad Program at GISH

Dr. Robin Dexter presented the Hope Squad program at GISH. Hope Squad is a school-based, peer to peer behavioral health support program. Fifteen educators will be trained by Hope Squad Trainers as Hope Squad advisors in June of 2023. Hope Squad student members will be chosen by their peers through a school-wide nomination process. We anticipate 8-10 students for each grade level at GISH. Orientation will be provided to students and parents with a required signed

parent permission form. The Hope Squad will use the Hope Squad National Curriculum.

Hope Squad supports GIPS Success Area 3: Thrive in school and life

8.9. Walnut Middle School and Elementary Security Vestibules

Mr. Petsch presented the approval of Duncan Theis Construction to do the project and contract at Walnut Middle School and Elementary Security Vestibules.

8.10. Construction Update

Mr. Petsch presented the construction update.

8.11. Student Representative Report

Mr. Zach Cloutier gave the student representative's report.

8.12. Superintendent Report

Mr. Fisher presented the superintendent report.

9. ACTION ITEMS

9.1. 2022 K-8 Nebraska Mathematics Standards Revisions & Adoption

Motion to approve the 2022 K-8 Nebraska Mathematics Standards Revisions & Adoption Passed with a motion by Mr. Dave Hulinsky and a second by Mr. Eric Garcia-Mendez.

Lisa Albers: Yea, Eric Garcia-Mendez: Yea, Joshua Hawley: Yea, Dave Hulinsky: Yea, Katherine Mauldin: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

9.2. Staffing request for 2023-2024 school year

Motion to approve the staffing request for 2023-2024 school year Passed with a motion by Mr. Dave Hulinsky and a second by Mr. Joshua Hawley.

Lisa Albers: Yea, Eric Garcia-Mendez: Yea, Joshua Hawley: Yea, Dave Hulinsky: Yea, Katherine Mauldin: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

9.3. Hope Squad

Motion to approve Hope Squad Program at GISH as presented Passed with a motion by Mr. Dave Hulinsky and a second by Mrs. Lisa Albers.

Lisa Albers: Yea, Eric Garcia-Mendez: Yea, Joshua Hawley: Yea, Dave Hulinsky: Yea, Katherine Mauldin: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

9.4. Walnut Middle School and Elementary Security Vestibules

Recommend approval of Duncan Theis Construction to work on the project at Walnut Middle School and Elementary Security Vestibules Passed with a motion by Mr. Dave Hulinsky and a second by Mr. Joshua Hawley.

Lisa Albers: Yea, Eric Garcia-Mendez: Yea, Joshua Hawley: Yea, Dave Hulinsky: Yea, Katherine Mauldin: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

10. REPORTS

10.1. No Report - Grand Island Public Schools Foundation Report

No report with the presentation made earlier.

11. NOTIFICATION OF UPCOMING BOARD MEETINGS

Regular Board of Education Meeting - Thursday, April 13, 2023.

12. ADJOURNMENT

All business having been completed, the meeting was adjourned at 8:09 PM.

Angela A. Dibbert, Recording Secretary

Robin R. Dexter, Secretary to the Board

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

BOE Policy Committee Meeting – April 4, 2023 – 4:30pm – South Conf. Room
Students prepared to make positive contributions to society and thrive in an ever-changing world.
Empower - Personalize - Design - Partner

Members present:

Dr. Robin Dexter
Mr. Matt Fisher
Josh Sikes
Lindsey Jurgens
Amanda Wilson
Josh Hawley

1. **Review Notes from Feb 21, 2022 – 1.1.** – approved as presented
2. **Review Agenda for changes or additions – 2.1.** - none
3. **Review roles/responsibilities of the Policy Committee**
4. **Board role in policy adoption/approval processes:**
 - Policy Committee reviews and makes recommendations to the board for policy adoption, review, or revisions
 - 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 on certain issues in the district with input from staff /students/community as appropriate
5. **NEXT MEETING:**
May 8 – 4:30pm – South Conference Room
6. **Policy on Final Read @ April 17, 2023, BoE Meeting**
3212 SUPERINTENDENT EVALUATION
8240 ADMISSION OF EXCHANGE AND FOREIGN STUDENTS
2110 POWERS AND RESPONSIBILITIES OF THE BOARD
2111 BOARD OPERATING PRINCIPLES
2230 BOARD COMMITTEES
7. **Policy on First Read @ April 17, 2023, BoE Meeting**
2216 BOARD OF EDUCATION STUDENT MEMBER
4460 EXPENSE REIMBURSEMENTS
8740 GRADUATION REQUIREMENTS
8822 STUDENT MEAL CHARGE POLICY
8. **Policy for review:**
 - 8.1. 9230 ACCESS TO DISTRICT RECORDS – Tabled for May 8, 2023
 - 8.2. 2160 POLICY AND POLICY ADOPTION– Tabled for May 8, 2023
 - 8.3. 3320 POLICY IMPLEMENTATION – Delete – Tabled for May 8, 2023

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

- 8.4. 2216 BOARD OF EDUCATION STUDENT MEMBER – move forward to the BoE for approval on the consent agenda April 17, 2023
- 8.5. 4312 INTERNAL CONTROLS FOR FEDERAL AND STATE AWARDS - Tabled for May 8, 2023
- 8.6. 4430 INVENTORY SYSTEM - Tabled for May 8, 2023
- 8.7. 4460 EXPENSE REIMBURSEMENTS – move forward to the BoE for approval on the consent agenda April 17, 2023
- 8.8. 4461 RECOGNITION FOR SERVICE OF STAFF AND OTHERS - Tabled for May 8, 2023
- 8.9. 8462 METAL DETECTOR SCREENING - Tabled for May 8, 2023
- 8.10. Changes to Student Handbook
 - 8.10.1. 22-23_ENG_GIPS Student Handbook
 - 8.10.2. Changes to Student Handbook for 2023 2024
- 8.11. 8740 GRADUATION REQUIREMENTS – move forward to the BoE for approval on the consent agenda April 17, 2023
- 8.12. 8.12. 8822 STUDENT MEAL CHARGE POLICY – move forward to the BoE for approval on the consent agenda April 17, 2023

9. Policy Questions and Discussion:

- 9.1. 7511 Enrollment Option – questions
 - 9.1.1. 7511.1 Resolution for Option Enrollment Students in Special Education and Alternative Education Programs
- 9.2. 2022 Annual Notices, Hearings, Reviews, and Trainings – Tabled for April 4
- 9.3. JKnight policy review guidance
- 9.4. 7190 District Wellness Policy

10. Moved to Board Governance Committee

None

11. Working on:

6205/8505 Title IX Grievance Policy – waiting on Fed revisions
LB 644 Property Tax Request Joint Hearing – waiting on policy from Perry Law Firm

Kneale Administration Building

Matthew Fisher, Superintendent



Agenda Governance Committee Meeting April 5, 2023

ATTENDING:

AGENDA:

- 1. BOE Student Representative Election or Appointment**
- 2. Items Marcia Herring sent to us for review**
- 3. Next Meeting -- 5/3/2023 @ 8:00am**

Kneale Administration Building



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

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 - Mr. Petsch & Mrs. Grim
 - Engleman Roof
 - Hand Soap & Sanitizer Dispensing System
4. Surplus Property - Mrs. Grim & Mr. Petsch
5. District Equipment List - 5 Year Plan Review
6. Information Technology Update – Mr. Gearhart
7. Nutrition Services Update – Mrs. Spellman
8. Board Policy #8222 - Meal Charge Policy - Mrs. Spellman & Ken
 - Standard Meal or Alternate Meal
 - Writing Off Debt Annually or at to MS to HS Transitions
9. Geometry Math Adoption and Algebra II Pilot - Dr. Tomjack & Dr. Buhrman @ 7:45-8:15
10. Request to Increase Custodian at Howard by .4 FTE - Mrs. Schnitzler & Mr. Kort
11. Period Poverty - Mrs. Lisa Albers
12. Medical Science Academy Project Update - Dr. Dexter, Mr. Petsch, Mr. Fisher
13. Leave Committee & Negotiations Update - Ken & Mr. Kort
 - Final Draft of Master Agreement
14. ESSERs III Building Project Update – Mr. Petsch
 - Knickrehm Elementary
 - GISH
 - Walnut Security Vestibule
 - Howard Security Vestibule
15. GISH Addition/Renovation Change Order #1 - Mr. Petsch

16. Old ELC Property Disposal Update - Mr. Petsch
 - Property listing agreement with Al Avery
 - Who has the authority to sign off on the sale of the property?
17. Baseball Field Renovation Planning Update - Mrs. Wells & Mr. Ladwig
 - The total cost for all three parties: 1) The schools (GINW, GIPS, & CC); 2) The Legion; and 3) The City is \$9800. Mr. McCoy indicated they want the schools to, and I quote, "...pay either 1/2 or 1/3 of the \$9800..." He said he didn't know if it was a 1/3 or 1/2 at this point, because he hasn't received an official word from The Legion about whether or not they are willing to participate in the cost of the study. So, if they will not share in the cost, they would like the schools to provide 1/2 of the money for the study. If they do participate, they would like the schools to provide 1/3 of the money. So, if all of the schools participated, and The Legion participated, GIPS share of a "1/3 of 1/3 (\$3,267)" would be \$1,088. If all of the schools participated, and The Legion did not participate, GIPS share of 1/3 of 1/2 (\$4,900) would be \$1,633. Mr. McCoy also indicated that any further design and planning expenses associated with the project would be, "...picked up by the funds raised for the project and there wouldn't be additional design or study costs for the schools..."
18. Transportation Contract for 2023-24 School Year
 - Requested the 4% Increase allowed for in the contract: \$1,944,289.16, provided no additional routes are added
19. Investment on Cash Reserve Update - Mr. Schroeder
20. Master Facility Planning Presentation - Draft of April 21st Presentation - Mr. Petsch & Ken
21. Project List Update - Mr. Petsch
22. Review of Depreciation, Special Building, General Fund Cash Flow, & Payroll Summary – Ken
23. Federal Programs Update and Financial Report(s) – Ken
24. Open Agenda Items as Necessary – F&F Team

NEXT MEETING: **May 2 @ 7:30 a.m.**

Students who thrive.



To: Leading for Learning BOE Committee
From: Dr. Toni Palmer
RE: Meeting: April 11, 2023, Virtual
4:00 PM-5:30 PM

New Business:

- Harvard SDP Fellowship-Pat Larson
- [Geometry Math Adoption](#), [Algebra II Pilot](#)-Dr. Buhrman
- [American Civics](#)-Dr. Lee
- MS Universal Screener-Needs Analysis
- GEAR UP Report-Dr. Bailey
- Teammates-Dr. Doll
- Elementary Guidance for 3:05 Schedule-Dr. Tomjack/Dr. Palmer

Next Meeting: May 9th, 2023 @ 4:00 Zoom

Kneale Administration Building

Public Relations and Partnership Development Committee
Agenda

Friday, April 14, 2023

8:00 - 9:30 a.m. via [Zoom](#)



WE ARE BOLDLY GIPS '22-'23

Beat on the Street - *All*

Staff Appreciation - *Worthington & Roush*

- BoE role
- Perks for staff
- Other

Graduation - *Roush*

Student Interns - *Mayhew*

Annual Report - *Worthington*

Communication Analytics - *Roush*

- New Collateral
- Notable Media Coverage
- Timely Communications

Next Meeting: May 5, 2023

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

April 6, 2023

8:15am

Welcome

[Needs Analysis](#)–Howard Elem. Julie Schnitzler

GIEA Negotiations–coming to Board meeting for approval

School Psychologist–1 year stipend

[EAP](#)–Update (Employee Assistance Program) Wayne Stelk

Annualized Pay–Dr Schroeder (going away)

GICSA negotiation/salary–Dr. Schroeder

Staffing Update–

107–Resignations/Retirements

11 Retirements

96 Resignations

New Hires–60

Elementary–5 Kindergarten, 3-1st, 1-2nd, 3-3rd, 4-4th, 4-5th, 1-Counselor,
1-SECA, 1- Music, 3-EL

Middle School–2-ELA, 1-Math, 5-Science, 2–Social Studies, 1-EL,
1-Music/Orchestra, 1-Financial Literacy

High School– 1-Social Studies, 2–Counselors, 3-ELA, 2-Math, 1-Spanish

Special Education– 5-elementary, 3-MS, 3–Speech Path, 6–School
Psychologist

Administrative–Gates, Seedling Mile, Westridge AP (2), Director of Secondary
Ed, Director of Professional Learning

Grand Island Public Schools

Claims Listing

April 17, 2023

<u>Ref No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
87708	Abante Marketing	Supplies	\$1,753.49
87709	Academic Therapy Publications	Books & Periodicals	\$420.00
87710	Ace Hardware	Supplies	\$85.04
87711	ACP Direct	Supplies	\$904.15
87712	AKRS Equipment Solutions Inc	Supplies	\$220.62
87713	Alegent Health Education Department	Supplies	\$5.00
87714	Alisa Grim	Staff Mileage	\$68.91
87715	Allison Bailey	Travel	\$177.86
87716	Allison Heiss	Staff Mileage	\$55.09
87717	Almquist Maltzahn Galloway & Luth	Professional Services	\$540.00
87718	Alpha Rehabilitation PC	Professional Services	\$1,441.09
87719	Amazon Cap Services Inc	Supplies	\$713.87
87720	Aramark Uniform Services	Technical Services	\$222.93
87721	Arleth Nunez Acosta	Technical Services	\$105.00
87722	Ashley Tomjack	Staff Mileage	\$123.53
87723	Audriana Kaelin Camacho	Staff Mileage	\$38.58
87724	B & H Photo-Video Inc	Instructional Materials	\$1,729.64
87725	Banner Solutions	Supplies	\$265.48
87726	Best Buy Business Account	Technology Supplies	\$399.99
87727	Bibiana Luevano	Staff Mileage	\$93.01
87728	Blick Art Materials	Supplies	\$8,461.83
87729	Border States Industries Inc	Supplies	\$2,937.86
87730	Brittney Bills	Staff Mileage	\$196.50
87731	Brooke Wentzlaff	Staff Mileage	\$30.00
87732	Camera Ready Cosmetics	Supplies	\$20.98
87733	Capital Business Systems Inc.	Technical Services	\$302.43
87734	Capital Business Systems, Inc	Technical Services	\$364.71
87735	Cara Kuhl	Staff Mileage	\$51.22
87736	Century Link	Telecommunications	\$61.34
87737	Century Link	Telecommunications	\$147.10
87738	Century Link	Technical Services	\$131.00
87739	Chelsea Turek	Supplies	\$33.58
87740	Clearly Communications	Telecommunications	\$1,030.00
87741	Cline Williams Wright Johnson	Contracted Legal Services	\$1,620.00
87742	Communications Engineering	Other Equipment	\$14,886.00
87743	Dan Petsch	Staff Mileage	\$93.14
87744	Daniela Perea	Technical Services	\$96.00
87745	Daniela Reyes Machuca	Technical Services	\$126.00
87746	Eakes Office Solutions	Instructional Materials	\$715.85
87747	Eric Garcia-Mendez	Travel	\$129.71
87748	Evan Lee	Staff Mileage	\$63.34
87749	Follett Content Solutions LLC	Books & Periodicals	\$2,807.90

Grand Island Public Schools

Claims Listing

April 17, 2023

87750	Follett School Solutions Inc	Books & Periodicals	\$4,235.17
87751	Fred Lowery	Staff Mileage	\$45.20
87752	Fun Express LLC	Supplies	\$65.88
87753	Gadiel Aguilar	Technical Services	\$90.00
87754	Grand Island Express Inc	Maintenance	\$162.80
87755	Grand Island Independent	Advertising	\$541.60
87756	Grand Island Police Department	Miscellaneous	\$349.44
87757	Grand Island Public Schools	Miscellaneous	\$2,544.07
87758	Grand Island Public Schools	Professional Services	\$7,395.71
87759	Grand Island Public Schools	Miscellaneous	\$2,742.92
87760	Grand Island Public Schools Nutrition Sv	Employee Benefits	\$3,099.75
87761	Grand Island Utilities Dept	Electricity	\$44,526.16
87762	Gustave A Larson Company	Supplies	\$1,607.52
87763	Head Start Family Dev Program	Professional Services	\$19,061.17
87764	Hesseltgesser Electric	Supplies	\$5,539.75
87765	Heuer Publishing	Books & Periodicals	\$11.50
87766	Holiday Express	Student Transportation	\$28,050.00
87767	Idea Bank Marketing	Professional Services	\$223.00
87768	Interstate All Battery Center	Supplies	\$1,068.40
87769	Island Indoor Climate	Technical Services	\$154.00
87770	Island Sprinkler Supply	Supplies	\$1,796.17
87771	Jacqueline Juarez Meier	Travel	\$15.00
87772	Jasmin Kunz	Staff Mileage	\$71.20
87773	JDR Consulting LLC	Professional Services	\$7,337.50
87774	Jennifer Hahn	Staff Mileage	\$106.57
87775	John Dalton Ambrose Johnson	Staff Mileage	\$74.47
87776	Johnson Hardware	Other Equipment	\$18,585.00
87777	Jonathan Arevalo	Technical Services	\$132.00
87778	Jones School Supply Company	Supplies	\$69.25
87779	Joni Pritchard	Staff Mileage	\$196.50
87780	Judy Rivera Cabrera	Technical Services	\$144.00
87781	JW Pepper Son Inc	Supplies	\$92.00
87782	Kahsaandra Velasquez	Staff Mileage	\$71.00
87783	Kaitlyn Hesman	Staff Mileage	\$61.96
87784	Karma L Lewandowski	Staff Mileage	\$57.44
87785	Katherine Mauldin	Travel	\$70.15
87786	Kearney Area Community Foundation	Supplies	\$350.00
87787	Kelly Supply Co	Supplies	\$52.23
87788	Kelsey Weakland	Staff Mileage	\$33.14
87789	Kendall/Hunt Publishing Co	Supplies	\$169.24
87790	Kens Appliance Inc	Professional Services	\$115.00
87791	Kenya Pineda	Technical Services	\$126.00
87792	Kevin Watson	Staff Mileage	\$15.72

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87793	Kimberly Perez Veliz	Technical Services	\$105.00
87794	Kristen Hahn	Staff Mileage	\$73.10
87795	Kristen Laurent	Technical Services	\$260.52
87796	Kristin Watson	Staff Mileage	\$9.63
87797	KSB School Law PC LLO	Contracted Legal Services	\$580.00
87798	Lavon Glines	Staff Mileage	\$11.27
87799	LCL Truck Equipment Inc	Supplies	\$290.70
87800	Learning Services International & The Ma	Professional Services	\$4,975.00
87801	Legacy Outdoor Advertising LLC	Advertising	\$695.00
87802	Lianibet Aguilera	Technical Services	\$78.00
87803	Lizeth Salgado	Technical Services	\$42.00
87804	Lura M Townsend	Staff Mileage	\$23.78
87805	Lynavette Mendoza	Technical Services	\$123.00
87806	Marcy R Krolikowski	Staff Mileage	\$13.10
87807	Maria Vasquez Melchor	Staff Mileage	\$99.58
87808	Matheson Tri Gas Inc	Supplies	\$27.19
87809	Menards	Supplies	\$591.13
87810	Midwest Restaurant Supply LLC	Supplies	\$277.50
87811	NAPA Auto Parts of Grand Island	Supplies	\$118.70
87812	Nathan Helzer	Travel	\$327.75
87813	Orvin Rubio Hernandez	Technical Services	\$189.00
87814	Otis Elevator Company	Technical Services	\$3,029.16
87815	Paper Tiger Shredding Inc	Utility Services	\$255.00
87816	Reams Sprinkler Supply Co	Supplies	\$20.00
87817	Rentokil North America Inc	Technical Services	\$62.15
87818	Rosemary Gomez	Staff Mileage	\$89.67
87819	Sanchez Yeleyna	Technical Services	\$36.00
87820	Sara Jelinek	Travel	\$132.97
87821	Sara Yount	Staff Mileage	\$5.63
87822	Sarah K Henry	Staff Mileage	\$88.36
87823	School Health Corporation	Supplies	\$840.26
87824	Suyapa Gonzalez	Staff Mileage	\$134.10
87825	Tally Creative Inc	Professional Services	\$5,200.00
87826	Tango Flight Inc	Supplies	\$2,832.00
87827	Tarjimly	Professional Services	\$167.40
87828	Texthelp Inc	Web Based Software	\$1,360.80
87829	The Home Depot Pro	Custodial Materials	\$13,038.76
87830	Therese Hulme	Staff Mileage	\$43.56
87831	TK Elevator Corporation	Technical Services	\$1,717.53
87832	Tom Dinsdale Chevrolet Cadillac	Maintenance	\$85.00
87833	Trausch Dynamics	Supplies	\$11.33
87834	Travas G Wright	Staff Mileage	\$27.38
87835	Uline	Custodial Materials	\$1,062.13

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87836	UniFirst Corporation	Technical Services	\$429.18
87837	University Of Nebraska at Lincoln	Professional Services	\$150.00
87838	University of Nebraska Kearney	Professional Services	\$3,000.00
87839	Verizon Wireless	Telecommunications	\$195.26
87840	Verizon Wireless	Telecommunications	\$120.03
87841	Vex Robotics Inc	Supplies	\$337.51
87842	Village Cleaners	Technical Services	\$294.80
87843	Voyager Sopris Learning Inc	Books & Periodicals	\$1,280.40
87844	West Music Co	Supplies	\$16,037.98
87845	Wex Bank	Fuel	\$3,181.59
87846	Wex Bank	Fuel	\$1,680.82
87847	Wex Bank	Fuel	\$1,729.09
87848	Wex Bank	Fuel	\$3,198.55
87849	Window Optics, LLC	Other Equipment	\$4,200.00
87850	Winsupply of Grand Island	Supplies	\$610.24
87851	Wonder Workshop Inc	Supplies	\$995.00
87852	Woodwards Disposal Service Inc	Utility Services	\$235.00
87853	Yaretzi Bernabe	Technical Services	\$45.00
87854	Hauff Mid-America Sports	Supplies	\$11,280.47
87855	Wholeness Healing Center PC	Professional Services	\$250.00
87856	First Bankcard Center/Visa	Travel	\$2,975.91
87857	First Bankcard Center/Visa	Web Based Software	\$626.47
87858	First Bankcard Center/Visa	Travel	\$30.00
87859	First Bankcard Center/Visa	Miscellaneous	\$3,499.00
87860	First Bankcard Center/Visa	Food	\$289.70
87861	First Bankcard Center/Visa	Travel	\$3,783.81
87862	First Bankcard Center/Visa	Supplies	\$68.94
87863	First Bankcard Center/Visa	Advertising	\$750.36
87864	First Bankcard Center/Visa	Supplies	\$49.07
87865	First Bankcard Center/Visa	Supplies	\$322.10
87866	First Bankcard Center/Visa	Travel	\$8,583.11
87867	First Bankcard Center/Visa	Supplies	\$43.90
87868	First Bankcard Center/Visa	Employee Training	\$1,807.55
87869	First Bankcard Center/Visa	Travel	\$53.60
87870	First Bankcard Center/Visa	Supplies	\$1,008.99
87871	First Bankcard Center/Visa	Employee Training	\$1,266.50
87872	First Bankcard Center/Visa	Supplies	\$92.07
87873	First Bankcard Center/Visa	Dues	\$2,698.25
87874	First Bankcard Center/Visa	Supplies	\$78.40
87875	First Bankcard Center/Visa	Dues	\$100.00
87876	First Bankcard Center/Visa	Travel	\$3,186.83
87877	First Bankcard Center/Visa	Supplies	\$924.07
87878	First Bankcard Center/Visa	Travel	\$18,419.21

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87879	First Bankcard Center/Visa	Supplies	\$325.52
87880	First Bankcard Center/Visa	Web Based Software	\$34.22
87881	First Book National Book Bank	Supplies	\$44.69
87882	Jennifer Worthington	Miscellaneous	\$36.75
87883	First Bankcard Center/Visa	Supplies	\$351.75
87884	Hiland Dairy Foods Company LLC	Milk	\$16,288.76
87885	University of Nebraska Kearney	Dues	\$500.00
87886	Amazon Cap Services Inc	Supplies	\$118.98
87887	Anita Harlan	Staff Mileage	\$12.18
87888	Barbara Knuth	Staff Mileage	\$33.41
87889	Blanca Estela Almaguer	Staff Mileage	\$34.52
87890	Bosselman Energy Inc	Supplies	\$106.33
87891	Brenmar Company Inc	Paper Products	\$4,573.80
87892	Carolyn Arends	Staff Mileage	\$32.29
87893	Cash-Wa Distributing	Food	\$139,103.27
87894	Cash-Wa Distributing	Food	\$2,352.61
87895	Cecilia Hormachea De La Roza	Staff Mileage	\$9.17
87896	Chesterman Company	Food	\$1,687.00
87897	Copycat Instant Printing	Advertising	\$216.83
87898	Ecolab Food Safety Specialties - Catalog	Paper Products	\$2,660.59
87899	Evelyn R Seim	Staff Mileage	\$55.68
87900	Greenberg Fruit Company	Food - Produce	\$13,357.60
87901	Kimberly Clegg	Staff Mileage	\$16.05
87902	Laura Erives	Staff Mileage	\$3.54
87903	LeAnn Masat	Staff Mileage	\$9.17
87904	Lisa Moss	Staff Mileage	\$55.28
87905	Mid-Nebraska Disposal Inc	Utility Services	\$440.30
87906	Midwest Restaurant Supply LLC	Maintenance	\$3,430.77
87907	MJM Marketing	Food	\$4,905.60
87908	Nicole Enck	Staff Mileage	\$8.25
87909	Nicole Lemburg	Staff Mileage	\$43.23
87910	Olga Alcantar	Supplies	\$50.00
87911	Pamela Rivera	Staff Mileage	\$8.91
87912	Pan-O-Gold Baking Co	Food - Bread	\$5,374.04
87913	Peterson Farms Fresh Inc	Food - Produce	\$6,285.72
87914	Renee Schwiager	Staff Mileage	\$6.62
87915	Swift Sensors Inc	Equipment	\$4,202.95
87916	Teresa Abuwisha	Staff Mileage	\$16.51
87917	Teresa Cruz	Staff Mileage	\$84.63
87918	Tessa Kamilah Marie Holder	Staff Mileage	\$43.23
87919	Theresa McCarthy	Staff Mileage	\$26.20
87920	Uline	Supplies	\$242.82
87921	US Foods - Grand Island	Food	\$35,352.76

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87922	Vend-ucation LLC	Equipment	\$14,574.00
87923	VVS Inc	Food	\$144.67
87924	First Bankcard Center/Visa	Web Based Software	\$4,680.00
87925	First Bankcard Center/Visa	Travel	\$752.73
87926	First Bankcard Center/Visa	Miscellaneous	\$79.16
87927	First Bankcard Center/Visa	Supplies	\$1,205.62
87928	First Bankcard Center/Visa	Travel	\$66.43
87929	Amazon Cap Services Inc	Supplies	\$3,259.50
87930	Amy Richards	Supplies	\$66.35
87931	Amy Schley	Staff Mileage	\$13.76
87932	Anneris Shafer	Staff Mileage	\$49.91
87933	Ayli Sanchez	Staff Mileage	\$7.86
87934	Benjamin Marten	Staff Mileage	\$220.90
87935	Cassandra Jo Stara	Technical Services	\$287.01
87936	Century Link	Telecommunications	\$366.00
87937	Charter Communications Holdings LLC	Telecommunications	\$59.99
87938	Colette Sorensen	Supplies	\$803.55
87939	Danita M Stanton	Staff Mileage	\$26.66
87940	Kenya Pineda	Technical Services	\$27.00
87941	Matheson Tri Gas Inc	Supplies	\$311.63
87942	MATHESON TRI-GAS INC.	Machinery	\$39,891.00
87943	Mayhew Signs Inc	Supplies	\$1,785.00
87944	Menards	Supplies	\$733.89
87945	Michelle Ramirez-Behavides	Technical Services	\$141.00
87946	Midwest Alarm Services	Technical Services	\$414.46
87947	Multi-Health Systems	Supplies	\$112.50
87948	NAPA Auto Parts of Grand Island	Supplies	\$318.98
87949	Nasco	Supplies	\$202.25
87950	Nebraska Association For The Gifted	Employee Training	\$150.00
87951	Nebraska Association Of School Boards	Professional Services	\$5,987.23
87952	North Platte High School	Miscellaneous	\$70.00
87953	One Source	Technical Services	\$987.00
87954	Orvin Rubio Hernandez	Technical Services	\$27.00
87955	Perry Guthery Haase & Gessford PC	Contracted Legal Services	\$1,033.60
87956	Policy Studies Associates Inc	Professional Services	\$9,166.67
87957	Pomp's Tire Service Inc	Supplies	\$30.90
87958	Rebekah Piel	Staff Mileage	\$33.86
87959	Rentokil North America Inc	Technical Services	\$671.22
87960	Riverside Technologies Inc	Technology Supplies	\$33,966.00
87961	School Health Corporation	Supplies	\$351.18
87962	Sherlyn Angelina Perez	Technical Services	\$90.00
87963	Sherwin Williams Company	Supplies	\$232.76
87964	Soliant Health LLC	Professional Services	\$23,959.00

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87965	State Glass Inc	Technical Services	\$4,160.00
87966	Striv AV LLC	Technology Supplies	\$756.00
87967	Super Saver	Supplies	\$324.74
87968	Super Saver Five Points	Supplies	\$1,800.22
87969	Unite Private Networks LLC	Telecommunications	\$25,858.89
87970	Valerie Porto	Staff Mileage	\$15.98
87971	Verizon Business	Telecommunications	\$4.17
87972	Amber High	Supplies	\$84.13
87973	Ana Lucia Gomez Saenz	Technical Services	\$42.00
87974	Ashley Garcia	Technical Services	\$132.00
87975	Banner Solutions	Supplies	\$19.95
87976	Cannon Moss Brygger & Assoc	Professional Services	\$2,980.00
87977	Capital Business Systems Inc	Technical Services	\$26,800.83
87978	Carrot-Top	Custodial Materials	\$1,844.06
87979	Catherine Davis	Staff Mileage	\$40.35
87980	City of Grand Island	Dues	\$671.98
87981	Classroom Security Blinds LLC	Supplies	\$843.26
87982	College Board Publications	Supplies	\$306.00
87983	Construction Rental	Supplies	\$278.25
87984	Copycat Instant Printing	Supplies	\$1,757.05
87985	Crane Public Transit	Student Transportation	\$360.00
87986	Crescent Electric Supply	Supplies	\$2,616.44
87987	Culligan of Grand Island	Technical Services	\$86.65
87988	Dayanara Florian Garcia	Technical Services	\$123.00
87989	Demco	Supplies	\$96.42
87990	Dobesh Land Leveling	Technical Services	\$660.00
87991	EAI Education	Supplies	\$5,880.30
87992	Eakes Office Solutions	Supplies	\$2,314.02
87993	Educational Service Unit 9	Professional Services	\$5,068.00
87994	Essential Personnel Inc	Cleaning Services	\$1,487.05
87995	Everardo Corona	Supplies	\$59.04
87996	Fastenal	Supplies	\$177.45
87997	Follett Content Solutions LLC	Books & Periodicals	\$1,497.56
87998	Follett School Solutions Inc	Books & Periodicals	\$233.83
87999	FourPoint Education Partners	Professional Services	\$6,900.00
88000	GI Family Radio KRGI	Advertising	\$1,680.00
88001	Google LLC (77-0493581)	Web Based Software	\$38.57
88002	Grand Island Area Chamber Of Commerce	Miscellaneous	\$550.00
88003	Grand Island Express Inc	Maintenance	\$37.21
88004	Grand Island Independent	Advertising	\$963.00
88005	Grand Island Public Schools	Miscellaneous	\$3,314.19
88006	Grand Island Public Schools Nutrition Sv	Food	\$0.00
88007	Grand Island Utilities Dept	Electricity	\$53,448.66

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88008	Gustave A Larson Company	Supplies	\$1,225.05
88009	Hello Hero	Professional Services	\$59,322.31
88010	Island Sprinkler Supply	Supplies	\$1,043.05
88011	Island Towing	Maintenance	\$140.80
88012	Jami Lee Dutcher	Staff Mileage	\$41.46
88013	Janet Escobar Aguilar	Technical Services	\$123.00
88014	Jaqueline Guerrero	Staff Mileage	\$15.07
88015	Jaylehn Delgado-Guzman	Technical Services	\$90.00
88016	Karla Escobar	Technical Services	\$48.00
88017	Kathleen Lehman Geraghty	Travel	\$130.87
88018	Kenneth DeFrank	Staff Mileage	\$76.18
88019	KSB School Law PC LLO	Contracted Legal Services	\$55.00
88020	Maria L Lara Calzada	Technical Services	\$123.00
88021	Michelle Dorszynski	Staff Mileage	\$10.15
88022	Rachel Brown-McDonald	Professional Services	\$100.00
88023	Valerie Chmelka	Staff Mileage	\$17.03
88024	Zahara Yahya	Technical Services	\$135.00
88025	Crown Packaging Corporation	Paper Products	\$1,450.82
88026	Culligan of Grand Island	Supplies	\$578.60
88027	Flavorseal LLC	Paper Products	\$5,143.87
88028	Greenberg Fruit Company	Food - Produce	\$1,224.69
88029	Peterson Farms Fresh Inc	Food - Produce	\$2,693.88
88030	Sams Club Direct	Supplies	\$481.38
88031	First Bankcard Center/Visa	Supplies	\$31.08
88032	First Bankcard Center/Visa	Supplies	\$17.99
88033	First Bankcard Center/Visa	Travel	\$1,033.15
88034	Quill Corporation	Supplies	\$636.96
88035	Amy Schneider	Staff Mileage	\$87.97
88036	Andy Schneider	Staff Mileage	\$87.97
88037	Breanna Rose	Staff Mileage	\$80.43
88038	Century Link	Technical Services	\$627.58
88039	Daniel Phillips	Travel	\$595.37
88040	DAS State Accounting - Central Finance	Telecommunications	\$238.13
88041	Emily Olmedo Hernandez	Technical Services	\$48.00
88042	Farah Peters	Miscellaneous	\$319.44
88043	Jennifer Pelster	Staff Mileage	\$12.57
88044	John Schultz	Staff Mileage	\$82.79
88045	Julie Molt	Travel	\$172.50
88046	Kelli Mayhew	Staff Mileage	\$206.72
88047	Margaret McManaman	Staff Mileage	\$55.15
88048	Mechanical Sales Inc	Other Equipment	\$3,244.00
88049	Menards	Supplies	\$731.38
88050	MidAmerica Administrative & Retirement	Miscellaneous	\$408.00

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88051	Monoprice Inc	Technology Supplies	\$291.40
88052	NAPA Auto Parts of Grand Island	Supplies	\$1,074.17
88053	Nebraska Fire Sprinkler Corp	Technical Services	\$211.00
88054	Nebraska Secretary of State-Business Sv	Miscellaneous	\$110.00
88055	Northwestern Energy	Utility Services	\$313.20
88056	O Reilly Auto Parts	Supplies	\$29.99
88057	Pearson Clinical Assessment	Supplies	\$123.40
88058	Really Great Reading Company LLC	Books & Periodicals	\$60.95
88059	Reams Sprinkler Supply Co	Custodial Materials	\$1,599.85
88060	Rentokil North America Inc	Technical Services	\$800.04
88061	Sandra Ellen Ponce	Mileage Paid to Parents	\$50.30
88062	Sarah Nedrig	Staff Mileage	\$9.17
88063	Scholastic Equipment Company LLC	Supplies	\$139.90
88064	Scholastic Inc	Books & Periodicals	\$142.79
88065	Shellie Meyer	Technical Services	\$699.21
88066	Sherwin Williams Company	Supplies	\$261.64
88067	Stelling Brass & Winds	Technical Services	\$265.00
88068	Striv AV LLC	Technology Supplies	\$189.00
88069	Super Saver Five Points	Supplies	\$1,305.88
88070	Toni Palmer	Staff Mileage	\$46.24
88071	Abante Marketing	Supplies	\$675.92
88072	Academic Therapy Publications	Supplies	\$2,260.00
88073	Ace Hardware	Supplies	\$466.77
88074	American Fence Co Western Ne	Technical Services	\$3,464.00
88075	American Red Cross	Employee Training	\$84.00
88076	Anderson Ford Lincoln Mercury	Maintenance	\$25.74
88077	Aramark Uniform Services	Technical Services	\$445.86
88078	Ashley Luarca Perez	Technical Services	\$156.00
88079	Aubrey Melanie Luna	Technical Services	\$138.00
88080	Awards Plus	Miscellaneous	\$63.00
88081	B David Hulinsky	Staff Mileage	\$60.39
88082	Beth Hubl	Staff Mileage	\$26.46
88083	Bodno LLC	Technology Supplies	\$86.97
88084	Border States Industries Inc	Supplies	\$2,309.26
88085	Bosselman Energy Inc	Supplies	\$113.33
88086	Brandon Ramirez Vega	Technical Services	\$129.00
88087	Cannon Moss Brygger & Assoc	Professional Services	\$31,571.29
88088	Capital Business Systems, Inc	Technical Services	\$9.28
88089	Cara Kuhl	Travel	\$70.06
88090	Christine Kier	Supplies	\$49.00
88091	City of Grand Island	Dues	\$200.00
88092	Cline Williams Wright Johnson	Contracted Legal Services	\$6,126.72
88093	Communications Engineering	Technical Services	\$3,586.00

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88094	Communications Supply Corp	Other Equipment	\$5,743.21
88095	Copycat Instant Printing	Advertising	\$1,303.62
88096	Crescent Electric Supply	Supplies	\$2,030.99
88097	Darrell Holley	Staff Mileage	\$30.64
88098	Deborah R Glaser edD LLC	Supplies	\$686.25
88099	Demco	Supplies	\$475.30
88100	Dobesh Land Leveling	Technical Services	\$660.00
88101	EAI Education	Supplies	\$691.80
88102	Eberl Plumbing & Drain	Technical Services	\$1,952.50
88103	Educational Service Unit 10	Employee Training	\$100.00
88104	Erin Ackerson	Staff Mileage	\$36.00
88105	Essential Personnel Inc	Cleaning Services	\$151.55
88106	Evan Lee	Staff Mileage	\$55.41
88107	First Bankcard Center/Visa	Supplies	\$15.00
88108	Five Points Bank	Supplies	\$403.50
88109	Follett Content Solutions LLC	Books & Periodicals	\$854.00
88110	Follett School Solutions Inc	Books & Periodicals	\$1,528.17
88111	Grand Island Independent	Advertising	\$19.60
88112	Grand Island Public Schools Nutrition Sv	Food	\$729.28
88113	Grand Island Utilities Dept	Electricity	\$28,653.11
88114	Holiday Express	Student Transportation	\$21,398.41
88115	Holly Johnson	Staff Mileage	\$8.06
88116	Interstate All Battery Center	Supplies	\$1,753.50
88117	Isabela Ren Jose	Technical Services	\$66.00
88118	Isaura Bacilio Martin	Technical Services	\$42.00
88119	Island Sprinkler Supply	Supplies	\$168.08
88120	Jamie Bisbee	Staff Mileage	\$21.68
88121	Jared Bombeck	Miscellaneous	\$96.55
88122	Jeff Gilbertson	Travel	\$513.50
88123	Jessica Ramirez Jimenez	Technical Services	\$27.00
88124	Joseph Blake West	Staff Mileage	\$84.43
88125	Karma L Lewandowski	Staff Mileage	\$57.44
88126	Kasey Matthew Lammers	Supplies	\$89.01
88127	Kassandra West	Staff Mileage	\$49.06
88128	Kelly Supply Co	Supplies	\$524.92
88129	Kens Appliance Inc	Supplies	\$854.00
88130	Kidwell Inc	Technology Software	\$195.00
88131	L A & A Consulting LLC	Professional Services	\$10,250.00
88132	Learning Services International & The Ma	Professional Services	\$500.00
88133	Legacy Outdoor Advertising LLC	Advertising	\$660.00
88134	Lesly Lopez	Technical Services	\$78.00
88135	Lincy Lopez-Perez	Technical Services	\$132.00
88136	Lisa Albers	Staff Mileage	\$55.02

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88137	Lluvia Cortez-Garcia	Technical Services	\$90.00
88138	LUNA Language Services	Technical Services	\$142.50
88139	Meg Trout	Staff Mileage	\$29.67
88140	Megan Danner	Staff Mileage	\$41.13
88141	Megan L Jaixen	Professional Services	\$5,695.03
88142	Sarah Wolf	Staff Mileage	\$8.52
88143	Selima Arabab	Technical Services	\$144.00
88144	Selinda Tercero Castaneda	Technical Services	\$123.00
88145	Steven Josue Castro Lopez	Technical Services	\$129.00
88146	The Home Depot Pro	Custodial Materials	\$10,513.36
88147	Tifco Industries	Custodial Materials	\$6,232.20
88148	Tom Dinsdale Chevrolet Cadillac	Maintenance	\$1,527.46
88149	Toofast Supply	Supplies	\$285.82
88150	Ultra Chem Inc	Supplies	\$276.56
88151	UniFirst Corporation	Supplies	\$685.30
88152	Veritiv Operating Company	Instructional Materials	\$16.50
88153	Verizon Wireless	Telecommunications	\$481.44
88154	Verizon Wireless	Telecommunications	\$982.95
88155	Verizon Wireless	Telecommunications	\$400.93
88156	Village Cleaners	Technical Services	\$461.15
88157	Wesley Tjaden	Travel	\$467.44
88158	West Music Co	Supplies	\$372.60
88159	Westside Community Schools	Professional Services	\$7,423.00
88160	Winsupply of Grand Island	Supplies	\$721.91
88161	Woodriver Energy LLC	Utility Services	\$90,929.40
88162	Yanira Lopez-Rivera	Technical Services	\$96.00
88163	Yuliana Alvarez	Technical Services	\$45.00
88164	HyVee	Food	\$100.30
88165	Sheryl Shelton	Supplies	\$44.17
88166	Vilma Mateo	Supplies	\$45.90
88167	Hiland Dairy Foods Company LLC	Milk	\$14,012.06
88168	Vend-ucation LLC	Equipment	\$249.00
88169	Susan K Stuhr	Miscellaneous	\$10.24
88170	Apple Computer Inc	Technology Supplies	\$2,018.00
88171	Aramark Uniform Services	Technical Services	\$362.93
88172	Ashley Tomjack	Staff Mileage	\$21.88
88173	Cara Kuhl	Staff Mileage	\$27.51
88174	Christina M Vrooman	Staff Mileage	\$80.04
88175	City of Grand Island	Other Equipment	\$1,366.71
88176	Corinne Ellerson	Staff Mileage	\$45.65
88177	Cydney Lounsbury	Staff Mileage	\$68.91
88178	Essential Personnel Inc	Professional Services	\$417.29
88179	Fastenal	Supplies	\$86.73

Grand Island Public Schools

Claims Listing

April 17, 2023

88180	Follett Content Solutions LLC	Books & Periodicals	\$3,578.58
88181	Follett School Solutions Inc	Books & Periodicals	\$922.77
88182	Fred Lowery	Staff Mileage	\$27.51
88183	Grand Island Independent	Advertising	\$16.00
88184	Grand Island Utilities Dept	Electricity	\$34,965.57
88185	Interstate All Battery Center	Maintenance	\$375.45
88186	Island Moving LLC	Technical Services	\$850.00
88187	Jacqueline Juarez Meier	Staff Mileage	\$31.11
88188	Jamal Jamal	Technical Services	\$90.00
88189	Jasmin Kunz	Staff Mileage	\$71.98
88190	JDR Consulting LLC	Professional Services	\$1,225.00
88191	Jessica Enck	Staff Mileage	\$34.39
88192	John Dalton Ambrose Johnson	Staff Mileage	\$36.03
88193	Jordyn Hubbard	Travel	\$172.50
88194	Julie M Markvicka	Staff Mileage	\$29.67
88195	Junior Library Guild	Books & Periodicals	\$739.20
88196	Kahsaandra Velasquez	Staff Mileage	\$88.70
88197	Karma L Lewandowski	Staff Mileage	\$19.65
88198	Katie Wollenburg	Staff Mileage	\$13.36
88199	Kelly Supply Co	Supplies	\$235.25
88200	Kevin Watson	Staff Mileage	\$11.79
88201	Kidwell Inc	Technical Services	\$1,383.50
88202	Knowbuddy Resources	Books & Periodicals	\$141.69
88203	Kristen Laurent	Technical Services	\$308.36
88204	Kristin Watson	Staff Mileage	\$9.76
88205	Lee H Jacobsen	Staff Mileage	\$27.12
88206	Legacy Outdoor Advertising LLC	Advertising	\$710.00
88207	Love Signs	Supplies	\$1,170.39
88208	LUNA Language Services	Technical Services	\$220.00
88209	Lura M Townsend	Staff Mileage	\$17.29
88210	Maria Vasquez Melchor	Staff Mileage	\$92.75
88211	Megan L Jaixen	Professional Services	\$5,092.24
88212	Morgan Eihusen	Staff Mileage	\$19.26
88213	Selinda Tercero Castaneda	Technical Services	\$75.00
88214	Stacie Faber	Staff Mileage	\$63.93
88215	Tarjimly	Professional Services	\$1,460.70
88216	The Archway	Supplies	\$195.00
88217	The Hearing Clinic Inc	Professional Services	\$4,419.00
88218	The Home Depot Pro	Custodial Materials	\$16,801.33
88219	The Violin Shop in Lincoln Inc	Technical Services	\$1,733.80
88220	Therese Hulme	Staff Mileage	\$21.62
88221	Titan Machinery Inc	Supplies	\$1,809.41
88222	Tom Dinsdale Chevrolet Cadillac	Maintenance	\$54.31

Grand Island Public Schools

Claims Listing

April 17, 2023

88223	Toofast Supply	Supplies	\$600.77
88224	Tool Barn Rentals Inc	Technical Services	\$60.00
88225	Trausch Dynamics	Supplies	\$26.76
88226	Trego Dugan Aviation of Grand Island Inc	Supplies	\$2,465.20
88227	UniFirst Corporation	Technical Services	\$368.21
88228	University of Nebraska State Museum	Supplies	\$250.00
88229	Veritiv Operating Company	Instructional Materials	\$276.00
88230	Village Cleaners	Technical Services	\$127.40
88231	Westside Community Schools	Professional Services	\$8,192.50
88232	Winsupply of Grand Island	Supplies	\$7,975.72
88233	Yandas Music	Supplies	\$1,209.00
88234	Hiland Dairy Foods Company LLC	Milk	\$17,905.31
88235	Amazon Cap Services Inc	Supplies	\$5,349.31
88236	Century Link	Technical Services	\$131.00
88237	Century Link	Telecommunications	\$61.34
88238	Century Link	Telecommunications	\$147.10
88239	Danny Oberg	Rentals	\$3,100.00
88240	Elda Leticia Martinez Cruz	Staff Mileage	\$27.05
88241	Emily McPherson	Staff Mileage	\$7.20
88242	First Bankcard Center/Visa	Supplies	\$44.69
88243	Grand Island Public Schools Activity Fun	Supplies	\$212.27
88244	Lindsay Stryker	Travel	\$294.00
88245	Literacy Resources LLC	Supplies	\$192.24
88246	LUNA Language Services	Technical Services	\$1,112.50
88247	Maggie E Mintken	Travel	\$189.00
88248	Margaret McManaman	Web Based Software	\$36.00
88249	Marks Plumbing Parts	Supplies	\$1,184.53
88250	Marty Markvicka	Staff Mileage	\$32.55
88251	Matheson Tri Gas Inc	Supplies	\$79.50
88252	McGraw-Hill School Education	Books & Periodicals	\$2,208.30
88253	Mechanical Sales Inc	Other Equipment	\$6,374.75
88254	Menards	Supplies	\$7,096.83
88255	Midwest Alarm Services	Supplies	\$171.48
88256	Midwest Hydraulic	Supplies	\$2,854.16
88257	Midwest Restaurant Supply LLC	Supplies	\$890.12
88258	Monoprice Inc	Technology Supplies	\$54.55
88259	Northwestern Energy	Utility Services	\$424.32
88260	Northwestern Energy	Utility Services	\$392.29
88261	Northwestern Energy	Utility Services	\$10,465.86
88262	Northwestern Energy	Utility Services	\$3,553.57
88263	Rentokil North America Inc	Technical Services	\$1,266.73
88264	Abante Marketing	Miscellaneous	\$1,722.82
88265	Ace Hardware	Supplies	\$148.33

Grand Island Public Schools

Claims Listing

April 17, 2023

88266	AcroMat	Custodial Materials	\$825.60
88267	Adventure Bus and Charter	Student Transportation	\$2,497.00
88268	Almquist Maltzahn Galloway & Luth	Professional Services	\$640.00
88269	Amanda Jo Johnson	Travel	\$172.50
88270	Angela Amack	Lobbyist Fees and Expenses	\$9,363.00
88271	Anya Covarrubias	Travel	\$294.00
88272	Apple Computer Inc	Technology Supplies	\$5,517.65
88273	Aramark Uniform Services	Technical Services	\$222.93
88274	Arbor Scientific	Supplies	\$29.91
88275	Awards Plus	Supplies	\$124.00
88276	Bella Design & Decor	Miscellaneous	\$150.00
88277	BG Peterson Co	Other Equipment	\$29,200.00
88278	Border States Industries Inc	Other Equipment	\$12,601.71
88279	Brittney Bills	Travel	\$351.98
88280	Bryant Piano Service	Technical Services	\$1,164.00
88281	Bulk Bookstore	Books & Periodicals	\$1,556.25
88282	Capital Business Systems Inc	Technical Services	\$403.36
88283	Carol Wieck	Travel	\$294.00
88284	CDW Government	Technology Supplies	\$945.12
88285	City of Grand Island	Technical Services	\$200.00
88286	Classroom Security Blinds LLC	Supplies	\$545.55
88287	Computer Hardware	Technology Supplies	\$1,249.00
88288	Connie Voss	Staff Mileage	\$12.94
88289	Continental Battery Company	Supplies	\$2,387.34
88290	Copycat Instant Printing	Supplies	\$55.00
88291	Crescent Electric Supply	Supplies	\$1,624.80
88292	Data Power Technology Corp	Technical Services	\$1,232.50
88293	Dawn Deuel-Rutt	Staff Mileage	\$20.83
88294	Dennis Supply Company	Supplies	\$0.00
88295	Eakes Office Solutions	Supplies	\$3,877.97
88296	Edgerton Education Foundation	Supplies	\$784.00
88297	Eduporium	Supplies	\$2,990.00
88298	Egan Supply Company	Custodial Materials	\$809.40
88299	Essential Personnel Inc	Cleaning Services	\$1,476.02
88300	Fastenal	Supplies	\$145.08
88301	Father Flanagan's Boys' Home	Technical Services	\$1,000.00
88302	Follett Content Solutions LLC	Books & Periodicals	\$1,953.45
88303	Follett School Solutions Inc	Books & Periodicals	\$399.60
88304	Gina Conyers	Travel	\$294.00
88305	Grand Island Utilities Dept	Electricity	\$30,001.21
88306	Holiday Express	Student Transportation	\$26,980.00
88307	Holly Boeselager	Staff Mileage	\$46.05
88308	Karma L Lewandowski	Staff Mileage	\$59.47

Grand Island Public Schools

Claims Listing

April 17, 2023

88309	Karmyn R Barnes	Staff Mileage	\$45.59
88310	Kevin Butters	Travel	\$189.00
88311	Kimberly Foley	Staff Mileage	\$22.53
88312	Kristen Hahn	Staff Mileage	\$75.85
88313	Lynn Bender	Staff Mileage	\$3.60
88314	Marcy R Krolikowski	Staff Mileage	\$14.87
88315	Megan Jo Ahrens	Travel	\$276.79
88316	Meredith Davis	Staff Mileage	\$153.66
88317	Michelle Dorszynski	Staff Mileage	\$14.15
88318	Nathaniel Balcom	Travel	\$213.00
88319	Sherril Tolen	Staff Mileage	\$21.62
88320	Summer Bartunek	Staff Mileage	\$13.43
88321	Theresa Beck	Staff Mileage	\$57.64
88322	Travas G Wright	Staff Mileage	\$39.10
88323	Verizon Wireless	Telecommunications	\$315.29
88324	Village Cleaners	Technical Services	\$20.00
88325	Wildlife Encounters	Professional Services	\$1,395.00
88326	Wildlife Encounters	Professional Services	\$1,190.00
	Central Nebraska Education Agency	Lease Payment	\$40,000.00
	Holiday Express	Student Transportation	\$196,612.09
	Cannon Moss Brygger & Assoc	Professional Fees	\$65,637.56
	Central Nebraska Education Agency	Lease Payment	\$49,999.99
	Medsurety	HAS Admin Fee	\$468.00
	Perry Reid Construction LLC	Security Vesibule	\$239,191.88
	Engineering Technologies Inc	Professional Fees	\$2,000.06
	Engineering Technologies Inc	Professional Fees	\$5,582.83
	Engineering Technologies Inc	Professional Fees	\$45,772.04
	Perry Reid Construction LLC	Security Vesibule	<u>\$252,750.60</u>
		March Claims	<u>#####</u>
		March 15, 2023 Payroll	<u>#####</u>
			<u>#####</u>

Kneale Administration Building



March 31, 2023

RE: Proposals Received for Foam Soap and Hand Sanitizer
Dispensing Systems

BUDGET:
General Fund

PROPOSALS GIVEN TO:

Janitor Depot	Egan Supply
H-D Supply (Home Depot)	Eakes
Carpenter Paper	

PROPOSALS RECEIVED:

A tabulation of proposals received is on the following page.

RECOMMENDATION:

It is recommended to approve the proposal from H-D Supply for Purell Hand Soap at a refill cost of \$9.88 and a per push cost of \$0.00063, and Purell Hand Sanitizer at a refill cost of \$19.93 and a per push cost of \$0.0176. This proposal will be fund through the General Fund.

Dan O. Petsch
Director of Buildings & Grounds

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

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

Grand Island Public Schools
 Proposals for Foam Soap and Hand Sanitizer Dispensing Systems
 2:00 p.m., Friday, March 31, 2023

Supplier	Egan	Egan	H-D Supply	H-D Supply	H-D Supply	H-D Supply	H-D Supply	H-D Supply	Eakes	Eakes	Carpenter	Carpenter
Foam Hand Soap	Manual	Automatic	Manual	Manual	Automatic	Manual	Automatic	Manual	Manual	Automatic	Paper	Paper
			Spartan Foamy	Purell Hand		Rubbermaid Flex	Rubbermaid		Kutol Luxury	Kutol Luxury	Manual	Automatic
Product	Clario	Clario	IQ	Soap	Purell Hand Soap	Soap	Flex Soap		Soap	Soap	Dial Fit XL	Dial Fit XL
Dispenser Cost	0	0	0	0	0	0.01	0.01		0	25.00	0	0
Dispensers to be installed by	Vendor/	Vendor/	Vendor	Vendor	Vendor	Vendor	Vendor		Vendor	Vendor	Manufacturer	Manufacturer
Number of mLs	1000	1000	1250	1200	1200	1300	1100		1000	1000	1200	1000
Cost per refill	6.74	6.74	8.08	9.88	20.60	10.53	15.79		6.56	6.56	9.55	12.28
Cost per mL	0.00674	0.00674	0.005	0.007	0.017	0.008	0.014		0.00656	0.00656	0.00796	0.01228
Refills per case	6	6	4	2	2	3	4		6	6	3	3
Amount of product dispensed per push	.6ml	.6ml	.09ml	.09ml	.09ml	.4ml	.4ml		.7ml	.7ml	.7ml	.7ml
Cost per push	0.004044	0.004044	0.00045	0.00063	0.00153	0.0032	0.0056		0.004592	0.004592	0.005572	0.008596
Supplier												
Foam Sanitizer												
Product	Clario	Clario		Purell	Purell	Rubbermaid Flex Hand Sanitizer	Rubbermaid 1000TC Sanitizer	Rubbermaid Crackle Clean	Kutol 62%	Kutol 62%		Dial Fit XL
Dispenser Cost	0	0		0	0	0.01	0.01	0.01	0	25.00		0
Dispensers to be installed by	Vendor/	Vendor/		Vendor	Vendor	Vendor	Vendor	Vendor	Vendor	Vendor		Manufacturer
Number of mLs	1000	1000		1200	1200	1000	1000	467	1000	1000		1000
Cost per refill	9.50	9.50		19.93	30.38	16.38	13.45	12.87	10.85	10.85		19.61
Cost per mL	0.0095	0.0095		0.016	0.023	0.016	0.013	0.027	0.01085	0.01085		0.01961
Refills per case	6	6		2	2	3	4	12	6	6		3
Amount of product dispensed per push	.6ml	.6ml		1.1ml	1.1ml	.4ml	.4ml	.06ml	.7ml	.7ml		.7ml
Cost per push	0.0057	0.0057		0.0176	0.0253	0.0064	0.0052	0.00162	0.007595	0.007595		0.013727

RFP Evaluation Matrix

RFP Title: Foam Soap and Hand Sanitizer Dispensing Systems

Date: March 31, 2023

FACTOR	POINTS AVAILABLE	Egan	H-D Supply	Eakes	Carpenter Paper
Price of the eligible product	50	40	42	39	30
Proposed product/equipment	15	10	14	5	14
Customer Service	15	8	14	6	10
Prior experience with the vendor	10	5	9	5	9
Product availability	10	5	5	4	5
TOTAL	100	68	84	59	68

List of Disqualified Bidders and Reason for Disqualification

Kneale Administration Building



March 30, 2023

RE: Proposals Received for Engleman Elementary
School Roofing Project

ESTIMATE:

\$50,000

BUDGET:

General Fund

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

PROPOSALS GIVEN TO:

Ziembra Roofing Co.

Tri-Cities Roofing and Sheet Metal

PROPOSALS RECEIVED:

Supplier	Total	Bond	Total Cost Inc. Bond
Ziembra Roofing Co.	\$60,550	\$782	\$61,332
Tri-Cities Roofing	\$67,344	\$797	\$68,141

RECOMMENDATION:

It is recommended to approve the proposal from Ziembra Roofing Co. for a total cost of \$61,332. This project will be funded through the General Fund.

Dan O. Petsch
Director of Buildings & Grounds

GRAND ISLAND PUBLIC SCHOOLS
Grand Island, Nebraska

STAFF ADJUSTMENT
 April 17th, 2023

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>
Kelsey Alcorn	SPED Resource Room/1.0 FTE/Skills Academy	08/09/2023	MA+09 -09	Concordia University	To Be Determined
Melissa Almond	Teammates Coordinator/1.0 FTE/Grand Island Senior High	05/01/2023	BA	Chadron State	R. Felton
Audree Anderson	SPED Resource Room/1.0 FTE/To Be Determined	08/09/2023	BA+18 -07	Iowa University	To Be Determined
Brady Anderson	Physcial Education/.50 FTE/ Lincoln/.50 FTE/West Lawn	08/09/2023	BA -02	UNK	C. Simmons
Katelyn Becker	Social Worker/1.0 FTE/Skills Academy	08/09/2023	BA -02	UNK	To Be Determined
Michelle Bergholz	EL Newcomers/1.0 FTE/ Stolley Park	02/20/2023	BA+18 -02	UNK	Approved by Board
Holly Boeselager	Social Studies/1.0 FTE/Senior High	08/09/2023	BA -02	UNL	To Be Determined
Karen Brandon	Mathematics/1.0 FTE/ Westridge	08/09/2023	MA+45 -10	Marygrove College	B. Olson
Bryn Carriker	Speech Language Pathologist/ 1.0 FTE/Kneale	08/09/2023	MA+09 -02	UNL	To Be Determined
Dawson Caspersen	Family Consumer Science/ 1.0 FTE/Senior High	08/09/2023	BA -02	UNL	Open
Mikala Catlin	English Language Arts/1.0 FTE/Barr	01/02/2023	BA -02	UNK	Open
Hannah DeHart	Elementary/1.0 FTE/To Be Determined	08/09/2023	BA -02	York College	To Be Determined
Alex Fahey	SPED Resource Room/1.0 FTE/To Be Determined	08/09/2023	MA -06	Chadron State	To Be Determined
Shandra Fahey	Physcial Education/1.0 FTE/ Senior High	08/09/2023	MA -03	UNK	To Be Determined

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>
Lisa Featherstone	First Grade/1.0 FTE/Howard	01/02/2023	BA -02	Fort Hays State	T. Westover
Marcia Garcia	Social Studies/1.0 FTE/Senior High	08/09/2023	BA -02	Doane College	To Be Determined
Amanda Gifford	First Grade/1.0 FTE/Shoemaker	08/09/2023	BA -02	UNK	S. Vickinovac
Lauren Grecsek	SPED Resource Room/1.0 FTE/To Be Determined	08/09/2023	BA -02	UNK	To Be Determined
Nolan Grint	Fifth Grade/1.0 FTE/ Shoemaker	08/09/2023	BA -04	Chadron State	To Be Determined
Zach Haas	Social Studies/1.0 FTE/ Barr	08/09/2023	BA -07	Wayne State	To Be Determined
Christine Hatterman Ostermeyer	Social Worker/1.0 FTE/ Westridge	08/09/2023	MA -09	University of Kansas City	To Be Determined
William Henley	Financial Literacy/1.0 FTE/ Barr	01/02/2023	MA -02	Bellevue University	To Be Determined
Bailey Koerperich	Elementary/1.0 FTE/ West Lawn	08/09/2023	MA -05	UNK	To Be Determined
Bailey Kopish	English Language Arts/1.0 FTE/Westridge	08/09/2023	BA -02	UNK	To Be Determined
Thatcher Lamm	Art/1.0 FTE/Westridge	08/09/2023	MA+18 -09	UNO	K. King
Katherine Lehman	Registered Nurse/1.0 FTE/ Senior High	11/28/2022	BA+27 -07	Maryville University	Julie Klahn
Stuart Lenz	Industrial Technology/1.0 FTE/Senior High	08/09/2023	MA+45 -10	UNL	J. Eric-Sell
Bailey Lewis-Hopkins	Elementary/1.0 FTE/To Be Determined	08/09/2023	MA -06	UNO	To Be Determined
Josie Lindell	Social Worker/1.0 FTE/Skills Academy	08/09/2023	BA+18 -07	UNK	To Be Determined
Crystal Loch	Elementary/1.0 FTE/To Be Determined	08/09/2023	MA -09	Adams State College	To Be Determined

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>
Rebecca Madden	Early Childhood/1.0 FTE/ Starr	08/09/2023	BA -02		J. Reha
Sara Mann	Law & Public Safety/1.0 FTE/ Senior High	08/09/2023	MA -09		K. Alcorn
Katie Martikainen	SPED Resource Room/1.0 FTE/Engleman	01/02/2023	BA -02		Open
Kaylie Mason	Fourth Grade/1.0 FTE/Wasmer	08/09/2023	BA -02	Chadron State	To Be Determined
Luis Mejia	Social Worker/.50 FTE/Gates/ .50 FTE/Seedling Mile	08/09/2023	BA -02	UNK	To Be Determined
McKayla Moore	Kindergarten/1.0 FTE/Wasmer	08/09/2023	BA	UNK	To Be Determined
Allison Myers	Fifth Grade/1.0 FTE/Shoemaker	08/09/2023	BA -02	York College	To Be Determined
Arial O'Connor	Social Studies/1.0 FTE/Barr	08/09/2023	BA -07	Colorado State	To Be Determined
Mallory Olmstead	Physcial Education/1.0 FTE/ Senior High	08/09/2023	BA -02	UNO	To Be Determined
Andrean Olson	Speech Language Pathologist/ 1.0 FTE/To Be Determined	08/09/2023	MA -02	UNK	To Be Determined
Jaydon Owen	Social Emtional Creative Arts/ 1.0 FTE/Engleman	08/09/2023	BA -02	Midland University	A. High
Allison Pell	First Grade/1.0 FTE/Dodge	01/02/2023	BA -02	UNK	H. Gearhart
Amy Penny	Second Grade/1.0 FTE/ Seedling Mile	08/09/2023	MA -09	Concordia University	To Be Determined
John Perry	Art/1.0 FTE/Barr	08/09/2023	BA -07	UNO	To Be Determined
Treyton Randall	Social Studies/1.0 FTE/ Senior High	08/09/2023	BA -02	York College	To Be Determined
Sarah Ruzicka	SPED Resource Room/1.0 FTE/To Be Determined	08/09/2023	BA+09 -02	Saint Mary College	To Be Determined

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>
Scott Senseman	Social Worker/.50 FTE/ Engleman/.50 FTE/Shoemaker	08/09/2023	MA -02	Wichita State	To Be Determined
Sheri Smith	Mathematics/1.0 FTE/ Westridge	11/28/2022	BA -07	Arizona State	Open
Dylan Sundermeier	Business/1.0 FTE/Senior High	08/09/2023	MA -02	University of Arizona	To Be Determined
Shiann Talyor	SPED Resource/1.0 FTE/ Knickrehm	11/28/2022	MA -03	Pueblo University	E. Bruns
Carlos Vargas Castano	EL Newcomers/1.0 FTE/ Senior High	01/02/2023	BA -02	UNK	Approved by Board
Kayla Wagner	Early Childhood/1.0 FTE/ To Be Determined	08/09/2023	BA -02	UNK	To Be Determined
Devin Wolcott	Music/1.0 FTE/Gates	08/09/2023	BA -02	UNK	K. Meyer
Alisen Young	Third Grade/1.0 FTE/ Shoemaker	08/09/2023	BA -02	South Dakota University	To Be Determined

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Bianca Ayala	Girls Soccer Assistant Coach/Barr	03/05/2023	Approved By Board
Kyle Beaman	Football Assistant Coach/Walnut	01/05/2023	R. Schultz
Kyle Beaman	Girls Soccer Coach/Walnut	01/05/2023	B. Ramallo
Jamie Finecy	Team Leader/Walnut	08/09/2022	L. Westover
Ciera Hartung	HS HV Cheer Coach/Senior High	08/15/2023	J. Arends
Jacquelyn Hays	Boys & Girls Track Assistant Coach/ Barr	03/05/2023	K. Jenkins
Alexander Kemnitz	Head Robotics Sponsor/Senior High	11/15/2022	Open
Aaron Lawrence	Boys Soccer Assistant Coach/Barr	03/05/2023	Approved by Board
James McCartney	Track Assistant Coach/Barr	03/05/2023	J. Muchow

New Hire/Extra Standard Assignment(Continued)

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Treyton Randall	Baseball Assistant Coach/Senior High	02/05/2023	Approved by Board
Sydne Sims	Team Leader/Barr	02/20/2023	S. McCarville
Alexis Stuhr	Varsity Girls Soccer Assistant Coach/ Senior High	02/28/2023	Open

Classified New Hires

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Chelsea Andersen	Dishwasher/CNC	.50	03/13/2023	R. Adam
Justin Auten	Assistant Custodian/Dodge	1.0	03/22/2023	F. Hongsermeier
Yvonne Birnie	Secretary Receptionist/Kneale	1.0	04/04/2023	J. Jorgensen
Jennifer Boslau	Campus Monitor/Senior High	1.0	03/27/2023	K. Boqor
Brianna Brandt	Special Education Paraeducator/Starr	.9375	02/20/2023	K. Petsch
Ceara Fenster	Preschool Paraeducator/OLC	1.0	03/13/2023	R. Smith
Julie Fiala	Secretary/Barr	.50	03/22/2023	J. Eliason
Allison Fitzke	Secretary/Barr	.50	04/04/2023	J. Fiala
Barbara Glaze	Elementary Server/Starr	.50	04/04/2023	S. Patton
Sergio Gomez Oliva	Assistant Custodian/Engleman	.50	03/13/2023	A. Hemmelman
Samuel Goscha	Summer Yard Worker/Kneale	1.0	04/03/2023	S. Goscha
Ashleigh Hayman	Skills Academy Paraprofessional/ Dodge	.9375	03/20/2023	A. Email
Marlene Hernandez	Bilingual Preschool Paraeducator/ Howard	1.0	03/13/2023	D. Malvais Rosas
Fred Hongsermeier	Assistant Custodian/Senior High	1.0	03/21/2023	A. Grantzinger
Jennifer Kenyon	Secretary/Dodge	1.0	04/10/2023	E. Hendrix
Noemy Lagos Zambrano	Assistant Custodian/Senior High	1.0	03/23/2023	R. Puente

Classified New Hires(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Jefri Lopez Rivera	Crossing Guard/West Lawn	.156	03/22/2023	A. Hemmelman
Chelsea Powell	District Float LPN/Westridge	.9375	04/17/2023	Approved by Board
Raul Ramirez Galindo	Bilingual Paraeducator/Barr	1.0	04/03/2023	C. Ayala Chavez
David Witherspoon	Skills Academy Paraprofessional/ Westridge	.9375	03/14/2023	V. Schnell

Certified Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Sarah Martinez	Registered Nurse/1.0 FTE/Senior High	Personal	03/31/2023
Daniel Phillips	Director of Inovation for College and Career Readiness/ Kneale	Relocation	04/06/2023

Certified Extra Standard Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Jesse Arends	HS JV Cheer Coach/Senior High	Personal	05/25/2023
Clint Simmons	Boys Track Assistant Coach/Senior High	Personal	05/25/2023
Talyor Valderaz	Boys Soccer Assistant Coach/Senior High	Personal	03/20/2023

Classified Resignations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Carlos Ayala Chavez	Bilingual Paraeducator/1.0 FTE/Barr	Termination	02/14/2023
Yisel Bernabe	Bilingual Paraeducator/1.0 FTE/Stolley Park	Personal	03/24/2023
Ermelinda Champion	Academy Secretary/1.0 FTE/Wyandotte	Retirement	05/25/2023
Teresa Cruz	Elementary Supervisor/1.0 FTE/Kneale	Personal	03/29/2023
Andrea Emal	Skills Academy Paraprofessional/1.0 FTE/Dodge	Personal	03/14/2023
Madelyn Feek	Special Education Paraeducator/.9375 FTE/Barr	Personal	03/17/2023

Classified Resignations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Julie Fiala	Secretary/.50 FTE/Barr	Personal	03/23/2023
Adam Grantzinger	Assistant Custodian/1.0 FTE/Senior High	Personal	03/04/2023
Anita Harlan	Nutrition Services Assistant/.50 FTE/Walnut/ .50 FTE/CNC	Termination	03/08/2023
Shannon Harvey	Custodian/.50 FTE/CNC	Personal	03/30/2023
Emily Hendirx	Secretary/1.0 FTE/Dodge	Personal	03/17/2023
Bertha Pacheco	Assistant Custodian/1.0 FTE/Engleman	Personal	03/24/2023
Martha Petersen	Head Server Elementary/.6563 FTE/West Lawn	Personal	03/14/2023
Veronica Schnell	Skills Academy Paraprofessional/.9375 FTE/Westridge	Termination	03/02/2023
Maria Vasquez Melchor	Migrant Educator Facilitator/1.0 FTE/Kneale	Personal	03/17/2023
Eloisa Villalva	Assistant Secretary/1.0 FTE/Senior High	Personal	04/13/2023
Drew Volker	Assistant Custodian/1.0 FTE/Senior High	Personal	03/17/2023
David Witherspoon	Skills Academy Paraprofessional/.9375 FTE/Westridge	Personal	03/17/2023
Alexandra Zubia	Preschool Paraeducator/1.0 FTE/OLC	Personal	03/05/2023

Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Aleta Thomas	EL Newcomers/1.0 FTE/West Lawn	EL Newcomers/1.0 FTE/Stolley Park	02/05/2023	Approved by Board
Teresita Westover	First Grade/1.0 FTE/Howard	Reading Specialist/1.0 FTE/Howard	01/02/2023	T. Westover

Certified Changes/Extra Standard Assignments

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

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Yisel Bernabe	Bilingual Paraeducator/ 1.0 FTE/West Lawn	Bilingual Paraeducator/ 1.0 FTE/Stolley Park	02/05/2023	Approved by Board
Amanda Egbert	Skills Academy Paraprofessional/.9375 FTE/Wyandotte	Skills Academy Paraprofessional/.9375 FTE/Dodge	03/05/2023	A. Davis
Alan Hemmelman	Crossing Guard/.3125 FTE/West Lawn	Crossing Guard/.156 FTE/West Lawn	03/05/2023	Staff Request
Rodney Puente	Assistant Custodian/1.0 FTE/Senior High	Head Custodian/1.0 FTE/Gates	03/05/2023	D. Melgoza
Chad Wiegert	Yard Worker/1.0 FTE/ Kneale	Irrigation Technician/ 1.0 FTE/Kneale	03/05/2023	R. Miller

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

GRAND ISLAND PUBLIC SCHOOLS
Grand Island, Nebraska

STAFF ADJUSTMENT
Addendum
April 17th, 2023

Certified Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Keyle Alcorn	Public Safety Instructor/1.0 FTE/Senior High	Personal	05/26/2023
Samantha Amick	Social Worker/.50 FTE/Engleman/.50 FTE/Shoemaker	Personal	05/26/2023
Jesse Arends	Physical Education/1.0 FTE/Walnut	Personal	05/26/2023
Alyssa Bair	English Language Arts/1.0 FTE/Barr	Personal	05/26/2023
Jeffrey Balz	Social Studies/1.0 FTE/Senior High	Personal	05/26/2023
Summer Bartunek	Psychologist/.50 FTE/Starr/.50 FTE/Wasmer	Personal	06/14/2023
Garrett Bradley	English Language Arts/1.0 FTE/Walnut	Personal	05/26/2023
Emilee Bruns	SPED Resource Room/1.0 FTE/Barr	Personal	05/26/2023
Melissa Callaway	First Grade/1.0 FTE/Dodge	Personal	05/26/2023
Mikala Catlin	English Language Arts/1.0 FTE/Barr	Personal	05/26/2023
Stephanie Chandler	Kindergarten/1.0 FTE/Wasmer	Personal	05/26/2023
Halli Chramosta	Psychologist/.50 FTE/Newell/.50 FTE/Westridge	Personal	06/14/2023
Cindy Clark	SPED Resource Room/1.0 FTE/Shoemaker	Retirement	05/26/2023
Amber Clausen	Science/1.0 FTE/Westridge	Personal	05/26/2023
Brenda Cochran	Second Grade/1.0 FTE/Seedling Mile	Personal	05/26/2023
Megan Danner	Apprentice Preschool Teacher/1.0 FTE/OLC	Personal	05/26/2023
Lisa Dieken	SPED Resource Room/1.0 FTE/Barr	Personal	05/26/2023
Nathaniel Dukes	Fifth Grade/1.0 FTE/Jefferson	LOA	05/26/2023
Linda Dunham	First Grade/1.0 FTE/Howard	Retirement	05/26/2023
Steven Dunham	Social Studies/1.0 FTE/Barr	Personal	05/26/2023

Certified Resignations(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Mark Edge	Social Studies/1.0 FTE/Senior High	Retirement	05/26/2023
Corey Farlee	Counselor/1.0 FTE/Senior High	Personal	05/26/2023
Lisa Fischer	First Grade/1.0 FTE/Howard	Personal	05/26/2023
Hailey Fleming	Fourth Grade/1.0 FTE/Howard	Personal	05/26/2023
Rita Gauthier	Speech and Language Pathologist/1.0 FTE/Senior High	Retirement	05/26/2023
Alacia Glandt	Social Worker/.50 FTE/Gates/.50 FTE/Seedling Mile	Personal	05/26/2023
Susan Greeley	Fourth Grade/1.0 FTE/West Lawn	Retirement	05/26/2023
Patrick Gunther	Social Studies/1.0 FTE/Senior High	Personal	05/26/2023
Sammantha Hanks	English Language Arts/1.0 FTE/Senior High	Personal	05/26/2023
Eric Hartel	Business/1.0 FTE/Senior High	LOA	05/26/2023
Laurie Hauschild	English Language Arts/1.0 FTE/Senior High	Personal	05/26/2023
Jacquelyn Hays	Health/1.0 FTE/Barr	Personal	05/26/2023
Trisha Hedman	Integration Specialist/1.0 FTE/Shoemaker	Personal	05/26/2023
Heidi Hiebner	SPED Resource Room/1.0 FTE/Westridge	Personal	05/26/2023
Miranda Hohm	Vocal Music/1.0 FTE/Englman	Personal	05/26/2023
Jenna Hotovy	Speech Language Pathologist/1.0 FTE/Dodge	Personal	05/26/2023
Kaitlin Howell	Science/1.0 FTE/Barr	Personal	05/26/2023
Cade Huncovsky	Third Grade/1.0 FTE/Wasmer	Personal	05/26/2023
Mariah Huncovsky	Kindergarten/1.0 FTE/Newell	Personal	05/26/2023
Julie Jarzynka	SPED Resource Room/1.0 FTE/Engleman	Personal	05/26/2023
Nancy Jimenez	Social Worker/1.0 FTE/OLC	Personal	05/26/2023
Vincent Jodoin	Mathematics/1.0 FTE/Senior High	Personal	05/26/2023
Christine Kier	Dramatics/1.0 FTE/Senior High	Retirement	05/26/2023
Kelsey King	Art/1.0 FTE/Westridge	Personal	05/26/2023

Certified Resignations(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Jonathan Kleopfer	Kindergarten/1.0 FTE/Howard	Personal	05/26/2023
Kenzie Kneeland	Fifth Grade/1.0 FTE/Gates	Personal	05/26/2023
Aaron Lawrence	Vocal Music/1.0 FTE/Barr	Personal	05/26/2023
Elizabeth Lopez	Psychologist/.50 FTE/Howard/.50 FTE/Seedling Mile	Personal	05/26/2023
Judy Lorenzen	English Language Arts/1.0 FTE/Senior High	Personal	05/26/2023
Grace Lueders	Vocal Music/1.0 FTE/Shoemaker	Personal	05/26/2023
Cherie Mattson	SPED Resource Room/1.0 FTE/Senior High	Personal	05/26/2023
James McCartney	Entrepreneurship/1.0 FTE/Barr	Personal	05/26/2023
Laura McQuinn	Academic Support Coach/1.0 FTE/Barr	Personal	05/26/2023
Kaitlyn Meyer	Vocal Music/.50 FTE/Gates/.50 FTE/Stolley Park	Personal	05/26/2023
Samantha Minne	Licensed Mental Health Practitioner/1.0 FTE/Dodge	Personal	05/26/2023
Deborah Monson	Intregation Specialist/1.0 FTE/Wasmer	Personal	05/26/2023
Trisha Morrow	Bilingual/1.0 FTE/Wasmer	Personal	05/26/2023
Amelia Mustion	Fifth Grade/1.0 FTE/Seedling Mile	Personal	05/26/2023
Hein Nguyen	AFJRTOC Instructor/1.0 FTE/Senior High	Personal	05/26/2023
Molly Nicol	First Grade/1.0 FTE/Wasmer	Personal	05/26/2023
Emily Niedfelt	Second Grade/1.0 FTE/Howard	Personal	05/26/2023
Betsy Olson	Mathematics/1.0 FTE/Westridge	Personal	05/26/2023
Kristeen Peng	Third Grade/1.0 FTE/Dodge	Personal	05/26/2023
Hannah Pogue	English Language Arts/1.0 FTE/Westridge	Personal	05/26/2023
James Potter	Skills Academy Elementary/1.0 FTE/Dodge	Personal	05/26/2023
Jessica Raun	Bilingual/1.0 FTE/Howard	Retirement	05/26/2023
Kalee Reams	Third Grade/1.0 FTE/Shoemaker	Personal	05/26/2023
Terri Rech	Mathematics/1.0 FTE/Senior High	Retirement	05/26/2023

Certified Resignations(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Emily Ripp	Speech Language Pathologist/1.0 FTE/Walnut	Personal	05/26/2023
Kelsey Rouse	Third Grade/1.0 FTE/Shoemaker	Personal	05/26/2023
Jennifer Rumery	Psychologist/1.0 FTE/Senior High	Personal	05/26/2023
Courtney Salmon	Early Childhood/1.0 FTE/Howard	Personal	05/26/2023
Taylor Sanchez	Kindergarten/1.0 FTE/West Lawn	Personal	05/26/2023
Hailey Schmidt	SPED Resource Room/1.0 FTE/Jefferson	Personal	05/26/2023
Shannon Shuck	Mathematics/1.0 FTE/Barr	Personal	05/26/2023
Clinton Simmons	Physical Education/.50 FTE/Lincoln/.50 FTE/ West Lawn	Personal	05/26/2023
Dara Sindelar	Kindergarten/1.0 FTE/Howard	Personal	05/26/2023
Eugenie Solt	Social Emotional and Creative Arts/.50 FTE/Lincoln/ .50 FTE/Newell	Personal	05/26/2023
Alexandrea Sunday	SPED Resource Room/1.0 FTE/Jefferson	Personal	05/26/2023
Makenna Taylor	English Language Arts/1.0 FTE/Westridge	Personal	05/26/2023
Brenda Thoene	Spanish/1.0 FTE/Senior High	Personal	05/26/2023
Shayla Tibbetts	Fourth Grade/1.0 FTE/Engleman	Personal	05/26/2023
Eric Toben	Social Studies/1.0 FTE/Senior High	Personal	05/26/2023
Chelsea Turek	English Language Arts/1.0 FTE/Westridge	Personal	05/26/2023
Kelly Usrey	Second Grade/1.0 FTE/Engleman	Retirement	05/26/2023
Crystal Van Winkle	Licensed Mental Health Practitioner/1.0 FTE/ Skills Academy-Wyandotte	Personal	05/26/2023
Siarra Vickinovac	First Grade/1.0 FTE/Shoemaker	Personal	05/26/2023
Donald Webben	Fifth Grade/1.0 FTE/Shoemaker	Personal	05/26/2023
Cody Wheeler	Health/1.0 FTE/Westridge	Personal	05/26/2023
Samantha Wigle	Second Grade/1.0 FTE/Engleman	Personal	05/26/2023

Certified Resignations(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Josa Wilkinson	Science/1.0 FTE/Barr	Personal	05/26/2023
Tamara Williams	SPED Resource Room/1.0 FTE/Barr	Retirement	05/26/2023
Amber Wissing	Mathematics/1.0 FTE/Walnut	Personal	05/26/2023

Grand Island Public Schools

Fund Balances

Fiscal Year: 2022-2023

Month: April
 Year: 2023
 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	\$27,664,101.74	\$80,111,202.61	(\$72,783,248.44)	\$0.00	\$34,992,055.91
02	Depreciation	\$2,066,711.35	\$0.00	\$0.00	\$0.00	\$2,066,711.35
03	Employee Benefit	\$3,113,665.44	\$53,365.57	(\$1,087.00)	\$0.00	\$3,165,944.01
04	Contingency	\$1,020,635.89	\$18,044.63	(\$33,848.10)	\$0.00	\$1,004,832.42
05	Activities	\$2,671,445.35	\$1,334,549.50	(\$1,940,645.31)	\$0.00	\$2,065,349.54
06	School Nutrition	\$2,947,436.09	\$4,244,816.54	(\$4,346,568.87)	\$0.00	\$2,845,683.76
07	Bond	\$7,315,997.68	\$2,970,323.03	(\$4,831,032.51)	\$0.00	\$5,455,288.20
08	Special Building	\$2,242,270.65	\$182,501.02	(\$556,935.30)	\$0.00	\$1,867,836.37
09	Qualified Capitol Purpose Undertaking	\$1,248,298.58	\$552,723.61	(\$862,680.95)	\$0.00	\$938,341.24
10	Cooperative	\$711,935.17	\$0.00	(\$359,999.98)	\$0.00	\$351,935.19
Grand Total:		\$51,002,497.94	\$89,467,526.51	(\$85,716,046.46)	\$0.00	\$54,753,977.99

End of Report

GRAND ISLAND PUBLIC SCHOOLS

3212 SUPERINTENDENT EVALUATION

The Grand Island Board of Education will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent twice in the first year and annually thereafter. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent.

1. The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description and the school district's goals;
2. At a minimum, the evaluation process will be conducted annually at a time agreed upon;
3. Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation by the entire board; and
4. The board will complete the evaluations process by reaching consensus on goals or priorities for the superintendent for the next period of evaluation.

The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

Reference: Neb. Statute 79-828

Policy Adopted: 01.13.2011

Policy Reviewed: 06.11.2015

Policy Reviewed: ???.???.??

8240 ADMISSION OF EXCHANGE AND FOREIGN STUDENTS

The School District of Grand Island recognizes the benefits of cultural exchange programs in facilitating interaction in an increasingly diversified and global community. As such, the district pledges its support in the form of official waiver of tuition to nonresident foreign exchange students subject to the following conditions:

The School District of Grand Island will accept a maximum of five (5) students from other nations coming to Grand Island via officially recognized exchange programs.

The Board of Education shall recognize only exchange programs approved by the Council on Standards for International Education Travel Policy (CSIET).

No foreign exchange student will be enrolled in the district until the foreign exchange student has provided the district with all records and information requested by the district. Foreign exchange students must also comply with any health requirements imposed by state or other governing laws and according to district policies.

Foreign exchange students are not exempt from state English Language Proficiency Assessment. Students will need to have a completed Home Language Survey and a screener assessment if language other than English is answered on the survey. Nebraska Rule 15, Section 003.03, requires that the screener assesses all four domains, be valid and reliable in measuring English language acquisition, and yield composite scores or levels that indicate whether the student is proficient or not proficient in English.

Foreign exchange students must not have graduated from high school (or an equivalent educational institution) prior to enrollment in the district.

Foreign exchange students completing twelfth grade in the district will be provided with an honorary diploma. If a foreign exchange student wishes to receive a District High School Diploma, the student must make application to the school principal at the time of enrollment, and must successfully complete district graduation requirements.

Legal Reference: Neb. Statute 79-215
 Neb. Rule 10, Section 003.02
 Nebraska Rule 15, Section 003.03

Policy Adopted - December 13, 1993
Policy Revised: 3-3-97
Policy Reviewed: 01-12-12
Policy Revised: 04.13.2017
Policy Revised: ???.???.??

GRAND ISLAND PUBLIC SCHOOLS

8240.1 Administrative Procedures for Implementation of 8240

1. No student shall be enrolled until all standards for admission have been reviewed and approved by the Principal of Grand Island Senior High.
2. All application information shall be provided the semester prior to the proposed year of entrance. Admission of exchange students will be made only at the beginning of the school year. No placement will be made during the course of the school term.
3. Exchange students must abide by the policies and regulations of the School District of Grand Island and Grand Island Senior High.
4. On September 1, of the year of the proposed admission, the exchange student must be at least sixteen (16) years of age but not older than nineteen (19) years.
5. Exchange students will be encouraged to assist in some manner the curriculum of Grand Island Senior High (i.e. language, history classes, etc.) as well as function as a community resource (speaking to civic, church and other community groups).
6. Foreign exchange students completing twelfth grade in the district will be provided with an honorary diploma. If a foreign exchange student wishes to receive a District High School Diploma, the student must make application to the school principal at the time of enrollment, and must successfully complete district graduation requirements.
7. The following information shall be supplied by the sponsor at the time of application:
 - a. How the students are selected;
 - b. The degree of English proficiency and how it is determined;
 - c. The name of the person responsible for providing customs and immigration requirement forms;
 - d. The type of visa the student holds;
 - e. How the host family is selected;
 - f. Any follow-up processes in place to ensure healthy relationships between the host family and student; and
 - g. Person responsible for making alternative arrangements if problems arise.
8. The sponsoring agency will provide the school with:
 - a. Clearly documented arrival and departure dates;
 - b. Travel arrangements to and within the U. S.;
 - c. Student records and experiences such as academic records, health records, including proof of conformity with Nebraska immunization and physical regulation, immigration records and co-curricular activities (All documents should be in English and submitted during the semester prior to the proposed entrance);
 - d. Type of insurance coverage including health, accident and liability for the student;
 - e. Name, address and telephone number of the host family with a statement of family responsibilities;
 - f. Purpose and financial status of the sponsoring organization; and
 - g. Documentation that the sponsoring agency is in compliance with all regulations of the U. S. Information Agency (USIA).
9. The Standards for International Travel Programs as developed by the Council on Standards for International Educational Travel (listed below) will be used by the School District of Grand Island to determine the competency of the sponsoring organization.
10. Based upon the above information and space available, the School District of Grand Island reserves the right to approve or deny enrollment of any exchange applicant.

CSIET STANDARDS FOR INTERNATIONAL EDUCATIONAL TRAVEL PROGRAMS

1. **ORGANIZATIONAL PROFILE AND EDUCATIONAL PERSPECTIVE:** International educational travel programs shall clearly be designed to serve educational purposes. Their structure and administration must ensure pursuit of appropriate learning objectives.
2. **PROMOTION:** International educational travel programs shall accurately and fairly represent their activities and sponsorship in advertising and other promotional materials.
3. **PARTICIPANT SELECTION:** International educational travel programs shall elect participants on the basis of clear criteria, ensure careful screening, provide sufficient lead time, ensure a likelihood of a successful experience for both the participant and all others involved, and provide safeguards against abuses in recruitment of students in areas such as school athletic participation or household domestic service.
4. **PARTICIPANT PLACEMENT:** International educational travel programs shall ensure adequate care and supervision for participants. Programs that provide participants a living experience with a host family shall maintain: (a) well-developed criteria for host family selections; and (b) a thorough screening process through which host families and participants are matched with each other. The sponsor shall provide safeguards against abuses in the placement of a participant in a home and/or school in areas such as school athletics or household domestic service. All programs must evidence thorough and accurate communication with school authorities, community leaders, and persons involved with special facilities and/or activities in which the participants will be associated during the exchange. If a participant shall attend school in the United States, the program sponsor shall secure written acceptance from the school principal or other designated responsible school administrator prior to confirming assignment of the participant to a host family. Copies of such documents authorizing enrollment shall be maintained by the sponsor and must be obtained before the participant leaves his/her home country.
5. **INSURANCE:** International educational travel programs shall guarantee that every participant is covered by health and accident insurance, and that provisions are made for the return of the participant to his/her home in the event of serious illness, accident, or death during the time period beginning with the participants departure from home and extending until his/her return home. This guarantee may be met by insurance purchased by the sponsor program, purchased by the participant, provided by the participant's family, or in other ways. In the case of programs utilizing host families, the sponsor shall inform host families, as well as participants, of the participant's insurance arrangements and of procedures for filing claims.
6. **OPERATIONS:** International educational travel programs shall provide each participant with:
 - a. Suitable orientation, both prior to departure from the home country and after arrival in the host country, to acquaint the participant with the country, people, host family, school and, if appropriate, the academic program in which he or she will participate;
 - b. Access to personal counseling services during the term of participation, if needed;
 - c. Support services to assist participants with supplementary travel, medical care needs, special educational needs, language problems, passport/visa questions, financial problems, etc.;
 - d. Monthly personal contact from a sponsor representative during the term of the program as a supervisory check on the participant's status, progress, and needs;
 - e. Information as to the sponsor's organizational policies and system of communication;
 - f. Opportunity for participation in a post-exchange evaluation of the experience;
 - g. A description of the criteria and incentives utilized by the sponsor in selecting group leaders.

International educational travel programs shall provide host families and schools with:

GRAND ISLAND PUBLIC SCHOOLS

- h. Suitable orientation, prior to the participant's arrival, to establish an acquaintance with the participant's country, personal and academic background, and his/her individual needs and attributes;
 - i. Information as to the sponsor's organizational policies and system of communication;
 - j. Support services including periodic contact from sponsor personnel to help resolve problems arising during the participant's stay;
 - k. Opportunity for participation in post-exchange evaluation of the experience.
7. **FINANCIAL:** International educational travel programs shall be capable of discharging their financial responsibilities to all participants. They shall have sufficient financial backing, through bond, insurance, escrow accounts, etc., to protect all moneys paid by any participant and to insure that no participant will be left stranded by virtue of bankruptcy or mismanagement. They shall provide public access, to the extent required by their legal tax status, to annual financial and audit reports. All sponsors, whether nonprofit or for profit, shall provide detailed written information regarding financial arrangements and requirements for participants, host families, and host schools. Program sponsors shall also provide the Council with: (a) either audited financial statements or a statement from an independent certified public accountant attesting to the financial strength of the organization; and (b) an explanation of any affiliate or other organizational relationships the sponsor may have, either in the United States or overseas.
8. **ADHERENCE TO GOVERNMENT REGULATIONS:** International educational travel programs shall provide evidence that they comply with the appropriate governmental regulations in both the sending and receiving countries involved in any exchange or other activity under their auspices.
9. **AGREEMENT TO ANNUAL REVIEW BY COUNCIL:** International educational travel programs shall agree to provide annual and/or interim reports as requested by the Council. In addition, they shall provide information to the Council's offices relative to the locations at which participants may be placed, and shall accept on-site visits by the Council's staff or other representatives with participants, host families, and/or host schools as deemed necessary.

April 13, 2017

2110 POWERS AND RESONSIBILITIES OF THE BOARD

The Grand Island Public Schools Board of Education, acting on behalf of the school district, shall have jurisdiction over school matters within the territory of the school district.

The board is empowered to make policy for its own governance, for employees, for students, and for school district facilities. The board is also empowered to enforce its policies. The board may through its quasi-judicial power, conduct hearings and rule on issues and disputes confronting the school district.

The board has these powers and all other powers expressly granted to it in federal and state law as well as the powers that can be reasonably implied from the express powers.

The board is authorized to govern the school district, which it oversees. As a policy making body, the board has jurisdiction to enact policy with the force and effect of law for the management and operation of the school district.

It is the responsibility of the board, under the board's executive duty, to select its chief executive officer and supervise the board's only employee, the superintendent, to operate the school district on the board's behalf. All references to "superintendent" in this policy manual shall mean the "superintendent or the superintendent's designee" unless otherwise stated in the board policy. The board delegates to the superintendent its authority to carry out board policy, to formulate and carry out rules and regulations, and to handle the administrative details in a manner that supports and is consistent with board policy. The board may enter into certain contracts as permitted by law. ~~for periods not to exceed three years.~~

The board has a responsibility to review the education program's performance under its evaluative duty. The board regularly reviews the education program and associated support services. The review includes a careful study and examination of the facts, conditions and circumstances surrounding the amount of funds received or expended and the educations program's ability to achieve the board's educational philosophy for the school district.

Legal reference: Neb. Statute 79-261 to 263
 79-501 to 524
 79-734
 NDE Rule 10.004.01

Policy Adopted: 3/1/1976
Policy Revised: 7/8/1991
Policy Revised: 2-16-2006
Policy Revised: 12.12.2013
Policy Revised: ???.???.??

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.

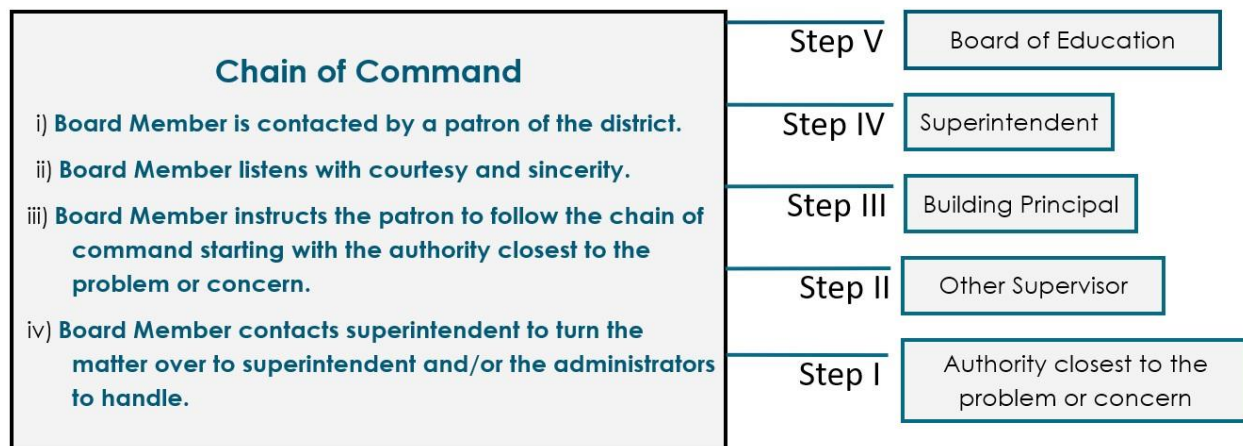
II. Process for Addressing Public and Board Issues

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

(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".

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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.

Board Member

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

2230 BOARD COMMITTEES

The Grand Island Public Schools Board of Education shall authorize the president of the board to appoint such select committees as are deemed necessary. The functions of committees shall be fact-finding, deliberative, and advisory, and reports shall be made to the Board of Education for discussion and action. The President of the Board shall be an ex officio member of all committees. In so far as possible, announcement of committee meetings will be made at meetings of the Board, and the time and place of the meetings incorporated into the minutes for purposes of public announcement.

The bulk of the Grand Island Public Schools Board's work is addressed through its **five six** standing committees: Personnel, Policy Review, Facilities and Finance, American Civics (Leading for Learning), **Public Relations/Partnership Development**, and Board Governance. The Board President appoints Board members to Standing and Special Committees. Each Board member will serve on a minimum of two committees with no more than four Board members on each committee. Standing committees are established to allow issues to be reviewed in great length, so the regular monthly meetings run efficiently and timely. The Standing Committees are:

Committee on Facilities and Finance

It will be the primary duty of the Committee on Finance to review in detail the monthly claims submitted to the Board of Education and make appropriate motions for adoption or deletion at the meeting of the Board of Education.

Committee on Personnel

It will be the primary function of the Committee on Personnel to review those regular personnel action items presented at each monthly meeting and make appropriate motions for their approval or modification at the regular meeting of the entire Board.

Committee on American Civics (Leading for Learning)

It will be the purpose of this committee to meet the statutory responsibilities of Nebraska School Law (79-724). This committee will review, as appropriate, all resource adoptions, recommendations for the establishment of curriculum, and all the matters as appropriate that affect leading and learning in the school district.

Committee on Policy Review

It will be the primary purpose of this committee to initiate, revise, review, and edit all policies and present policies to the Board of Education for approval.

Committee on Public Relations/Partnership Development

It will be the primary purpose of this committee to help guide the work of the Department of Strategic Partnerships and Stakeholder Engagement and the Office of Strategic Communications. The committee previews key district communication, evaluates analytics, and discusses key district events and initiatives.

Committee on Board Governance

It will be the primary purpose of this committee to steer the continual improvement of the Grand Island Public Schools Board of Education. Responsibilities include, but shall not be limited to:

- Maintaining a strategic focus for the Board of Education;
- Monitor and guide "systems thinking"; and
- Develop and review Board of Education "infrastructure" such as new BOE member on-boarding; facilitation of BOE member appointment process; conduct annual BOE self-evaluation; monitoring of strategic plan progress; monitoring of BOE meeting and committee structure.

The Board can also accomplish its work through a variety of small groups including ad hoc committees, task forces, or advisory councils.

- **Ad hoc committees** are formed on an annual basis to study and find creative solutions to a particular challenge the District is facing, such as Legislative and Greater Nebraska School

GRAND ISLAND PUBLIC SCHOOLS

Association, Calendar, Grand Island Public Schools Foundation, Extra Standard, Labor Relations, Public Relations and Partnership Development, and Safety.

- A **task force** can be formed if there is an objective that can be achieved in a relatively short period of time. Task forces are designed to bring people together to solve a problem and are short in duration with a specific focus, such as naming a facility, bond issue, or early childhood study.
- **Advisory councils or coalitions** assist boards in carrying out their work by providing expertise and advice in selected areas. Advisory councils do not have any governance responsibilities and are a good way to include former board members, potential board members, subject matter experts, and others in the work of the board without placing them on the board. The GIPS Parent Advisory Council, Key Communicators, and Teacher Leaders Coalition are examples of advisory councils in GIPS.

Ad hoc committees, task forces, and advisory councils are a good way to involve non-board members in the board's work. This also gives the volunteer and staff leadership the opportunity to evaluate group members for their leadership potential and interest them in further volunteer opportunities or becoming a board member. Authorization to act on behalf of the board may only be delegated to standing committees comprised solely of board members.

Generally, small groups should be structured so that there are sufficient members to do its work. Limiting board member service to no more than four members on each small group gives board members the opportunity to focus on an area and develop expertise that can further the work of the organization and allows for membership from the greater community. The small group membership should represent the diversity of the community to include students and parents, race, ethnicity, income level, gender, and age.

A member of the GIPS superintendent's cabinet facilitates the small group structure. The cabinet member is responsible for translating the board's goals for the group into meeting agendas and work plans. The cabinet member acts as facilitator working with staff as appropriate to prepare background materials for meetings, scheduling meetings, preparing minutes and reports, and otherwise keeping the group functioning. Cabinet members report on the work of their group to the full board.

Groups should perform regular self-assessments to determine if they are working effectively, achieving their established goals, and providing value to the organization. This is completed at the end of each meeting or on an annual or more frequent basis. When making a recommendation to the board, the GIPS Needs Analysis Protocol is shared with the Board.

All Board committee agendas and minutes will be posted to the Board committee's folder in the districts designated content repository so all Board members can review. Non-committee Board members wishing to attend specific committee meetings will make their request through the Board President. **Standing Committees will share agendas in the Consent Agenda report at the regular monthly meeting of the Board of Education, making public the information discussed in committees.** Ad Hoc Committees, task forces, and advisory councils may report at Board meetings after the group has met. The committees do not have power to take formal action on issues without a full vote of the Board of Education. Each committee will:

- Receive input from administration staff assigned to the particular committee;
- Seek opportunities to receive input prior to decision-making;
- Analyze and organize collected data;
- Develop multiple options, which include potential impact on finance, facilities, and staff;
- Present the solutions to the Board of Education with a recommendation; and
- Provide a plan to implement the decision, which contains an on-going monitoring system.

Legal Reference:

Neb. Statute 79-724
Neb. Rev. Stat. § 79-520
LB 399 (2019)

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GIPS Policy Reference: 2111 BOARD OPERATING PRINCIPLES

Policy Adopted 3/1/76

Policy Revised 7/8/91

Policy Revised 9/11/03

Policy Revised 6-12-08

Policy Revised 10.14.2010

Policy Revised 05.08.2014

Policy Revised: 12.13.2018

Policy Revised: 05.09.2019

Policy Revised: 09.09.2021

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

2216 BOARD OF EDUCATION STUDENT MEMBER

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

Selection Process

The Student Board of Education Member shall be the senior class representative(s), as designated by the voting members of the board. The elected student will serve their term as a Student Board of Education Member during their senior year. ~~In the spring semester (same week as class office campaign), Senior High administration will notify junior class students, via multiple means of communication, with information about the role and responsibilities of a student's advisory role on the Board of Education:~~

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

Guidelines

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

Role Definition

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

GRAND ISLAND PUBLIC SCHOOLS

Legal reference: 79-559

Cross Reference: 2111 Board Operating Principles

Policy adopted: 10.14.2021

Policy revised: ???.??.??



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

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

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

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

Please type your responses:

Name of Applicant:-

Street address:-

City, State, Zip code:-

Home Phone: _____ E-mail address:-

Signature of Applicant: _____ Date:-

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

Grand Island Public Schools Board of Education

Student Representative Application 2019

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

Name:-

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

~~_____~~

~~2. ——— Why are you seeking this position?~~

~~3. ——— What issues facing Grand Island Public Schools are especially important to you?~~

~~Explain why:~~

~~-~~

Rubric

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

Please record a rubric score for each criteria

1= Does Not Meet expectation

2= Meets Expectations

3= Exceeds Expectations

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4460 EXPENSE REIMBURSEMENTS

The Grand Island Public Schools staff (4460.1) will be reimbursed on a per diem basis and Board members (4460.3) who incur expenses in carrying out their authorized duties will be reimbursed upon timely submission, within 30 days, of a properly completed and approved voucher and receipts as required by the business office in the *Guide to Business Operations*.

Guidelines attached: 4460.1 Guide to Business Operations Meal and Food Purchasing Guidelines
 4460.2 Guide to Business Operations Per Diem Guidelines
 4460.3 Board of Education Travel Guidelines
 4460.4 Travel Expense Report

Policy Adopted 10/4/76
Policy Revised 1/13/92
Policy Revised 7/12/01
Policy Revised 3/16/06
Policy Revised: 07.13.2015
Policy Revised: 07.13.2017
Policy Revised: 06.11.2020
Policy Revised: ???.???.??

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4460.1 Meal and Food Purchasing Guidelines
Guide to Business Operations

Terms defined:

Public Official – A Grand Island Public Schools administrator at the district or building level, including, but not limited to, Superintendent, Assistant Superintendent, Director, Coordinator, Program Supervisor, Principal, Assistant Principal and Lead Teacher.

Meal(s) – A single person helping of food, beverage (non-alcoholic), and tip (if necessary, not to exceed 10% - 15%).

Snack Food(s) – A small single person helping of miscellaneous snack food and/or beverage (non-alcoholic).

MEALS

In-District

Upon prior approval by the Superintendent or authorized designee Grand Island Public School may provide meal(s) as appropriate for board members, employees, visiting professionals, consultants, volunteers, or dignitaries when attending to District business at a *working* breakfast, lunch, or supper.

- When possible meals will be provided by the Grand Island Public Schools Nutrition Services Department
- Only those actually in attendance will have a meal provided
- Meals will be lowest cost possible given the function
- A conservative approach will be used in providing meals
- Meals will be provided at a district location if at all possible
- Meals will meet district wellness policy guidelines

Out-of-District (In-State)

The Grand Island Public Schools may provide meal(s) as appropriate for board members, employees, visiting professionals, consultants, volunteers, or dignitaries attending to District business outside District boundaries if included as part of a registration fee, if an overnight stay is required, or if the individual(s) leaves the District before 6:30 A.M. or arrives back to the District after 6:30 P.M.

General Meal Cost Guidelines;

<u>Meal</u>	<u>Amount</u>
Breakfast	\$10.00 [Individual meal prices may vary]
Lunch	\$15.00 [Individual meal prices may vary]
Supper	<u>\$20.00</u> [Individual meal prices may vary]
Daily Maximum	<u>\$45.00</u> { <i>Maximum Expenditure per Day</i> }

Out-of-State

Grand Island Public Schools may provide meal(s) to board members, employees, visiting professionals, consultants, volunteers, or dignitaries while attending to District business outside the state of Nebraska at local prices by exercising reasonable judgment as to the appropriateness of the place, location, timing, occasion, purpose, and expense for the number of individual group members.

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General Meal Cost Guidelines;

<u>Meal</u>	<u>Amount</u>
Breakfast	\$20.00 [Individual meal prices may vary]
Lunch	\$30.00 [Individual meal prices may vary]
Supper	<u>\$40.00</u> [Individual meal prices may vary]
Daily Maximum	<u>\$90.00</u> { <i>Maximum Expenditure per Day</i> }

SNACK FOOD

In-District

The Grand Island Public Schools may provide snack food on a limited basis as appropriate for board members, employees, visiting professionals, consultants, volunteers, or dignitaries when attending to District business at a *working* meeting, conference, work session, or other event lasting more than three hours, but not where a meal is being provided.

- When possible snack food will be provided by the Grand Island Public Schools Nutrition Services Department
- Only those actually in attendance will have snack food provided
- Snack food will be lowest cost possible given the function
- A conservative approach will be used in providing snack food
- Snack food will be provided only at a district sponsored location

Out-of-District or Out-of-State

Grand Island Public School will not provide snack food for staff members, visiting professionals, consultants, and/or other dignitaries when attending to District business when Out-of-District or State unless it is in lieu of a regular daytime meal.

Claiming Reimbursement Guidance:

1. People in attendance shall be listed by name and position, when appropriate.
2. The purpose of the meeting must be described in enough detail to clearly communicate the purpose of the meeting.
3. A detailed listing of items purchased must be provided for and expenditure to be reimbursed. Failure to do so will result in the claim automatically being denied.
4. All claims must be submitted on a timely basis for reimbursement (by the 18th of each month).
5. GIPS is exempt from sales tax in the state of Nebraska ONLY. Our sales tax exemption number is 05-0733792. You must provide a Nebraska Department of Revenue Form 13 as proof of our sales tax exemption to vendors prior to purchasing goods or services.

Board Policies – Reference:

2330 – Board Member Compensation for Expenses

4460 – Expense Reimbursement

4461 – Authorization for Miscellaneous Expenses, Reimbursements, & Recognition

GRAND ISLAND PUBLIC SCHOOLS

7190 – District Wellness Policy

July 2017

GRAND ISLAND PUBLIC SCHOOLS

4460.2 Per Diem Guidelines Guide to Business Office Operations

Effective January 1, 2020 Grand Island Public Schools adopted the Federal government General Services Administration (GSA) per diem rates system for Meals & Incidentals (M&IE) ONLY. The rates for a specific geographical location can be found 24/7 at the following URL;

<https://www.gsa.gov/travel/plan-book/per-diem-rates>

You can also visit this site to access a downloadable mobile app for your smartphone.

There are two methods of obtaining funds for your meals and incidentals for business travel purposes.

The preferred method is on a reimbursement basis. The second method is on an advance basis. Both are described below.

Things to know for both methods;

- A. Generally *an overnight stay is required* to claim (M&IE) expenses. However, if you are away from Grand Island more than one hour's drive for a period of twelve or more hours without an overnight stay you may claim (M&IE).
- B. Business trip expenses MUST be approved by either your immediate supervisor or administrator in charge of the specific reason for the business travel. No receipts are necessary.
- C. **First & last day of travel** - amount received on the first and last day of travel and equals 75% of total (M&IE).
 - a. First and last day should be entered in as a line item on the Purchase Requisition (PR) at the full rate and then a 25% discount applied.
 - b. All other days in between the first and last day can be grouped on the second line on the PR.
 - c. Use additional line(s) to separate out individual days with special circumstances.
- D. Breakfast, lunch, dinner, incidentals - Separate amounts for meals and incidentals. M&IE Total = Breakfast + Lunch + Dinner + Incidentals. Sometimes meal amounts must be deducted from trip voucher.
 - a. IF one or more meals are included in, for example, a conference registration, or provided by your hotel stay, those amounts MUST be deducted from the daily (M&IE) amount. As an example, if the hotel you're staying at includes a breakfast then you would deduct the breakfast individual amount from the daily amount to get the amount you're entitled for either reimbursement or as an advance
- E. What is the INCEDENTAILS for anyway? Answer – "Tips"
- F. The final destination is the rate you're entitled to so if you eat *en route* you do not have to look up multiple rates.
- G. The Guidelines are subject to change without advanced notice but every effort will be made to give advanced notice of changes and a specific date those changes take effect.

Reimbursement Basis:

Steps:

1. Follow all other travel policy guidelines for your business trip. (i.e. business trip approval, transportation, hotel, etc.)
2. Upon returning complete a travel expense report attached **as 4460.4**
3. Go to the URL shown on these Guidelines
4. Enter the information required for the state, city you stayed at select "Find Rates"

Search by City, State or ZIP

For Fiscal Year:

2020 (Current Year)

Iowa

Des Moines

OR

ZIP


Find Rates

- Select the Meals & Incidentals (M&IE) Rates 'box'

FY 2020 Per Diem Rates for Des Moines, Iowa

I'm interested in:

- View the details of the city you stayed at.

 **Meals & Incidentals (M&IE) Breakdown** ⁱ

Use this table to find the following information for federal employee travel:

M&IE Total - the full daily amount received for a single calendar day of travel when that day is neither the first nor last day of travel.

Breakfast, lunch, dinner, incidentals - Separate amounts for meals and incidentals. M&IE Total = Breakfast + Lunch + Dinner + Incidentals. Sometimes meal amounts must be deducted from trip voucher. [See More Information](#)

First & last day of travel - amount received on the first and last day of travel and equals 75% of total M&IE.

Filter Results...

Primary Destination ⁱ	County ⁱ	M&IE Total	Continental Breakfast/Breakfast	Lunch	Dinner	Incidental Expenses	First & Last Day of Travel ⁱ
Des Moines	Polk	\$61	\$14	\$16	\$26	\$5	\$45.75

Showing 1 to 1 of 1 entries

- Include a screen print of this information and **attach to 4460.4 as appropriate.**

GRAND ISLAND PUBLIC SCHOOLS

Advance Basis

Follow all the rules above except make the following modifications.

Steps:

1. You must be a vendor in the Grand Island Public Schools financial accounting system. If you need to be added you MUST complete an IRS Form W-9
<https://www.irs.gov/pub/irs-pdf/fw9.pdf>
2. Business Travel period must exceed 72 hours (i.e. four days or more) to qualify to use the Advance Basis.
3. Submit the travel expense report (step 2 above) at a minimum five (5) business days prior to your departure date. Advances will not be paid more than 30 days in advance of the first day of business travel.
4. Upon returning complete a (M&IE) advance confirmation form attached **as 4460.4**

GRAND ISLAND PUBLIC SCHOOLS

4460.3 Board of Education Travel Guidelines

This memo is being written to provide guidance to Grand Island Public School Board Members regarding board member travel and the corresponding expenses.

- 1) Board Members will not be issued credit cards for travel purposes. Credit cards are to be used only by district employees for district expenses.
- 2) According to state statute and as per advice from the school district's legal counsel, board members can only be reimbursed for "actual and necessary" expenses incurred while traveling and should not be provided with a per diem travel reimbursement. In order to be reimbursed for any district travel, the board member must submit a "Travel Expense Request" with all itemized receipts attached within 30 days of returning from travel.
- 3) As the cost of airfare and hotel accommodations represent a large out of pocket initial expense for board members, the district will pay for airfare and hotel accommodations on behalf of the board member, rather than utilizing a reimbursement method for these expenses. All other travel related expenses will be claimed by submitting a "Travel Expense Report" to the Business Office and attaching itemized receipts to justify the claim.
- 4) Meal purchases while traveling need to be "reasonable" in nature. To establish a reasonable cost for meals and incidental expenses, the board members should reference the GSA website at <www.gsa.org>. Grand Island Public Schools will not reimburse board members for any meal or incidental costs associated with travel that are greater than those on the GSA website and tips must be no greater than 15% of the expense or at a rate set by the vendor.
- 5) Board Members may request a cash advance for meal costs, provided they make the request at least 5 business days in advance of travel. The cash advance will be based on the per diem rate for meals and incidentals provided on the GSA website. Upon 5 business days of return from travel, the board member must submit itemized receipts justifying expenditure of the advanced funds. If there are any funds that are not spent or unaccounted for, the board member must pay the school district back for those funds. In other words, if a board member is given a \$200 cash advance for travel and only remits \$150 worth of receipts for travel expenses, the board member would need to repay the school district for the remaining \$50. All repayment of unspent, advanced funds must be made in the form of a check written to Grand Island Public Schools. No cash or credit card payments can be accepted by the Business Office.
- 6) From time to time, board members' spouses choose to travel with board members. The school district will not be responsible for any costs associated with spouses' travel, including meals. The school district will extend the courtesy of booking flights on behalf of board members' spouses, however, payment for such flights is payable to the school district before the flight is booked.
- 7) Board Members will be responsible for any travel related expenses including hotel, flight, and event registration for which they have the district book on their behalf, for which the board member does not use, and for which the district cannot obtain a refund or transfer the use of those travel related expenses to another GIPS Board Member or GIPS Staff Member. In the event of a travel plan cancellation by a board member, the school district will make every effort to encourage other board members or staff members to utilize the hotel, flight, or event registration so that the board member will not incur the travel related expenses due to the cancellation, but if the booked registration and related travel services cannot be transferred for use by another GIPS Board Member or staff member, the board member will repay the district.

GRAND ISLAND PUBLIC SCHOOLS

February 28, 2023

GRAND ISLAND PUBLIC SCHOOLS

4460.4 GRAND ISLAND PUBLIC SCHOOLS

Travel Expense Report

Name _____ Employee ID Number _____

Title/Position _____ School/Building _____

Purpose of Travel _____

Date/Time Left ___/___/___; ___:___ am/pm ~ Date/Time Returned ___/___/___; ___:___ am/pm

Names of other attendees included on receipts _____

Registration Fee: \$ _____

Travel: Airfare \$ _____ Baggage Fees \$ _____

Ground Transportation: Shuttle \$ _____ Uber/Lyft/Taxi \$ _____

Public Transit \$ _____ Automobile Rental \$ _____ Lodging: \$ _____

Name of Establishment _____ City _____

Parking Fee: \$ _____

Mileage: _____ X _____ = \$ _____

(number of miles traveled X current mileage reimbursement rate = reimbursement amount)

Please provide: Starting Location: _____ Destination: _____ (Refer to

Meal and Travel Guidelines to determine Starting Location)

Meals

Date	Breakfast	Lunch	Supper	Total

I certify that the above information is correct. Net balance claimed for reimbursement \$ _____

GRAND ISLAND PUBLIC SCHOOLS

Claimant's Signature

Administrator's Signature

Date

GRAND ISLAND PUBLIC SCHOOLS

8822 MEAL CHARGE POLICY

It is the policy of the Grand Island Public Schools to comply with the National School Lunch Program and School Breakfast Program and all other federal grant programs that provide free or reduced meals to qualifying students.

Student Eligibility for Free or Reduced Meals

Families of students who may be eligible for free or reduced price school meals should submit an application to determine their eligibility. Applications may be obtained at the school, www.gips.org, or the Kneale Administration Building. As long as an application is submitted on or after July 1, the application will be considered current for the new school year. A student may become eligible for free or reduced meals at any time during the school year if the household experiences a change in financial circumstances.

Meal Account Balances

The District will ensure that families can check their meal account balances in a manner other than exclusively online. The District will ensure that at least one form of meal account payment is free of charge.

The District encourages families to pre-pay without charge for paid or reduced price meals. Notwithstanding the option to pre-pay, students and families will have a method to add funds during the school day. Any balance remaining in a pre-paid account shall carry over into the next month. When a student leaves the District or graduates, the District shall attempt to contact the student's household to return any funds remaining in the student's meal account.

Unpaid meal charges will be carried over at the end of the school year as a delinquent debt and the District shall undertake reasonable collection efforts to collect unpaid meal charges classified as delinquent debt, pursuant to and in compliance with state and federal law. The District shall maintain records of its collection efforts and, once delinquent meal charges are converted to bad debt, its documentation establishing and handling of the bad debt. **Bad debts will be written off as operating losses.**

****** Student accounts are occasionally delinquent. Parents will be notified via phone call, email, text message that the student has a negative balance and funds are needed. Students will receive a full meal if no funds are available in the meal account. No extras or a la cart items may be charged to a negative account.**

~~*** Students with delinquent or negative meal account balances may not be served a reimbursable meal. Parents will be notified via phone call, email, text message that the student should bring a meal from home. If no meal is brought by the student, a courtesy meal will be provided to the student at no charge. This meal will consist of a sandwich, choice of sharing table items, and milk.~~

Student Confidentiality

The District will disclose individual student eligibility information only to those persons (and organizations) who require the information in order to carry out an activity specifically authorized by the National School Lunch Act, subject to applicable legal exceptions.

The District shall not use or implement any colored or coded meal cards, tickets, tokens, or other methods of payment that would overtly identify a student as being eligible for free or reduced price meals.

GRAND ISLAND PUBLIC SCHOOLS

Distribution Annually

This policy shall be provided in writing to all students' households at the start of each school year and to households transferring to the District during the school year.

This policy shall also be provided annually to District staff members responsible for the enforcement of this policy, including food service professionals.

The Superintendent or the Superintendent's designee shall maintain documentation of the annual distribution of this policy to students' households and District staff.

Legal Reference: **Federal Cost Principles at 2 CFR Part 200, Subpart E;
 7 CFR 210.9(b)(17); and
 7 CFR 210.15(b)**

Richard B. Russell National School Lunch Act (42 U.S.C. § 1751); U.S.D.A.
Memorandum SP 57-2016

Policy Adopted: 06.08.2017

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

GRAND ISLAND PUBLIC SCHOOLS

8740 GRADUATION REQUIREMENTS

Students in the Grand Island Public Schools must successfully complete the courses required by the Board of Education and the Nebraska Department of Education in order to graduate. It shall be the responsibility of the superintendent to ensure that students complete grades one through 12 and that high school students complete 240 credits (200 required by NDE) prior to graduation.

High School credit will not be granted for courses taken at the middle school level, unless the course content and requirements are equivalent to high school course (NE Rule 10). For a student with an Individualized Educational Plan (IEP), the IEP goals must be successfully completed to meet graduation requirements.

A student who has earned all required credits may graduate early. Students who graduate early may choose to have their diplomas awarded at the winter or spring commencement activities.

Graduation credits must be earned within the following curricular areas, which includes the satisfactory completion of these required courses or their equivalent:

Language Arts	40	
Mathematics	30	
Science	30	
Physics		(10 Credits)
Life Science		(10 Credits)
Chemistry		(10 Credits)
Social Studies	30	
American History		(10 Credits)
World History		(10 Credits)
Government		(5 Credits)
Economics		(5 Credits)
Physical/Health Education	10	
Financial Literacy	5	(5 credits 2023-2024)
Computer Science	5	(5 credits 2023-2024) In statute for 2026-2027
Electives	90 95	(100 credits - 95 90 credits in 2023-2024)
Total Course Credits	240	(State of NE requires 200 – 80% must be core – Rule 10)

Note: Ten credits represent the equivalent of satisfactory completion (passing grade) of any approved high school course for which a student has been enrolled daily for two semesters. Five credits represent the equivalent of satisfactory completion (passing grade) of any approved high school course for which a student has been enrolled daily one semester.

Policy Adopted - November 3, 1980

Policy Amended - January 9, 1984

Policy Revised: 07/07/97

Policy Revised: 2-10-05

Policy Revised: 12.13.2018

Policy Revised: 10.13.2022

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

GRAND ISLAND PUBLIC SCHOOLS
FURNITURE, EQUIPMENT, & MISCELLANEOUS ITEMS
FOR DISPOSAL

Quantity	Description	Resale? Yes or No
8	Vans and Sedans (high mileage/mechanical issues)	Yes
1	14 Passenger Bus (mechanical issues)	Yes
4	Trailers (no longer used)	Yes
1	Pull Behind Sprayer with boom (no longer used)	Yes
1	3-point Toro Debris Blower	Yes
1	Cushman Groom Master	Yes
1	Snapper Pro 36 Walk Behind Mower	Yes
1	Litter Kat Turf Sweeper	Yes
1	Plow for ATV/Mower (no longer use)	Yes
1	Plow for JD Gator HPX (no longer use)	Yes
1	Herd's Broadcast Spreader Hitch Mount	Yes
1	Engine Stand	Yes
1	Air Powered Hydraulic Jack	Yes
1	Electric Pressure Washer	Yes
1	CNC Wood Mill	Yes
1	Misc. Field Sized Sprinkler Heads	Yes
1	Misc. Sprinkler Valves	Yes
1	Acer Supra 618 Surface Grinder	Yes

1	Lincoln Electric 4x4 Plasma Cutting Table w/cutter	Yes
1	Bailiegh Plasma Cutting Table PT-22 w/cutter	Yes
1	Misc. Gym Mats (various sizes)	Yes
1	Pole Vault Pit - missing cushion pad and cover	Yes
1	Echo Backpack Blower (needs carburetor work)	Yes
1	Woodworker vises	Yes
2	Arc Welders	Yes
1	50 gal Vertical Air Compressor	Yes
3	Horizontal Air Compressors	Yes
1	Grasshopper Mower 725dt (costly repairs needed)	Yes
1	Grasshopper 60" Mower Deck	Yes
1	Grasshopper Cab Enclosure	Yes
1	Grasshopper 60" Snow Blade	Yes
1	Grasshopper Snowblower	Yes
16	4x6 Platform Stage Risers	Yes
5	Gray 3 Step risers	Yes
5	Gray 1 Step Risers	Yes
16	4x8 Platform Stage Risers	Yes
1	Pallet of Black Single Step Risers	Yes
2	Grizzly G0762 CNC Mills with Stands	Yes
2	Grizzly G0752 CNC Mills Table Top	Yes
1	Renaissance by Great Notions Embroidery Machine	Yes

2	Baldor Electric Pressure Washers	Yes
20	Round Fold-up Tables	Yes
2	Ritter 304 Exam Tables	Yes
20	Exercise Bikes	Yes
1	Milwaukee Table Band Saw	Yes
1	Delta Pickup Crossover Toolbox	Yes
1	Pipe Bender	Yes
1	Darex Table Top Mill	Yes
1	Various sized industrial fan blades	Yes
1	Various electric and battery operated tools (Safety issues)	Yes
1	2-Compartment Stainless Steel Sink	Yes
3	Bench Press Stands	Yes
3	Squat Racks	Yes
1	Dumbbell Rack	Yes
1	Misc. Weight Equipment	Yes
1	Stainless Steel Shelving	Yes
1	Scotsman Ice Machine	Yes
2	Hobart Stand Mixers Model H600	Yes
2	Pallets Serving Trays	Yes
1	SMT Hot Pressure Washer Electric	Yes
2	Baldor Electric Pressure Washers	Yes
2	Market Forge Tilt Skillets Model #1400-1	Yes

2	Steam Kettles	Yes
4	Beverage Air Milk Coolers	Yes
3	Vulcan Convection Ovens	Yes
7	Hobart Refrigerators Single Door	Yes
1	Hobart Refrigerators Two Door	Yes
1	Hobart Refrigerator Glass Door	Yes
2	Chest Freezers	Yes
4	Refrigerator/Freezers	Yes
5	Electric Stoves	Yes
1	3 Compartment Stainless Steel Sink	Yes
1	Brown Hot Cart	Yes
1	Beverage Cooler	Yes
1	McCall Upright Freezer	Yes
1	Blodgett Convection Oven	Yes
4	Epcoc Food Warmers	Yes
1	Beverage Air Milk Display Cooler	Yes
1	Hobart 4 half door refrigerator	Yes
1	Frigidaire Upright Freezer	Yes
1	Hot Food Box Warmer	Yes
2	Crescor Proofers/Warmers	Yes
1	Small Mixer on Table	Yes
1	Mixer Wand	Yes

1	Serving Rail	Yes
1	Frigidaire Refrigerator/Freezer (freezes up)	Yes
1	Market Forge Steamer/Cooker (top steamer nonworking)	Yes
1	Super System Proofer #OP-3-SL	Yes
2	Juice Alive Juicer Machines	Yes
2	Bar Fresh Juice Machines	Yes
1	Aerohot Steam Table	Yes
1	Wells Steam Pot Table	Yes
2	Buffet Carts	Yes
1	Spar Mixer	Yes
4	OxBlue cameras	Yes
1	Iwatsu Phone System	Yes
24	Iwatsu Phones	Yes
1	1000 Watt UPS (shuts down on occasion)	Yes
4	GE Cameras and Housings	Yes
3200'	18/2 + Coax Wire (no longer used)	Yes
50	Iwatsu Versa Phones	Yes
4	Iwatsu Phone System Headends	Yes
1	Book Display Stand (5 shelf unit)	Yes
1	Sound System XR1212 Series 1200 watt powered mixer	Yes
6	Model 1210HS Speaker	Yes
1	FBX 2020 Dual Feedback Exterminator	Yes

2	PLX 2402 Power Amplifier	Yes
2	PLX 1202 Power Amplifier	Yes
1	Misc. Cables and Wiring	Yes



AIA® Document G701® – 2017

Change Order

PROJECT: <i>(Name and address)</i> GI21127 GIPS Senior High Additions & Renovation Grand Island, NE	CONTRACT INFORMATION: Contract For: Single Prime Date: May 25, 2022	CHANGE ORDER INFORMATION: Change Order Number: 001 Date: March 15, 2023
OWNER: <i>(Name and address)</i> Hall County School District 2 dba Grand Island Public Schools (GIPS) PO Box 4904 Grand Island, NE 68802	ARCHITECT: <i>(Name and address)</i> Cannon Moss Brygger & Associates, P.C., dba CMBA Architects 208 Pine St. Suite 301 Grand Island, NE 68801	CONTRACTOR: <i>(Name and address)</i> Perry Reid Construction 2930 Ridge Line Road Suite 116 Lincoln, NE 68516

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

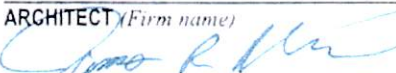
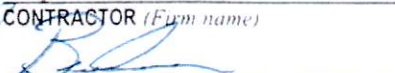
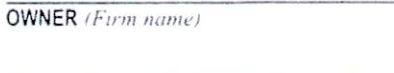
COR #001 Credit for Low Voltage Data Scope	DEDUCT	\$(52,400.52)
COR #002 Unsuitable Soils	ADD	\$11,488.71
COR #003 Existing Cleanout	DEDUCT	\$(1,233.00)
COR #004 North Band Room Pipe	ADD	\$1,615.05
COR #005 R1 Price Increases	ADD	\$17,631.83
COR #006 RFI 9 Existing Column Footing Line	ADD	\$3,778.60
COR #007 Time Extension		\$0.00
COR #008 Sanitary Clay tile	ADD	\$2,976.57
COR #012 Library Storage Flooring	ADD	\$3,563.58
	TOTAL	\$(12,579.18)

The original Contract Sum was	\$	3,689,700.00
The net change by previously authorized Change Orders	\$	0.00
The Contract Sum prior to this Change Order was	\$	3,689,700.00
The Contract Sum will be decreased by this Change Order in the amount of	\$	12,579.18
The new Contract Sum including this Change Order will be	\$	3,677,120.82

The Contract Time will be increased by Six (6) days.
The new date of Substantial Completion will be 08/08/2023

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

CMBA Architects ARCHITECT <i>(Firm name)</i>	Perry Reid Construction CONTRACTOR <i>(Firm name)</i>	Grand Island Public Schools OWNER <i>(Firm name)</i>
 SIGNATURE	 SIGNATURE	 SIGNATURE
Jim Brisnehan, Principal Architect PRINTED NAME AND TITLE	Byron Casper, Project Manager PRINTED NAME AND TITLE	Hank McFarland, Board President PRINTED NAME AND TITLE
3-30-2023 DATE	3-30-2023 DATE	 DATE



Perry Reid Construction
 2930 Ridge Line Rd, Suite 116
 Lincoln , Nebraska 68516
 P: 402-488-1666

Project: 22110 - GIPS - Senior High Additions & Renovations
 2124 N Lafayette Ave
 Grand Island , Nebraska 68803

CHANGE EVENT #001 - RFP #001 - Credit for Low Voltage/Data Scope of Work

Origin:

Date Created: 8/5/2022 **Created By:** Nick Fowler
Status: Open **Scope:** Out of Scope
Type: Owner Change **Change Reason:** Owner Request

Description: Credit associated with removal of low voltage and data scope of work per RFP #001 from prime contract.

Attachments: [2022-05-31 GISH North Addition Quote AV Additions.pdf](#), [RFP 001 - Electrical Scope Change \(1\).pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
26-0000.S	ELECTRICAL.Subcontract/Commitment	\$(54,560.52)		\$(54,560.52)	\$(54,560.52)			\$(54,560.52)	\$0.00
Description: RFP 01 - Low Voltage Deletion Credit									
01-3020.L	Superintendent.Labor	\$2,160.00		\$2,160.00	\$2,160.00			\$2,160.00	\$0.00
Description: Coordination									
Grand Totals		\$(52,400.52)	\$0.00	\$(52,400.52)	\$(52,400.52)	\$0.00	\$0.00	\$(52,400.52)	\$0.00



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 Grand Island , Nebraska 68803

CHANGE EVENT #002 - Unsuitable Soils

Origin:

Date Created:	10/14/2022	Created By:	Cameron Zelei
Status:	Open	Scope:	Out of Scope
Type:	Owner Change	Change Reason:	Existing Condition

Description: During the subgrade preparation, a significant amount of moisture was encountered north of the existing cafeteria. Per direction from Midstates Engineering, over-excavation was required to remove the limits of unsuitable soil. New structural fill needed to be brought in and recompacted. Midstates Engineering was present to observe and test the new structural fill being placed.

The excessive moisture was due to an improper connection of the existing storm line. This storm line was directly in-line with the new west foundation layout. Per discussion with GIPS and CMBA, it was determined that the west grid line would be moved 2' to the east.

Attachments: [Ohara Plumbing_20221018_204038.pdf](#), [Mid State Engineering.pdf](#), [Island Landhandlers Unsuitable Soil.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
31-0000.S	Island Landhandlers, Inc.	\$2,873.00		\$2,873.00	\$2,873.00			\$2,873.00	\$0.00
EARTHWORK.Subcontract/Commitment	SC-22110-001								
Description: Remove Soil									
31-0000.S	Island Landhandlers, Inc.	\$6,435.00		\$6,435.00	\$6,435.00			\$6,435.00	\$0.00
EARTHWORK.Subcontract/Commitment	SC-22110-001								

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
Description: Place and Compact New Soil										
01-4500.S	Mid-State Engineering & Testing, Inc.	\$340.00		\$340.00	\$340.00			\$340.00	\$0.00	
Testing and Special Inspection.Subcontract SC-22110-017 /Commitment										
Description: Testing/Inspecons										
22-0000.S	O'Hara Plumbing Co., Inc.	\$775.35		\$775.35	\$775.35			\$775.35	\$0.00	
PLUMBING.Subcontract SC-22110-004 t/Commitment										
Description: Connect Exist. Line										
99-9911.O		\$138.28		\$138.28	\$138.28			\$138.28	\$0.00	
P&P Bond										
Description: Bond										
99-9906.O		\$547.08		\$547.08	\$547.08			\$547.08	\$0.00	
Fee.Other										
Description: OH&P										
01-3020.L		\$380.00		\$380.00	\$380.00			\$380.00	\$0.00	
Superintendent.Labor										
Description: Supervision										

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
Grand Totals		\$11,488.71	\$0.00	\$11,488.71	\$11,488.71	\$0.00	\$0.00	\$11,488.71	\$0.00	\$0.00



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CHANGE EVENT #007 - OCO #003 - Existing Cleanout (RFP #002)

Origin: RFI #5: Existing Clean Out
Date Created: 11/8/2022 **Created By:** Cameron Zelei
Status: Open **Scope:** Out of Scope
Type: Owner Change **Change Reason:** Existing Condition
Description: Per RFP #002, shift the west wall of the building to the east 2'-0" as shown on the corresponding drawings.

Credits are provided for the following scopes: Masonry, Concrete, Structural Steel, and Acoustical Ceilings. Additional costs for redrafting of Structural Steel are included.

There will not be a credit for Flooring, as the material has already been ordered.

Attachments: [Midwest Floor Covering RFP #2.pdf](#), [TC Ceilings RFP #2.pdf](#), [4G Steel RFP #2 REVISED.pdf](#), [Essink Drywall RFP #2.pdf](#), [Ott Concrete RFP #2.pdf](#), [Midwest Masonry RFP 2 CO.pdf](#), [RFP 002 - Existing Cleanout.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit. Latest Cost		
09-2900.S	Essink Bros Drywall Inc	\$0.00		\$0.00	\$0.00		\$0.00	\$0.00	
Gypsum	SC-22110-007								
Board.Subcontract/Co									
mmmitment									
Description:									
Drywall									

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
04-0000.S	Midwest Masonry Inc. MASONRY.Subcontract/ SC-22110-015 Commitment	\$(418.50)		\$(418.50)	\$(418.50)			\$(418.50)	\$0.00	
Description: Masonry										
03-0000.S	OTT Concrete Construction CONCRETE.Subcontract LLC /Commitment SC-22110-016	\$(514.50)		\$(514.50)	\$(514.50)			\$(514.50)	\$0.00	
Description: Slab On Grade										
05-1000.M	4G Steel Fabrication, LLC Structural PO-22110-002 Steel.Material	\$(300.00)		\$(300.00)	\$(300.00)			\$(300.00)	\$0.00	
Description: Structural Steel Material										
05-1000.M	4G Steel Fabrication, LLC Structural PO-22110-002 Steel.Material	\$400.00		\$400.00	\$400.00			\$400.00	\$0.00	
Description: Structural Steel Additional Drafting										
09-5100.S	T-C Ceilings Acoustical SC-22110-010 Ceilings.Subcontract/C ommitment	\$(400.00)		\$(400.00)	\$(400.00)			\$(400.00)	\$0.00	
Description: Acoustical Ceilings										

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
09-6500.5 Resilient Flooring.Subcontract/C ommitment Description: Flooring	Midwest Floor Covering, Inc. SC-22110-009	\$0.00		\$0.00	\$0.00			\$0.00	\$0.00	
Grand Totals		\$(1,233.00)	\$0.00	\$(1,233.00)	\$(1,233.00)	\$0.00	\$0.00	\$(1,233.00)	\$0.00	\$0.00



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CHANGE EVENT #009 - OCO #004 - North Band Room Pipe to PVC

Origin:

Date Created: 1/9/2023 **Created By:** Cameron Zelei
Status: Open **Scope:** TBD
Type: Owner Change **Change Reason:** Existing Condition
Description: Per RFI #10 response, cost is to replace the North Band Room Existing Storm and Sanitary piping with PVC per code requirements.
Attachments: [RFI 010 Existing Sanitary Storm Piping \(1\).pdf](#), [O'hara Plumbing_20221018_204038.pdf](#), [O'hara Plumbing_20221018_181323.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
22-0000.S PLUMBING.Subcontract/Commitment	O'Hara Plumbing Co., Inc. SC-22110-004	\$0.00		\$0.00	\$1,423.70			\$1,423.70	\$(1,423.70)
Description: Replace Storm and Sanitary with PVC									
99-9911.O P&P Bond	Perry Reid Construction	\$0.00		\$0.00	\$19.44			\$19.44	\$(19.44)
99-9906.O Fee.Other	Perry Reid Construction	\$0.00		\$0.00	\$76.91			\$76.91	\$(76.91)
01-3020.L Superintendent.Labor	Perry Reid Construction	\$0.00		\$0.00	\$95.00			\$95.00	\$(95.00)

		Revenue			Cost					
Budget Code	Vendor / Contract	ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost	Over/ Under	Budget Mod.
Grand Totals		\$0.00	\$0.00	\$0.00	\$1,615.05	\$0.00	\$0.00	\$1,615.05	\$(1,615.05)	\$0.00



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CHANGE EVENT #010 - OCO #005R1 - Price Increases

Origin:

Date Created: 1/9/2023 **Created By:** Cameron Zelei
Status: Open **Scope:** TBD
Type: Owner Change **Change Reason:** Contingency
Description: Price Increases from various subcontractors between the bid date and contract issuance.

Per the email from Matt Kreutzer on 20230224 and PRC review, costs have been adjusted.

Attachments: [CE #005 Disputes.pdf](#), [CE #005 Disputes Email 20230224.pdf](#), [Price Increase Overview COMBINED.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
06-4100.M	Creative Cabinets, Inc.	\$0.00		\$0.00	\$0.00			\$0.00	\$0.00
Arch Wood	PO-22110-003								
Casework.Material									
Description:									
Casework									
07-5000.S	KD Jones Investments	\$0.00		\$0.00	\$1,080.00			\$1,080.00	\$(1,080.00)
Membrane	SC-22110-011								
Roofing.Subcontract/C									
ommitment									

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
Description: Roofing (Tapered)										
03-0000.S	OTT Concrete Construction CONCRETE.Subcontract LLC /Commitment SC-22110-016	\$0.00		\$0.00	\$450.00			\$450.00		\$(450.00)
Description: Concrete (2023 - 75CY remaining at \$6/CY Increase))										
08-4113.S	Glass Edge of Central Alum Frame Entr and Nebraska, LLC Storefront.Subcontract/ Commitment SC-22110-020	\$0.00		\$0.00	\$15,050.00			\$15,050.00		\$(15,050.00)
Description: Storefront										
99-9911.O	Perry Reid Construction P&P Bond	\$0.00		\$0.00	\$212.22			\$212.22		\$(212.22)
Description: Bond										
99-9906.O	Perry Reid Construction Fee.Other	\$0.00		\$0.00	\$839.61			\$839.61		\$(839.61)
Description: Fee										
Grand Totals		\$0.00	\$0.00	\$0.00	\$17,631.83	\$0.00	\$0.00	\$17,631.83	\$(17,631.83)	\$0.00



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CHANGE EVENT #011 - OCO #006 - RFI 9 Existing Column Footing Line

Origin:

Date Created: 1/9/2023 **Created By:** Cameron Zelei
Status: Open **Scope:** TBD
Type: Owner Change **Change Reason:** Existing Condition
Description: Per RFI #9 response, add additional underpinned footing west of band room due to mislocated existing column.
Attachments: [Change Order Invoice # 4125 GISH Addition Project 1-12-23.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
03-0000.S CONCRETE.Subcontract /Commitment	OTT Concrete Construction LLC SC-22110-016	\$0.00		\$0.00	\$2,994.95			\$2,994.95	\$(2,994.95)
Description: Additional Footing									
99-9911.O P&P Bond	Perry Reid Construction	\$0.00		\$0.00	\$45.48			\$45.48	\$(45.48)
99-9906.O Fee.Other	Perry Reid Construction	\$0.00		\$0.00	\$179.93			\$179.93	\$(179.93)
01-3020.L Superintendent.Labor	Perry Reid Construction	\$0.00		\$0.00	\$190.00			\$190.00	\$(190.00)

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
01-4500.S	Perry Reid Construction	\$0.00		\$0.00	\$350.00			\$350.00	\$(350.00)	
Testing and Special Inspection.Subcontract /Commitment										
03-0000.S	Perry Reid Construction	\$0.00		\$0.00	\$18.24			\$18.24	\$(18.24)	
CONCRETE.Subcontract /Commitment Description: Misc. Material										
Grand Totals		\$0.00	\$0.00	\$0.00	\$3,778.60	\$0.00	\$0.00	\$3,778.60	\$(3,778.60)	\$0.00



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CHANGE EVENT #012 - OCO #007 - Time Extension

Origin:

Date Created:	1/9/2023	Created By:	Cameron Zelei
Status:	Open	Scope:	TBD
Type:	Owner Change	Change Reason:	Existing Condition

Description: PRC requests No-Cost Time Extension for:
 4 Weather Days that impacted critical path (12/21, 12/22, 12/23, and 1/3)
 1 day for CE #002 - Unsuitable Soil correction
 1 day for CE #006 - RFI 9 Existing Column Footing Line correction

 6 additional working days to extend the contract to end-of-day 8/8/2023.

Attachments: [📎 CE #006 RFI 9 Existing Column Footing Line COMBINED.pdf](#), [📎 CE #002 Unsuitable Soils COMBINED.pdf](#), [📎 Daily Log Weather Delays.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
		\$0.00		\$0.00	\$0.00			\$0.00	\$0.00	
Grand Totals		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



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CHANGE EVENT #013 - OCO #008 - RFI #010 Storm/Sanitary Clay Tile Fix

Origin: RFI #10: Existing Sanitary and Storm piping

Date Created: 1/30/2023 **Created By:** Cameron Zelei

Status: Open **Scope:** Out of Scope

Type: Owner Change **Change Reason:** Existing Condition

Description: Per RFI #010 - Existing Sanitary and Storm Piping response and local code, the existing 6" clay tile and the 6" concrete pipe must be replaced with PVC under the building addition. PVC piping to extend 5 feet beyond the building footprint.

Attachments: [RFI 010 Existing Sanitary Storm Piping \(2\).pdf](#), [Ohara Plumbing_20230124_152852.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
22-0000.S	O'Hara Plumbing Co., Inc.	\$2,609.00		\$2,609.00	\$2,609.00			\$2,609.00	\$0.00
PLUMBING.Subcontract/Commitment									
Description: Replace Sanitary/Storm with PVC									
01-3020.L	Perry Reid Construction	\$190.00		\$190.00	\$190.00			\$190.00	\$0.00
Superintendent.Labor									
Description: Supervision									
99-9911.O	Perry Reid Construction	\$35.83		\$35.83	\$35.83			\$35.83	\$0.00

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
P&P Bond										
Description: Bond										
99-9906.O	Perry Reid Construction	\$141.74		\$141.74	\$141.74			\$141.74	\$0.00	
Fee.Other										
Description: OH&P										
Grand Totals		\$2,976.57	\$0.00	\$2,976.57	\$2,976.57	\$0.00	\$0.00	\$2,976.57	\$0.00	\$0.00



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CHANGE EVENT #018 - OCO #012 - Library Storage 415E Flooring (RFP #004)

Origin:

Date Created: 2/28/2023 **Created By:** Cameron Zelei
Status: Open **Scope:** Out of Scope
Type: Owner Change **Change Reason:** Owner Request
Description: Per RFP #004, change flooring in Library Storage 415E. Base bid carpet material to be turned over to the Owner.
Attachments: [RFP 004 - MW Floor Library Storage Room.pdf](#), [RFP 004 - Library Storage Flooring.pdf](#)

CHANGE EVENT LINE ITEMS

Budget Code	Vendor / Contract	Revenue			Cost			Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.		
09-6000.S	Midwest Floor Covering, Inc. SC-22110-009	\$3,351.00		\$3,351.00	\$3,351.00			\$3,351.00	\$0.00
Description: Flooring									
99-9911.O	Perry Reid Construction	\$42.89		\$42.89	\$42.89			\$42.89	\$0.00
Description: P&P Bond									
99-9906.O	Perry Reid Construction	\$169.69		\$169.69	\$169.69			\$169.69	\$0.00
Description: Fee.Other									

Budget Code	Vendor / Contract	Revenue			Cost				Over/ Under	Budget Mod.
		ROM	Prime PCO	Latest Price	ROM	RFQ	Commit.	Latest Cost		
Description: Fee										
Grand Totals		\$3,563.58	\$0.00	\$3,563.58	\$3,563.58	\$0.00	\$0.00	\$3,563.58	\$0.00	\$0.00

GIPS BOE Regular Meeting
Monday, April 17, 2023 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER

Speaker(s): Board President

2. ROLL CALL

Speaker(s): Mrs. Dibbert

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. 3212 SUPERINTENDENT EVALUATION - Final Read

4.7.2. 8240 ADMISSION OF EXCHANGE AND FOREIGN STUDENTS - Final Read

4.7.3. 2110 POWERS AND RESPONSIBILITIES OF THE SCHOOL BOARD - Final Read

4.7.4. 2111 BOARD OPERATING PRINCIPLES - Final Read

4.7.5. 2230 BOARD COMMITTEES - Final Read

4.7.6. 2216 BOARD OF EDUCATION STUDENT MEMBER - First Read

4.7.7. 4460 EXPENSE REIMBURSEMENTS - First Read

4.7.8. 8822 STUDENT MEAL CHARGE POLICY - First Read

4.7.9. 8740 GRADUATION REQUIREMENTS - First Read

4.8. Surplus Property Listing

4.9. Change Orders as Documented

4.10. Approval of Agenda as submitted

5. SPECIAL RECOGNITION

5.1. Honor Students who earned Gold Keys in the Scholastic Art Awards at Grand Island Senior High

Speaker(s): Micki Nuss

6. CAMPUS HIGHLIGHTS

6.1. Teammates Update

Speaker(s): Clark Boettger (12th grader), Nancy Jones

7. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

8. INFORMATION ITEMS

8.1. Introduction of Chief Kevin Denney - Newly appointed GIPD Chief of Police

Speaker(s): Mr. McFarland

8.2. HOSA Health Fair

Speaker(s): Mr. Schlagel and HOSA Students

8.3. Grand Island Education Association Retirement, Years of Service, and Scholarship Winners Celebration

Speaker(s): Mrs. Karma Lewandowski

8.4. Geometry Adoption

Speaker(s): Dr. Danielle Buhrman

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework.

8.5. Algebra 2 Pilot

Speaker(s): Dr. Danielle Buhrman

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework.

8.6. American Civics bi-yearly update

Speaker(s): Dr. Evan Lee

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework. , Obj 4.2 Every student is on-track to meet the promise of the GIPS graduate profile. , 2.1 Every student is empowered through literacy

8.7. Harvard Strategic Data Project Fellowship Update and Capstone Project

Speaker(s): Mr. Pat Larson, Dr. Jonathan Doll

Goals: Obj 4.2 Every student is on-track to meet the promise of the GIPS graduate profile. , Obj 1.3 Every student learns in a safe and resourced environment

8.8. Information Technology Storage and Server purchase

Speaker(s): Mr. Gearhart

8.9. Discuss, consider, and take all action necessary to enter into real estate listing agreement for the old Grand Island Public Schools Early Learning Center Property located at 4360 W. Capital Avenue as presented, and to authorize the board president to execute the same

Speaker(s): Dr. Schroeder

8.10. Discuss, consider, and take all action necessary to Incumbency Certificate & Resolution with First National Capital Markets

Speaker(s): Dr. Schroeder

8.11. Discuss, consider, and take all action necessary to Resolution to Open First National Bank Simple Business Account and to Designated Approved Signers on the Account

Speaker(s): Dr. Schroeder

8.12. Student/Parent Handbook Revisions for 2023-2024

Speaker(s): Dr. Dexter

8.13. Construction Update

Speaker(s): Mr. Petsch

8.14. Student Representative Report

Speaker(s): Mr. Cloutier

8.15. Superintendent Report

Speaker(s): Mr. Fisher

9. ACTION ITEMS

9.1. Master Agreement with the GIEA

Speaker(s): Mr. Kort

9.2. Discuss, consider, and take all action necessary to enter into real estate listing agreement for the old Grand Island Public Schools Early Learning Center Property located at 4360 W. Capital Avenue as presented, and to authorize the board president to execute the same

Speaker(s): Ken Schroeder

9.3. Discuss, consider, and take all action necessary to Incumbency Certificate & Resolution with First National Capital Markets

Speaker(s): Dr. Schroeder

9.4. Discuss, consider, and take all action necessary to Resolution to Open First National Bank Simple Business Account and to Designated Approved Signers on the Account

Speaker(s): Dr. Schroeder

9.5. Panorama Survey Renewal

Speaker(s): Dr. Dexter

10. REPORTS

10.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Jurgens

11. NOTIFICATION OF UPCOMING BOARD MEETINGS

12. ADJOURNMENT

FREE Healthcare Screening Fair!

Take initiative of your
health w/ FREE screenings!

WHEN: March 18th

WHERE: GISH Fine Arts &
East Hallways

TIME: 10 a.m. - 3 p.m.

enter door 34



ACADEMY OF
MEDICAL
SCIENCES
MY CHOICE, OUR VOICE.



MARCH
18TH



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: Geometry Resource Option - Open Up

Submitted By: Dr. Danielle Buhrman

Date: March 28, 2023

1. What is the identified need?

GIPS is in need of high school math resources that provide curricular opportunities 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.

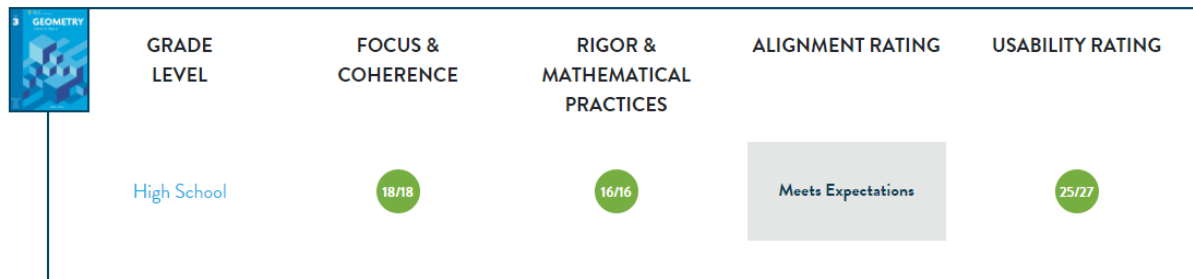
3. Proposed Action

Beginning in 2023-2024, all high school courses utilizing Geometry curriculum in their course design will use Open Up as their high quality instructional material.

4. Data/Research Assessed

In the 2021-2022 school year, only 19% of juniors taking the NSCAS-ACT assessment were in the ACT Readiness Range for the math reporting category of “Geometry” in Grand Island Public Schools. This compares to 31% at the state level. Since 2016, the percent of students who met overall mathematics college readiness benchmarks on the NSCAS-ACT have ranged from 10 to 20%, with 13% reported in 2021-2022 compared to the state at 26%.

The last resource adoption in Geometry took place in 2016-2017 and teachers will lose access to the previous digital materials after this school year. 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. Open Up is shown to emphasize these characteristics in their curriculum design:



*Ratings as indicated by EdReports.

5. Equity Analysis

Using a guaranteed and viable curriculum across the district is curriculum equity. We are clarifying the standards-aligned learning outcomes in our curriculum that should be common across ALL geometry classrooms. Using resources like Open Up support teachers in implementing the guaranteed and viable curriculum for all learners, and provides EL and special education student support around specific research-based language routines. Through the pilot process, teacher and student experiences and perspectives were leaned upon to determine the best option to adopt. Expertise from districts currently using the pilot materials in addition to recommendations from the NDE were also considered.

6. Stakeholder Group(s) Involved

Freshmen Academy and Geometry Teachers (9 teachers), GISH geometry students, GISH building leadership, L4L

7. Summary

Training from Open Up will be provided during a two day training this summer for all Geometry teachers. The core Geometry PLC will meet the week of July 10-14 to develop the Geometry curriculum scope and sequence documents which will include an emphasis on essential learning standards. Once 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 Geometry courses. Implementation of the new resource and curriculum documents will begin in August of 2023-2024. On-going coaching through curriculum walks and monthly PLC visits will occur to support fidelity of implementation and needs as they arise. Benchmark assessments aligned to essential learning standards will be developed in summer of 2024 to measure student impact, in addition to the use of Pre-ACT and ACT data.

Due to ESSER III funding and teacher preferences for print formatting, the district will print student consumables needed as opposed to purchasing student consumables from Open Up directly. Prior to the 2026-2027 school year, additional funding will need to be allocated to print or purchase consumables for the remainder of the adoption cycle.

8. Fiscal Impact

Amount: \$45,455.16

Source: ESSER III

Details: \$1,694 - (7) Additional Teacher Kits
 Approximately \$31,000 - [Print costs for student consumables](#)
 \$9000 - [Open Up initial implementation training](#)
 \$3761.16 - (13) teacher pay for 12 hours of training

9. Person(s) Responsible for Implementation

10. Implementation Plan

▲ Monitor/ Evaluate

Actions: Course development and resource training (summer 2023), implement new resource (2023-2024), continuous professional development (2023-2029). Follow-up will be on-going with L4L and spring 2024 with BOE L4L committee.

Timeline: 2022-2023

▲ Board Report/Follow-Up

Actions: L4L Sub Committee and Board Review - April 2023
Progress update spring 2024

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: Algebra 2 Resource Pilot

Submitted By: Dr. Danielle Buhrman

Date: March 28, 2023

1. What is the identified need?

GIPS is in need of high school math resources that provide curricular opportunities 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 2023-2024, the high school Algebra 2 PLC (3 teachers) will participate in a pilot project using the following resources:

Illustrative Mathematics (currently adopted by Algebra 1)

Open-Up Mathematics (currently being adopted by Geometry)


The intent is to select a resource by March of 2024 to adopt for the 2024-2025 school year.

4. Data/Research Assessed

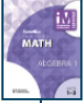




In the 2021-2022 school year, only 12% of juniors taking the NSCAS-ACT assessment were in the ACT Readiness Range for the math reporting category of “Functions” and “Preparing for Higher Math” in Grand Island Public Schools. Also, 15% of GIPS students met the ACT Readiness Range in “Algebra.” This compares to 31% at the state level. Since 2016, the percent of students who met overall mathematics college readiness benchmarks on the NSCAS-ACT have ranged from 10 to 20%, with 13% reported in 2021-2022 compared to the state at 26%.

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 and Open Up are both shown to

emphasize these characteristics in their curriculum design:






Kendall Hunt's Illustrative Mathematics Traditional (2019) 

Published By: Kendall Hunt Publishing Company | Date Published: 2020/03/26 | EdReports Review Tool v1 | [View These Reports](#)

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

Open Up High School Mathematics Traditional (2021)

Published By: Open Up Resources | Date Published: 2021/06/09 | EdReports Review Tool v1.5 | [View These Reports](#)

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

*Ratings indicated by EdReports.

5. Stakeholder Group(s) Involved

Algebra 2 PLC (3 teachers) and 2023-2024 Algebra 2 Students, GISH Building Leadership, L4L

6. Summary

The Algebra 2 PLC will meet in July 2023 to develop a plan to pilot Illustrative and Open Up during the (2023-2024) school year, beginning with Open Up in August. They will also receive implementation support from Open Up as part of the Geometry course adoption. Ideally, a final decision would be made by March of 2024 so that purchasing of new curriculum resources can be done for the 2024-2025 school year.

7. Fiscal Impact

Amount: \$16,610

Source: ESSER III

Details: \$400 - (5) [Teacher Sets from Illustrative Mathematics](#) (if needed)
\$1210 - (5) [Teacher Sets from Open Up](#)
\$15,000 - (375) [Student Consumables from Open Up](#)

8. Person(s) Responsible for Implementation

Dr. Danielle Buhrman - Mathematics Coordinator

9. Implementation Plan

▲ Monitor/ Evaluate

Actions: Pilot development and resource training (summer 2023), implement pilot resource (2023-2024), once a month PLC support and curriculum walk feedback (2023-2024). Follow-up will be on-going with L4L and spring 2024 with BOE L4L committee.

Timeline: 2023-2024

▲ Board Report/Follow-Up

Actions:

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



Committee on American Civics

**Public Meeting
April 13, 2023**

Purpose

Public Law 79-724

- *Part 1a: “Hold no fewer than two public meetings annually, at least one when public testimony is accepted.”*

Board Policy 2230

- *Examine curriculum with alignment to Social Studies Standards*
 - *Includes the incorporation of multicultural education*

Overview of PL 79-724 Requirements

This law states that Social Studies curriculum is not merely a recitation of timelines and simple recall. Classroom instruction should strive to:

- Recognize the services of men and women who played a crucial role in achieving independence (*Am. History, Government*)
- Examine the establishment of our constitutional government & preservation of our union (*Am. History, Government*)
- Incorporate multicultural education (*Am. History*)
- Instill pride and respect for the nation's institutions (*Am. History, Government, Economics*)

Overview of PL 79-724 Requirements

Ensure social studies curriculum is aligned with the Social Studies Standards adopted

K-12

Current curriculum aligned to 2019 Social Studies Standards, Public Law 79-724, and Board Policy 2230



Overview of PL 79-724 Requirements

Social Studies instruction should utilize formative, interim, & summative assessments to measure mastery of the standards, incorporating one of the following:

- **Completion of a project or paper on the following people or events**
 - **8th grade** - Abraham Lincoln / Abraham Lincoln's Birthday
 - **9th grade** - Dr. Martin Luther King, Jr. / Dr. Martin Luther King Jr's Birthday

Overview of PL 79-724 Requirements

- All grades below 6th grade shall devote at least one hour per week for the following purposes:
 - *Stress the contributions of all ethnic groups to the development and growth of America into a great nation*
 - *Discussion of noteworthy events pertaining to American History*
 - *Exceptional acts of individuals and groups of Americans*
 - *Historical background, memorization and singing of patriotic songs*
 - *Development of respect for the American flag as a symbol of freedom and the sacrifices for those who secured that freedom*

Overview of PL 79-724 Requirements

Two courses in high school devote teaching of civics and American history, including specific attention to these areas:

- The Declaration of Independence
- The United States Constitution
- The Constitution of Nebraska
- The structure and function of local and state government
- Benefits & advantages of a representative government
- Duties of citizenship
- Application of knowledge of civics, history, economics, financial literacy & geography to address societal issues

Overview of PL 79-724 Requirements

The screenshot shows a web browser window displaying the Grand Island Public Schools website. The browser's address bar shows the URL gips.org/Page/1736. The website's navigation menu includes links for About Us, Academics, Departments, Students & Families, Strategic Plan, and Join GIPS. The main header features the Grand Island Public Schools logo and the tagline "Every Student, Every Day, A Success!". Below the header, there are buttons for "DISTRICT HOME" and "OUR SCHOOLS". The breadcrumb trail reads "Home > Departments > Leading for Learning > Social Studies".

Leading for Learning

- Leading for Learning
- Gifted & Talented
- Social Studies**
- Science

Social Studies

The goal of social studies education is to prepare students to be responsible and productive citizens in a democratic society and a globally interdependent world. Through an integrated study of social disciplines, students will acquire the necessary knowledge, skills, and attitudes as they become lifelong learners. All students have access to a standards-based social studies curriculum working to build knowledge of specific discipline content, thinking skills, commitment to democratic values and citizen participation, all essential to maintaining a democratic way of life.

Social studies provides content that students will use to understand political, social, and economic issues and apply their knowledge and skills to make effective personal and public decisions. With a variety of relevant learning experiences that connect the present to the past, engage active learning, and promote ongoing measures of student achievement, highly skilled teachers ensure students become informed, active citizens who thrive in a culturally diverse, global society.

GIPS follows the Nebraska Department of Education's Nebraska Social Studies Standards. As per the Nebraska State Board of Education, "the purpose of the Nebraska Social Studies Standards is to teach our children to become young patriots who have an intellectual understanding of the genius of our country's founding principles and who feel an emotional connection to our nation. Achieving this purpose requires teaching Nebraska students to become responsible citizens who are prepared to preserve, protect and defend freedom and democracy in our nation and in the world." For the full transcript, follow [this link](#).

Let's Talk! Contact us

Alignment to the GIPS Strategic Plan

Our Social Studies curriculum aligns to the following objectives of our GIPS Strategic Plan:

2.1 - Every student is empowered through literacy

2.2 - Every student has equitable access to rigorous, relevant coursework

4.2 - Every student is on-track to meet the promise of the GIPS graduate profile

Thank you!





Harvard SDP Fellowship

Pat Larson April 17, 2023

As Presented to the GIPS Board of Education

Harvard's Strategic Data Project (SDP)

Fellows...

...help educational organizations to transform their use of data to improve student outcomes.

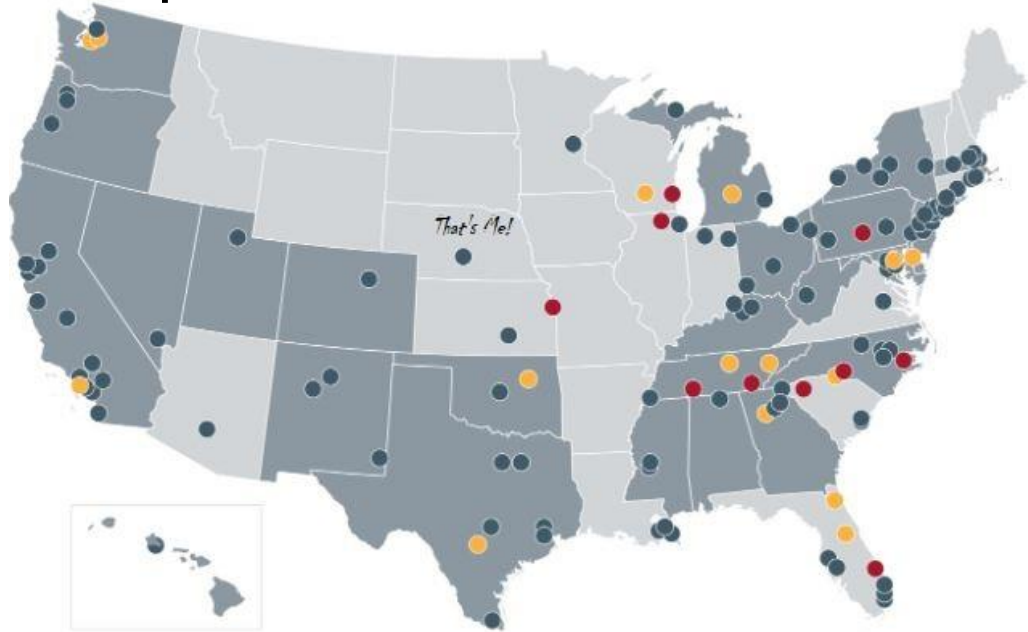
... solve problems and generate evidence as full-time employees of forward-thinking education partners.

... receive hands-on training and support to work on strategic projects with social impact.

... come from diverse backgrounds but share a commitment to make a difference in the lives of students across the country.

Harvard's SDP Impact

- Launched in 2008
- Over 500 Fellows
- Over 90 Districts

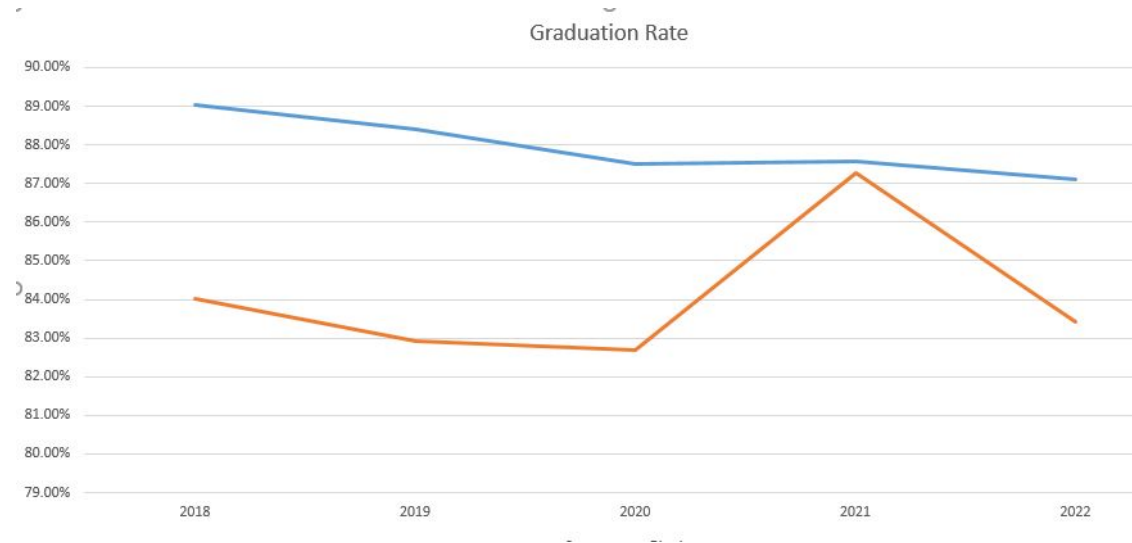


500+	240+
Fellows	Partners
90+	50+
Districts	Nonprofits
15+	25+
CMOs	IHEs
30+	5+
States	Foundations

● SDP PK12 ● SDP Postsecondary ● Both Shaded states indicate current and former SDP state agency partners.

Identifying Risk Factors for K-8 Students Affecting Graduate Profile to Promote the Equitable Distribution of Resources Throughout the Organization

- Objective is to increase on-time graduation
- The past few years, the rate was in steady decline.
 - 2021 had peculiar jump. (COVID?)
- We have consistently been about 4% under the State Graduation Rate
 - State rate is also in steady decline



Key Metrics

- Metrics had to be data that we have been collecting or have regular access to.
- Six primary outcome indicators were identified.
- All metrics showed strong correlations to achievement, on time graduation and attendance.

Metrics Not Used

- Free and Reduced Meal Status
 - Proven to be a very poor proxy for poverty.
 - Over 60% of the District qualifies.
 - With the addition of Community Eligibility Provision (CEP), many families no longer apply for service.
- Race/Ethnicity
 - Hispanics make up 55% of student population.
 - Research shows that 2nd and 3rd generation families have much different experiences than newcomers.

Equity Need Indicators

Indicators Based on Evidence

Indicators showed a strong correlation to at least one of the following:

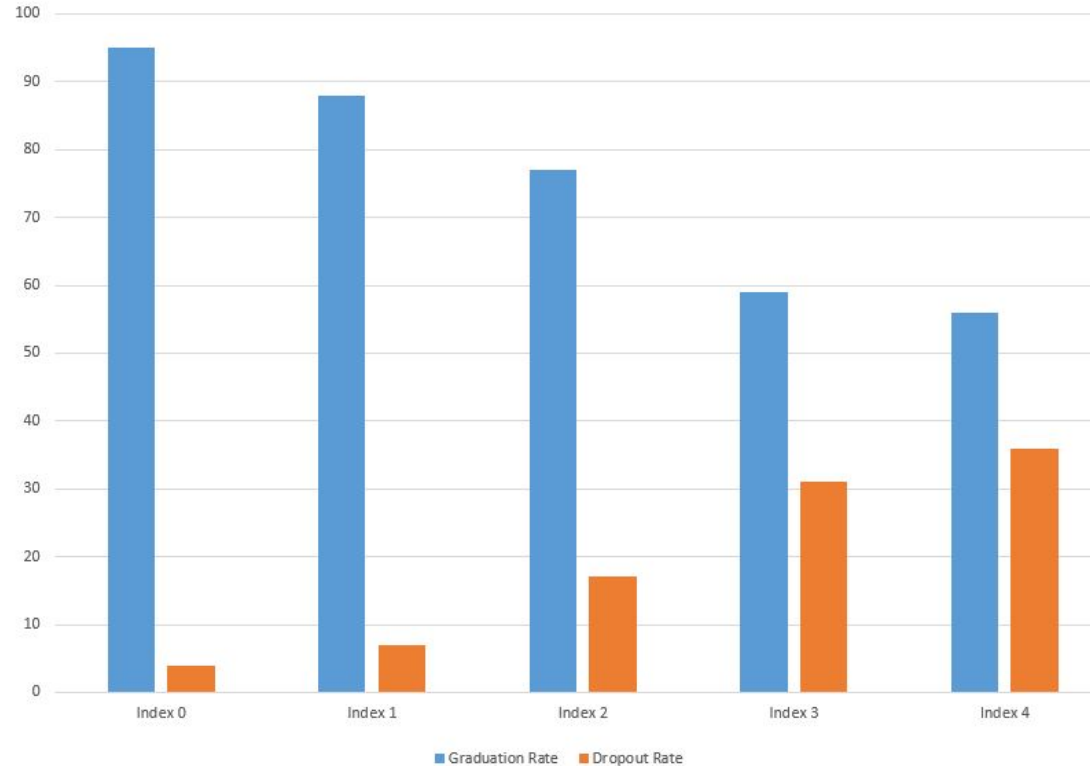
- On-Time Graduation
 - High Achievement
 - Absenteeism
- **% of Students that have experienced homelessness**
 - **% of Students that have English as a second language**
 - **% of Students that have had an Individual Education Plan**
 - **% of Student that suffer from a chronic illness**
 - **% of Students that live in areas with lower assessed property values**
 - **% of Students that were born in countries with lowest graduation rate**

Impact of Multiple Factors Using Data from the Past Five Cohorts

Applying Index to Past 5 Cohorts Combined

- Index shows strong linear relationship
 - Graduation rate falls as more factors are met
 - Dropout rate rises as more factors are met

Cohort Equity Index Outcomes



Things we learned

- Graduation Rate of students that came to the district as Newcomers: 80%
- Graduation Rate of Students that attended a 5th grade class in our District: 92%
 - And it didn't really matter which one.
- All metrics showed strong correlations to achievement, on time graduation and attendance.

Next Steps

- Assess correlation strength of all 6 factors on current class of 2023
- Develop sustainable district student needs index to be used for support staff allocation (counselors, social workers, and so forth)



**WE ARE
BOLDLY
GIPS** 22-
23

Questions?

WE ARE BOLDLY GIPS^{'22-}_{'23}

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: Purchase a SAN to replace our current equipment. Purchase 3 servers to replace the aging fleet of internal stand alone servers and upgrade our virtual environment.

Submitted By: Cory Gearhart

Date: 4/11/2023

1. What is the identified need?

Our current storage array is 5 years old, with our backup SANs at 10 years and end of support/life. Our current servers are 8 years old. By replacing the current SAN with this equipment, we can repurpose the current SAN to act as our backup for disaster recovery and keep it current on security bug fixes. The servers have reached a point where we need to move production workloads to more modern reliable equipment or risk increased down time or service disruption.

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

- 1.2 Every student has access to learning models that meet their unique needs
- 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

Approve the purchase of the Dell Unity Storage Platform, and Dell R750 Servers as presented.

4. Data/Research Assessed

National Cooperative Purchasing Alliance NCPA

5. Equity Analysis

Our department works to ensure all students will have equitable access to technology resources at GIPS.

5. Stakeholder Group(s) Involved

GIPS IT Sysadmins

6. Summary

Purchasing this equipment will continue to provide high quality infrastructure to reduce down time, increase security and maintain manufacturing support on critical production systems.

7. Fiscal Impact

Amount: \$102,843.81

Source: IT General Fund - Capital Equipment Replacement

Details: This is budgeted as part of the equipment management plan.

8. Person(s) Responsible for Implementation

Cory Gearhart

9. Implementation Plan

▲ Monitor/ Evaluate

Actions: Purchase, Install, Migrate workloads

Timeline: 8/1/2023

▲ Board or Committee Report/Follow-Up

Actions: None

Date for
follow up:



Quote No. Q-00526646
Ref. No. Grand Island - Unity & R750 Updated

Date 4/7/2023
Exp. Date 5/6/2023

Sterling Account Manager

Angie Sexton
 303 Centennial Dr
 North Sioux City, SD 57049
 P: (605) 242-4037
 F: (605) 242-4001
 angie.sexton@sterling.com

Customer Information

Grand Island Public Schools
 Travas Wright
 2124 N Lafayette
 Grand Island, NE 68803-2099
 P: (308) 385-5950
 twright@gips.org

Terms Net 30	FOB Destination	Contract Open Market	Lead Time 60 Days ARO Estimated
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Group	Line No.	QTY	Part Number	Description	Unit Price	Extension
Dell EMC Unity XT 480	1	1	210-ASLN	UNITY 480 DPE 25X2.5" DELL FIELD RACK	\$41,053.85	\$41,053.85
	2	1	210-ASLN	UNITY 480 DPE 25X2.5" DELL FIELD RACK	\$0.00	\$0.00
	3	1	528-CNRZ	FILE LEVEL RETENTION=IC	\$0.00	\$0.00
	4	1	528-CNSB	UNITY ISCSI=IC	\$0.00	\$0.00
	5	1	528-CNSC	UNITY NFS=IC	\$0.00	\$0.00
	6	1	528-CNSD	FILE SYSTEM EVENTS PUBLISHING=IC	\$0.00	\$0.00
	7	1	528-CNSE	UNITY D@RE=IC	\$0.00	\$0.00
	8	1	528-CNSF	UNITY VASA/VVOLS=IC	\$0.00	\$0.00
	9	1	528-CNSG	UNITY FAST CACHE=IC	\$0.00	\$0.00
	10	1	528-CNSH	UNITY REPLICATION=IC	\$0.00	\$0.00
	11	1	528-CNSI	UNITY QUALITY OF SERVICE=IC	\$0.00	\$0.00
	12	1	528-CNSJ	UNITY ESA ADAPTER=IC	\$0.00	\$0.00
	13	1	528-CNSK	INLINE COMPRESSION=IC	\$0.00	\$0.00
	14	1	528-CNSL	UNITY EMC PROACTIVE ASSIST=IC	\$0.00	\$0.00
	15	1	528-CNSM	CLOUD TIERING	\$0.00	\$0.00
	16	1	528-CNSN	UNITY LOCAL COPIES	\$0.00	\$0.00
	17	1	528-CNSO	UNITY FIBRE CHANNEL=IC	\$0.00	\$0.00
	18	1	528-CNSP	UNITY FAST VP=IC	\$0.00	\$0.00
	19	1	528-CNSQ	UNITY ANTIVIRUS=IC	\$0.00	\$0.00
	20	1	528-CNSR	UNITY UNISPHERE CENTRAL=IC	\$0.00	\$0.00
	21	1	528-CNSS	OPERATING SYSTEM V4.0=IC	\$0.00	\$0.00
	22	1	528-CNST	UNITY CIFS=IC	\$0.00	\$0.00
	23	1	528-CNSU	UNITY THIN PROVISIONING=IC	\$0.00	\$0.00
	24	1	528-CNSV	UNITY UNISPHERE=IC	\$0.00	\$0.00

	25	1	528-CNSW	IP MULTI-TENANCY=IC	\$0.00	\$0.00
	26	1	400-BGCM	D4 SYSPACK 4X3.2TB FLASH SSD 25X2.5	\$0.00	\$0.00
	27	1	406-BBNN	UNITY 2X4 PORT CARD 10GBE TWINAX	\$0.00	\$0.00
	28	1	379-BDOI	PAIR OF C13/C14 CABLES (HIGHLINE POWER) OR C19/C20 CABLES (480/680 LOWLINE POWER) INCLUDED WITH DPE	\$0.00	\$0.00
	29	1	343-BBMN	UNITY DPE INSTALL KIT	\$0.00	\$0.00
	30	1	379-BDPD	ISG PRODUCT (INFO)	\$0.00	\$0.00
	31	1	876-5176	DELL HARDWARE LIMITED WARRANTY	\$0.00	\$0.00
	32	1	876-5183	PROSUPPORT MISSION CRITICAL 4-HOUR 7X24 ONSITE SERVICE WITH EMERGENCY DISPATCH 3 YEARS	\$0.00	\$0.00
	33	1	876-5186	PROSUPPORT MISSION CRITICAL 7X24 TECHNICAL SUPPORT AND ASSISTANCE 3 YEARS	\$0.00	\$0.00
	34	1	989-3439	THANK YOU CHOOSING DELL PROSUPPORT. FOR TECH SUPPORT, VISIT //WWW.DELL.COM/SUPPORT OR CALL 1-800- 945- 3355	\$0.00	\$0.00
	35	1	826-9746	PROSUPPORT MISSION CRITICAL, SOFTWARE SUPPORT MAINTENANCE 3 YEARS	\$0.00	\$0.00
	36	1	825-0177	PRODEPLOY FOR UNITY X80 DPE HYBRID AND ALL FLASH	\$0.00	\$0.00
	37	1	825-0178	PRODEPLOY FOR UNITY X80 DPE HYBRID AND ALL FLASH DEPLOYMENT VERIFICATION	\$0.00	\$0.00
	38	6	400-BFXO	UNITY 1.8TB 10K SAS 25X2.5 DRIVE	\$0.00	\$0.00
	39	2	400-BFXQ	D4 3.2TB SAS FLASH 25X2.5 SSD	\$0.00	\$0.00
	40	6	826-9501	PROSUPPORT: MISSION CRITICAL 4-HOUR 7X24 ON-SITE HARD DISK DRIVE ADD-ON, 3 YEARS	\$0.00	\$0.00
	41	6	826-9564	PROSUPPORT: MISSION CRITICAL 4-HOUR 7X24 ON-SITE MEDIUM CAPACITY SSD ADD-ON, 3 YEARS	\$0.00	\$0.00
	42	1	844-3672	EDUCATION SERVICES-DELL EMC UNITY XT BASICS ON-DEMAND TRAINING	\$0.00	\$0.00
Dell EMC Unity XT HFA	43	1	210-ASLH	UNITY 3U 15X3.5 DAE FLD RCK	\$9,813.85	\$9,813.85
	44	1	210-ASLH	UNITY 3U 15X3.5 DAE FLD RCK	\$0.00	\$0.00
	45	1	800-BBQV	INFORMATIONAL PURPOSES ONLY	\$0.00	\$0.00
	46	1	379-BDPD	ISG PRODUCT (INFO)	\$0.00	\$0.00
	47	1	876-4709	PROSUPPORT MISSION CRITICAL 7X24 TECHNICAL SUPPORT AND ASSISTANCE 3 YEARS	\$0.00	\$0.00
	48	1	876-4787	PROSUPPORT MISSION CRITICAL 4-HOUR 7X24 ONSITE SERVICE WITH EMERGENCY DISPATCH 3 YEARS	\$0.00	\$0.00
	49	1	876-4863	DELL HARDWARE LIMITED WARRANTY	\$0.00	\$0.00
	50	1	989-3439	THANK YOU CHOOSING DELL PROSUPPORT. FOR TECH SUPPORT, VISIT //WWW.DELL.COM/SUPPORT OR CALL 1-800- 945- 3355	\$0.00	\$0.00
	51	1	825-0226	PRODEPLOY FOR DELL EMC UNITY 15 25 DRIVE DAE	\$0.00	\$0.00
	52	1	825-0227	PRODEPLOY FOR DELL EMC UNITY 15 25 DRIVE DAE DEPLOYMENT VERIFICATION	\$0.00	\$0.00
	53	1	332-1286	US ORDER	\$0.00	\$0.00

	54	9	400-BFVV	D4 6TB NLSAS 15X3.5 DRIVE	\$0.00	\$0.00
	55	9	826-9501	PROSUPPORT: MISSION CRITICAL 4-HOUR 7X24 ON-SITE HARD DISK DRIVE ADD-ON, 3 YEARS	\$0.00	\$0.00
AppSync Software	56	1	210-ASOF	APPSYNC UNITY HYBRID	\$0.00	\$0.00
	57	1	658-BEIX	APPSYNC BSC FOR UNITY 400/480=IC	\$0.00	\$0.00
	58	1	825-0196	PRODEPLOY DELL EMC APPSYNC - REMOTE	\$5,090.64	\$5,090.64
	59	1	825-0197	PRODEPLOY DELL EMC APPSYNC DEPLOYMENT VERIFICATION - REMOTE	\$255.12	\$255.12
	60	1	827-0391	PROSUPPORT MISSION CRITICAL, APPSYNC, HYBRID, BASIC, SOFTWARE SUPPORT/MAINTENANCE 3 YEARS	\$0.00	\$0.00
	61	1	626-BBBG	STORAGE SOFTWARE INFO	\$0.00	\$0.00
	62	1	929-3709	THANK YOU FOR YOUR ORDER	\$0.00	\$0.00
	63	1	935-6720	THANK YOU FOR YOUR ORDER	\$0.00	\$0.00
R750	64	3	210-AYCG	POWEREDGE R750 SERVER	\$15,543.45	\$46,630.35
	65	3	379-BDSZ	3.5 CHASSIS	\$0.00	\$0.00
	66	3	379-BDSS	SAS/SATA BACKPLANE	\$0.00	\$0.00
	67	3	379-BDTE	NO REAR STORAGE	\$0.00	\$0.00
	68	3	379-BDSR	NO GPU ENABLEMENT	\$0.00	\$0.00
	69	3	461-AAIG	TRUSTED PLATFORM MODULE 2.0 V3	\$0.00	\$0.00
	70	3	321-BGEK	3.5" CHASSIS WITH UP TO 12 HARD DRIVES (SAS/SATA) WITH ADAPTER PERC	\$0.00	\$0.00
	71	3	338-CBXH	INTEL XEON GOLD 6336Y 2.4G, 24C/48T, 11.2GT/S, 36M CACHE, TURBO, HT (185W) DDR4-3200	\$0.00	\$0.00
	72	3	338-CBXH	INTEL XEON GOLD 6336Y 2.4G, 24C/48T, 11.2GT/S, 36M CACHE, TURBO, HT (185W) DDR4-3200	\$0.00	\$0.00
	73	3	379-BDCO	ADDITIONAL PROCESSOR SELECTED	\$0.00	\$0.00
	74	3	412-AAVB	HEATSINK FOR 2 CPU CONFIGURATION (CPU GREATER THAN OR EQUAL TO 165W)	\$0.00	\$0.00
	75	3	370-AAIP	PERFORMANCE OPTIMIZED	\$0.00	\$0.00
	76	3	370-AEVR	3200MT/S RDIMMS	\$0.00	\$0.00
	77	3	780-BCDP	RAID 5	\$0.00	\$0.00
	78	3	405-AAZD	PERC H755 ADAPTER FULL HEIGHT	\$0.00	\$0.00
	79	3	750-AABF	POWER SAVING DELL ACTIVE POWER CONTROLLER	\$0.00	\$0.00
	80	3	800-BBDM	UEFI BIOS BOOT MODE WITH GPT PARTITION	\$0.00	\$0.00
	81	3	750-ADGL	HIGH PERFORMANCE FAN X6	\$0.00	\$0.00
	82	3	450-AJHG	DUAL, HOT-PLUG, POWER SUPPLY REDUNDANT (1+1), 1400W, MIXED MODE	\$0.00	\$0.00
	83	3	330-BBRV	RISER CONFIG 1, 6X8, 2X16 SLOTS	\$0.00	\$0.00
	84	3	329-BFGT	R750 MOTHERBOARD WITH BROADCOM 5720 DUAL PORT 1GB ON-BOARD LOM	\$0.00	\$0.00
	85	3	385-BBQV	IDRAC9, ENTERPRISE 15G	\$0.00	\$0.00
	86	3	528-COYT	SECURED COMPONENT VERIFICATION	\$0.00	\$0.00
	87	3	540-BCRT	INTEL ETHERNET X710 QUAD PORT 10GBE SFP+, OCP NIC 3.0	\$0.00	\$0.00
	88	3	325-BCHU	POWEREDGE 2U STANDARD BEZEL	\$0.00	\$0.00
	89	3	350-BCED	DELL EMC LUGGAGE TAG	\$0.00	\$0.00

90	3	329-BERC	ASSEMBLY BOSS BLANK	\$0.00	\$0.00
91	3	350-BBYX	NO QUICK SYNC	\$0.00	\$0.00
92	3	379-BCSF	IDRAC,FACTORY GENERATED PASSWORD	\$0.00	\$0.00
93	3	379-BCQY	IDRAC GROUP MANAGER, DISABLED	\$0.00	\$0.00
94	3	611-BBBF	NO OPERATING SYSTEM	\$0.00	\$0.00
95	3	605-BBFN	NO MEDIA REQUIRED	\$0.00	\$0.00
96	3	770-BBBQ	READYRAILS SLIDING RAILS	\$0.00	\$0.00
97	3	770-BDRQ	CABLE MANAGEMENT ARM, 2U	\$0.00	\$0.00
98	3	750-ACOM	FAN FOAM, HDD 2U	\$0.00	\$0.00
99	3	631-AACK	NO SYSTEMS DOCUMENTATION, NO OPENMANAGE DVD KIT	\$0.00	\$0.00
100	3	340-CULS	POWEREDGE R750 SHIPPING	\$0.00	\$0.00
101	3	481-BBFG	POWEREDGE R750 SHIPPING MATERIAL	\$0.00	\$0.00
102	3	389-DYHE	POWEREDGE R750 CE MARKING, NO CCC MARKING	\$0.00	\$0.00
103	3	389-DYHG	DELL/EMC LABEL (BIS) FOR 3.5" CHASSIS	\$0.00	\$0.00
104	3	817-BBBB	CUSTOM CONFIGURATION	\$0.00	\$0.00
105	3	852-7274	DELL HARDWARE LIMITED WARRANTY PLUS ONSITE SERVICE	\$0.00	\$0.00
106	3	852-7284	PROSUPPORT NEXT BUSINESS DAY ONSITE SERVICE AFTER PROBLEM DIAGNOSIS 3 YEARS	\$0.00	\$0.00
107	3	852-7304	PROSUPPORT 7X24 TECHNICAL SUPPORT AND ASSISTANCE 3 YEARS	\$0.00	\$0.00
108	3	989-3439	THANK YOU CHOOSING DELL PROSUPPORT. FOR TECH SUPPORT, VISIT //WWW.DELL.COM/SUPPORT OR CALL 1-800- 945-3355	\$0.00	\$0.00
109	3	804-6750	PRODEPLOY PLUS DELL SERVER R SERIES 1U/2U - DEPLOYMENT	\$0.00	\$0.00
110	3	804-6751	PRODEPLOY PLUS DELL SERVER R SERIES 1U/2U - DEPLOYMENT VERIFICATION	\$0.00	\$0.00
111	3	812-4005	PRODEPLOY PLUS NO CHARGE TRAINING 300	\$0.00	\$0.00
112	36	370-AEVQ	16GB RDIMM, 3200MT/S, DUAL RANK	\$0.00	\$0.00
113	18	400-BEJR	12TB HARD DRIVE SAS 12GBPS 7.2K 512E 3.5IN HOT-PLUG	\$0.00	\$0.00
114	3	450-AAGG	NO POWER CORD	\$0.00	\$0.00
115	3	540-BBCZ	INTEL ETHERNET I350 QUAD PORT 1GBE BASE-T ADAPTER, PCIE LOW PROFILE	\$0.00	\$0.00

TOTAL \$ 102,843.81

Quotation Comments

Ask your Sterling Account Manager about our Complete Ship Services: An efficient, convenient, and secure way to receive your order.

CAGE: 06APO | DUNS: 938836541 | UEID: YZTLALWM4UC7

THIS IS A LEGALLY BINDING AGREEMENT. IF NOT UNDERSTOOD, SEEK LEGAL ADVICE
The REALTOR® negotiating this agreement is a member of the Nebraska REALTORS® Association
And as such is governed by its Code of Ethics and Rules and Regulations.

**FARM, RANCH AND LAND
EXCLUSIVE RIGHT TO SELL OR EXCHANGE LISTING**



Hall Co. School District #002 (Seller)
appoint(s) Coldwell Banker Action Holdings (REALTOR®) as Seller's exclusive agent for the purposes and under the terms
(Firm Name)
set forth below, with my specific limited Seller's Agent to be Al Avery. Seller also appoints
N/A as limited Seller's

Agents and such other affiliated licensees of REALTOR® as may be assigned by REALTOR®, in writing, if needed, as Seller's exclusive, limited Seller's Agents. The Agents named in this paragraph and the Seller's Agents who may be appointed by the Broker for REALTOR® are collectively referred to in this Listing Agreement as Seller's Agents. All responsibilities and duties of REALTOR® shall also be the responsibilities and duties of Seller's Agents.

1. Purpose of Agency. The purpose of this sole and exclusive right to sell agency contract (Listing) is to engage the efforts of REALTOR® to accomplish the sale or exchange of the real property legally described as (please print clearly) PT W 1/2 SW 1/4 2-11-10 MISCELLANEOUS TRACTS TO CITY OF GRAND ISLAND HALL CO., NE CONSISTING OF 2 ACRES MORE OR LESS

also known as 4360 W. Capital Ave, Grand Island, NE 68803 (Property).
(Street Address)

2. Effect of this Listing. By appointing REALTOR® as Seller's exclusive agent, Seller agrees to conduct all negotiations for the sale of the Property through REALTOR® and refer to REALTOR® all inquiries received in any form from any source during the term of this Agreement.

3. The Listing Period. This Agreement shall begin April 14, 2023, and shall continue through October 14, 2023.

4. Price and Terms. The listing price or exchange value for the Property shall be \$190,000.00 or \$N/A per acre on the following terms: cash or other terms acceptable to Seller. The price and terms shall include all fixtures. Seller's mineral rights are or are not included. (check one). The following personal property may also be included NONE at a price of \$N/A.

5. Duties and Obligations of a Seller's Agent. A REALTOR® representing a Seller as a Seller's Agent shall be a limited agent with the following duties and obligations:

- (a) To perform the terms of any written agreement made with the client;
- (b) To exercise reasonable skill and care for the client;
- (c) To promote the interest of Seller with the utmost good faith, loyalty and fidelity including:
 - (i) Seeking the price and terms which are acceptable to Seller except that REALTOR® shall not be obligated to seek additional offers to purchase the Property while the Property is subject to a contract for sale or to seek additional offers to lease the Property while the Property is subject to a lease or letter of intent to lease.
 - (ii) Presenting all written offers to Seller in a timely manner regardless of whether the Property is subject to a contract for sale lease or letter of intent to lease;
 - (iii) Disclosing in writing to Seller all adverse material facts actually known by REALTOR® and
 - (iv) Advising Seller to obtain expert advice as to material matters of that which REALTOR® knows but the specifics of which are beyond the expertise of REALTOR®
- (d) To account in a timely manner for all money and property received.
- (e) To comply with all requirements of Neb. Rev. Stat. Sections 76-2401 to 76-2430, the Nebraska Real Estate License Act, and any and regulations promulgated pursuant to such sections or act; and
- (f) To comply with any applicable federal, state, and local laws, rules, regulations, and ordinances, including fair housing and civil statutes and/or regulations.

6. Duties and Obligations of Buyer's Agent. A REALTOR® representing a Buyer as Buyer's Agent shall be a limited agent with the following duties and obligations:

- (a) To perform the terms of any written agreement made with the client;
- (b) To exercise reasonable skill and care for the client;
- (c) To promote the interests of the client with the utmost good faith, loyalty, and fidelity, including:
 - (i) Seeking a price and terms which are acceptable to the client, except that the REALTOR® shall not be obligated to seek other properties while the client is a party to a contract to purchase property or to a lease or letter of intent to lease;
 - (ii) Presenting all written offers to and from the client in a timely manner regardless of whether the client is already a party to a contract to purchase property or is already a party to a contract or a letter of intent to lease;
 - (iii) Disclosing in writing to the client adverse material facts actually known by the REALTOR® and
 - (iv) Advising the client to obtain expert advice as to material matters about which the REALTOR® knows but the specifics of are beyond the expertise of the REALTOR®
- (d) To account in a timely manner for all money and property received;
- (e) To comply with all requirements of Neb. Rev. Stat. Sections 76-2401 to 76-2430, the Nebraska Real Estate License Act, and any rules and regulations promulgated pursuant to such sections or act; and

- (f) To comply with any applicable federal, state, and local laws, rules, regulations, and ordinances, including fair housing and civil rights statutes and/or regulations.

7. Dual Agent's Duties and Responsibilities. Agent may act as a Dual Agent only with the informed consent of all parties to the transaction. The informed consent is evidenced by a written agreement pursuant to Section 76-2422. As a Dual Agent, Agent shall be a limited agent for Owner and Buyer, Exchangor or Tenant and shall have the duties and obligations required by Sections 76-2417 and 76 2418 unless otherwise provided for in this section. Except as provided in subsections (a) and (b) of this section, a Dual Agent may disclose any information to one client that Agent gains from the other client if the information is relevant to the transaction or client.

- (a) The following information shall not be disclosed by Agent when acting as Dual Agent without the informed consent of the client to whom the information pertains:
 - (i) That a Buyer or Tenant is willing to pay more than the purchase price or lease rate offered for the Property;
 - (ii) That the Owner is willing to accept less than the asking Listing Price or Lease Rate for the Property;
 - (iii) What the motivating factors are for any client buying, selling or leasing the Property;
 - (iv) That a client will agree to financing terms other than those offered.
- (b)
 - (i) Agent, while acting as Dual Agent, shall not disclose to one client any confidential information about the other client unless the disclosure is required by statute, rule or regulation or failure to disclose the information would constitute fraudulent misrepresentation.
 - (ii) No cause of action for any person shall arise against Agent, while acting as Dual Agent, for making any require or permitted disclosure.
 - (iii) Agent, while acting as Dual Agent, does not terminate the Dual Agency relationship by making any required or permitted disclosure.
- (c) In a Dual Agency relationship there shall be no imputation of knowledge or information between any client and the Dual Agent or among persons within an entity engaged as a Dual Agent.

8. Dual Agency Consent. Owner understands that Agent serves as agent for Owners, Sellers, Buyers, Exchangors or Tenants of real property and that Agent may be an agent for a Buyer, Exchangor or Tenant interested in buying, exchanging or leasing Property. If a Buyer, Exchangor or Tenant represented by Agent becomes interested in acquiring Property, Agent shall immediately notify the Buyer, Exchangor or Tenant that Agent is also the agent of the Owner. Owner consents to Agent also serving as the agent of the Buyer, Exchangor or Tenant and acknowledges that Agent will then be serving as a limited agent of both the Owner, and the Buyer, Exchangor or Tenant (Dual Agent) and that both Owner and Buyer, Exchangor or Tenant will be clients of Agent. Except for limitations on disclosure discussed in Paragraph five (5) and to a Buyer, Exchangor or Tenant as stated in Paragraph six (6), a Dual Agent has the same duties and obligations of a limited agent to the Owner as are stated in paragraph five (5) and to Buyer, Exchangor or Tenant as stated in Paragraph six (6). Owner understands that a Dual Agent will disclose to both clients all adverse material facts actually known by Agent.

9. Confidential Information. A REALTOR® acting as a Buyer's Agent or a Seller's Agent, shall not disclose any confidential information about the Client without the Client's written permission unless disclosure is required by statute, rule, or regulation, or failure to disclose the information would constitute fraudulent misrepresentation. No cause of action shall arise against a REALTOR® acting as a Buyer's Agent or as a Seller's Agent for making any required or permitted disclosure.

10. Disclosure of Motivating Factors. Seller authorizes the disclosure of motivating factors unless initialed here (*Seller's initials* _____).

11. Survey of the real estate [] shall shall not, be made prior to the closing hereof and if one is to be made it shall be at the expense of the [] Seller Buyer.

12. Title. Seller represents to REALTOR® that marketable title to the Property is solely in Seller's name. Seller agrees to convey marketable title to Buyer by warranty deed evidenced by a policy of title insurance or an abstract certified to date. [] (if checked) subject to the rights of persons in possession. Seller agrees to pay customary closing costs including prepayment penalty, if any, and taxes to _____
CLOSING

13. Possession. Possession of the Property shall be delivered to Buyer on _____ **CLOSING** _____. If checked, the property is sold subject to the rights of the existing tenant. Notice of termination of lease was given to the tenant on _____. Note: Written notice to terminate a farm lease (even an oral one) must be given before September 1 to terminate lease March 1 the following year. Rent shall be paid to Seller Buyer or prorated to date of closing.

~~**14. Farm Program Participation.** The property is subject to the following farm program participation: _____.~~

15. Representations and Indemnification. Seller represents that to the best of Seller's knowledge: there are no termites or wood destroying insects or damage therefrom on the premises or in the buildings thereon; there are no known encroachments, unrecorded assessments, adverse material facts, latent (non-apparent) defects, or, local improvements installed, under construction or ordered constructed by public authority affecting this Property except: **NONE**
Seller further states that all representations made to the REALTOR® (Listing Company) are accurate. ~~Seller/lessor agrees to indemnify and hold harmless REALTOR® (Listing Company) and any subagents from any claim that may be made against the Listing Company or subagents by reason of the Seller having breached the terms of this paragraph. In addition, Seller/lessor agrees to pay attorney fees and associated costs reasonably incurred by REALTOR® to enforce this indemnity.~~

16. Compensation of REALTOR®, In consideration of services to be performed for seller by REALTOR® a fee of **\$300.00** plus 5.000 percent of the gross sale price upon sale or of the exchange price set forth above upon exchange of the property shall be payable to REALTOR® payable upon the happening of any of the following:

- (a) If, during the term of the Listing, Seller, REALTOR® or any other person:
 - (i) sells/exchanges the Property; or
 - (ii) finds a Buyer/Exchangor who is ready, willing and able to purchase/exchange the Property at the above price and terms or for any other price and terms to which Seller agrees to accept; or
 - (iii) finds a Buyer/Exchangor who is granted an option to purchase or enters into a lease with option of purchase and the option is subsequently exercised, or
- (b) If this agreement is revoked or violated by Seller; or
- (c) If REALTOR® is prevented in closing a sale or exchange of this Property by existing claims, liens, judgments, or suits pending against this Property: or Seller thereof, or
- (d) If REALTOR® is unfairly hindered by Seller in showing or attempting to sell or exchange this Property; or
- (e) If within 60 days after the expiration of this Listing Agreement, Seller sells/exchanges this Property to any person found during the term of this listing, or due to REALTORS® efforts or advertising, under this Listing Agreement, unless this Property is listed with another REALTOR®.

Upon closing of sale or exchange for which the REALTOR® earns compensation under this paragraph or the closing of any sale or exchange within the listing period set forth in paragraph 3, compensation is due and Seller hereby irrevocably authorizes and directs REALTOR® (if closing is handled by REALTOR®) or Escrow Agent (if closing is handled by Escrow Agent) to pay REALTOR® the commission due as set forth in this agreement from the Seller's proceeds of the sale or exchange. Seller gives to REALTOR® an assignment of proceeds to the extent of the commission due. Seller agrees that the closing of a contract for sale or exchange of the Property executed during the listing period is prima facie evidence that REALTORS® due compensation under the terms of this agreement.

17. Limitation on REALTORS® Compensation. REALTOR® shall not accept compensation from the Buyer, Buyer's Agent, or any entity in or providing services for the Sale without written disclosure to Seller.

18. Cooperating with other REALTOR®. REALTOR® may accept the assistance and cooperation of other brokers who will be acting as subagents of Seller or agents for a Buyer. **Seller agrees to allow REALTOR® to share his/her compensation with subagents of the Seller or agents representing the Buyer (Buyer's Agent).** Agent may pay up to 40% of compensation to a cooperating broker. If REALTOR® participates in a local multiple listing service or commercial information exchange, REALTOR® shall submit the Property to such service or exchange.

~~**19. Forfeiture of Earnest Money.** In the event of forfeiture of earnest money made by a prospective Buyer, the moneys received, after expenses incurred by REALTORS®, shall be divided between REALTOR® and Seller, one-half thereof to REALTOR® but not to exceed the commission agreed upon herein, and the balance to Seller.~~

20. Cost of Services. REALTOR® shall bear all expenses incurred by REALTOR® if any, to market the Property and to compensate cooperating brokers, if any. REALTOR® will not obtain or order any products or services to be paid by Seller unless Seller agrees. REALTOR® shall not be obligated to advance funds for the benefit of Seller.

~~**21. Maintenance of the Property.** Seller agrees to maintain until the delivery of possession all fixtures and fences, any wells and pumps, the buildings including heating, air conditioning, water heater, sewer, plumbing and electrical systems and any built-in appliances in good and reasonable working condition. Owner agrees to maintain the lawn and promptly remove snow from sidewalks and driveways during the listing period. Seller further agrees to hold REALTOR® harmless from and all causes of action, loss, damage, or expenses REALTOR® may be subjected to arising in connection with this section. Seller also agrees that REALTOR® shall not be responsible for maintenance of the Property.~~

22. Nondiscrimination. Seller and REALTOR® agree not to discriminate against any prospective Buyer/Exchangor because of Buyer's/Exchangor's race, color, sex, religion, familial status, handicap, or national origin.

23. Escrow Closing. Seller agrees that the closing of any sale or exchange made by REALTOR® may be handled by an Escrow Agent.

24. "For Sale" Sign Permitted. Seller gives permission to REALTOR® to place a "For Sale" and a "Sold" sign on the Property and to use a "Lock Box", if applicable.

25. Protection of Valuables. REALTOR® is not responsible for items which are lost or stolen during showings. Seller is responsible for placing all valuables in a safe and concealed location when preparing the Property for showings.

~~**26. Recordings within the property.**~~

~~(a) In the event Owner has a recording system in the Property which records or transmits audio, Owner understands that recording or transmitting of audio may result in violation of state and/or federal wiretapping laws. Owner hereby releases and indemnifies REALTOR®, REALTOR'S® designated agents, sub-agents, sales associates, and employees from any liability which may result from any recording or transmitting in the Property.~~

~~(b) Owner understands that while potential purchasers viewing the Property should not engage in photography, videography, or videotelephony in the Property without prior written permission, such recordings or transmissions may occur. Owner should remove any items of a personal nature Owner does not wish to have recorded or transmitted. Owner hereby releases REALTOR®, listing sales associates and employees from any liability which may result from any recording or transmission in the Property.~~

27. Authorization of Advertising and Release of Photographic Information. REALTOR® and its agents may advertise/market the property in any media, including radio, newspaper, TV, the internet, electronic media and computer information networks and may use digital, video or photographic images and/or representations of the Property (along with incidental images of personal property therein) for the purpose of advertising or sales promotion. Owner forever releases REALTOR® and its employees and agents from all claims of any kind and nature which arise out of or are connected to such use and grants REALTOR® and its employees and agents a reasonable time to remove such advertising after termination of listing or closing.

28. Internet Display of Property Information. Any property placed into the Multiple Listing Service or Commercial Information Exchange may be displayed on the Internet, except as limited by the Owner in the following particulars:

- a. [if checked] _____ Owner has advised REALTOR® that Owner does not want the listed property to be displayed on the Internet.
 - b. [if checked] _____ Owner has advised REALTOR® that Owner does not want the address of the listed property displayed on the Internet.
- Owner understands and acknowledges that if Owner has selected option "a" above, consumers who conduct searches for listings on the Internet will not see information about the listed property in response to their search. If Internet display is allowed:
Owner [_____] shall [] shall not allow third parties to write comments or reviews about the listing or display a hyperlink to the comments or reviews in conjunction with the listing;
Owner [_____] shall [] shall not allow the display of an automated estimate of the market value of the listing or hyperlink to such estimate in conjunction with the listing.

29. Release of Information. Owner agrees to provide and authorizes REALTOR® to obtain any information relating to farm payments, crop production, government programs, leases, rents, operating income or expenses, utility expenses and all pertinent information regarding the present mortgage(s) or Deed(s) of Trust on this Property including existing balance, interest rate, monthly payment, balance in escrow account and pay off amount. Owner authorizes the dissemination of sales information including selling price and terms after closing of the transaction. By this paragraph Seller authorizes third parties including agencies of the Federal or State government to release information regarding this property to the REALTOR®.

Owner forever releases REALTOR® and its employees and agents from all claims of any kind and nature which arise related to the Property. Owner hereby grants to REALTOR® and its agents an irrevocable, non-exclusive, and fully sub-licensable right (through multiple tiers) to use, reproduce, modify, adapt, publish, create derivative works from, distribute, perform and display any such information, in whole or in part, in other works in any form, media, or technology now known or later developed. If, and to the extent Owner retains any copyrights or other ownership rights in or to the information despite this assignment, Owner waives and agrees never to assert any such rights against REALTOR® or its agents, employees, successors, licensees or customers.

30. Compliance with Law. Seller agrees to bring the property into compliance with the law as required for the sale/exchange of the property unless otherwise lawfully delegated to the buyer in the purchase agreement, which includes installing a smoke detector if necessary.

31. Modification of this Listing Agreement. No modification of this Listing Agreement shall be valid, unless made in writing and signed by all parties.

~~32. Mediation and Arbitration~~

- ~~(a) **Disputes.** The term "Dispute" shall include, without limitation, any controversy, complaint, dispute, claim or disagreement relating to or arising out of the construction, interpretation, enforcement, or breach of the terms of this Listing Agreement or the actions or performance of Owner or REALTOR® or its agents or employees in the sale or leasing of the Property.~~
- ~~(b) **Mediation.** In the event of any Dispute, any party to the Dispute may seek non-binding mediation in an attempt to resolve the dispute by giving fifteen (15) days written notice of a request for such mediation to all other parties to the Dispute. The request for mediation must be made within three hundred sixty (360) days after the party making the request knew, or exercising reasonable diligence and care, should have known, of the Dispute. In no case shall such request be made after the statute of limitations on a civil suit based on the Dispute would have run. Such mediation shall be held in Lincoln, Nebraska. Such mediation shall be administered by the American Arbitration Association and shall be conducted according to the American Arbitration Association's Commercial Rules-Real Estate Industry Arbitration Rules (Including a Mediation Alternative).~~
- ~~(c) **Arbitration.** Any Dispute that is not resolved by informal settlement or mediation shall be resolved exclusively by binding arbitration. Such arbitration shall be held in Lincoln, Nebraska. Such arbitration shall be administered by the American Arbitration Association and shall be conducted according to the American Arbitration Association's Commercial Rules-Real Estate Industry Arbitration Rules (Including a Mediation Alternative). The arbitrator(s) shall apply Nebraska substantive and procedural law to the arbitration proceeding. Arbitration shall be commenced by written demand made by any one or more of the parties to the Dispute given to all other parties to the Dispute. The demand for arbitration must be in writing and must be given by personal delivery or certified mail, return receipt requested, within three hundred sixty (360) days after the party making the demand knew, or exercising reasonable diligence and care, should have known, of the Dispute. Notwithstanding the previous sentence, in the case that the parties unsuccessfully attempt mediation to resolve a Dispute, the demand for arbitration shall be made within sixty (60) days of the final mediation session. However, in no case shall such demand be made after the statute of limitations on a civil suit based on the Dispute would have run. The prevailing party shall be entitled to costs and fees of the arbitration and, in the discretion of the arbitrator who shall take into account the relative merits of the opponent's case, the arbitrator may award attorneys fees to the prevailing party.~~
- ~~(d) **Provisional Remedies.** The filing of a judicial action to enable the reporting of a notice of pending action, for order of attachment, receivership, injunction, or other like provisional remedies, shall not constitute a waiver of mediation or arbitration under this provision, nor shall it constitute a breach of the duty to arbitrate.~~
- ~~(e) **Exclusions.** The terms of this Paragraph thirty-three (33) shall not apply to:
 - (i) Foreclosure or other action or proceeding to enforce a deed of trust, mortgage or land contract, or
 - (ii) The filing or enforcement of a construction or similar lien.~~

~~**33. Waiver.** BY SIGNING THIS LISTING AGREEMENT, THE PARTIES AGREE THAT EVERY DISPUTE DESCRIBED ABOVE THAT IS NOT RESOLVED BY INFORMAL SETTLEMENT OR MEDIATION WILL BE DECIDED EXCLUSIVELY BY ARBITRATION AND THAT ANY ARBITRATION DECISION WILL BE FINAL AND BINDING. THE PARTIES AGREE THAT THEY WILL RECEIVE ALL THE RIGHTS AND BENEFITS OF ARBITRATION, BUT ARE GIVING UP RIGHTS THEY MIGHT HAVE TO LITIGATE THOSE CLAIMS AND DISPUTES IN A COURT OR JURY TRIAL, OR TO PARTICIPATE AS A REPRESENTATIVE OR MEMBER OF ANY CLASS OF CLAIMANTS IN CONNECTION WITH ANY SUCH DISPUTES. NO PARTY TO THIS AGREEMENT, WHETHER REALTOR® OR OWNER, SHALL BE~~

~~ENTITLED TO JOIN OR CONSOLIDATE DISPUTES BY OR AGAINST OTHERS IN ANY ARBITRATION, OR TO INCLUDE IN ANY ARBITRATION ANY DISPUTE AS A REPRESENTATIVE OR MEMBER OF A CLASS, OR TO ACT IN ANY ARBITRATION IN THE INTEREST OF THE GENERAL PUBLIC OR IN ANY PRIVATE ATTORNEY GENERAL CAPACITY.~~

34. Entire Agreement. This Listing Agreement constitutes the entire agreement between the parties and any prior negotiations or agreements, whether oral or written, are not valid unless set forth in this Agreement.

35. Copies of Agreement. This Listing Agreement is executed in multiple copies and Seller acknowledges receipt of a copy signed by the REALTOR® or REALTOR® agent.

36. IF CHECKED SEE ATTACHED DOCUMENT

37. Other: _____

38. Authority to Sign. Seller represents to REALTOR® that title to the Property is solely in the below-signed Seller's name(s) and that the undersigned is duly empowered and/or authorized, whether individually, on behalf of any entity or as a properly authorized fiduciary, to enter into this Listing Agreement and create a valid and binding contract, and to transfer title to the Property upon sale.

Signed this 27th day of March, 2023

Coldwell Banker Action Holdings
(Name of REALTOR® or Firm)
1004 Diers Ave., Suite 216
Grand Island, NE 68803
(Address)
(308) 380-2880
(Phone)

By _____ (Agent's signature) _____ (Date)
Al Avery

Hall Co. School District #002
(Name of Seller(s) Typed or Printed)

(Seller Signature) _____ (Date)

(Seller Signature) _____ (Date)
123 S. Webb Rd.
(Seller(s) Address)
Grand Island NE 68803
(City) (State) (Zip)

(Home Phone) _____ (Work Phone)

INCUMBENCY CERTIFICATE AND RESOLUTION

I, the undersigned, hereby certify to First National Capital Markets, Inc., that I am the Secretary or similar officer with proper authority of Grand Island Public Schools (the "Entity"), that I have been duly elected, and that I am presently serving in that capacity. I further certify that (a) the individuals listed below are duly elected or appointed, qualified, and acting officers of the Entity pursuant to the Entity's articles, bylaws, or other governing documents each of whom has the authority to execute and deliver agreements, instruments, certificates and other documents in the name of and on behalf of the Entity and to perform the obligations of the Entity with respect thereto, and (b) the signatures below of each officer are the genuine signatures of such persons.

<u>Name</u>	<u>Title</u>	<u>Signature</u>
<u>Hank McFarland</u>	<u>Board President</u>	_____
<u>Matt Fisher</u>	<u>Superintendent</u>	_____
<u>Robin Dexter</u>	<u>Secretary</u>	_____
<u>Ken Schroeder</u>	<u>Chief Financial Officer</u>	_____
_____	_____	_____

I further certify that the following resolutions have been duly adopted by the Board of Directors, or other governing body, of the Entity and such resolutions are in full force and effect as of the date hereof and have not been revoked or rescinded as of this date:

RESOLVED, that Grand Island Public Schools (the "Entity") has the authority to designate individuals to act as an agent and an attorney-in-fact to buy, sell and trade bonds, stocks, and other securities and otherwise manage the securities account held at First National Capital Markets, Inc. (each an "Authorized Agent");

FURTHER RESOLVED, that any one of the officers of the Entity duly appointed or listed in this Incumbency Certificate and Resolution shall have the full power and authority to designate one or more Authorized Agents; and

FURTHER RESOLVED, that any one of the officers of the Entity duly appointed or listed in this Incumbency Certificate and Resolution is authorized and directed to execute and deliver, in the name of and on behalf of the Entity, any and all agreements, certificates, notices, and other instruments and to take, from time to time, such other actions as may be necessary or desirable to carry out the intent of the foregoing resolutions including, but not limited to, executing the First National Capital Markets, Inc., Trading Authorization forms.

IN WITNESS WHEREOF, I have subscribed my name to this document and affixed the seal of the Corporation on the 17th day of April, 20 2023.

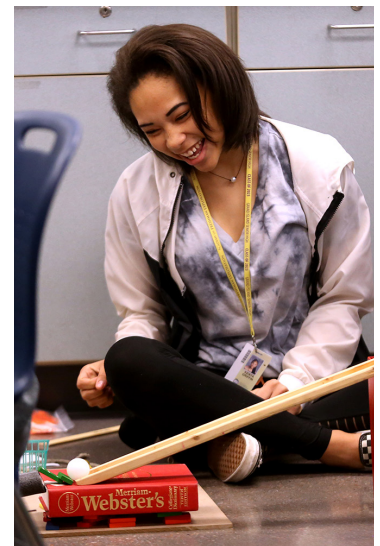
(Seal)

Signature of Secretary

Robin Dexter
Printed Name of Secretary



2022-2023 Grand Island Public Schools HANDBOOK



Board Policy Title IX 6205 (Staff) and 8505 (Student)

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

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

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

For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS website. Policy 9505 TITLE IX SEXUAL HARRASSMENT (Student) is also available in Appendix A.

Board Policy 1111 Equity in Grand Island Public Schools

Equity Value Statement

In the Grand Island Public Schools, equity is providing each individual what they need, when they need it, in an inclusive and anti-discriminatory environment.

GIPS is committed to identifying, disruption, and addressing our individual and district-wide biases so all students, staff and families are known, heard, connected, valued and supported. All stakeholders accept responsibility and hold themselves and each other accountable to cultivate an equitable district, free of racism and discrimination to ensure “Every Student, Every Day, A Success.”

Grand Island Public Schools Mission Statement

VISION

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

MISSION

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

STUDENT COMMITMENTS

Within the school district of Grand Island:

Every student will be taught to read, write and communicate effectively; solve problems; acquire and apply knowledge; and demonstrate mastery through performance to the best of the student's abilities;

Every student will be treated with fairness and dignity;

Every student will be honored for their unique qualities and backgrounds;

Every student will experience a sense of belonging, contribution and success; and

Every student will develop responsibility and show respect for others as well as oneself.

In educating students, we teach hearts as well as minds.

Intent of Handbook

This handbook is to be used by students, parents and staff as a guide to the rules, regulations and general information about Grand Island Public Schools. Each student is responsible for becoming familiar with the handbook and knowing the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following the rules contained in this handbook.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise during any school day, or school year. The administration reserves the right to make decisions and make rule revisions at any time to implement the educational program and to assure the well being of all students. The administration will be responsible for interpreting the rules contained in the handbook. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies and state and federal statutes and regulations.

Welcome to Parents

Dear Grand Island Parents:

The 2022-2023 school year is upon us and I am looking forward to a year filled with opportunities for all students in the Grand Island Public Schools.

As a part of the efforts that take place at the beginning of the school year we have prepared for you and your student a resource that we hope you will find helpful, the 2021-2022 Student/Parent handbook. This publication contains information for students and parents regarding daily life in Grand Island Public Schools, as well as an overview of student rights and responsibilities.

I would also encourage you to visit the district website www.gips.org as it is a great way to find current information about specific events at your child's attendance center. Additionally, the website contains all district policies and other help resources important to your child's experience in Grand Island.

Every Student, Every Day a Success is the mission of Grand Island Public Schools and with that in mind it is my sincere hope that you and your family have a successful school year.

Dr. Tawana Grover

Superintendent of Schools

District website

Visit www.gips.org for all district and school information.

Social media

Follow the Grand Island Public Schools district and all of our schools on Facebook and Twitter to stay updated on activities and information. Links to all social media accounts can be found at the school pages on the district website, www.gips.org.

GIPS on Facebook:

www.facebook.com/GrandIslandPublicSchools

GIPS on Twitter and Instagram:

@GIPublicSchools

District offices

Kneale Administration	(308) 385-5900
Superintendent's office	Ext. 201140
Student services	Ext. 201152
Business office	Ext. 201151
Technology office	Ext. 201155
Marketing & Communications.....	Ext. 201127
GEAR UP	Ext. 201186
GIPS Foundation.....	Ext. 201170
Maintenance	Ext. 201100
Safety.....	Ext. 201121
Nutrition Services.....	Ext. 201172
Special Education Services	Ext. 201188
Federal Programs	Ext. 201122
Outreach Center	Ext. 201204

School phone numbers

Early Learning Center	385-5655
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ELEMENTARY SCHOOLS

Dodge	385-5889
Engleman.....	385-5902
Gates.....	385-5892
Howard	385-5916
Jefferson	385-5922
Knickrehm.....	385-5927
Lincoln	385-5924
Newell.....	385-5905
Seedling Mile	385-5910
Shoemaker.....	385-5936
Starr	385-5882
Stolley Park.....	385-5913
Wasmer.....	385-5920
West Lawn	385-5930

MIDDLE SCHOOLS

Barr	385-5875
Walnut.....	385-5990
Westridge	385-5886

HIGH SCHOOL

Grand Island Senior High.....	385-5950
Activities office.....	385-5581
Indra House.....	385-5635
Career Pathways Institute	385-5601
Success Academy	385-5885
Welcome Center	385-5551

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School Business and Procedures

School Hours

Preschool M-Th: A.M.: 7:50 - 11:20 a.m. P.M.: noon - 3:30 p.m.

All Elementary Schools: 8 a.m. - 3:30 p.m. (Wednesday dismissal: 2 p.m.)

All Middle Schools: 8:15 a.m. - 3:45 p.m. (first Wednesday dismissal: 2:15 p.m.)

Grand Island Senior High: 8:05 a.m. - 3:40 p.m.

Arrival and Dismissal from School

Students are expected to arrive at school no more than 20 minutes prior to the first class or school program in which they are participating. Prior to that time, the school is not responsible for supervision of the students. Students will not be permitted to enter earlier unless the principal determines it to be necessary due to inclement weather or other factors. Students are to enter through their assigned entrance and proceed to designated areas.

Upon dismissal, students are expected to be picked up or leave school grounds within 15 minutes of dismissal. The school is not responsible for supervision of students once the students are to have left school grounds.

Signing a Child In and Out of School

Parents or guardians are required to sign their children in and/or out of school if they are entering after their first class or leaving prior to their final class or permission granted with administrator approval. The schools will only release children to adults designated by the parent in Infinite Campus or administrator approval. If there is a special circumstance, such as a court order limiting access to a student by a parent or guardian, affecting who a student can be released to, the parent must inform the principal and provide the principal with a copy of that order to maintain on file at the school.

Supervision at Dismissal

Parents or guardians of children in grades Pre-K to 5, where the child does not use district-provided transportation after dismissal, may request the school or program not release the child to walk home after dismissal unless the child is released to the parent or legal guardian or an escort designated by the parent or guardian. The parent or guardian may designate up to 2 escorts. Parents or guardians requesting their children only be released to the parent or guardian or a designated escort after dismissal must submit a completed written request with the principal to this effect.

Lunch

Students are encouraged to eat a healthy breakfast and lunch at school. Students may bring a lunch to school and a healthy lunch from home is encouraged as to not bring pop or candy to be eaten in the cafeteria at lunch. Parents may eat a school lunch with their child and if bringing lunch in from an outside vendor, parents of their child may bring lunch in and sit with students in an alternative setting.

Lunch and Open and Closed Campus

Juniors and Seniors have open lunch privileges with parent and administrative approval. Students must remain on campus at all other times. Underclassmen do not have open lunch privileges. Freshman and Sophomores will be scheduled in one of the two school cafeterias for lunch.

Time and Space for Student Prayer

GIPS recognizes the religious requirement of prayer for students and provides a space and time for this to occur with minimal loss of instructional time.

Grand Island Senior High Process:

- Use the foyer of the auditorium as a common space and establish practice of entering and exiting the foyer through the main entrance near door 34 (interior halls are off limits).

Alternate locations would be:

1. Upper Deck of East Gym
2. East Conference Room
3. West Conference Room

- Students will be allowed one 15 minute prayer time during the school day.
- Morning and late afternoon prayers should take place outside of the school day.
- Prayer time should take no more than 15 minutes including travel to and from the location.
- Students using prayer time should communicate with their Counselors and Teachers to be released and should travel directly to the prayer location. They should not stop in other classrooms, or wait to meet other students who might be praying. Students should go directly to the location, pray and return directly to their assigned location.

Other School Processes:

Students and families may work with their building principal to secure time and space for prayer.

Enrollment Information

Students shall attend the neighborhood school in the attendance area in which they reside. Reassignment may be made when deemed in the student's best interest and based upon the capacity of the class, grade level, program and school building to which he or she is applying. Capacities will be based upon class/program guidelines provided in **Policy 7511–Open Enrollment**. Special Education transfers will be allowed only when it is determined that educational needs as specified in the Individualized Education Plan cannot be provided in the neighborhood school.

The district has established procedures for requesting a transfer to an in-district attendance center other than the neighborhood school. Parents/Guardians should complete a transfer request application at their assigned neighborhood school. Applicants will be notified of approval or denial one week prior to the start of school. **Policy 8332–Elementary and Middle School Within District Transfers**

Emergency Situations

Representatives of the superintendent's staff will notify local news media and post to www.gips.org in emergency situations including weather events. Radio and television stations broadcast the information regularly and our district telephone system will be used to notify families. Parents are not to call media or school buildings during emergency situations. School officials will not release students from the school building during emergency situations.

Visitors

All visitors must report to the office upon entering the building. Students may not bring friends or relatives with them to school to attend classes.

Flower and Gift Delivery at School

GIPS acknowledges the need to recognize students on special holidays, however, due to the disruption to class, gifts and flowers will not be accepted at school for delivery to a student in class.

Smoke-Free Environment

Grand Island Public Schools declares all of our buildings and grounds to be smoke-free. All district-owned or operated facilities, grounds and vehicles, as well as district-sponsored events, will be designated tobacco-free. The use of any form of tobacco is prohibited. **Policy 6232–Use of Tobacco on Premises by Staff members, Visitors and Volunteers**

Care of School Property

The Grand Island Public Schools believes students should respect school district property and assist in its preservation for future use by others. Students may be assessed fines, charges, or fees for damage beyond normal wear to the materials needed in a course, for overdue school materials, or for misuse of school property. The staff reserves the right to confiscate nuisance items or other objects that interfere

with school purpose or otherwise constitute rule violations. Students may also receive disciplinary consequences for significant disruptions or repeated violations.

Destruction of School Property - Board Policy 8411

Any student who vandalizes or destroys school property will be assessed repair or replacement costs and referred to the county attorney for prosecution. Students are asked to help protect the school by discouraging and reporting any vandalism. The school appreciates student cooperation and responsible behavior.

Student ID: Middle School and High School

The student ID allows students free or reduced admission to various school activities. Students get their student ID card after they register. Students losing ID cards will be charged a fee for a duplicate.

Grand Island Senior High and Barr, Walnut and Westridge Middle School students must wear their student issued ID at all times while in school. The ID must be worn on a lanyard around the neck. When the ID is lost, stolen, or forgotten, students must report to the office and purchase a temporary daily sticker or a replacement ID.

Lockers

For building security and student safety, the expectations for students' use of lockers are:

- Students are responsible for the content and condition of their lockers.
- The school assumes no liability for damage or theft of property.
- Students are required to use only the locker furnished by the school.
- Locker problems should be reported to the office

Searches of Lockers and Other Types of Searches

School administrators are authorized to conduct searches of students and their property as well as property of the district in order to enforce compliance with statutes, policies and rules. A search may be conducted for reasons that include, but are not limited to, safety health and discovery of the violation of a statute, policy, or rule.

Video Surveillance

The Board of Education has authorized the use of video cameras on school district property to ensure the health, welfare and safety of all staff, students and visitors to district property, and to safeguard district facilities and equipment. Video cameras may be used in locations as deemed appropriate by the school administration. In the event a video surveillance recording captures a student or other building user violating school policies or rules or local, state or federal laws, the video surveillance recording may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

Student Use of Bicycles and Other Small-Wheeled Devices

Students who ride bicycles to school are requested to secure them in an orderly fashion at designated locations. Students are advised to provide bicycle locks for their personal bicycle. For safety reasons, riding bicycles or other small wheeled devices on school grounds during school hours will not be permitted. Students are discouraged from riding other small wheeled devices such as skateboards, in-line skates, roller skates, or micro-scooters to school. Principals may set forth additional regulations as necessary for individual attendance centers. The privilege of riding a bicycle to school will be withdrawn if rules and appropriate safety measures are not followed.

Student Valuables

Students, not the school, are responsible for their personal property. Students are cautioned not to bring large amounts of money or items of value to school. If it is necessary to bring valuable items or more money than is needed to pay for lunch, leave the money or valuables with a staff member in the school office for temporary safe-keeping. Students who find lost articles are asked to take them to the office where the articles can be claimed by the owner.

Printed Materials for Display and/or Distribution

The principal must approve all signs and announcements in the school building before they are displayed or read. The district office must approve all materials for distribution in all district facilities. **Policy 9420**

Copyright and Fair Use Policy

Grand Island Public Schools follow the federal copyright law. Students are reminded that, when using school equipment and when completing course work, they also must follow the federal copyright laws. The “fair use” doctrine allows limited reproduction of copyrighted works for educational and research purposes. **Policy 5521**

Fees

Student Fees

Teachers may request students to furnish minor personal consumable items, including but not limited to, pencils, paper, pens, erasers and notebooks, for courses and activities which count for graduation or advancement between grades, or in which participation is otherwise required by the Grand Island Public Schools. The request for such items shall be made in such a way that it is clear the furnishing of the same is voluntary. If a student is unable to provide the minor personal consumable item required, the school will supply the item to the student.

Participation Fees

Grand Island Public Schools will not charge student fees for participation in extracurricular activities whether participation is as a member or spectator. High school students will receive an activity marked ID providing access to high school athletic events if their school is a competing school serving as either the home or away team in the contest. GIPS may charge fees to recover the actual cost for the following items:

- Uniform cleaning fees
- Admission fees to events such as sports, drama, speech, music, dances, banquets, prom, after prom party
- Student organization fees
- Extracurricular activity facility charges such as greens fees, tennis court fees, bowling fees, pool fees
- Extracurricular activity workshops co-sponsored by the district or at district facilities such as sports clinics, cheerleading clinics, band clinics, swing choir or chorus clinics, flag corps clinics
- Sheet music charges

SEE APPENDIX FOR COMPLETE LIST OF SUPPLIES FOR SCHOOL AND ACTIVITIES, PAGE 37

GIPS fees for lost or damaged property is as follows:

Fees for late library materials	\$1.00 (Per Day, \$10.00 Maximum)
Fees for lost library materials	Actual replacement cost
Fines for damage to textbooks, lockers, or desks	Reasonable repair cost
Fee for replacement of Student ID	\$5.00
Fees for lost materials	Actual replacement cost
Fees for lost or damaged Electronic Communication Devices	Actual replacement cost

Special Fees

- GIPS will not charge any fees for post secondary education cost. However, students taking dual enrollment courses or other post secondary education course(s) will need to pay any dues, fees, tuition, and provide books and supplies associated with obtaining the necessary credit from their post secondary educational institution (e.g. Central Community College, UNL, UNO, UNK, etc.).
- Copies of student files or records will be provided free of any fee or charge.
- Before/after school programs and pre-kindergarten services, if offered, will be offered without any charge to the participant.
- Summer school or night school programs, if offered, will be offered without any charge to the participant.
- Certification tests.

Student Fee Waivers

An Application for Student Fees and Supplies Waiver Form must be completed by a child’s custodial adult.

- Families seeking a waiver based upon their status for participation in the United States Department of Agriculture child nutrition programs must complete, on an annual basis, an Application for Free

and Reduced Priced Meals including Sharing Information with Other Programs.

- Families or students who are automatically approved for participation in the United States Department of Agriculture child nutrition programs need not complete a new application. However, all other waiver requirements apply, including Sharing Information with Other Programs.
- Participation in the United States Department of Agriculture child nutrition programs is not required.
- Families must give permission to share information regarding their status with GIPS before a waiver will be considered.
- Application for Student Fees and Supplies Waiver may be completed at any time during the school year.
- Retroactive refunds of Student Fees and Supplies will NOT be made.

All Student Fees and Supplies may be waived in whole or part under the following circumstances:

- A student is identified as being homeless.
- Principal or assistant principal recommendation, based upon the student’s or family’s ability to pay.

Except as provided in Grand Island Public Schools **Policy 8820–Student Fees** and the accompanying **8820.1 Administrative Procedures**, the Grand Island Public Schools shall not collect any other money pursuant to the Public Elementary and Secondary Student Fees Authorization Act.

Breakfast and Lunch Fees

**Students at Senior High, Walnut Middle School and Barr Middle School are encouraged to participate in the free Grab ‘n’ Go breakfast program.*

2022-2023 Meal/Milk Prices

Elementary	Full Price	Reduced Price
Breakfast	\$2.25	\$0.30
Lunch	\$2.80	\$0.40
Milk	\$0.50	N/A
*No reduced price for milk.		
Middle School	Full Price	Reduced Price
Breakfast	\$2.25	\$0.30
Lunch	\$3.00	\$0.40
Milk	\$0.50	N/A
*No reduced price for milk.		
Grand Island Senior High	Full Price	Reduced Price
Breakfast	No Cost	No Cost
Lunch	\$3.10	\$0.40
Milk	\$0.50	N/A
*No reduced price for milk.		
Adult Meal	Fee	
Breakfast	\$2.60	
Lunch	\$4.00	

USDA Nondiscrimination Statement

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at 202-720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at 800-877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf>, from any USDA office, by calling 866-632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

Mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;

Fax: 833-256-1665 or 202-690-7442; or

Email: program.intake@usda.gov

This institution is an equal opportunity provider.

Attendance

8312 EXCESSIVE ABSENTEEISM

Regular attendance by the students at school is essential for students to obtain the maximum opportunities from the education program. Parents and students alike are encouraged to ensure an absence from school is a necessary absence. Students shall attend school unless excused by the principal, or principal's designee, of their attendance center. This policy, developed in collaboration with the county attorney, is an attempt to address the problem of excessive absenteeism.

Excessive absenteeism is the failure to attend school for the minimum number of days established in the school calendar by the board. The Grand Island Public Schools sets the minimum number of days at 95% of days that the student's school is open and in session.

The superintendent shall designate an attendance officer. The attendance officer will investigate the report of any child who may be in violation of the state's compulsory attendance statutes.

If any student has accumulated absences of a total of more than 10% of the days, or hourly equivalent, of the current required attendance days, the school shall render all services in its power to compel the student's attendance. These services include but are not limited to the following:

1. Verbal or written communication by school officials with the person or persons who have legal or actual charge or control of any child; and
2. A meeting or meetings between the school attendance officer, school social worker (or school principal or a member of the school administrative staff, if the school has no social worker), the student's parent/guardian and the student (if necessary) to develop a plan to solve the excessive absenteeism problem

The plan shall consider but not be limited to:

- a. Determine if illness is related to physical or behavioral health of the child (verified by appropriate documentation);
- b. Educational counseling to explore curriculum changes such as alternative educational programs to solve the excessive absenteeism problem;
- c. Educational evaluation to assist in determining the specific condition(s) contributing to the excessive absenteeism problem, supplemented by specific efforts by the school to help remedy any condition diagnosed.
- d. Investigation of the problem by a school social worker (or principal or administrative staff member) to identify conditions contributing to the excessive absenteeism problem. If services for the student and student's family are determined to be needed, such as economic services, student wellness services, community services, and/or referral for restorative justice practices, the investigator shall meet with the parent/guardian and child to discuss any referral to appropriate agencies to remedy the conditions.

If the parent/guardian refuses to participate in such meeting, the principal shall place documentation of such refusal in the child's attendance records.

Students are subject to disciplinary action for excessive absenteeism. Disciplinary action for students receiving special education services will be assigned in accordance with the goals and objectives of the student's Individualized Education Program.

The school may report to the county attorney of the county in which the person resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per school year. The school shall notify the child's family in writing prior to referring the child to the county attorney. Illness that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney. A report to the county attorney may also be made when a student otherwise accrues excessive absences as herein defined.

The following reasons for absences from school will be recorded on the attendance record:

Code	Description	Classification	Purpose
AB	Absent	Unexcused	Absent without contact with Parent or Student.
TR	Truant	Unexcused	Parent or School Staff do not know student's disposition
PF	Office	Exempt	Office (Including Nurse, Counseling, Guidance, Wellness, etc)
SA	School Activity	Exempt	School activity/sport, whether in or out of the building
ISS	In School Suspension	Exempt	ISS assigned by administrator
OSS	Out of School Suspension	Exempt	OSS assigned by administrator
MED	Medical Event Documented	Excused	Doctor appointment/hospitalization/illness with documentation from a medical professional
LTE	Long Term Extension	Exempt	Student attending a medical treatment facility or alternative program
H	Homebound	Exempt	Students who cannot attend at school
T	Tardy	Unexcused	Late to class
CV	College Visit	Exempt	Two each year
AD	Administrator Excused	Exempt	Administrator discretion
PR	Parent Request	Excused	Multiple Uses: Doctors appointment without doctor's note, illness without documentation, funeral, weather, vacation
ABT	Transportation	Excused	Student absent - Parent reported no transportation available.
ILL	Illness	Excused	Student absent - Parent reported child sick.

Remember: Parents must Call the school for any absence. **Policies 8310, 8312 and 8320**

Tardy/Absent Guidelines

Students out of GIPS for 10 days or more

When families report their child will be out of school for more than 10 school days, students will be dropped as eligible to return on their last day of being present at school, and then the student needs to register upon return.

Elementary and Middle School Tardy/Absent guidelines

If a student is not in class learning, they are tardy or absent:

- A student will be recorded as tardy if within the first 15 minutes of the day the student checks in by 8:15 for elementary students and by 8:30 for middle school students
- After 15 minutes the student is recorded as absent:
 - Absent/Truant: student refused to come to school
 - Absent/Unexcused: no reason/no parent phone call
 - Absent/Parent Request: recorded as absent and as excused when parent calls in for a student
 - Attendance at Truancy Court: needs to be marked as PR (parent request)
- When a student returns during the day, they will be counted absent until they report to the office and will be recorded "tardy" for the period in which they return and as "in attendance" for the remainder of the day.

GISH Tardy/Absent guidelines

If a student is not in class learning, they are tardy or absent:

- For First Period:
 - A student will be recorded as absent by the teacher if they are not present in class when the tardy bell rings.
 - Students arriving late during the first block of the day will be scanned at the door by Campus Monitors and counted Tardy for that class period.
 - Students arriving late during the first block of the day with a parent notification (phone call) will be marked PR with a comment noting the parent called. The student will need to check in with the attendance clerk. Habitual tardiness with parent phone calls will be dealt with on case by case basis.

- If a student is late to school/class due to a pre-arranged appointment such as Orthodontist or Physical Therapy and the school receives notification from the parent of the appointment, the student will be marked PR or MED Documented if a note from Dr. is provided. The student will need to check in with the attendance clerk.
- Teachers will update attendance at the end of the period.
- For Remainder of the day:
 - A student will be recorded as absent by the teacher if they are not present in class when the tardy bell rings.
 - Students arriving to class late without a pass will be marked as Tardy by the classroom teacher.
 - Students arriving to class more than 15 minutes late without a pass will be noted by the teacher, marked tardy and the Academy Principal will be notified.
 - If a student is late to school/class due to a pre-arranged appointment such as Orthodontist or Physical Therapy and the school receives notification from the parent of the appointment the student will be marked PR or MED Documented if a note from Dr. is provided. The student will need to check in with the attendance clerk.
 - Teachers will update attendance at the end of the period.

Sign in Procedures

K-8 students who arrive late to school are required to sign in at the office prior to attending class; Senior High Students report directly to the classroom. All teachers have the authority to deal appropriately with excessive tardiness to classes.

School-Sponsored Activity Absences

Students who are absent from class or school due to participation in a school activity must make up work in advance of the absence or have work missed ready to hand in the next class day.

Withdrawal From School

Pursuant to Neb. Rev. Stat. 79-202, a person who has legal or actual charge or control of a child who is at least sixteen years of age but less than eighteen years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirement of section 79-202 if an exit interview is conducted and the withdrawal form is signed or if a signed notarized release form is filed with the Commissioner of Education. To begin the withdrawal process, the person with legal or actual charge or control of a child who is at least sixteen years of age but less than eighteen years of age submits a request to the school where the student is enrolled.

Academic Information

Promotion and Retention

Students normally progress annually from grade to grade. Exceptions may be made through the Response To Intervention process. Exceptions may include vertical acceleration, horizontal enrichment, mentoring, or other curricular method deemed in the best interest of students. **8730–PROMOTION, RETENTION, ACCELERATION**

Academic Integrity

Students are expected to abide by the standards of academic integrity established by their teachers and school administration.

Definitions of Academic Integrity

“Cheating” means intentionally to misrepresent the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

- Tests (includes tests, quizzes and other examinations or academic performances):
 - Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student

engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.

- Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, technological devices, or other materials while taking a test except as expressly permitted. For example, except for “open book” tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.
- Use of Other Student Answers: Copying or looking at another student’s answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student’s paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student’s answers on the test paper.
- Use of Other Student to Take Test: Having another person take one’s place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.
- Misrepresenting Need to Delay Test: Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student’s real reason for missing class was because the student was not prepared for the test.
- Papers (includes papers, essays, lab projects and other similar academic work):
 - Use of Another’s Paper: Copying another student’s paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
 - Re-use of One’s Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.
 - Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student’s work. For example, a student engages in cheating if the student has a draft essay reviewed by the student’s parent or sibling and the essay is substantially re-written by the student’s parent or sibling. Assistance from home is encouraged, but the work must remain the student’s.
 - Failure to Contribute to Group Projects: Accepting credit for a group project in which the student failed to contribute a fair share of the work.
 - Misrepresenting Need to Delay Paper: Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student’s real reason for missing class was because the student had not finished the paper.
- Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher’s grade book or the school records is a serious form of cheating.
 - “Plagiarism” means to take and present as one’s own a material portion of the ideas or words of another or to present as one’s own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works.
 - Plagiarism includes, but is not limited to:
 - Failure to Credit Sources: Copying work (words, sentences and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
 - Falsely Presenting Work as One’s Own: Presenting work prepared by another in final or draft form as one’s own without citing the source, such as the use of purchased research papers or use of another student’s paper.
 - “Contributing” to academic integrity violations means to participate or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.
- The following sanctions will occur for academic integrity offenses:
 - Academic Sanction. The instructor will refuse to accept the student’s work in which the cheating or plagiarism took place, may assign a failing grade for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standards, the instructor

- will assign a grade which the instructor determines to be appropriate for the work. Credit for the class may be withheld pending successful completion of the replacement test or project.
- Report to Parents and Administration. The instructor will notify the principal of the offense and the instructor or principal may notify the student's parents or guardian.
 - Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in a serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

Grading System

Elementary School

The elementary report card is used to communicate academic growth, as well as social and work skills, to students, parents, and families. Report cards are posted in Synergy at the end of each trimester.

K-5 Academic Performance Levels

Adv	Advanced	Demonstrates a thorough understanding of important concepts, ideas, and/or skills
Pro	Proficient	Demonstrate sufficient understanding of important concepts, ideas, and/or skills
Dev	Developing	Demonstrates an incomplete understanding (partial, but limited) of important concepts, ideas, and/or skills, but with no major misconceptions
Beg	Beginning	Demonstrates an incomplete understanding (partial or not at all) of important concepts, ideas, and/or skills, along with major misconceptions
NP	Not Yet Proficient	*Only used for Kindergarten
NA	Not Assessed	Not assessed
Mod	Modified	Modified Curriculum

Students also are evaluated periodically through the use of a rubric on their work and social skills, including their demonstration of safe, respectful, and responsible behaviors.

Middle School

The middle school report card is used to communicate academic growth, as well as social and work skills, to students, parents, and families. Student attendance is documented on each student's report card as well. Students and parents can access current grade information at any time online through Synergy or by contacting the teacher. Progress reports are posted six weeks into each trimester and report cards are posted at the end of each trimester in Synergy.

Middle school courses are graded through the use of the A-F grading scale and/or on course-specific standards as shown below:

A-F Grading Scale

A	90-100
B	80-89
C	70-79
D	60-69
F	Below 60
Inc	Incomplete

Course-Specific Standards

Advanced
Proficient
Developing
Beginning

Students also are evaluated periodically through the use of a rubric on their work and social skills, including their demonstration of safe, respectful, and responsible behaviors.

Middle School Honor Roll

To be on the honor roll students must have all A's or B's in all courses assigning a letter grade. Students with an "INC" (incomplete) will not be considered for the academic honor roll.

High School

Grading at Grand Island Senior High differs from elementary and middle school grading. For the first time, in high school, students earn credits toward graduation. Those credits are based on passing required high school core and elective courses. Students must earn 240 credits to graduate.

Student letter grades are based on academic achievement, not behavior. Assessment scores (tests, performance, projects) make up the majority of the grade, with no more than 20% of the grade based on daily practice or homework. The purpose of daily practice and homework is to learn, receive feedback, and have an opportunity to correct errors in thinking or understanding. The focus on grading at Grand Island Senior High School, as it is at all levels, is to assign consistent, meaningful, accurate grades that support student learning.

GISH Grading and Credit Information

GISH uses a grading scale of A to F, and GPA (grade point average) is calculated on the transcript using a scale of 0.0 to 4.0. Grades are posted at the end of each semester. Students and parents can access current grade information at any time online through Synergy or by contacting the teacher.

A	4.0 in GPA	90-100%	Excellent
B	3.0 in GPA	80-89%	Good
C	2.0 in GPA	70-79%	Satisfactory
D	1.0 in GPA	60-69%	Passing, but needs improvement
F	0.0 in GPA	Below 60%	No Credit Granted
P	Not in GPA	Passing	Credit Granted
NP	Not in GPA	Not Passing	No Credit Granted
W	not in GPA	Withdrew	No Credit Granted
INC	Incomplete	Not Finished	No Credit Granted
SI	Sheltered Instruction Course in ELA Program	n/a	n/a

Transcripts

Students needing a copy of their transcript can request one for \$2 from the Grand Island Senior High registrar.

GISH Course Registration

It is recommended that students take 30 credits per semester to graduate with their class in four years. Students who are credit deficient are identified as such and will not graduate with their class if graduation requirements are not met.

Students are credit deficient if they have not earned the following minimum hours of credit:

Grade Level	Midterm	End of Year
Freshman	30 credits	60 credits
Sophomore	90 credits	120 credits
Junior	150 credits	180 credits
Senior	210 credits	240 credits

Student Schedules and Schedule Changes:

All students will meet with their Counselor during the fall semester to make course requests for the following school year. Students and parents need to take an active role in this important planning process and give careful consideration to the courses that are requested during this meeting. Students should avoid schedule changes after they have met with their Counselor and agreed on course requests. The course requests are locked in after parent teacher conferences in the spring semester to allow for time to build the master schedule. Schedule changes after this time may only be considered for academic reasons. Schedule changes will not be allowed based on specific teacher selection, the time of day, or to place certain classes in specific blocks or semesters. Those changes cannot be allowed because they create unbalanced section numbers, impact staffing, and create inequities for students. All schedule change requests coming after the spring semester conferences are case by case and are up to the discretion of the Counselor and Administration.

After the semester begins:

- Schedule Changes:
 - During the first 10 school days of the semester, schedule changes will be limited and based on the academic needs of the student.
 - After 10 school days no schedule changes are allowed unless extenuating circumstances exist and Administration will make final approval.
 - After the tenth school day of the semester, students requesting changes must use and follow the schedule change form.
- Dropping Courses:
 - 10 school days are allowed to drop a class and have the class removed from the permanent transcript.
 - If a class is dropped after the 11th day of the semester and before the end of the quarter a “W” will appear on the transcript.
 - A semester course may be dropped at the quarter and partial credit granted, with approval of Counselor/Administrator.
 - Classes may not be dropped after the first 9 weeks of the semester.

GISH Honor Roll

Students must be enrolled in a minimum of 25 credits and have a GPA of 3.0 the previous semester to be on the Honor Roll.

GISH Academic Letters

Students must be enrolled in a minimum of 25 credits the previous semester to receive an academic letter. An academic letter will be earned in the following ways:

- Freshmen – first semester cumulative GPA of 4.0
- Sophomore – first semester cumulative GPA of 3.75
- Junior – first semester cumulative GPA of 3.50
- Senior – first semester cumulative GPA of 3.25

GISH Graduation Requirements

To graduate from GISH, students must earn a total of 240 credits: 145 core credits and 95 elective credits.

- 40 credits of English (8 semesters)
- 30 credits of Math (6 semesters)
- 30 credits of Science (6 semesters)
 - Physics (10 credits)
 - Life Science (10 credits)
 - Chemistry (10 credits)
- 30 credits of Social Studies (6 semesters)
 - American History (10 credits)
 - World History (10 credits)
 - Government (5 credits)
 - Economics (5 credits)
- 5 credits of Personal Finance (1 semester)
- Physical Education/Health 10 credits (2 semesters)
- 95 elective credits

University Admissions Requirements

- Rank in top 50% or ACT score of 20
- English: 4 years of College Prep
- Math: 3 years (including Algebra 1-2, Algebra 3-4 and Geometry)
- Science: 3 years including one year of a lab science
- Social Studies: 3 years
- Foreign Language: 2 years of the same language
- UNL requires one additional year of Math above Algebra 3-4
- UNK and UNO require one additional year of an elective from any of the above areas.
- State and Community Colleges also recommend college prep classes, but may have less rigorous admission standards.

NCAA/NAIA Eligibility (*for college athletes*)

- Division I Core Courses: 16 Core Classes Required
- 4 years of English
- 3 years of mathematics (Algebra I or higher)
- 2 years of natural/physical science (one must be a lab science)
- 1 additional year of English, math, or science
- 2 years of social studies
- 4 years of additional core courses (from any area listed above, or from foreign language)

Academic Recognition

Students starting as freshman in the fall of 2016 will be recognized using the Latin system for Academic Recognition. All Advanced Placement (AP) courses will carry a weight of 5 and all other courses have a weight of 4.

Latin Designation	GPA	Recognition
Summa Cum laude	4.0 and above	honors banquet, sash and medallion at graduation, identified in graduation program
Magna Cum Laude	3.75 – 3.99	Honors banquet, medallion at graduation, identified in graduation program
Cum Laude	3.5 – 3.74	Identified in graduation program

STUDENT SERVICES

Special Education

What Does Special Education Mean?

Special education means specially designed instruction and related services adapted as appropriate to the needs of an eligible student with a disability. Special education is provided at no cost to the parent to meet the unique needs of a child with a disability.

Students Who May Benefit

A student verified as having autism, emotional disturbance, deaf-blindness, developmental delay, hearing impairments, intellectual disabilities, multiple disabilities, orthopedic impairments, other health impairments, specific learning disabilities, speech-language impairments, traumatic brain injury or visual impairments, who because of these impairments, needs specially designed instruction provided by a special educator and/or related services provider.

How are Students With Disabilities Identified?

Referrals are made by teachers or parents to a problem-solving team. If the problem-solving team determines, by utilizing data, that all viable alternatives have been implemented, a referral for multidisciplinary evaluation is completed. An evaluation is conducted to assist in the determination of whether a student has a disability and the nature and extent of the special education and/or related services the student needs. The evaluation is conducted only with written consent of a parent or guardian. A multidisciplinary evaluation team (MDT), including the parent and/or legal guardian, will then meet to determine whether the student is eligible for special education services.

Independent Evaluation

If a parent disagrees with an evaluation completed by the school district, the parent has a right to request an independent educational evaluation at public expense. Parents should direct inquiries to school officials to determine if the school district will arrange for further evaluation at public expense. If school district officials feel the original evaluation was appropriate and the parents disagree, a due process hearing may be initiated. If it is determined that the original evaluation was appropriate, parents still have the right to an independent educational evaluation at their own expense.

Reevaluation

Students identified for special education will be reevaluated at least every three years by the IEP team. The IEP team will review existing evaluation data on the student and will identify what additional data, if any, is needed. The school district will obtain parental consent prior to conducting any reevaluation of a student with a disability.

Individual Education Program (IEP)

Upon a student being verified as having a disability, a meeting will be held with parents. At the meeting, an Individualized Education Program (IEP) will be developed specifying programs and services which will be provided by the schools. Parent consent will be obtained prior to a student being placed for the first time in a program providing special education and related services or early intervention services to infants and toddlers. Once in place, the IEP is reviewed on an annual basis, or more frequently as needed. Parents are given a copy of the IEP.

Special Education Placement

The student's services are dependent on the student's educational needs as outlined in the Individual Education Program (IEP). To the maximum extent appropriate, students with disabilities are educated with students without disabilities. A continuum of services will be provided for students with disabilities. The continuum may span from the general education environment to other options as considered and determined by the student's Individual Education Program (IEP) team.

Written notice shall be given to parents a reasonable time before the school district: (1.) Proposes to initiate or change the identification, evaluation, verification or educational placement of a child or the provision of a free appropriate public education; or (2.) Refuses to initiate or change the identification, evaluation, or educational placement of the child or the provision of a free appropriate public education to the child.

More Information

Anyone interested in obtaining a copy of the District's special education policy, the Parental Rights in Special Education brochure, or a copy of the Nebraska Department of Education Rule 51 (special education regulations and complaint procedures) or Rule 55 (special education appeal procedures) may contact the Grand Island Public Schools Office of Special Education.

Health Services

Student Illness

School health personnel will notify parents when a student needs to be sent home from school due to illness. Conditions that may require a student to be sent home include: Temperature greater than 100°F., vomiting, diarrhea, unexplained rashes, live head lice, or on determination by the school nurse that the child's condition prevents meaningful participation in the educational program, presents a health risk to the child or others, or that medical consultation is warranted unless the condition resolves.

Please include emergency daytime phone numbers on your child's registration form so that you can be reached if your child becomes ill or injured while at school. Please also inform your school health office staff of health related information you feel is important for your student's success in the classroom and/or safety at school.

Guidelines for Administering Medication

Whenever possible your child should be provided medications by you outside of school hours. In the event it is necessary that your child take or have medication available at school, the parents/guardians must provide a signed written consent for the child to be given medication at school. A consent form is available at the school health office or online via the Grand Island Public Schools website. If your child has asthma, seizures, or diabetes please contact the health office.

Medications must be provided to the school by the parent/guardian in the pharmacy-labeled or manufacturer-labeled bottle. Repackaged medications will not be accepted. The school nurse may limit medications to those set forth in the Physician's Desk Reference (PDR) and those approved by the FDA. Please limit the amount of medication provided to the school to a two-week supply.

School Health Screening

Health screenings may include vision, hearing, dental, scoliosis, height and weight and are performed at various grade levels each year. Parents who do not wish their child to participate in the school screening program must communicate this in writing to the school health office at the start of the school year. Because Nebraska statutes require school-age screening, parents who remove their child from the screening program must submit findings from an alternate medical provider to the school.

Physical and Visual Examination

Evidence of a physical examination and a visual evaluation is required within six months prior to entrance into preschool or kindergarten and, in the case of transfer from out of state, to any other grade. A physical examination is also required prior to entrance into the seventh grade. The physical examination is to be completed by a physician, a physician's assistant, or an advanced practice registered nurse; the visual evaluation is to be completed by any of the foregoing or an optometrist. A parent or guardian who objects to the physical examination and/or visual evaluation may submit a written statement of refusal for his or her child. Waiver forms are available in the school health office. Additional physical examination requirements exist for students participating in athletic participation.

Immunizations

Students must show proof of immunization. A student who does not comply with the immunization requirements will not be permitted to continue in school. Students with medical conditions or sincerely held religious beliefs which do not allow immunizations must complete a waiver statement or affidavit. Nonimmunized students may be excluded from school in the event of a disease outbreak. Forms are available in school health offices.

Summary of the School Immunization Rules and Regulations

Student age group and required vaccines:

- Ages 2 through 5 years
enrolled in a school based program not licensed as a child care provider
 - 4 doses of DTaP, DTP, or DT vaccine,
 - 3 doses of Polio vaccine,
 - 3 doses of Hib vaccine or 1 dose of Hib given at or after 15 months of age, *Hib not required after child reaches 5 yrs of age
 - 3 doses of pediatric Hepatitis B vaccine,
 - 1 dose of MMR or MMRV given on or after 12 months of age,
 - 1 dose of varicella (chickenpox) or MMRV given on or after 12 months of age. written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted.
 - 4 doses of pneumococcal or 1 dose of pneumococcal given on or after 15 months of age.
*Pneumococcal not required after child reaches 5 yrs of age
- Kindergarten through Grade 12
including all transfer students from outside the State of Nebraska and any foreign students
 - 3 doses of DTaP, DTP, DT, or Td vaccine, one given on or after the 4th birthday,
 - 3 doses of Polio vaccine,
 - 3 doses of pediatric Hepatitis B vaccine or 2 doses of adolescent vaccine if student is 11-15 years of age.
 - 2 doses of MMR or MMRV vaccine, given on or after 12 months of age and separated by at least one month,
 - 2 doses of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. If the child has had varicella disease, they do not need any varicella shots.
- Addition for 7th Grade Only
 - 1 dose of Tdap (must contain Pertussis booster)

Source: Nebraska Immunization Program, Nebraska Department of Health and Human Services, 2011.

For additional information, call 402-471-6423. The School Rules & Regulations are available online: <http://www.hhs.state.ne.us/reg/t173.htm> (Title 173: Control of Communicable Diseases - Chapter 3; revised and implemented 2011) Updated 1/2014

Guidelines for Head Lice

The following guidelines are in place to: better control a nuisance condition; reduce absenteeism due to head lice; and involve parents as partners with the school in control efforts:

- Children may be sent home from school for live head lice.
- Health office staff will provide written treatment information and instructions, including how to check and identify head lice.
- A child who is sent home from school for head lice should miss no more than two school days.
- A child who has been sent from school due to head lice must come to the health office for inspection before returning to class.
- A child who returns to class with nits (eggs) will be checked again in 7-10 days.
- Families are encouraged to report head lice to the school health office.
- Classroom-wide or school-wide head checks will be conducted as needed in order to control the

condition at school.

St. Francis Wellness Center

The Student Wellness Center operated by CHI-St. Francis is located next to the health office at Grand Island Senior High. Walnut and Grand Island Senior High Students with parental consent, regardless of ability to pay, may take advantage of services daily at Senior High. Diagnosis and treatment of minor acute illnesses is provided by a nurse practitioner under the direction of a medical doctor. Mental health and substance abuse services are provided by a licensed provider of mental health care.

Transportation

Transportation to and from school is provided to students in accordance with law and Board policy. Students may also be transported on field trips and when participating in school activities.

Transportation To and From School

The school district offers in-town transportation on a limited basis. In order to run routes in a predictable and timely manner, it is important for students to be at their designated stop several minutes in advance.

Behavior on School Buses

General student conduct rules apply. While riding school buses students are expected to follow the same student conduct rules which apply when they are on school property or attending school activities, functions or events.

Safety Guidelines for Riding School Buses

- When exiting the bus at the designated location (this location must be consistent each day), students must exit the bus and walk in front of it so the driver can see all passengers, and only do so after the driver has signaled for students to cross the street.
- Be on time to be picked up. As a general rule, students must get to the bus stop five minutes before their scheduled pick up time. Students who miss the bus, must immediately return to their home and tell their parents so they can get them to school.
- While waiting for the bus, stay at least 5 feet away from the street, road or highway. Wait until the bus comes to a complete stop before approaching the bus.
- Students may exit the bus only at their approved destination (their school or their approved bus stop). Exit the bus as directed by the driver. Do not run.
- Students needing assistance from the driver must wait until the bus is at a full stop. Students who are close enough, may tell the driver what they need. Students who are too far away for the driver to hear them must ask a student in front of them to get the driver's attention. If necessary, students may walk up to the driver, while the bus is at a full stop. Students in need of immediate assistance for an emergency, should take all action needed to safely get the help of the driver.

Parents are responsible for the supervision of their child until the student boards the bus and as soon as the child exits the school bus.

This transportation service is a privilege, and students will be expected to conduct themselves in a manner consistent with expected classroom behavior. Note the expected behaviors and consequences for inappropriate behavior listed below. Bus drivers will report all infractions to school principals, who will administer the discipline consequences. Following a verbal warning, students will lose their riding privileges for designated periods of time. Parents will receive written communication of any loss of privileges through a Transportation Discipline Report.

Grand Island Public Schools Transportation Rules

- Treat all students and the driver with respect.
- Keep hands, feet, and objects to self and inside the bus.

- No teasing, harassment, bullying, or fighting.
- Talk only with seat partner and in a quiet voice, using appropriate language.
- Remain seated and facing forward in designated seat.
- No food, drinks, or illegal substances on the bus.

The consequences for not following any of the behavior rules will generally be as follows, with administrators having the option of applying more severe consequences whenever merited:

Elementary

- First violation Warning by the driver (this will be the only warning)
- Second violation Loss of privilege to ride bus for one week
- Third violation Loss of privilege to ride bus for two weeks
- Fourth violation Loss of privilege to ride bus for remainder of school year

Secondary 6-12

- First violation Warning by the driver and referral to principal (this will be the only warning)
- Second violation Loss of privilege to ride bus for remainder of school year

POLICIES AND GUIDELINES

Safe and Drug-Free

Safe and Drug-Free Schools - Parental Notice - Board Policy 8570

The School District of Grand Island is concerned about the academic growth and the personal welfare of every person associated with the schools. The use of alcohol, tobacco, and other illicit drugs can seriously interfere with one's health and academic functioning.

It shall be the policy of the School District of Grand Island, in addition to standards of student conduct elsewhere adopted by Board policy or administrative regulation, to prohibit the possession, use, or distribution of illicit drugs or alcohol, including displaying evidence of intoxication, on school premises or as a part of any of the school's activities. Further, the student use or distribution of tobacco shall be prohibited on school premises or during activities. This shall include regular school hours or after school hours at school sponsored activities on school premises, and at school sponsored activities off school premises.

For the purposes of this policy, "tobacco products" include, but are not limited to, cigarettes, cigars, cigarette paper, cigarillos, chewing tobacco, pipes, vapor products, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect, or any similar product or device that can be used to ingest tobacco.

Authorized Use

Any student whose parent or guardian requests that he or she be given any prescription or nonprescription medicine, drug, or vitamin shall provide signed permission by parent or physician.

Disciplinary Sanctions

1. Violation of this policy may result in suspension or expulsion. Prohibited substances will be confiscated and could be turned over to law enforcement authorities. The student may be referred for counseling or required to complete an evaluation related to drugs and alcohol. Parents or legal guardian will be notified.
2. If the student is observed to be violating this policy, the student will be escorted to the principal's office immediately, or if not feasible, the principal will be notified. The student's parents or legal guardian will be requested to pick up the student. If it appears there is imminent danger to other students, school personnel, or students involved, the principal or such other personnel as authorized by the Administration, may have the student removed by authorized medical or law enforcement personnel.

3. Parents and students shall be given a copy of the standards of conduct and disciplinary sanctions required and shall be notified that compliance with the standards of conduct is mandatory.

Intervention

The District does not have the authority or responsibility to make medical or health determinations regarding chemical dependency. However, when observed behavior indicates that a problem exists which may affect the student's ability to learn or function in the educational climate or activity, the school then has the right and responsibility to refer the student for a formal chemical dependency diagnosis based on behavior observed by school staff. The school will issue a statement to all students and employed staff that the use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful. The school shall make available to students and employed staff information about any drug and alcohol counseling, and rehabilitation treatment programs, which are available to students.

Administration

The administration is authorized to adopt such administrative rules, regulations or practices necessary to properly implement this policy. Such regulations, rules or practices may vary the procedures set forth herein to the extent necessary to fit the circumstances of an individual situation. Such rules, regulations and practices may include administrative forms, such as checklists to be used by staff to record observed behavior and to determine the proper plan of action.

Face Coverings - Policy 8429

The Grand Island Public Schools endorses the concept that appropriate school attire is conducive to a learning atmosphere. The Superintendent may require face coverings in the threat of a communicable disease or a pandemic event. The Superintendent shall require face coverings for all students with exceptions to meet medical conditions, ADA requirements, and/or religious beliefs. Exceptions will be monitored by building administrators.

Student Rights, Conduct, Rules, and Regulations

Forms of School Discipline

The Board of Education authorizes the administration of the Grand Island Public Schools to utilize emergency exclusion, short or long term suspension, expulsion, or mandatory reassignment for certain situations or conduct prohibited by the board's rules, standards established pursuant to the Student Discipline Act [§79-254 to §79-294] and applicable federal regulations. **Policy 8453**

Student Appearance

The Grand Island Public Schools endorses the concept that appropriate school attire is conducive to a learning atmosphere. The responsibility for the appearance of the students in the Grand Island Public Schools rests with the parents and students. Apparel must comply with the health and safety codes and not interfere with the educational process. Apparel will be tolerated only to the point of compromising safety or, based on the training and expertise of district officials, communicating an intimidating, hostile, threatening, obscene, or similar detriment to the educational environment or rights of other students to receive their education, including when any apparel causes or is reasonably likely to cause a material and substantial disruption. Apparel that advocates tolerance for or advertises controlled or illegal products or substances, promotes gang-related affiliation or activity, or in any other way causes or is likely to cause disruption will not be permitted unless required by law. This policy applies to student appearance during the school day and to after school events when disruptive to the event. The Superintendent designates the building administrator, teacher, coach, and/or sponsor to address any disruption to the school or event environment concerning appropriate apparel during school and before/after school events.

GIPS attire guidelines exist to recognize that our schools and community partners require a more respectful attire than what is sometimes worn on social media and in the community outside of GIPS. Respectful guidelines include but are not limited to:

- All students must be covered from mid-thigh to top of chest in clothing that covers all undergarments

- Items that cover the head, neck, or face are not permitted - other than district required mask, approved religious attire, or protective hair coverings specific to policy 8455
- For grades 6-12, school issued ID must be made visible on the upper torso

All students, parents, and staff are responsible for implementation of the attire guidelines in GIPS. Students violating the attire guidelines will be asked to change their clothing before continuing in school. Students participating in extracurricular activities will follow coach or sponsor clothing guidelines.

If a student violates the policy on a repeated basis (3 or more violations), the student shall be subject to such consequences as are determined to be appropriate by the school administrator(s) in light of the particular situation. Consequences may include, but are not limited to, detention, in-school suspension, out-of-school suspension, and expulsion. (Policy 8431,8432, 8455)

Public Displays of Affection

Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling or other displays of affection that would be reasonably considered to be embarrassing or a distraction to others. Student will face disciplinary action as a consequence to the PDA.

Harassment and Bullying - Board Policy 8455

It shall be the policy of the Grand Island Public Schools to prohibit any form of bullying, including harassment or violence, on the basis of race, color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status, in all staff employment situations, academic offerings, and extracurricular activities, including school-sponsored events away from school. Conduct which has the effect of creating, for a reasonable person, an intimidating, hostile, or offensive educational or work environment will not be tolerated. Any act of bullying or harassment by either staff or students will result in disciplinary action.

It shall also be a violation of district policy for any teacher, administrator, or other school personnel of this district to tolerate bullying or harassment because of race, color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status, as defined by this policy, by a student, teacher, administrator, other school personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extra curricular activities, under the auspices of the school district.

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

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

Dating Violence Prevention - Board Policy 8552

Grand Island Public Schools prohibits behavior that has a negative impact on student health, welfare, safety, and the school's learning environment. Incidents of dating violence will not be tolerated on school grounds, in district vehicles, or at school sponsored activities or school-sponsored athletic events.

Dating violence is defined as a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner. Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious or long-term.

The district will provide appropriate training to staff and incorporate within its educational program age-appropriate dating violence education that shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

Hazing - Board Policy 8454

Hazing activities of any type are prohibited. Hazing shall mean any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization of student members, including groups, clubs, organizations, grade levels, classes, teams, and other activities operating under the sanction of the Grand Island Public Schools.

Prohibited activities shall include, but not be limited to, whipping, beating, branding, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drugs, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment, or the performance of any unlawful act which endangers the physical or mental health or safety of any person. Such prohibited activities shall be irrespective of the willingness of the victim to participate, or whether they occur off or on school grounds.

Any person who believes he or she has been a victim of hazing or any person with knowledge of an activity which may constitute hazing shall report the activity to a building administrator. The building principal shall undertake or authorize an investigation into the alleged prohibited activities and take appropriate action. Such action may include, but not be limited to, verbal or written reprimand, suspension, expulsion, administrative transfer, termination, discharge, or referral to legal authorities.

Suicide Awareness - Board Policy 8555

The Grand Island Public Schools has adopted a suicide prevention policy which will help to protect all students through the following steps:

- Students will learn about recognizing and responding to warning signs of suicide in friends, using coping skills, using support systems, and seeking help for themselves and friends.
- The principal at each school is designated as the suicide prevention coordinator to serve as a point of contact for students in crisis and to refer students to appropriate resources.
- When a student is identified as being at risk, they will be assessed by a school employed mental health professional who will work with the student and help connect them to appropriate local resources

Students will have access to national resources which they can contact for additional support, such as:

- The National Suicide Prevention Lifeline - 1.800.273.8255 - www.suicidepreventionlifeline.org
- The Trevor Lifeline - 1866.488.7386 - www.thetrevorproject.org

All students will be expected to help create a school culture of respect and support in which students feel comfortable seeking help for themselves or friends. Students are encouraged to tell any staff member if they, or a friend, are feeling suicidal or in need of help.

Students should also know that because of the life or death nature of these matters, confidentiality or privacy concerns are secondary to seeking help for students in crisis.

Weapons and Firearms in Schools - Board Policy 8470

Students are forbidden to knowingly and voluntarily possess, handle, transmit or use any instrument in school, on school grounds or at school functions that is a firearm, weapon, or looks like a weapon as defined by the State of Nebraska Criminal Statutes, the federal laws found in Section 18 USCS Section 921 and in the administrative procedures for this policy 8470.

This policy shall cover any object or item which could be used to injure another person or whose clear intent is to resemble an item which could cause injury and which has no school-related reason for being in a school or on school grounds. Such items will be considered “weapons” for the purposes of this policy. Students who are in possession of the aforementioned articles will be subject to mandatory suspension or expulsion procedures.

Conduct Resulting in Suspension, Expulsion, or Reassignment - Board Policy 8470

You have the opportunity to learn about being a good citizen by sharing some of the responsibility for creating a positive learning environment. To help maintain a quality instructional environment for everyone, students may be suspended, expelled, or reassigned when any of the following actions occur on school grounds or during school functions:

- Use of violence, force, coercion, threat, intimidation or similar conduct that constitutes interference with school purposes [79-4,180(1)]
- Willfully causing or attempting to cause damage to private or school property, stealing, or attempting to steal property of substantial value, or repeated damage or theft of property [79-4,180(2)]
- Causing or attempting to cause personal injury to a school employee, school volunteer, or student [79-4,180(3)]
- Threatening or intimidating a student trying to get money or anything of value from the student [79-4,180(4)]
- Possessing, handling or transmitting any object or materials generally considered a weapon [79-4,180(5) and Grand Island School Board Policy 8470–Weapons In School]
- Unlawful possession, selling, dispensing, or use of a controlled substance, an imitation controlled substance, a substance represented to be a controlled substance, alcoholic liquor, or being under the influence of a controlled substance or alcoholic liquor [79-4,180(6)]
- Public indecency (applicable to students ages twelve to nineteen) [79-4,180(7)]
- Sexual assault or attempted sexual assault of any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function or event.
- Engaging in any activity forbidden by law which activity constitutes a danger to other students or interferes with school purposes [79-4,180(9)]
- Repeated violations of any established rule if such violation constitutes a substantial interference with school purposes [79-4,180(10)].

Policy 8460 Student Interviews

Generally, students may not be interviewed during the school day or during school activities by persons other than parents and school district officials and employees. Requests from law enforcement officers and from persons other than parents, school district officials, and employees to interview students shall be made through the principal's office. Any person seeking an interview with a student or students must present credentials and secure permission from the administrator. Upon receiving a request, it shall be the responsibility of the principal to determine whether the request will be granted. If the parent or legal guardian cannot attend the interview the building administrator or designee will be present. (see Policy 8460 for full details)

Policy 8461 SEARCHES, SEIZURES, AND ARRESTS

The Grand Island Public Schools district property is held in public trust by the board. School district authorities may, without a search warrant, search students or protected student areas based on a reasonable and definable suspicion that a school district policy, rule, regulation or law has been violated.

The search shall be in a manner reasonable in scope to maintain order and discipline in the schools, promote the educational environment, and protect the safety and welfare of students, employees and visitors to the school district facilities. The furnishing of a locker, desk or other facility or space owned by the school and provided as a courtesy to a student, even if the student provides the lock for it, shall not create a protected student area and shall not give rise to an expectation of privacy with respect to the locker, desk, or other facility.

School authorities may seize any illegal, unauthorized or contraband materials discovered in the search. Items of contraband may include, but are not limited to, nonprescription controlled substances, marijuana, cocaine, amphetamines, barbiturates, apparatus used for controlled substances, alcoholic beverages, tobacco, vaping devices, weapons, explosives, poisons and stolen property. Such items are not to be possessed by a student while they are on school district property or on property within the jurisdiction of the school district; while on school owned and/or operated transportation; while attending

or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district. Possession of such items will be grounds for disciplinary action including suspension or expulsion and may be reported to local law enforcement officials.

Reporting Student Law Violations

Cases of law violations or suspected law violations by students will be reported to the police and to the student's parents or guardian as soon as possible.

When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official will take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken. An exception applies when a minor has been taken into custody as a victim of suspected child abuse; in that event the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

In an effort to demonstrate that student behavior is always subject to possible legal sanctions regardless of where the behavior occurs it shall be the policy of the Grand Island Public Schools to notify the proper legal authorities when a student engages in any of the following behaviors on school grounds or at a school sponsored event:

- Knowingly possessing illegal drugs or alcohol.
- Assault.
- Vandalism resulting in significant property damage.
- Theft of school or personal property of a significant nature.
- Automobile accident.
- Any other behavior which significantly threatens the health or safety of students, staff or other persons or which is required by law to be reported.

Multicultural Policy - Board Policy 7180

The philosophy of the Grand Island Public Schools multicultural education program is students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races (including but not be limited to African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans) and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races. The mission shall also include preparing students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, age or disability.

Notice of Nondiscrimination - Board Policy 1310 (1310.2 Report Form)

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

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

- Respect for the individual regardless of economic status, intellectual or physical ability, race, color, religion, national origin, ethnicity, sex or gender, sexual orientation, marital status, or age,
- Respect for cultural differences,
- Respect for economic, political, and social lives of others, and
- Respect for the right of others to seek and maintain their own identities.

The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Associate Superintendent for Student Services, Kneale Administration Building, 123 South Webb Road, PO Box 4904, Grand Island, NE 68802-4904; 308-385-5900; rdexter@gips.org
Employees and Others: Director of Human Resources, Kneale Administration Building, 123 South Webb Road, PO Box 4904, Grand Island, NE 68802-4904; 308-385-5900; wstelk@gips.org

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at Office for Civil Rights, Kansas City Office for Civil Rights, U.S. Department of Education, One Petticoat Lane 1010 Walnut Street, Suite 320 Kansas City, Missouri 64106, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Parent Right Afforded by Section 504 of the Rehabilitation Act of 1973

Section 504 requires that school districts provide a free appropriate public education (FAPE) to qualified students in their district who have a physical or mental impairment that substantially limits one or more major life activities, regardless of the nature or severity of the disability. Under Section 504, FAPE means providing regular or special education and related accommodations and services designed to meet the student's individual educational needs as adequately as the needs of nondisabled students are met.

Parents can request to meet with their students' education team for the purpose of discussing the need for a 504 Plan.

Notification of Parental Rights Under FERPA - Board Policy 8750

Parents, legal guardians and eligible students have the right to opt-out of the disclosure of "Directory Information," subject to the requirements and limitations of the Family Educational Rights and Privacy Act (FERPA), state law, and the policies and procedures contained in this policy. Opt-out forms are only effective for the school year in which they are submitted. In order to opt-out of the disclosure of Directory Information, you must submit a written Opt-Out of Directory Information form, which can be obtained from the principal's office at the elementary schools, and from the guidance offices at the middle schools and high school. Opt-out forms must be submitted to the principal's office for elementary students, and to the school guidance offices for students attending the middle school or high school, within the time frame specified on the form. Forms submitted after the due date will be accepted, however, some information may have already been disseminated or submitted for printing and will not be able to be changed or removed.

The District is required to supply class lists including name, address, and phone number to college and military recruiters upon their request. Parents and legal guardians will have the opportunity to deny the inclusion of their child's information in class lists requested by college or military recruiters.

If you have a concern, questions or complaint about any of the above rights, please first contact and discuss it with your school's principal or the Associate Superintendent. You also have the right to file a complaint with the U.S. Department of Education concerning your rights under FERPA, whose contact information is as follows:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202

Notice Concerning Disclosure of Student Recruiting and Tracking Information

The No Child Left Behind Act requires that the District provide military recruiters and institutions of higher education access to secondary school students' names, addresses, and telephone listings. Parents and secondary students have the right to request that the District not provide this information (i.e., not provide the student's name, address, and telephone listing) to military recruiters or institutions of higher education, without their prior written parental consent. The District will comply with any such request.

Parental Access to Educational Practices

The Grand Island Public Schools will support and facilitate parental access to information and involvement in educational practices affecting their children. It shall be the policy of the Grand Island Public Schools to provide full access at reasonable times to parents/guardians of students to review curricular materials, student records, and surveys as appropriate and lawful:

- Textbooks and other curricular materials are available for review by parents of students of the Grand Island Public Schools upon request.
- Upon prior approval from the appropriate teacher, counselor, or administrator, parents/guardians will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities as long as conduct or presence does not interfere with the educational process or otherwise conflict with school purposes.
- Students will be excused from testing, instructional activities, and other school experiences upon written parental request unless the test or activity is required for local, state, or national accountability or reporting purposes (9110.2 Request for Exception/Exclusion Form).
- A student may be excused from an activity which contributes to a grade for the course, only when an alternative activity can be reasonably provided. Requests must be received by the appropriate teacher or administrator within a reasonable time prior to the activity in question.
- Parents/guardians will have access to student records as appropriate (Family Educational Rights & Privacy Act, 20 U.S.C. 1232 G, 79-4,157 R.R.S. and School District of Grand Island Policy: 8710–Student Personnel Files And Records).
- Student testing will be utilized to assist in assessment of educational progress and as required by Title 92, NAC, Chapter 10.
- Students may be asked to participate in surveys from time to time as deemed appropriate by district staff. Parents/guardians may remove their students from such surveys with prior written request, citing specific activity, reason for the request, and any applicable regulations. (Protection of Pupil Rights Amendment (PPRA) 20 U.S.C. § 1232h, 34 CFR Part 98)

The Grand Island Public Schools shall make provision to include parents in program planning; information dissemination; school improvement plan development, implementation, and evaluation; and with Title I parental involvement activities as specified by Every Student Succeeds Act of 2015 (9110.1 Guidelines).

Each school that receives Title I Funds shall distribute these guidelines to parents of all students attending the school. The school shall:

- Convene annual meeting(s) at convenient time(s) to which all parents of participating children shall be invited and encouraged to attend
 - the agenda will inform parents of their school’s participation in the Title I program, explain what Title I is and the requirements associated with it and the parent’s right to be involved
- Involve parents in the planning, review and improvement of the Parent and Family Engagement Plan
 - Parent surveys, parent meetings, parent/teacher conferences, social media, are all examples of how this may be accomplished
- Provide parents with timely information regarding curriculum, instruction and assessment practices and proficiency levels
 - Parent/family nights (i.e. Back to School Events, Literacy Nights)
 - Parent/teacher conferences twice a year
 - Report cards sent home three times per year at elementary and middle school
- Provide opportunities for parents to participate, as appropriate, in decisions relating to the education of their children
 - Parent/teacher conferences
 - Response to Intervention Process
 - IEP meetings
- Involve parents in the development and review of a school-parent compact that outlines shared responsibility for improved student academic achievement
 - Title I parent meeting
 - Parent/teacher conferences
- Provide assistance, opportunities, and/or materials for helping parents to understand topics relating to their student’s academic achievement in a format and when feasible, in a language that

parents can understand

- Interpreters attend meetings
- Communication is sent home in English and Spanish, other languages as needed
- Parents of all students are welcome and encouraged to be involved in their child's education. Accommodations will be provided for parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background, or are parents of migratory children
 - Interpreters (language, hearing) available and utilized as needed
 - Migrant facilitators available to support migrant families
 - ADA accessible buildings or meetings held in accessible locations
 - School information is communicated in a variety of ways (social media, emails, newsletters, phone calls)

Pregnant or Parenting Students – Board Policy 8518

The Grand Island Public Schools recognizes that pregnant or parenting students have the right and responsibility to attend school. This attendance right and responsibility applies to students regardless of their marital or parental status. The Grand Island Public Schools will educate pregnant or parenting students and will provide reasonable accommodations to support and encourage all pregnant or parenting students to obtain their high school diploma. No student will be excluded from, denied the benefit of, or discriminated against under any educational program or activity because of pregnancy or parenting responsibilities.

Homeless Students - Board Policy 8231

Grand Island Public Schools reaffirms its commitment to a policy of providing equal educational opportunities for all students commensurate with their needs, abilities and diverse cultural backgrounds. It shall be the policy of the Grand Island Public Schools to ensure that each homeless student has equal access to a free, appropriate public education as provided to all other students. Grand Island Public Schools will comply with the federal and state law related to homeless students. A “homeless child” for the purposes of this Policy is a student who lacks a fixed, regular, and adequate nighttime residence, as defined by applicable federal and state law related to homeless students. An “unaccompanied youth” is a student who is not in the physical custody of a parent or guardian. The following guidelines are detailed in 8231.1-Administrative Procedures for Implementation of 8231.

1. Homeless Coordinator: The District's designated Homeless Coordinator is the Assistant Superintendent for Student Services and Homeless Education Liaison. The Homeless Coordinator may delegate the specified duties as the Homeless Coordinator determines to be appropriate. The Homeless Coordinator shall serve as the school liaison for homeless children and youth.
2. Enrollment and Placement of Homeless Students: The enrollment and placement of homeless students shall be in compliance with federal and state law.
3. Educational Services and Stigmatization or Segregation: It shall be the policy of Grand Island Public Schools that homeless students not be stigmatized or segregated on the basis of their status as homeless. Homeless students will be provided services comparable to services offered to other students in the school in which the homeless student has been placed, including the following: transportation services, educational services for which the student meets the eligibility criteria, such as services provided under Title 1, educational programs for students with disabilities, and educational programs for students with limited English proficiency, programs in vocational technical education, programs for gifted and talented students, and school nutrition programs.
4. Transportation: Transportation will be provided to homeless students to the extent required by law.
5. Dispute Resolution. The process to resolve disputes concerning the enrollment or placement of a homeless student is included in 8231.1-Administrative Procedures for Implementation of 8231.

Student Due Process Rights - Complaint Procedures - Board Policy 8420

It is the right and responsibility of both school officials and students to develop a functional and orderly procedure through which consideration of student problems and concerns can be discussed and resolved quickly and equitably.

In all matters of complaints the student shall first consult the member of the school staff most immediately affected. If a timely and agreeable solution is not reached at this level, further appeal may be made to the building level administrator, and hence to the superintendent or appointed representative. It is the goal of the board to resolve student complaints at the organization level in which it occurs.

All students will be afforded due process as guaranteed by constitutional provisions. Complaints involving student suspension, expulsion or mandatory reassignment will follow provisions of the Student Discipline Act. All other student and parent/guardian complaints are to follow the chain of command as outlined in district policies. Rules for student conduct and appeal procedures will also be published in the student handbook.

If the complaint cannot be resolved by a certified employee, the student and parent/guardian may discuss the matter with the principal within 10 days of the employee's decision. If the matter cannot be resolved by the principal, the student and parent/guardian may discuss it with the superintendent within 10 days after speaking with the principal.

If the matter is not satisfactorily resolved by the superintendent, the student and parent/guardian may request a hearing with the Grand Island Public Schools Board of Education.

Student and Staff Memorials – Board Policy 9501

The Grand Island Public Schools recognizes that memorials of flowers, personal messages and mementoes are often created at lockers, student gathering spaces and other areas on district property upon such losses or events. Such memorials shall not be permitted due to disruption of the learning environment. Donations to the Grand Island Public Schools Foundation for scholarships are encouraged for a more lasting remembrance. Private sales of memorabilia “for profit” will not be permitted in Grand Island Public Schools or at events.

The school yearbook will include a “Memorial Page” to recognize all students and staff who passed during the current school year. One edition of the school newspaper/newsletter will recognize the death of a student or staff member. Information on a “Memorial Page,” is limited to the name, photo, dates of birth/death, and school activities in which the student or staff member participated. It is not appropriate to list cause of death in the publication. The designated “memorial page” sponsored by the school shall be the only memorial page accepted for the yearbook. No pages for memorials will be available for purchase.

DISTRICT WELLNESS POLICY - Board Policy 7190

The Grand Island Public Schools acknowledge that student and staff wellness play a critical role in the academic environment. As recommended by the Nebraska Health School Program Local School Wellness Policy Implementation (July 29, 2016) the Grand Island Public Schools will provide a healthful learning environment by supporting district policy with healthy school meals, healthy competitive foods and beverages, physical and social/emotional education, physical activity, and student and employee wellness.

The Grand Island Public Schools will provide a comprehensive learning environment to develop and practice lifelong wellness behaviors, with the objective of promoting student and staff health and reducing childhood obesity. School learning environment expectations shall be aligned with federal guidelines, **7190 DISTRICT WELLNESS POLICY**, and The Healthy, Hunger-Free Kids Act of 2010. Guidelines shall promote active lifestyles and healthy habits to positively influence student and staff understanding, beliefs and behaviors related to health education, wellness, and physical activity.

Technology

SEE ALSO: GIPS ONE-TO-ONE STUDENT/PARENT HANDBOOK, PAGE 44

Student Use of Personal Electronic Communication Devices - Board Policy 8456

Electronic Communication Devices (ECDs) when used in support of student learning are allowed in Grand Island Public Schools according to the procedures included in this document. Students may bring personal technology, including computers, smart phones, network access devices, or other electronic communication devices to school provided that such technology is used for instructional purposes. Students shall abide by the instructions provided by teachers and other school staff in the use of such personal technologies. Access to the Internet or other district communication systems from personal technology is limited to wireless access points on the school campuses. Access to the Internet or to other district communication systems from personal technology is not available via hardwire connections. Video game systems, DVD players, and other devices, which serve no educational function, are prohibited.

Cameras and/or video recorders (other than those incorporated into ECDs) are not allowed in school buildings, on school-provided transportation, or at school-sponsored activities without the express authorization in advance by the building principal or designee. The use of any photographic or video equipment, including such equipment incorporated into ECDs, is prohibited without expressed administrative consent.

Personal ECDs are allowed on school property subject to the following:

- Camera, video, and/or audio recorders will not be used while on school property, at school-sponsored activities, or while on school-provided transportation, without administrative consent.
- Phones should be kept either turned off, or on silent following the rules specified by the classroom teacher.
- Any ECD containing an integrated camera will be turned off (not simply on silent or vibrate mode) and kept stowed out of sight in locker/dressing rooms or on district provided transportation.
- Personal ECDs are only allowed to connect to the filtered, unsecured wireless network in the district. Any attempt to circumvent technology protection measures such as network Internet access filtering by using an ECDs built-in cellular network is prohibited.
- Students in grades 6-12 may use personal ECDs at school following administrative guidelines. Guidelines for acceptable use will be shared with students and parents.
- Students in grades Pre-K-5 are discouraged from bringing ECDs to school.
- Use of ECDs will follow the same network access guidelines as included in the Acceptable Use Agreement. Examples of behavior which is not tolerated includes but is not limited to:
 - cheating;
 - bullying or harassment;
 - displaying, accessing, or downloading obscene or pornographic materials; or
 - disruption of the learning environment.

The consequences for using ECDs in violation of the aforementioned rules, state or federal law, or school board policy are as follows:

- 1st Offense: The ECD will be confiscated, turned in to the school office, and picked up by the student from the principal at the end of the school day, unless the device is needed longer for examination by school or district IT personnel.
- 2nd Offense: The ECD will be confiscated, turned in to the school office, and picked up by the parent or guardian following a meeting with the principal.
- 3rd Offense: The privilege to bring an ECD on to school property is revoked and the parent or guardian can pick up the ECD from the principal at the end of the semester.

The principal will decide when the student's privilege to bring an ECD to school is restored.

In addition to the above consequences, school officials may conduct a search of the ECD if they have reasonable suspicion that the student was using the ECD to violate the law, school board policies, or school rules. Depending on the nature of the violation, school officials may make a referral to law

enforcement officials, and/or commence disciplinary action against the student such as expulsion, suspension, or reassignment. The possession of obscene or pornographic or other illicit material on an ECD will result in a referral to law enforcement officials.

Grand Island Public Schools will not be responsible for the loss, theft or damage to ECDs. Students who bring such devices onto school property do so at their own risk of loss and with the understanding that unclaimed devices will be disposed of by the school at the end of the semester.

Internet Safety – Board Policy 8457

It is the policy of Grand Island Public Schools to comply with the Children’s Internet Protection Act (CIPA). Technology protection measures will be used to block and filter Internet access. These measures are in place to provide reasonable protection from the inadvertent access of obscene visual depictions or pornography, child pornography, or other content deemed harmful to minors. Grand Island Public schools shall:

- prevent user access to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications;
- provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications;
- prevent unauthorized access, including so-called “hacking,” and other unlawful activities online; prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors; and
- implement measures designed to restrict minors’ access to materials (visual or non-visual) that are harmful to minors.

In addition to technology protection measures, the Grand Island Public Schools will provide annual training for students at all grade levels addressing the following issues:

- access by minors to inappropriate matter on the Internet and World Wide Web;
- the safety and security of minors when using electronic mail, chat rooms, social networking sites, and other forms of direct electronic communications;
- unauthorized access including “hacking” and other unlawful activities by minors online;
- unauthorized disclosure, use, and dissemination of personal information regarding self or others; and
- monitoring the online activities of minors and cyber bullying awareness and response.

Users who fail to abide by district Network Usage Agreement procedures shall be subject to disciplinary action, possible revocation of the user account, and legal action as appropriate. Potential consequences may include, but not be limited to:

- restriction or loss of access to the network and Internet;
- possible suspension, reassignment, or expulsion; and/or,
- referral to law enforcement.

It shall be the responsibility of all members of the Grand Island Public Schools staff to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and CIPA. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the superintendent or the superintendent’s designees.

All district policies, including those addressing discrimination, harassment, and copyright issues, will apply to the use of networked resources.

Electronic Device Voluntary Protection Plan

The implementation of laptops and other electronic devices as a learning resource represents a huge financial commitment on the part of the district. Similar to any school property, students are financially responsible for any damages to their electronic device. In order to provide end-user protection and peace of mind, GIPS is offering a voluntary electronic device protection plan. If you choose to enroll, the financial burden of accidental damage or theft will be lessened.

Cost for Protection Plan:

The protection plan works on a yearly fee with a per-incident deductible:

GIPS Student 1 to 1 device:

Yearly Enrollment Cost = \$10

1st Incident Deductible = \$20

2nd Incident Deductible = \$40

3rd Incident Deductible = \$60

Protection plan enrollment cost and deductibles will be adjusted as needed on an annual basis.

Students can enroll in the voluntary protection plan by visiting the Grand Island Senior High, Middle School Media Center, or the elementary school office. The plan is designed for 5-12 grade students, but can include students in any grade level who are taking the device home. If the student is enrolled in Virtual School at any grade level, it is highly encouraged that they participate in the plan. If there is an issue, the student should bring the device to the Media Center immediately to get a replacement while the device is being repaired, or contact the school's Technology Assistant for assistance.

STUDENT INVOLVEMENT

Extracurricular Activities

Rights, Conduct, Rules and Regulations

Extracurricular programs enrich the curriculum of the school, and students are encouraged to participate in activities that interest them. There are intra-murals, fine arts activities, a wide variety of clubs, and interscholastic athletics. All extracurricular activities are considered an extension of the school day, regardless of the location; therefore, regular school policies should dictate the student behavior. The Grand Island Public Schools will adhere to the rules and regulations set forth in Title IX guidelines on sex discrimination as well as other pertinent rules and regulations.

In order to represent a high school in interscholastic athletics/activities a student must abide by eligibility rules as set by the Nebraska School Activities Association. These rules include such items as: a student is ineligible if 19 years of age on or after August 1, of current school year; students must have been enrolled in school the immediate preceding semester and have passed a minimum of 20 hours that semester; students must be enrolled in 20 semester hours in the current semester. Consent forms and complete rules are available through the Activities Office.

Warning for Participants and Parents

The purpose of this warning is to bring your attention to the existence of potential dangers associated with athletic injuries. Participation in any intramural or athletic activity may involve injury of some type. The severity of such injury can range from minor cuts, bruises, sprains and muscle strains to more serious injuries to the body's bones, joints, ligaments, tendons, or muscles, to catastrophic injuries to the head, neck and spinal cord. On rare occasions, injuries can be so severe as to result in total disability, paralysis or death. Even with appropriate coaching, appropriate safety instruction, appropriate protective equipment and strict observance of the rules, injuries are still a possibility.

Student Concussions - Board Policy-8655

Concussion and brain injury information will be provided on an annual basis to students and the students' parents or guardians prior to such student initiating practice or competition. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury shall not be permitted to participate in any school supervised team athletic activities involving physical exertion, including, but not limited to, practices or games until the student: (i) has been evaluated by a licensed healthcare professional, (ii) has received written and signed clearance to resume participation in athletic activities from the licensed healthcare professional, and (iii) has submitted the written and signed clearance to resume participation in athletic activities to the school

accompanied by written permission to resume participation from the student's parent or guardian. It is recognized that coaches cannot be aware of every incident in which a student has symptoms of a possible concussion or brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches on a timely basis.

Extracurricular Activity Code of Conduct

The Code of Conduct applies to all extracurricular activities. Extracurricular activities means student activities or organizations which are supervised or administered by the school district which do not count toward graduation or grade advancement and in which participation is not otherwise required by the school. The Code of Conduct also applies to participation in school sponsored activities such as school dances and royalty for such activities. A participant means a student who participates in, has participated in, or will participate in an extracurricular activity.

The Code of Conduct rules apply to conduct which occurs at any time during the school year, and also includes the time frame which begins with the official starting day of the fall sport season established by the NSAA and extends to the last day of the spring sport season established by the NSAA, whether or not the student is a participant in an activity at the time of such conduct.

The rules also apply when a student is participating or scheduled to participate in an extracurricular activity that is held outside the school year or the NSAA season. For example, if an FBLA student plans to participate in a conference in July and commits a Code of Conduct infraction in June, the student may be suspended from participating in the conference. Conduct during the summer months may also affect a student's participation under the team selection and playing time guidelines.

The Code of Conduct rules apply regardless of whether the conduct occurs on or off school grounds. If the conduct occurs on school grounds, at a school function or event, or in a school vehicle, the student may also be subject to further discipline under the general student code of conduct. A student who is suspended or expelled from school shall not be permitted to participate in activities during the period of the suspension or expulsion, and may also receive an extended activity suspension.

Grounds for Extracurricular Activity Discipline

The following conduct rules have been determined by the Grand Island Public Schools to be reasonably necessary to aid students, further school purposes, and prevent interference with the educational process. Such conduct constitutes grounds for suspension from participation in extracurricular activities and grounds for other restrictions or disciplinary measures related to extracurricular activity participation:

- Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
- Use of violence, force, coercion, threat, intimidation, harassment or similar conduct in a manner that constitutes a substantial interference with school or extracurricular activity purposes or making any communication that a reasonable person would interpret as a serious expression of an intent to harm or cause injury to another.
- Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property, repeated damage or theft involving property or setting or attempting to set a fire of any magnitude.
- Causing or attempting to cause personal injury to any person, including a school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect another person shall not constitute a violation.
- Threatening or intimidating any student for the purpose of, or with the intent of, obtaining money or anything of value from a student or making a threat which causes or may be expected to cause a disruption to school operations.
- Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon, or bringing or possessing any explosive device, including fireworks, on school grounds or at a school function or event, or in a manner that is unlawful or contrary to school activity rules.
- Selling, using, possessing or dispensing alcohol, tobacco, narcotics, drugs, a controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a

controlled substance or inhalant. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation.

- Public indecency.
- Sexual assault or attempting to sexually assault any person. Engaging in sexual conduct, even if consensual, on school grounds or at a school function or event.
- Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events;
- Engaging in any activity forbidden by law which constitutes a danger to other students, interferes with school purposes or an extracurricular activity, or reflects a lack of high ideals.
- Repeated violation of any of the school rules.
- Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
- The use of language, written or oral, or conduct, including gestures, which is profane or abusive to a school employee, school volunteer, or student. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion.
- Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school or of an extracurricular activity; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
- Willfully violating the behavioral expectations for those students riding Grand Island Public School buses or vehicles used for activity purposes.
- Failure to report for the activity at the beginning of the season. Reporting for one activity may count as reporting on time if there is a change in activity within the season approved by the coach or the supervisor.
- Failure to participate in regularly scheduled classes on the day of an extracurricular activity or event.
- Failure to attend scheduled practices and meetings. If circumstances arise to prevent the participant's attendance, the validity of the reason will be determined by the coach or sponsor. Every reasonable effort should be made to notify the coach or sponsor prior to any missed practice or meeting.
- All other reasonable rules or regulations adopted by the coach or sponsor of an extracurricular activity shall be followed, provided that participants shall be advised by the coach or sponsor of such rules and regulations by written handouts or posting on bulletin boards prior to the violation of the rule or regulation.
- Failure to comply with any rule established by the Nebraska School Activities Association, including, but not limited to, the rules relating to eligibility.

All terms used in the Code of Conduct have a less strict meaning than under criminal law and are subject to reasonable interpretation by school officials. Behaviors not covered in this handbook will be handled on an individual basis with disciplinary action determined by the appropriate administrator.

Violation determination

A violation of the Code of Conduct will be determined to have occurred based on any of the following criteria:

- When a student is cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist.
- When a student is convicted of a criminal offense. Conviction includes, without limitation, a conviction, a plea of no contest and an adjudication of delinquency by a juvenile court.
- When a student admits to violating one of the standards of the Code of Conduct.
- When a student is accused by another person of violating one of the standards of the Code of Conduct and school officials determine that such information is reliable.
- When school officials otherwise find sufficient evidence to support a determination that a violation has occurred.

Procedure Prior to Suspension

In the event that this policy is violated and a student is to be suspended from an activity, the following process shall be initiated:

1. The student shall be notified of the alleged rule violation in a meeting with school officials. At that meeting, the student and the school officials will discuss the details of the alleged violation, and the ensuing consequences. The student shall have an opportunity to present information related to the incident.
2. Parents of the student shall also be notified of the violation and consequences. School officials will summarize the details related to the incident and then advise the student and parents of the action that will be taken.
3. The student and parents shall be afforded full opportunity to make any statements or request explanations related to the incident.
4. The building principal shall issue a decision related to suspension.
5. The student or student's parent/guardian may request in writing an informal hearing before the superintendent or designee within five days of the suspension notice. The superintendent may designate an administrator not responsible for the suspension decision as the superintendent's designee to conduct the hearing. The hearing will be held within ten calendar days of receipt of the request. Upon conclusion of the hearing, a decision will be rendered within five school days.
6. There will be no stay of the penalty imposed pending completion of the due process procedures.
7. These due process procedures do not prevent the student or parent/guardian from discussing and settling the matter with the appropriate school officials at any stage.

Appeal Process

After a ruling of ineligibility resulting in suspension from activities has been made, a student and a student's parents may formally appeal the decision, in writing, to the superintendent of schools, provided an appeal is received five (5) days from the first day such ineligibility shall take effect.

Consequences specific to drugs, alcohol or other controlled substances

The student shall not be involved with alcohol, tobacco, or illegal drugs. During the school year, or in the summer whenever a student is representing Grand Island Public Schools at an activity, a student shall not, regardless of quantity, use, consume, or have in their possession, alcohol, tobacco, or controlled substances. Students shall not buy, sell, or give away alcohol, tobacco products, controlled substances, or look-alikes.

Board Policy 8650.1 Participation in Activities Guidelines

The Grand Island Public Schools (GIPS) hold students involved in activities to a higher standard, as they represent not only themselves, but their school and community. GIPS expects all athletes and activity participants to be drug, alcohol, and tobacco free, and to understand that it is a privilege to be involved in school activities. The following applies to all school activity participants.

A lifestyle free from the influence of drugs and alcohol is a responsible and healthy choice. Decisions related to this issue are extremely important and do have a direct correlation with student success. Students, parents, and the school all share responsibilities in the development of these important student choices. The Grand Island Public Schools continue to endorse and support a lifestyle for students that is free from the influence of alcohol, drugs, and tobacco. When students choose to use alcohol, drugs, and/or tobacco, their levels of performance are diminished. GIPS has established rules and consequences, with an emphasis on a program of education and support to foster a chemical-free lifestyle.

Procedure for Rule Violation

The student shall not be involved with drugs, alcohol, or tobacco. Whenever a student is representing GIPS in an activity, a student shall not, regardless of quantity, use, consume, or have in their possession, drugs, alcohol, or tobacco (with exceptions as outlined by state statutes 53-168.06, 53-180.2). Students shall not buy, sell, or give away drug, alcohol, or tobacco products, or look-alikes. It is not a violation for a student to be in possession of or use a controlled substance specifically prescribed for the student by their doctor. Consequences will be documented regardless of the student's attendance center.

Methods for verification of rule violation include: a) Ticketed by the police for drug/alcohol/tobacco related offense; b) Admission by the student involved; c) Violation witnessed by school personnel; d) Other evidence that the rule violation took place.

In the event that this policy is violated, the following process shall be initiated:

1. The student shall be notified of the alleged rule violation in a meeting with school officials. At that meeting, the student and the school officials will discuss the details of the alleged violation, and the ensuing consequences. The student shall have an opportunity to present information related to the incident. A student who “self-reports” will have an impact on consequences.
2. Parents of the student shall also be notified of the violation and consequences. School officials will summarize the details related to the incident and then advise the student and parents of the action that will be taken.
3. The student and parents shall be afforded full opportunity to make any statements or request explanations related to the incident.
4. The building principal shall issue a consequence.
5. This decision is final and binding on all parties. Appeals to the decision remain at the building administrative level.

After confirmation of the violation, in addition to established state statutes and local school policies, the student shall be required to receive support from a school approved drug/alcohol/tobacco support program and may be suspended from all school activities for a specified number of school calendar days starting from the date of the confirmation. Students involved in a school-sponsored activity will be required to attend and participate in all practice sessions during the time of suspension. They may also be required to attend, but not participate, at a scheduled performance/event.

Consequences

Consequences for drug, alcohol, and tobacco violations are as follows:

- **First Violation:** A five (5) day or less suspension from school activities. In addition, the student will be required to attend and complete an educational program endorsed by the school;
- **Second Violation:** A seven (7) day or less suspension from school activities. In addition, the student will be required to show evidence that they have received counseling from a professional outside of the school (i.e. Central Nebraska Council on Alcohol and Addictions, drug and alcohol counselor, psychiatrist, psychologist, etc.). The school may require the student to participate in a drug/alcohol evaluation before they can participate in an activity;
- **Third Violation:** Fourteen (14) day or less suspension from school activities and the student will be required to complete a professional evaluation and program for chemical dependency. Verification of completion of the chemical dependency treatment program must be provided in writing by the director or counselor of the chemical dependency program prior to reinstatement of the student.

Letters and Post-Season Honors

A student who commits a Code of Conduct violation is:

Eligible to letter, provided the student meets the criteria of the coach or sponsor.

Not eligible to receive honors during the sport or activity in which they are participating at the time of the offense and/or in sports or activities in which they have been suspended due to a code violation.

The coach/sponsor, with the athletic director’s approval, may make an exception where the student has self-reported or otherwise demonstrated excellence in character allowing for such honors.

Attendance expectations for participants

Student participants are expected to meet the following attendance expectations:

- Attend school regularly. Students who have “excessive absences” as determined under the school’s attendance policy may be found ineligible to participate in extracurricular activity contests or performances.
- Be on time for all scheduled practices, contests and departure for contests. In the event a participant is unable to attend a practice or contests the participant should contact the coach or sponsor in advance.
- On the day of a contest, performance or other activity, be in attendance at least half of the school

day. A student who is not in attendance for at least half of his/her scheduled classes is ineligible for the contest, performance, practice, rehearsal, or activity. Exceptions may be made for extenuating circumstances, such as doctor/dentist appointments or family emergencies. The exception must be approved by the principal or athletic director.

Parents' Role in Extracurricular Activities

Communicating with your children

Make sure that your children know that win or lose, scared or heroic, you love them, appreciate their efforts and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their life they can look to for constant positive reinforcement.

- Try your best to be completely honest about your child's athletic ability, competitive attitude, sportsmanship and actual skill level.
- Be helpful but don't coach them. It's tough not to, but it is a lot tougher for the child to be flooded with advice and critical instruction.
- Teach them to enjoy the thrill of competition, to be "out there trying," to be working to improve their skills and attitudes. Help them develop the feeling for competing, for trying hard, for having fun.
- Try not to relive your athletic life through your child in a way that creates pressure. If they are comfortable with you win or lose, then they are on their way to maximum enjoyment.
- Don't compete with the coach. If your child is receiving mixed messages from two different authority figures, he or she will likely become disenchanted.
- Don't compare the skill, courage, or attitude of your child with other members of the team.
- Get to know the coach(es). Then you can be assured that his or her philosophy, attitudes, ethics, and knowledge are such that you are happy to have your child under his or her leadership.
- Always remember that children tend to exaggerate, both when praised and when criticized. Temper your reaction and investigate before overreacting.

Communicating with the coach

Communication you should expect from your child's coach includes:

- Philosophy of the coach
- Expectations the coach has for your child
- Locations and times of all practices and contests
- Team requirements
- Procedure should your child be injured
- Discipline that results in the denial of your child's participation

Communication coaches expect from parents:

- Concerns expressed directly to the coach
- Notification of any schedule conflicts well in advance
- Specific concerns in regard to a coach's philosophy and/or expectations

Appropriate concerns to discuss with coaches:

- The treatment of your child, mentally, and physically
- Ways to help your child improve
- Concerns about your child's behavior
- Injuries or health concerns

Report injuries to the coach immediately. Tell the coach about any health concerns that may make it necessary to limit your child's participation or require assistance of trainers. Students are sometimes unwilling to tell coaches when they are injured, so please make sure the coach is told.

Issues not appropriate to discuss with coaches:

- Playing time
- Team strategy
- Play calling
- Other student-athletes (except for reporting activity code violations)

Appropriate procedures for discussing concerns with the coaches:

- Parents should always let the student and the coach work out any issues first before intervening. A goal of all our extracurricular programs is to develop our young people into responsible adults; part of that is being able to deal with adversity, and address any issues head on.
- Call to set up an appointment with the coach.
- Do not confront a coach before or after a contest or practice (these can be emotional times for all parties involved and do not promote resolution).

What should a parent do if the meeting with the coach did not provide satisfactory resolution?

- Call the athletic director to set up a meeting with the activities director, coach, and parent present.
- At this meeting, an appropriate next step can be determined, if necessary.

Responsibilities of Spectators Attending Extracurricular Activities

- Show interest in the contest by enthusiastically cheering and applauding the performance of both teams.
- Show proper respect for opening ceremonies by standing at attention and remaining silent when the National Anthem is played.
- Understand that a ticket is a privilege to observe the contest, not a license to verbally attack others, or to be obnoxious.
- Maintain self-control.
- Do not “boo,” stamp feet or make disrespectful remarks toward players or officials.
- Learn the rules of the game, so that you may understand and appreciate why certain situations take place.
- Know that noisemakers of any kind are not proper for indoor events.
- Obey and respect officials and faculty supervisors who are responsible for keeping order. Respect the integrity and judgment of game officials.
- Stay off the playing area at all times.
- Do not disturb others by throwing material onto the playing area.
- Show respect for officials, coaches, cheerleaders and student-athletes.
- Pay attention to the half-time program and do not disturb those who are watching.
- Respect public property by not damaging the equipment or the facility.
- Know that the school officials reserve the right to refuse attendance of individuals whose conduct is not proper.
- Refrain from the use of alcohol and drugs on the site of the contest.

School Dances

A school sponsored dance is a school activity subject to all provisions of the Extracurricular Activity Code, and is a privilege available to students meeting all requirements for participation. In addition to all rules of student conduct in the Student handbook, students attending dances shall adhere to the following rules of conduct:

Who can attend

- Only students of Grand Island Public Schools and their guests may attend (including Success Academy).
- GISH and Success Academy students who graduate at semester or graduate early in the Spring semester may attend prom.
- Students currently attending Grand Island Senior High School or another Nebraska high school who have not been restricted from attending extracurricular activities at Grand Island Senior High School or their own school and have completed the Outside Date Request Form are generally considered appropriate dates or invited guests.
- Persons must be of high school age and not older than 20 years of age to attend GISH dances.
- Some school dances may be restricted to students attending specified grades levels at Grand Island Public Schools. For any dances at the middle school level, only students attending Grand Island Public Schools in the grade(s) for which the dance is being held may attend.
- Students who have been suspended from school or from extracurricular activities may not attend.
- The school reserves the right to exclude persons who may or do cause a disruption or detract from the event. Dates or invited guests not attending our school are expected to follow the same rules of conduct which apply to our students.

- Rules for dances may restrict students and their guests from leaving dance until the dance ends without written parental permission on a form provided.
- Students or their guests who engage in inappropriate behavior, whether on or off of the dance floor, may be asked to leave.

Prohibited Substances

Alcoholic beverages, illegal drugs, and tobacco are prohibited. Anyone using prohibited substances or showing the affects of use will not be allowed admission or, if discovered after admission, be removed from the dance. Their parents may be contacted.

Students and their dates may be required to submit to a breathalyzer test prior to gaining entrance. Those who choose not to submit to a breathalyzer will not gain entrance. Law enforcement will be contacted if there is reasonable suspicion that the student or a student's date is under the influence of alcohol or drugs.

Appropriate Attire

Students and their guests must meet the dress code requirements established for each dance. Teachers or administrators will make the final decision as to whether or not a student's attire is appropriate. Students will be asked to change unacceptable items, which may mean that the student may have to return home to change the inappropriate clothing. It is advisable to check in advance of the dance with the principal or staff sponsor for the event if you are uncertain about your attire.

Behavior on the dance floor

No "grinding" or sexually explicit dancing will be allowed. An initial warning for inappropriate dancing will be given to each student when s/he enters the dance. If the student chooses to 'grind' or dance inappropriately during the dance, s/he will be asked to leave, and parents will be called.

SUPPLY LISTS

These items are recommended for purchase by parents/guardians. These supplies are not a requirement to attend school. Schools can provide individual classroom “wish lists” if patrons would like to donate supplies.

GIPS Elementary Supply List

Kindergarten, First & Second Grades:

- Headphones (no earbuds)
- Book bag/backpack
- 24 count Crayons
- Pencils
- Pencil bag or box
- Large erasers
- Box of tissues
- Fiskar scissors
- Pocket folders
- Glue/glue sticks

Third, Fourth, & Fifth Grades:

- Headphones
- Book bag/backpack
- Crayons
- Pencils
- Pencil bag
- Erasers
- Box of tissues
- Fiskar scissors
- 3 pocket folders
- Glue/glue sticks
- Colored pencils
- 1 spiral notebook
- Loose-leaf paper (wide or college)

GIPS Middle School Supply List

Barr Middle School

All Grades Supply List

- Pens: red, blue and black
- Pencils
- Erasers
- Highlighters
- Box of colored pencils or markers
- Three packages loose-leaf notebook paper
- 1" binder
- Two composition notebooks
- 1-subject spiral notebook
- Earbuds (optional)
- Black dry erase markers

Walnut Middle School

All Grades Supply List

- Pencils
- Pens
- Personal use earbuds
- 2" binder

Westridge Middle School

All Grades Supply List

- Colored pencils
- Earbuds/headphones
- Pencils/Pens
- Pack of paper
- Dry erase markers
- Highlighter
- Ruler
- Markers
- Glue/glue stick
- Graph paper (8th grade only)
- (Five) 3-prong pocket folders

CBI Program List

- Regular pencils
- Three boxes of tissues
- Large pink eraser
- One package of colored pencils
- Two dry erase markers
- Package of highlighters
- Markers or crayons

Suggested List for CBI

- Water bottle
- Wipes
- Toothbrush/toothpaste
- Spare outfit (with name on tags)

GIPS High School Activity Supply List

These are items students are required to purchase in order to participate in the listed activity. These are items not provided by the school. Fundraising opportunities are available where noted.

Activities/clubs/organizations

GISH Trap Team

- Shotgun
- Ammunition
- Ear plugs
- Safety glasses
- Team shirt

Key Club

- \$15 dues

Mock Trial

- Dress clothes, shoes for competition

Athletics

Baseball

Fundraising opportunities available

- Away jersey
- Catcher's equipment
- Hats
- Bats

Basketball - girls

- Basketball shoes

Cheerleading

Fundraising opportunities available

- Uniforms
- Camps

Cross Country - boys and girls

- Running shoes

Football

Fundraising opportunities available

- Practice t-shirt
- Practice shorts
- Practice socks
- Polo shirt
- Football cleats

Golf - boys

Fundraising opportunities available

- Polo shirt

Golf - girls

- Golf clubs
- Polo shirt
- Appropriate golf attire for practices

Soccer - boys

Fundraising opportunities available

- Uniform

Soccer - girls

Fundraising opportunities available

- Soccer cleats
- Shin guards
- Uniforms (if players want to keep them)
- Warm up gear

Softball

Fundraising opportunities available

- Uniforms
- Practice gear
- Bat
- Glove

Swimming - boys and girls

- Swimsuit
- Goggles

Tennis - boys

- Rackets
- Court shoes

Track and field - boys and girls

- Running shoes/spikes
- Sweats/weather gear

Volleyball

Fundraising opportunities available

- Kneepads
- Volleyball shoes
- Practice t-shirts
- Game warm-ups

Fine Arts**Band**

Fundraising opportunities available

- Shoes
- Gloves
- T-shirt
- Concert outfit (dress/tux)

Choir

- Concert outfit (dress/tux)

Forensics

Fundraising opportunities available

- Dress clothes
- Team shirt

Orchestra

- Concert outfit (dress/tux)

Show Choir

Fundraising opportunities available

- Character shoes (ladies)
- Tights/spandex shorts (ladies)

GIPS ONE-TO-ONE STUDENT/PARENT HANDBOOK

Overview

Grand Island Public Schools (GIPS) views the use of electronic resources as central to the delivery of its educational program and expects that all students will use electronic resources as an essential part of their learning experience. It is the policy of GIPS to maintain an environment that promotes ethical and responsible conduct in all electronic resource activities. With the privilege and opportunity to explore resources come responsibilities for the parent and the student. When signing the Student/Parent Laptop Agreement, you are acknowledging that you understand and accept the information in this document.

GIPS students and families must understand that:

- All users of the GIPS network and equipment must comply at all times with the GIPS School District 8457.1 Administrative Guidelines for Network Usage – Students.
- Laptops are on loan to students and remain the property of GIPS.
- All users are accountable to all school, district, local, state, and federal laws.
- All use of the laptop and network must support education.
- Students and families must follow all guidelines set forth in this document and by GIPS staff.
- All rules and guidelines are in effect before, during, and after school hours, for all GIPS computers whether on or off the school campus.
- All files stored, accessed, or transmitted on GIPS equipment or networks are subject to review and monitoring. Students using GIPS equipment or networks have no expectation of privacy.
- The term “equipment” or “technology” refers to laptops, tablets, batteries, power cord/chargers, cases, and accessories.
- Each piece of equipment is issued as an educational resource. The conditions surrounding this equipment can be equated to those of a school issued textbook.
- Students are expected to keep the laptops in good condition. Failure to do so may result in bills for repair or replacement.
- The price that the district paid for the laptop includes: the laptop, case, battery, and power adapter.
- Students are expected to report any damage to their computer/equipment as soon as possible. This means no later than the next school day.
- Students who identify or know about a security problem are expected to convey the details to their teacher without discussing it with other students.
- Students are expected to notify a staff member immediately if they come across information, images, or messages that are inappropriate, dangerous, threatening, or make them feel uncomfortable.
- All users are expected to follow existing copyright laws and educational fair use policies.
- Students may only log in under their assigned username. Students may not share their password with other students.
- Students may not loan laptop components (power adapter, battery, case, etc.) to other students for any reason. Students who do so are responsible for any loss of components.
- Laptops come with a standardized image already loaded.
- All students have access to Google Drive on which to store data. It is the responsibility of the student to see to it that critical files are backed up regularly to this location.
- Any failure to comply may result in disciplinary action. GIPS may remove a user’s access to the network without notice at any time if the user is engaged in any unauthorized activity.
- GIPS reserves the right to confiscate the property at any time.

Parent/Guardian Responsibilities

Grand Island Public Schools makes every effort to equip parents/guardians with the necessary tools and information to ensure safe use of the laptops in the home. There are several responsibilities assumed by the parent/guardian. These are outlined below.

Sign the Student/Parent Laptop Agreement

Parent/Guardian Responsibility

In order for students to be allowed to take their laptops home, the student and their parent/guardian must sign the Student/Parent Laptop Agreement after the Parent Laptop Orientation. The Parent Laptop Orientation provides background information about the device and how students are expected to use and care for the device. Check with your student's school for the options and schedule.

Orientation Topics

- GIPS Electronic Use Policy and Acceptable Use Procedure
- Student/Parent Laptop Handbook
- Internet safety
- Parent/guardian and student responsibilities

Accept Liability

Parent/Guardian Responsibility

The parent/guardian/student are responsible for the cost of repair or replacement at the date of loss if the property is:

- Not returned
- Intentionally damaged
- Lost or damaged because of negligence
- Stolen, but not reported to school and/or police in a timely manner

Monitor Student Use

Parent/Guardian Responsibility

The parent/guardian must agree to monitor student use at home, and away from school. The best way to keep students safe and on-task is to have a parent/guardian present and involved.

Suggestions

- Investigate and apply parental controls available through your internet service provider and/or your wireless router.
- Develop a set of rules/expectations for laptop use at home. Some websites provide parent/child agreements for you to sign.
- Only allow laptop use in common rooms of the home (e.g. living room or kitchen) and not in bedrooms.
- Demonstrate a genuine interest in what your student is doing on the laptop. Ask questions and request that they show you his or her work often.

Support Student Safety

Shared Responsibility

For schools and parents/guardians alike, student safety is always a high priority. The precautions described in this section are intended to help students be safe on the path to and from school. Student safety always comes first.

Safety Tips for Review

Please review the following safety tips with your student:

- Walk to and from school in groups of two or more.
- Be aware of your surroundings including people, vehicles, and wheeled devices.
- Let someone know when you leave and when you arrive home.
- If someone follows you on foot, get away from him or her as quickly as possible.
- If someone follows you in a car, turn around and go in the other direction.
- Always tell a parent, guardian, school official, or trusted adult what happened.
- Obey the traffic lights and crosswalk signals.
- Look both ways and never run across the street.
- If someone demands your laptop, give it to the person.

Laptop Rules and Guidelines

The rules and regulations are provided here so that students and parents/guardians are aware of the responsibilities students accept when they use a district-owned computer. In general, this requires efficient, ethical, and legal utilization of all technology resources. Violations of these rules and guidelines will result in disciplinary action.

Students receive laptop-related training at school during the first weeks of school. Below you will find a summary of the main points of each training topic.

Summary for Administrative Guidelines for Network Usage

General Guidelines

All use of technology must:

- Support learning
- Follow local, state, and federal laws
- Be school appropriate

Security Reminders

- Do not share logins or passwords Exception: students are asked to share passwords with parents or guardians
- Do not develop programs to harass others, hack, bring in viruses, or change others' files
- Follow internet safety guidelines

Activities Requiring

- Teacher Permission
- Sending email
- Instant-messaging
- Using headphones in class

Appropriate Content

All files must be school appropriate. Inappropriate materials include explicit or implicit references to:

- Alcohol, tobacco or drugs
- Gangs
- Obscene language or nudity
- Bullying or harassment
- Discriminatory or prejudicial behavior

Removable Media/Storage

All GIPS rules and guidelines apply to any removable media/storage plugged in to a GIPS laptop. Note: Google Drive (cloud) is preferred for backup.

Laptop Use, Care, and Classroom Routines

Lockers (if available)

- Laptops should be stored in the carrying case.
- Never pile things on top of it.
- Never leave it on the bottom of the locker.
- Never leave the locker set to open without entering the combination.

Hallways

- Keep your laptop in the GIPS case at all times.
- Always use the handle, strap, or two hands to carry the laptop.
- Never leave the laptop unattended for any reason.
- Log-off or lock the computer before you change classes.

Classroom Habits

- Center the laptop on the desk.
- Close the lid of the laptop before standing up.

- Lock the computer before walking away from it.
- Follow all directions given by the teacher.

Care of Laptop at Home

- Charge the laptop fully each night.
- Use the laptop in a common room of the home.
- Store the laptop on a desk or table - never on the floor.
- Protect the laptop from:
 - Extreme heat or cold
 - Food and drinks
 - Small children and pets

Traveling To and From School

- Do not leave the laptop in a vehicle.
- The laptop must be transported in the GIPS provided laptop case.
- If ever in a situation when someone is threatening you for your laptop, give it to them and tell a staff member as soon as you arrive at school.
- Stolen laptops are located through CompuTrace/Absolute Manage and are retrieved in cooperation with the local police department.

Prohibited Actions

Students are prohibited from:

- Putting stickers, markings, or an additional case/cover on the laptops, cases, batteries, power adapters.
- Defacing GIPS issued equipment in any way. This includes but is not limited to marking, painting, drawing or marring any surface of the laptops or accessories.
- If such action occurs, the student will be billed the cost of repair or replacement.

Troubleshooting and Swaps

- Student tries to fix the problem.
- Always try restarting the laptop as the first step in troubleshooting.
- If appropriate, student may ask a classmate for help.
- Student may ask a teacher if the teacher is available to help for this purpose.
- If the student, with consent of the teacher, is unable to resolve the problem, the student should email helpdesk@gips.org with a description of the issue.
- Student should then save any work that they have saved locally to his/her Google Drive.
- Student will receive an email with the ticket information or instructions to fix the problem.
- Student takes laptop to the media center during open hours.
- If the media center is not open, the student can continue to use his/her laptop if possible or use alternative methods (i.e. pencil and paper).
- Student returns to class with a swap laptop.
- When the student's original laptop is ready to be picked up, student will receive an email with instructions for the return of the swap.
- Student picks up laptop from media center during open hours.

Google Email for Students

Purpose

All GIPS middle school students are issued a Google email (Gmail) account. Gmail allows students to safely and effectively communicate and collaborate with GIPS staff and classmates, giving them an authentic purpose for writing. The affective use of email is

- A 21st Century communication tool.
- Used in careers and higher education settings.
- A way to meet ISTE standards.

Guidelines and Reminders

- Email should be used for educational purposes only.
- Email transmissions may be monitored by staff at any time to ensure appropriate use. This means that teachers may check students' email.

- All email and all contents are property of the district.
- Students should not delete email unless instructed to do so by a teacher. Deleting email will be interpreted as suspicious behavior and may be followed up with further investigation or disciplinary action.
- Email should only be used by the authorized owner of the account.
- Students need to protect their password.

Unacceptable Use Examples

- Non-education related forwards (e.g. jokes, chain letters, images).
- Harassment, profanity, obscenity, racist terms.
- Cyber-bullying, hate mail, discriminatory remarks.
- Email for individual profit or gain, advertisement, or political activities.

Web Cams

Purpose

Each student laptop is equipped with a web cam. This equipment offers students an extraordinary opportunity to experience a 21st Century tool and to develop 21st Century communication skills.

Examples of Use

Web cams are to be used for educational purposes only, under the direction of a teacher. Examples include:

- Recording videos or taking pictures to include in a project
- Recording a student giving a speech and playing it back for rehearsal and improvement.

Important Note

Please note that installing internet calling/video-conferencing software (i.e. Skype) is prohibited on GIPS laptops. Software for using the web cam is already installed on the GIPS laptop.

Safety

Please refer to the Parent Responsibility section of this document for suggestions on monitoring student use of technology in the home.

Listening to Music

At School

Listening to music on your laptop is not allowed during school hours without permission from the teacher. Permission will be given only for media used to complete a school assignment.

At Home

Listening to music on your laptop (from a streaming website) is allowed at home with permission from parents/guardians.

Watching Movies

At School

Watching movies on your laptop is not allowed during school hours without permission from the teacher. Permission will be given only for media used to complete a school assignment

At Home

Watching movies on your laptop (from a streaming website) is allowed at home with permission from parents/guardians.

Gaming

At School

Online gaming is not allowed during school hours unless you have been given permission by a teacher. Any games must be in support of education.

At Home

Online gaming is allowed at home if all of the following conditions are met:

- The content of the game is school appropriate.
- You have permission from your parent/guardian.
- The game is in support of education.
- All school work is complete.
- No download of any kind is needed.

You are not allowed to load personal software onto your computer.

Printing

Printing at School

Any documents that require printing should be printed at school. This means there should be no school-required reason for printing at home. If a student chooses to print school work at home, we suggest using the following option:

- Save or upload the file to the student's Google Drive. Use the home computer to access the file via the student's Google Drive.

Desktop Backgrounds and Screensavers

Considerations

The GIPS image for the laptops will include a standard background image and screen saver, these settings cannot be managed by the student.

Copyright and Plagiarism

Considerations

Students are expected to follow all copyright laws. Duplication and/or distribution of materials for educational purposes is permitted when such duplication and/or distribution would fall within the Fair Use Doctrine of the United States Copyright Law (Title 17, USC)

Technology Discipline

Behaviors and Discipline Related to Student Computer Use

Tech-related behavior violation equivalent to classroom violations:

- Email, instant messaging, internet surfing, computer games (off-task behavior)
Equivalent to: Passing notes, looking at magazines, games (off-task behavior)
- Missing bag
Equivalent to: No binder/missing supplies
- Cutting and pasting without citing sources (Plagiarism)
Equivalent to: Plagiarism
- Cyberbullying
Equivalent to: Bullying, harassment
- Damaging, defacing, or endangering laptop or accessories
Equivalent to: Vandalism, property damage
- Using profanity, obscenity, racist terms
Equivalent to: Inappropriate language
- Accessing pornographic material, inappropriate files, or files dangerous to the integrity of the network
Equivalent to: Bringing pornographic or other inappropriate content to school in print form
- Using an electronic resources account authorized for another person
Equivalent to: Breaking into or using someone else's locker

Technology Related Violations

Other behaviors unique to the digital environment without a traditional classroom behavioral equivalent:

- Deleting browser history
- Using electronic resources for individual profit or gain; for product advertisement; for political action or political activities; or for excessive personal use

- Making use of the electronic resources in a manner that serves to disrupt the use of the network by others
- Unauthorized downloading or installing software
- Attempts to defeat or bypass the district's Internet filter
- Modification to district browser settings or any other techniques, designed to avoid being blocked from inappropriate content or to conceal Internet activity

Discipline

School-Based Discipline

The discipline policies at each school encompass the one-to-one laptop environment. Please reference the materials specific to each school or contact the school directly for details.

Progressive Discipline

Discipline is progressive. Low-level, first-time infractions will have lesser consequences than infractions that are repetitive or more serious in nature.

Example of Progressive Discipline Steps

- Warning
- In-class consequence
- School-based consequences
- Parent contact
- Administration referral
- Loss of laptop for the class period of network access for extended period of time
- Loss of laptop
- Suspension

Classroom Interventions

For low-level infractions, classroom interventions will be the first level of discipline. This includes, but is not limited to, verbal warnings, seating changes, and teacher contact with home.

Consequences

GIPS may remove a user's access to the network without notice at any time if the user is engaged in any unauthorized activity.

Examples of Unacceptable Use

Unacceptable conduct includes, but is not limited to, the following:

- Using the network for illegal activities, including copyright, license or contract violations
- Unauthorized downloading or installation of any software including shareware and freeware
- Accessing or exploring online locations or materials that do not support the curriculum and/or are inappropriate for school assignments
- Vandalizing and/or tampering with equipment, programs, files, software, network performance or other components of the network; use or possession of hacking software is strictly prohibited
- Gaining unauthorized access anywhere on the network
- Revealing the home address or phone number of one's self or another person
- Invading the privacy of other individuals
- Using another user's account or password, or allowing another user to access your account or password
- Coaching, helping, observing or joining any unauthorized activity on the network
- Posting anonymous messages or unlawful information on the network
- Participating in cyberbullying or using objectionable language in public or private messages, e.g., racist, terroristic, abusive, sexually explicit, threatening, stalking, demeaning or slanderous
- Falsifying permission, authorization or identification documents
- Obtaining copies of, or modifying files, data or passwords belonging to other users on the network
- Knowingly placing a computer virus on a computer or network
- Attempting to access or accessing sites blocked by the GIPS filtering system
- Downloading music, games, images, videos, or other media without the permission of a teacher
- Sending or forwarding social or non-school related email

Laptop Security

Balanced Approach

Two primary forms of security exist: laptop security and internet filtering. Each of the laptops has a security program installed on it. GIPS strives to strike a balance between usability of the equipment and appropriate security to prevent the units from being damaged or used to cause damage to the GIPS network.

Laptop Security

Security is in place on the laptop to prevent certain activities. These include downloading or installing software on the laptops, removing software, changing system settings, etc.

Internet Filtering at School and Home

GIPS maintains an on-site and remote internet filtering device. This program automatically filters all student access to the internet.

Voluntary Protection Plan

The purchase, implementation, and use of devices as a learning resource represent a huge financial commitment on the part of GIPS. Similar to other resources issued to students, students are financially responsible for any damage to, or loss of, the device. The replacement cost of a device and case is approximately \$250.00. For this reason GIPS is offering a voluntary protection plan to provide families with peace of mind. The plan covers damage or theft of the device up to the replacement cost of the equipment.

Enrollment Cost

The protection plan works on a yearly upfront payment with a per-incident deductible:

Yearly payment.....	\$10.00
1st Incident Deductible.....	\$20.00
2nd Incident Deductible.....	\$40.00
3rd Incident Deductible	\$60.00

Damaged Equipment

Repairs

Occasionally, unexpected problems do occur with the laptops that are not the fault of the user (computer crashes, software errors, etc.). The Help Desk staff will assist students with having these fixed. These issues will be remedied at no cost.

Loaner Laptops– “Swaps”

Temporary replacements, known as “swaps”, are available at each school so that learning is not disrupted by the repair process. Students are responsible for the care of the swap while issued to them. The same rules and regulations apply to swaps. Students are required to make frequent backups to their Google (cloud) Drive in case they need to be issued a swap.

Accidental Damage vs. Negligence

Accidents do happen. There is a difference, however, between an accident and negligence. After investigation by school administration and determination by the authorized repair company, if the laptop is deemed to be intentionally or negligently damaged by the student, the student may be subject to discipline and the cost of repair or replacement even if enrolled in the voluntary protection plan.

Lost or Stolen Equipment

Lost Equipment

Reporting Process

If any equipment is lost, the student or parent must report it to the school immediately. Students can let a teacher or administrator know, and the staff member will assist him/her.

Financial Responsibility

The circumstances of each situation involving lost equipment will be investigated individually. Students/families may be billed for damaged or lost equipment.

Stolen Equipment

Reporting Process

If equipment is stolen, a police report must be filed and a copy of the report must be provided to the school by the student or parent in a timely manner. Failure to report the theft to the proper staff and failure to follow the proper filing procedure may result in a bill for full replacement cost to the student.

Financial Responsibility

If there is not clear evidence of theft, or the equipment has been lost due to student negligence, the student and parent will be responsible for the full cost of replacing the item(s).

Replacement Costs

Payment Timeline

Parents/guardians/students have 30 days to pay any bills. If bills are not cleared within 30 days, students/parents will be billed for the full cost of repairs, and a claim will be filed by the school. The school may setup payment plans to clear bills, if needed.

Internet Safety – Board Policy 8457

Internet Safety Policy

It is the policy of Grand Island Public Schools to comply with the Children’s Internet Protection Act (CIPA) and Children’s Online Privacy Protection Act (COPPA). With respect to the District’s computer network, the District shall: (a) prevent user access to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; (c) prevent unauthorized access, including so-called “hacking,” and other unlawful activities online; (d) prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors; (e) obtain verifiable parental consent before allowing third parties to collect personal information online from students; and (f) implement measures designed to restrict minors’ access to materials (visual or non-visual) that are harmful to minors.

1. Definitions. Key terms are as defined in CIPA. “Inappropriate material” for purposes of this policy includes material that is obscene, child pornography, or harmful to minors. The term “harmful to minors” means any picture, image, graphic image file, or other visual depiction that: (1) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (2) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (3) taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
2. Access to Inappropriate Material. To the extent practical, technology protection measures

(or “Internet filters”) shall be used to block or filter Internet, or other forms of electronic communications, access to inappropriate information. Specifically, as required by the CIPA, blocking shall be applied to visual depictions of material deemed obscene or child pornography, or to any material deemed harmful to minors. Subject to staff supervision, technology protection measures may be disabled or, in the case of minors, minimized only for bona fide research or other lawful purposes.

3. Inappropriate Network Usage. To the extent practical, steps shall be taken to promote the safety and security of users of the District’s online computer network when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications. Specifically, as required by CIPA, prevention of inappropriate network usage includes: (a) unauthorized access, including so-called ‘hacking,’ and other unlawful activities; and (b) unauthorized disclosure, use, and dissemination of personal identification information regarding minors.
4. Supervision and Monitoring. It shall be the responsibility of all members of the District staff to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and CIPA. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the Superintendent and the Superintendent’s designees.
5. Social Networking. Students shall be educated about appropriate online behavior, including interacting with others on social networking websites and in chat rooms, and cyberbullying awareness and response. The plan shall be for all students to be provided education on these subjects within the Nebraska K-12 Language Arts Standards. The Superintendent or the Superintendent’s designee shall be responsible for identifying educational materials, lessons, and/or programs suitable for the age and maturity level of the students and for ensuring the delivery of such materials, lessons, and/or programs to students.
6. Parental Consent. The District shall obtain verifiable parental consent prior to students providing or otherwise disclosing personal information online using the GIPS information system.
7. Adoption. This Internet Safety Policy was adopted by the Board at a public meeting, following normal public notice and will be reviewed as needed.
8. The District shall comply with the Nebraska Student Online Personal Protection Act and will endeavor to take all reasonable and necessary steps to protect the online privacy of all students.

Computer Acceptable Use Policy

This computer acceptable use policy is supplemental to the District’s Internet Safety Policy.

1. Technology Subject to this Policy. This Computer Acceptable Use Policy applies to all technology resources of the District or made available by the District. Technology resources include, without limitation, computers and related technology equipment, all forms of e-mail and electronic communications, and the internet.
2. Access and User Agreements. Use of the District technology resources is a privilege and not a right. The Superintendent or designee shall develop appropriate user agreements and shall require that employees, students (and their parents or guardians), and others to sign such user agreements as a condition of access to the technology resources, as the Superintendent determines appropriate. Parents and guardians of students in programs operated by the District shall inform the Superintendent or designee in writing if they do not want their child to have access.

The Superintendent and designees are authorized and directed to establish and implement such other regulations, forms, procedures, guidelines, and standards to implement this Policy.

The technology resources are not a public forum. The District reserves the right to restrict any communications and to remove communications that have been posted.

3. **Acceptable Uses.** The technology resources are to be used for the limited purpose of advancing the District's mission. The technology resources are to be used, in general, for educational purposes, meaning activities that are integral, immediate, and proximate to the education of students as defined in the E-rate program regulations.
4. **Unacceptable Uses.** The following are unacceptable uses of the technology resources:
 - **Personal Gain:** Technology resources shall not be used, and no person shall authorize its use, for personal financial gain other than in accordance with prescribed constitutional, statutory, and regulatory procedures, other than compensation provided by law.
 - **Campaigning:** Technology resources shall not be used, and no person shall authorize its use, for campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
 - **Technology-Related Limitations:** Technology resources shall not be used in any manner, which impairs its effective operations or the rights of other technology users. Without limitation:
 - Users shall not use another person's name, log-on, password, or files for any reason, or allow another to use their password (except for authorized staff members).
 - Users shall not erase, remake, or make unusable another person's computer, information, files, programs or disks.
 - Users shall not access resources not specifically granted to the user or engage in electronic trespassing.
 - Users shall not engage in "hacking" to gain unauthorized access to the operating system software or unauthorized access to the system of other users.
 - Users shall not copy, change, or transfer any software without permission from the network administrators.
 - Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or similar name.
 - Users shall not engage in any form of vandalism of the technology resources.
 - Users shall follow the generally accepted rules of network etiquette. The Superintendent or designees may further define such rules.
 - **Other Policies and Laws:** Technology resources shall not be used for any purpose contrary to any District policy, any school rules to which a student user is subject, or any applicable law. Without limitation, this means that technology resources may not be used:
 - to access any material contrary to the Internet Safety Policy; or to create or generate any such material.
 - to engage in unlawful harassment or discrimination, such as sending e-mails that contain sexual jokes or images.
 - to engage in violations of employee ethical standards and employee standards of performance, such as sending e-mails that are threatening or offensive or which contain abusive language; use of end messages on e-mails that may imply that the District is supportive of a particular religion or religious belief system, a political candidate or issue, or a controversial issue; or sending e-mails that divulge protected confidential student information to unauthorized persons.
 - to engage in or promote violations of student conduct rules.
 - to engage in illegal activity, such as gambling.
 - in a manner contrary to copyright laws.
 - in a manner contrary to software licenses.
5. **Disclaimer.** The technology resources are supplied on an "as is, as available" basis. The District does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free. The District is not responsible for the integrity of information accessed, or software downloaded from the Internet.
6. **Filter.** A technology protection measure is in place that blocks and/or filters access to prevent access to Internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the District may also use other technology protection measures or procedures as deemed appropriate.

APPENDIX A

8505 TITLE IX SEXUAL HARRASSMENT (STUDENT)

It is the policy of the Grand Island Public Schools (GIPS) to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. GIPS does not discriminate on the basis of sex in any education program or activity that it operates, including admission and employment. Inquiries about the application of Title IX to GIPS may be referred to the District's Title IX Coordinator, to the Regional Office of Civil Rights of the Department of Education, or both.

The GIPS Board encourages students, employees and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the Title IX Coordinator or building principal, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination with the Title IX Coordinator.

The Board designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address: Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68803
Email: rdexter@gips.org
Phone number: 308-385-5900

Title: Mr. Wayne Stelk, Chief of Human Capital Management
Coordinator for Staff Complaints
Office address: Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68803
Email: wstelk@gips.org
Phone number: 308-385-5900

Other district employees filling key roles for implementing Title IX sexual harassment procedures include investigator(s), decision-maker(s), individuals to handle appeals, and individuals to facilitate an informal resolution process. Specific individuals filling these roles may vary from complaint to complaint as appropriate.

The Director of the Regional Office of Civil Rights can be contacted at the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, by email to OCR.KansasCity@ed.gov.

The district is committed to providing a nondiscriminatory workplace for employees. It is committed to the maintenance of a safe, positive learning environment for all students by providing student course offerings, counseling, assistance, services, employment, athletics, and extracurricular activities without any form of discrimination, including Title IX sexual harassment. Discrimination is inconsistent with the rights of employees and students and the educational and programmatic goals of the district and is prohibited at or, in the course of, district-sponsored programs or activities, including transportation to or from school or school-sponsored activities.

The student's parents/guardian or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal. A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.

Any person may report sex discrimination, including sexual harassment, at any time, including during non-business hours. Such a report may be made in person, by mail, by telephone or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

For purposes of this policy and the grievance process, "Title IX sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30). These definitions are included in the procedures to this policy.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events, or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.

When the alleged harassment or discrimination does not meet the Title IX definition of sexual harassment, the Title IX Coordinator directs the individual to the applicable process for investigation.

Retaliation Prohibited

The District prohibits intimidation, threats, coercion or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation proceeding or hearing, or acted in opposition to practices the person reasonably believes to be discriminatory, if applicable. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

Confidentiality

The District must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any individual who has been alleged to be the victim or perpetrator of conduct that could constitute sexual harassment, and any witness, except as may be permitted by Family Educational Rights and Privacy Act (FERPA) or as required by law, or to carry out the purposes of the Title IX regulations, including the conduct of any investigation, hearing or judicial proceeding arising under the regulations.

Notice Requirements

The District provides notice to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees and the union(s) holding collective bargaining agreements with the district with the name or title, office address, email address and telephone number of the Title IX Coordinator and notice of the District grievance procedures and process, including how to report or file a complaint of sex discrimination, how to file a formal complaint of sexual harassment and how the District will respond. The District also posts the Title IX Coordinator's contact information and Title IX policies and procedures in a prominent location on the District website and in all handbooks made available by the District.

Training Requirements

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receives training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process including examination of evidence, handling hearings, appeals and informal resolution processes, when applicable, how to address complaints that do not qualify as Title IX sexual harassment, and how to serve impartially including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. The District also ensures that decision-makers and investigators receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant as set forth in the formal procedures that follow, and training on any technology to be used at a live hearing, if applicable. Investigators also receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. All materials used to train individuals who receive training under this section must not rely on sex stereotypes and must promote impartial investigations and judgments of formal complaints of sexual harassment and are made publicly available on the District's website.

Conflict of Interest and Bias

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process do not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Determination of Responsibility

The individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment is presumed not responsible for alleged conduct. A determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation in accordance with the process outlined in the accompanying regulation. No disciplinary sanctions will be imposed unless and until a final determination of responsibility is reached.

Other Title IX Coordinator Duties

The Title IX Coordinator, along with the Compliance Coordinator, shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.
5. Student Access - Review of programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
6. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.
7. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
8. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Legal Reference: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, Title VII; 42 USC 2000e et seq.
Education Amend. of 1972, Title IX; 20 USC 1681 et seq.
Exec. Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206

34 CFR part 106

Cross Reference: 1310 NONDISCRIMINATION
1311 BULLYING AND HARASSMENT
6214 ABUSE OF STUDENTS BY EMPLOYEES
6215 BULLYING AND HARASSMENT (Staff)
6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND
STUDENTS
6411 EQUAL OPPORTUNITY EMPLOYMENT AND AFFIRMATIVE
ACTION
7705 SPECIAL EDUCATION POLICIES
8420 STUDENT DUE PROCESS RIGHTS
8430 STUDENT DRESS CODE
8432 UNSPONSORED ORGANIZATIONS OR GANG ACTIVITIES
8450 STUDENT DISCIPLINE
8453 STUDENT SUSPENSION EXPULSION AND MANDATORY
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8454 HAZING
8455 BULLYING AND HARASSMENT
8530 SAFETY AND GENERAL WELFARE
8550 CHILD ABUSE AND NEGLECT
8551 ABUSE OF STUDENTS BY EMPLOYEES
8552 DATING VIOLENCE PREVENTION

Policy Adopted: 08.13.2020

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Changes to Student Handbook for 2023-2024

Page 2 - delete Kristen Ireys info

Page 3 - update welcome letter

Page 5 - **Married**, Pregnant, or Parenting Students

Page 6 - change school hours

- Change to Synergy
- add : Pop and candy will not be eaten in the cafeteria at lunch.

Page 7 - fix - Policy 8331 - wrong policy number

Page 9 - add: Fees for lost or damaged Music InstrumentsActual Replacement Cost

Page 10 - will need to update Meal/Milk prices when available

Page 13 - add/delete/change attendance codes - current codes attached

Page 19 - GISH Graduation Requirements - Board Policy 8740

- Add 5 Credits of Computer Science
- Change to 90 elective credits

Page 27 - fix - The National Suicide Prevention Lifeline - 988

Page 31 - Parental Access to Educational Practices Board Policy 9110

Check color - all should be black

Page 32 - delete and add the following

MARRIED, PREGNANT, OR PARENTING STUDENTS - Board Policy 8518

The Grand Island Public Schools recognizes that married, pregnant or parenting students have the right and responsibility to attend school. This attendance right and responsibility applies to students regardless of their marital or parental status. The Grand Island Public Schools will educate pregnant or parenting students and will provide reasonable accommodations to support and encourage all pregnant or parenting students to obtain their high school diploma. No student will be excluded from, denied the benefit of, or discriminated against under any educational program or activity because of pregnancy or parenting responsibilities. Married students residing in the district are considered to be of legal age and shall have the same educational opportunities as unmarried students. The district prohibits any discrimination on the basis of sex, marital status or the condition of being a parent and provides relief for those who are aggrieved under its non-discrimination policies.

Page 36 - Insert New

STUDENT INVOLVEMENT
Extracurricular Activities

National Honor Society Membership - Selection of Members

Article IV: Membership

Section 1. Membership in this chapter is an honor bestowed upon deserving students by faculty and shall be based on the criteria of scholarship, service, leadership, and character.

Section 2. Membership in this chapter shall be known as active, honorary, and alumni. Active members become alumni members at graduation. Honorary members are selected at the discretion of the faculty council. Alumni and Honorary members have no voice or vote in chapter affairs.

Section 3. Eligibility:

- Candidates eligible for selection to this chapter must be members of the junior class.
- To be eligible for selection to membership in this chapter, the candidate must have been enrolled for a period equivalent to one semester at Grand Island Senior High.
- Candidates eligible for election to the chapter shall have a minimum cumulative GPA of 3.5 on a 4.0 scale.
- Upon meeting the grade level, enrollment, and GPA standards, candidates shall then be considered based on their service, leadership, and character.

Article V: Selection of Members

Section 1. The selection process of members to this chapter shall be by a majority vote of the faculty council, which consists of five faculty members appointed by the principal. The chapter adviser shall be the sixth, nonvoting, ex. Official member of the faculty council.

Section 2. The selection of active members shall be held once a year during the second semester of the school year.

Section 3. Prior to the final selection, the following shall occur:

- Students' academic records shall be reviewed to determine scholastic eligibility.
- All students who are eligible scholastically shall be notified and asked to complete and submit the candidate information form / application for further consideration.
- The faculty shall be requested to evaluate candidates determined to be scholastically eligible using the official input form provided by the chapter adviser.
- The faculty council shall review the candidate information forms / applications, faculty input, and other relevant information to determine those who fully meet the selection criteria for membership.

Section 4. Candidates become members when inducted at a special ceremony.

Section 5. An active member of the National Honor Society who transfers from this school will be given an official letter indicating the status of his/her membership.

Section 6. An active member of National Honor Society who transfers to this school will be automatically accepted for membership in this chapter. The faculty council shall grant to the transferring member one semester to attain the membership requirements and therefore, this member must maintain those requirements for this chapter in order to retain his/her membership.

Page 44 - add supplies

Page 46 - add Physical Education

- PE Uniform

Page 47 - add Musical

- Cost for show royalties (approx. \$25.00)

Page 49 - Delete:

In order for students to be allowed to take their laptops home, the student and their parent/guardian must sign the Student/Parent Laptop Agreement after the Parent Laptop Orientation. The Parent Laptop Orientation provides background information about the device and how students are expected to use and care for the device. Check with your student's school for the options and schedule.

Orientation Topics

- GIPS Electronic Use Policy and Acceptable Use Procedure
- Student/Parent Laptop Handbook n Internet safety
- Parent/guardian and student responsibilities

Page 52 - add the following:

under Examples of Use, add this bullet

- Accessing the district approved distance learning software (i.e. Zoom, Google Meet) as a client, not a host, is allowed for instructional purposes.

Under Important Note - ~~delete~~ and add this statement:

Please note that installing or using any other internet calling/video-conferencing software is prohibited on GIPS laptops. Software for using the webcam is already installed on the GIPS laptop.

Page 59 - Delete Wayne Stelk info

MASTER AGREEMENT

Between

Hall County School District 2

Also Known As

Grand Island Public Schools

Board of Education

And

The Grand Island Education Association

Contract Year

2023–2024

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The Grand Island Education Association, hereinafter referred to as the "GIEA" and the Board of Education of the Grand Island Public Schools, hereinafter referred to as the "District" hereby agree as follows:

ARTICLE I DEFINITIONS

1.1 Faculty Member: Certified staff and registered nurses who are employed by the District on a regularly scheduled basis and who either provide instruction or instructional support services, or nursing services. The term Faculty Member shall not include administrative employees, supervisory employees, substitute teachers, or members of the District's classified staff.

1.2 Grand Island Education Association or GIEA: The unincorporated association, which has been recognized as the exclusive bargaining agent for the 2023–2024 contract year for the bargaining unit composed of the Faculty Members defined in paragraph 1.1.

1.3 Board or District: The employer, who is the Board of Education for Hall County School District 2, a/k/a Grand Island Public Schools.

1.4 Holiday(s)/Vacation Day(s): Day(s) scheduled on the official District calendar that do not require students and staff to report to school (not including compensatory days, reference Article V, Leaves).

1.5 Compensatory Day(s)/Time: Day(s)/Time scheduled for faculty members to be absent from school to compensate the Faculty Member for evening time spent for parent/teacher conferences. These day(s)/time(s) are to be scheduled on the master school district calendar(s) prepared by the Superintendent of Schools, or a designee.

1.6 Employed: “Employed” or “employment” is the status of being a certificated employee under contract and having performed services and compensation for such services.

ARTICLE II GRIEVANCES

2.1 Purpose: The purpose of this grievance procedure is to provide an opportunity for Faculty Members and the GIEA to address questions regarding the interpretation and application of the express terms of the collective bargaining agreement during the term of the contract and to encourage resolution of such matters at the lowest possible level.

2.2 Definitions:

Grievance shall mean a claim by one or more faculty members relating to the interpretation or application of the express terms of this agreement. Any grievance shall specify the express provision of the agreement, which is claimed to have been violated and set forth in detail the specifics of such alleged violation.

Grievant(s) shall mean the GIEA or one or more Faculty Members who are members of the bargaining unit represented by the GIEA and who initiate a grievance under this procedure. A Faculty Member can belong, but need not necessarily belong to the GIEA and, at that Faculty Member's choice, be represented or not represented by GIEA.

Communications shall mean all communications concerning the grievance, after the grievance is formally submitted, shall be in writing and shall be considered confidential in nature.

Day(s) shall mean calendar days except weekends and holidays. It is understood that during the summer months any change in grievance procedure shall be by mutual agreement of the parties in interest.

2.3 General Conditions:

A. Should a Faculty Member have a claim based upon an event or condition, which affects the Faculty Member's welfare or morale, the Faculty Member may utilize the informal step and step one only. If the alleged grievance is not satisfactorily resolved the Faculty Member shall have the right to use normal administrative channels to solve the problem. The grievant may have a representative of the GIEA present at any level of the grievance procedure.

B. Decisions referred at level II, steps one, two, and three, shall be in writing and shall be transmitted promptly to all parties in interest and to the chairperson of the GIEA's professional rights and responsibility committee.

C. If the written grievance is not filed within thirty (30) calendar days after the Faculty Member knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall be waived.

D. Time Limits: Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual written agreement. If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the school year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to the grievant, the time limit set forth herein shall be reduced to the extent possible so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as is practicable.

E. A grievance may be withdrawn at any level without prejudice or record.

F. No reprisals of any kind shall be taken by the Board, or by any member of the administration, or by the association or its individual members, against any party in interest, any GIEA's professional rights and responsibility committee representative, or any other participant in the grievance procedure by reason of such participation.

G. The processing of all grievance documents, communications, and records shall be filed separately from the personnel files of the participants.

H. Forms for filing and processing grievances and other necessary documents shall be made available through the GIEA's building representatives, the superintendent's office, and the school office.

I. In order to prevent the filing of multiple grievances on the same question of interpretation or compliance where the grievance covers a question common to a number of Faculty Members, it shall be processed as a single grievance. Any group grievance shall set forth the names of the individual grievant(s) or the group, and the title and specific assignments of the people covered by the group grievance. A designated GIEA representative shall sign group grievances.

2.4 Procedures:

A. Level I: (Informal)

1. If a Faculty Member feels that a grievance is present, the matter should first be discussed within thirty (30) days of the occurrence with the department chairperson, principal, or supervisor who has direct responsibility. The administrator or supervisor must give his/her answer orally within five (5) days of such meeting.

2. The grievant may have the assistance of a local professional rights and responsibility representative in efforts to resolve the problem informally.

B. Level II (Formal)

1. Step One

a. If a grievant is not satisfied with the disposition of the problem, or if no decision has been submitted after five (5) days through the informal procedure, a formal grievance may be submitted in writing, to the principal or responsible administrator with a copy retained for the personal use of the grievant.

b. The principal or other responsible administrator shall, within three (3) days, submit a decision in writing to the grievant(s). A copy of the grievance shall be furnished to the superintendent and to the professional rights and responsibility representative if that representative was a party to the grievance.

2. Step Two

a. If the grievant is not satisfied with the disposition of the grievance at step one, or if no written decision has been submitted within three (3) days after the presentation of the grievance, the written grievance may be filed with the superintendent within three (3) days after the decision at step one, or six (6) days after the grievance was presented, whichever is sooner.

b. The superintendent shall act for the administration at step two of the grievance procedure. Within ten (10) days after the receipt of the written appeal for the hearing with the superintendent, the superintendent shall meet with the grievant and representatives of the professional rights and responsibility committee for the purpose of resolving the grievance. A full record (tape recording recommended) of such hearing shall be kept by the superintendent and made available to the parties involved upon written request. The superintendent, within five (5) days of

the hearing, shall submit a decision, in writing to the grievant, with a copy to the GIEA professional rights and responsibility chairperson.

3. Step Three

a. If the grievant is not satisfied with the disposition of the grievance at step two or if no decision has been submitted within five (5) days after the grievant has first met with the superintendent, the grievance may be filed with the Board.

b. Within twenty-five (25) days after receiving the written appeal, the Board, or a committee there from, shall meet with the grievant for a hearing for the purpose of resolving the grievance. A full record (tape recording recommended) of such hearing shall be kept by the Board and made available to the parties involved upon written request. The decision of the Board shall be rendered in writing within five (5) days of the hearing.

4. Step Four

a. If the grievant is not satisfied with the disposition of the grievance at step three, or if a written decision has not been rendered within the time provided, the grievant within thirty (30) days of the Board's reply may notify the Board, in writing, of its intent to submit the grievance to the courts.

**ARTICLE III
SALARY COMPENSATION**

3.1 Schedule:

A. The negotiated salary schedule for the 2023–2024 Contract Year shall be attached to the Master Agreement which is attached hereto as Appendix A. Appendix A is hereby incorporated herein by this reference.

B. Step 1 of the entire salary schedule will be closed for placement. All staff hired with either 0 or 1 year of experience beginning with the 2014-2015 Contract Year, will be placed on Step 2 of the appropriate column (based upon degree and education).

3.2 Schedule Movement:

A. Faculty Members can neither advance horizontally more than one salary column nor vertically more than one step in one fiscal year. A Faculty Member who changes degree level can move to that degree level.

B. The Board reserves the right to retain any Faculty Member at the current placement on the salary schedule. The reasons for such retention will be in written form and made a part of the teacher's personnel file. Any Faculty Member placed on performance probation shall be afforded procedural due process.

C. The Board reserves the right to advance any Faculty Member on the tenure portion of the salary schedule.

3.3 Compensation:

3.3 A. Salary Compensation:

1. Schedule Base Salary: The base salary used for purposes of the salary schedule for the 2023–2024 Contract Year shall be \$38,446.92 (hereinafter referred to as the “Schedule Base”).

2. Flat Base Salary/Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit - Full Time Faculty Members Employed Prior to the 2008-2009 School Year (Available for Employees with a full-time-equivalency (FTE) of 1.0 or more only) (the “Flat Base”): Faculty Members employed prior to the 2008-2009 school year were provided the following one-time irrevocable election whether to continue to receive the “Flat Base Salary” provided to all Faculty Members prior to the 2008-2009 school and contract year, or receive the “Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit” described herein at paragraph 3.3.B. effective beginning with the 2008-2009 contract year in an effort by the School District and GIEA to increase participation in the School District’s group health insurance plan to eventually eliminate premium surcharges assessed by the group health and dental insurance carrier and paid by Faculty Members, to-wit:

a. Election of Flat Base Salary: Faculty members employed prior to the 2008-2009 school year having made an irrevocable election to continue to receive the “Flat Base Salary”, in addition to their Schedule Base compensation shall receive an additional Flat Base of \$9,265.56 subject to paragraph c. below; such irrevocable election shall have been made prior to the effective date of the 2016-2017 negotiated agreement and shall be binding and effective for the balance of the faculty member’s employment with the School District unless modified by the terms of a subsequent negotiated agreement.

Clarify Definition of flat and indexed salary:

For purposes of this agreement, the term “Flat Base Salary” or “Flat Base” shall mean monetary “compensation” as defined at Neb. Rev. Stat. 79-903(35)(a) in the amount of \$9,265.56 which is subject to Nebraska Public Employee Retirement System (NPERS); and the term “Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit” shall mean health and dental insurance and a monetary stipend fringe benefit as defined at Neb. Rev. Stat. 79-903(35)(b) with the level of health and dental insurance and fringe benefit stipend at the level or in the amount set forth herein which is not subject to contributions to NPERS.

b. Election of Health and Dental Insurance Fringe Stipend/Health Reimbursement Account: Faculty members employed prior to the 2008-2009 school year having made an irrevocable election to not receive the Flat Base Salary and instead receive the “Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit”, in addition to their Schedule Base compensation shall receive the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit set forth in paragraph 3.3.B; such irrevocable election shall have been made prior to the effective date of the 2016-2017 negotiated agreement and shall be binding and effective for the balance of the faculty member’s employment with the School District unless modified by the terms of a subsequent negotiated agreement.

c. Declination of Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Option. In consideration of the School District and Association agreeing to continue the Flat Base notwithstanding potential penalties under the Patient Protection and Affordable Health Care Act (PPACA), a Faculty Member electing to decline to participate in the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Option (H&D/FS/HRA Option) set forth in paragraph 3.3.B. below shall not be permitted to decline to participate in the H&D/FS/HRA Option unless said Faculty Member has filed with the superintendent's office on the form attached hereto and incorporated herein as Appendix C an acknowledgement with the conditions of an “eligible opt out payment” as set forth in Treas. Prop. Reg. 26 CFR SS1.36B-2©(v)(A)(7), as may be amended from time to time. A Faculty Member who initially declines to participate in the H&D/FS/HRA Option but who later elects to participate in the Health Insurance or Dental Insurance sponsored by the School District will continue to receive the additional “Flat Base” described in Section 3.3.A.2.a, and must pay the full premium cost established by the insurer for any Health Insurance or Dental Insurance coverage he or she elects. However, for the 2023-2024 Contract Year, a Faculty Member who meets the definition of an Eligible Faculty Member set forth in Section 3.3.B.4 may receive the Family Coverage Differential according to the rules set forth in that Section.

3. Flat Base Salary – Faculty Members Whose Employment Commenced During the 2008-2009 school year and thereafter: Faculty Members whose employment commenced at any time during the 2008–2009 school year and thereafter, were not, and shall not be, eligible to receive a Flat Base Salary.

4. Flat Base Salary – Part-Time Faculty Members (Employees with an FTE of less than 1.0):

a. Part-Time Faculty Members Employed Prior to the 2008-2009 School Year: Faculty members employed prior to the 2008-2009 school year with an FTE of less than 1.0 may elect the Flat Base Salary or the H&D/FS/HRA Option provided under subparagraphs 3.3.A, 2. a. or b. above, on a prorated basis according to their FTE.

b. Part-Time Faculty Members Whose Employment Commenced During the 2009-2010 School Year: No Flat Base will be paid to Faculty Members with an FTE of less than 1.0 whose employment commenced with the 2008 – 2009 Contract Year and thereafter.

3.3.B Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit:

1. Health and Dental Insurance Plan Type and Participation in Plan.

a. Health and Dental Insurance Plan Type: The School District shall provide health and dental insurance coverage equal to the Educators Health Alliance (EHA) health insurance plan described as the Blue Preferred \$1,900 Deductible/\$3,800 deductible HSA-eligible Dual Choice Plan and EHA dental insurance plan described as the PPO - 100% part A, 75% part B with 50% C (option 2) coverage at the premium cost established annually for such insurance by the health insurance carrier selected by the School District to provide group health and dental

insurance coverage annually; the School District’s contribution toward the premium cost of health and dental insurance coverage and/or the fringe benefit stipend shall be prorated for Faculty Members with an FTE (full-time-equivalency) of less than 1.0 on the basis of such FTE.

In the 2023-2024 Contract Year, a Faculty Member who meets the definition of an Eligible Faculty Member set forth in Section 3.3.B.4 may also receive the Family Coverage Differential according to the rules set forth in that Section.

2. Faculty Members Employed Prior to the 2008-2009 School Year.

a. Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Option – Full-Time Faculty Members (Employees with an FTE of 1.0 or more):

(1) Full-Time Faculty Members Employed Prior to the 2008-2009 School Year: Full-time Faculty Members employed prior to the 2008-2009 school year who have made the irrevocable election prior to the 2016-2017 school fiscal year and the EHA plan year to enroll in the H&D/FS/HRA Option shall be provided the \$3,800 deductible HSA-eligible BC/BS EHA Health and Dental Insurance Plan, and shall receive an annual fringe benefit stipend equal to (the difference between the annual EHA plan “Employee” School District provided \$3,800 deductible HSA-eligible of the Blue Preferred Health and Dental Coverage cost for the 2023-2024 fiscal year and \$9,265.56) paid in twelve (12) equal installments during the 2023-2024 contract year, PLUS a contribution to a Health Reimbursement Account (HRA) established for each Faculty Member making such election in the annual sum of \$789.00, with such payment to be made by the School District to the Faculty Member’s HRA account on or before October 15 of each fiscal and contract year. An election by a Faculty Member to receive the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account shall be irrevocable, and the Faculty Member shall not be eligible to receive the Flat Base at any time in the future. Faculty Members may elect to enroll in the \$1,050 deductible plan under the Dual Choice option, and have the balance of the premium costs paid from his/her HRA account and/or Fringe Benefit Stipend per a salary reduction agreement with the School District.

In the 2023-2024 Contract Year, a Faculty Member who meets the definition of an Eligible Faculty Member set forth in Section 3.3.B.4 may also receive the Family Coverage Differential according to the rules set forth in that Section.

(2) Part-Time Faculty Members Employed Prior to the 2008-2009 School Year: Part-time Faculty Members employed prior to the 2007-2008 school year having an FTE of .5 or more who have made the irrevocable election prior to the 2016-2017 school fiscal year and the EHA plan year -to enroll in the H&D/FS/HRA Option described in paragraph 3.3.B.2.a.(1) above, shall be provided such benefit option calculated and determined as follows: Total Benefit Cost = \$9,265.56 x (FTE of ____) = Total Benefit Dollars available to Part-Time Faculty Member; the Total Benefit Dollars shall be first applied to the payment of the premium costs for the health and dental insurance deductible under the Dual Choice Plan elected by the Faculty Member (either \$1,900 deductible or \$3,800 deductible HSA-eligible), with any balance of the Total Benefit Dollars remaining after payment of the full cost of the health and dental insurance premium to be paid into the HRA account established for such Faculty Member, and with any remaining balance

of the Total Benefit Dollars after the full contribution into the HRA account of \$789.00, to be paid to the Faculty Member as a Fringe Stipend. An election by a Part-time Faculty Member to receive the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account shall be irrevocable, and the Faculty Member shall not be eligible to receive the Flat Base at any time in the future. Faculty Members may elect to enroll in the \$1,900 deductible plan under the Dual Choice option, and have the balance of the health and dental insurance premium cost paid from his/her HRA account and/or Fringe Benefit Stipend per a salary reduction agreement with the School District.

In the 2023-2024 Contract Year, a Faculty Member who meets the definition of an Eligible Faculty Member set forth in Section 3.3.B.4 may also receive the Family Coverage Differential according to the rules set forth in that Section.

3. Faculty Members Employed for the 2008-2009 School Year and Thereafter.

(a) “Health and Dental Insurance/Fringe Benefit” Stipend – Full-Time Faculty Members (Employees with an FTE of 1.0 or more):

(1) Full-Time Faculty Members Employed for the 2008-2009 school year and Thereafter Electing Health and Dental Insurance: Full-time Faculty Members employed for the 2008-2009 school year and thereafter, and electing to enroll in the School District provided \$3,800 deductible HSA-eligible BC/BS EHA Health and Dental Insurance Plan provided by the district, shall receive an annual fringe benefit stipend equal to \$789.00 (the difference between the annual EHA plan “Employee” School District provided \$3,800 deductible HSA-eligible of the Blue Preferred Health and Dental Coverage cost for the 2023-2024 fiscal year and \$9,265.56) paid in twelve (12) equal installments during the 2023-2024 contract year.

In the 2023-2024 Contract Year, a Faculty Member who meets the definition of an Eligible Faculty Member set forth in Section 3.3.B.4 may also receive the Family Coverage Differential according to the rules set forth in that Section.

(2) Full-Time Faculty Members Employed for the 2008-2009 school year and Thereafter Not Electing Health and Dental Insurance: Full-time Faculty Members employed for the 2008-2009 school year and thereafter electing not to enroll in the BC/BS EHA Health and Dental Plan shall not receive a fringe benefit stipend amount.

4. Family Coverage Differential.

(a) Definitions. For purposes of this Section 3.3.B.4 and the Family Coverage Differential, the following definitions apply:

(1) “Eligible Faculty Member” means a Faculty Member who: (i) has an FTE of at least 0.5; (ii) elects a family coverage option under health insurance plan sponsored by the School District for the Contract Year; and (iii) includes as a dependent in such coverage his or her Faculty Member Spouse.

(2) “Employee-Only Health Coverage” means the employee-only coverage option for active employees under the Educators Health Alliance (EHA) health insurance plan described as the \$3,800 deductible HSA-eligible Dual Choice Plan.

(3) “Faculty Member Spouse” means an individual who: (i) is a Faculty Member; (ii) has an FTE of at least 0.5; and (iii) is legally married to an Eligible Faculty Member.

(4) “Family Health Coverage” means the coverage option for an active employee, his or her spouse, and eligible children under the Educators Health Alliance (EHA) health insurance plan described as the \$3,800 deductible HSA-eligible Dual Choice Plan.

(5) “Family Coverage Differential Amount” means an amount equal to: (i) the Premium for Family Health Coverage; *minus* (ii) two times the Premium for Employee-Only Health Coverage. For the 2023-2024 Contract Year, the Family Coverage Differential Amount equals \$554.89. If, in the future, the formula in the preceding sentence produces a negative result, the Family Coverage Differential equals zero.

(6) “Premium” means the monthly premium cost established by the insurer for Employee-Only Health Coverage or Family Health Coverage, as applicable, for the 2023-2024 Contract Year. “Premium” excludes any surcharge assessed by the insurer with respect to such coverage. For the 2023-2024 Contract Year, the Premium for Employee-Only Health Coverage is \$676.84, and the Premium for Family Health Coverage is \$1,908.57.

(b) Family Coverage Differential; Pro-Rating for Less Than 1.0 FTE. Effective for paydays during the 2023-2024 Contract Year, the School District will provide the Family Coverage Differential Amount to an Eligible Faculty Member whose FTE is 1.0, if his or her Faculty Member Spouse also has an FTE of 1.0.

If an Eligible Faculty Member, his or her Faculty Member Spouse, or both have an FTE of less than 1.0, the School District will provide a Family Coverage Differential equal to the Family Coverage Differential Amount multiplied by a pro-rating factor determined by dividing: (i) the sum of the FTE of the Eligible Faculty Member and the FTE of the Faculty Member Spouse; by (ii) two. Accordingly, for example, if the Eligible Faculty Member has an FTE of 1.0 and his or her Faculty Member Spouse has an FTE of 0.5, the factor used to pro-rate the Family Coverage Differential equals 0.75, and in the 2023-2024 Contract Year, the Family Coverage Differential for the Eligible Faculty Member is \$416.17 (the \$554.89 Family Differential Amount multiplied by the factor of 0.75).

(c) Additional Rules.

(1) The Family Coverage Differential is provided to Eligible Faculty Members in addition to any other benefits described in this Section 3.3.B. The Eligible Faculty Member must elect family coverage under the School District sponsored health insurance plan to receive the Family Coverage Differential, but may elect any available option.

(2) If the cost of health insurance coverage the Eligible Faculty Member actually elects exceeds the School District’s total contributions toward the cost of coverage, including the Family Coverage Differential, the Eligible Faculty Member must pay the difference via payroll deduction.

(3) The School District will provide the Family Coverage Differential only in the form of an employer contribution toward the cost of School District-sponsored health coverage. The Family Coverage Differential cannot be converted in whole or in part to cash.

(4) For the avoidance of doubt, the School District will provide only one Family Coverage Differential contribution per set of Eligible Faculty Member and Faculty Member Spouse. The Family Coverage Differential will be provided only to the Eligible Faculty Member.

(5) The Family Coverage Differential is available only with respect to a month in which an individual and his or her spouse meet the definitions of an Eligible Faculty Member and a Faculty Member Spouse, respectively. The Family Coverage Differential will cease at the end of the month in which the failure to meet the relevant definition occurs. Accordingly, for example and not limitation:

(i) If the Eligible Faculty Member ceases to maintain family coverage under the health insurance plan sponsored by the School District, the Family Coverage Differential will cease at the end of the month in which family coverage ceases.

(ii) If the Faculty Member Spouse terminates employment with the School District, the Family Coverage Differential to the Eligible Faculty Member will cease at the end of the month in which the termination of employment occurs.

(iii) If an Eligible Faculty Member’s FTE falls below 0.5, the Family Coverage Differential will cease at the end of the month in which the change in FTE takes effect on the School District’s records. Similarly, if a Faculty Member Spouse’s FTE falls below 0.5, the Family Coverage Differential to the Eligible Faculty Member to whom he or she is married will cease at the end of the month in which the change in the Faculty Member Spouse’s change in FTE takes effect on the School District’s records.

(iv) If an Eligible Faculty Member and his or her Faculty Member Spouse divorce, the Family Coverage Differential to the Eligible Faculty Member will cease at the end of the month in which the decree dissolving the marriage becomes final and operative under applicable law. Under current Nebraska law, a decree of dissolution of marriage becomes final and operative for purposes of health insurance six months after the date the decree is entered.

(v) If an Eligible Faculty Member or a Faculty Member Spouse dies, the Family Coverage Differential to the Eligible Faculty Member will cease at the end of the month in which the death occurs.

The foregoing examples illustrate just some possible circumstances in which the Family Coverage Differential may cease due to failure to meet an applicable definition; it is not an exhaustive list.

(6) To facilitate administration of the Family Coverage Differential, an Eligible Faculty Member receiving the Family Coverage Differential shall notify the School District’s Human Resources Office in writing no later than 30 days after the entry of a decree dissolving his or her marriage to a Faculty Member Spouse. If an Eligible Faculty Member fails to meet this obligation and as a result receives the Family Coverage Differential after the date described in Subsection 3.3.B.4(c)(5)(iv), the School District may require the Faculty Member to repay any Family Coverage Differential provided after such date. The parties agree that each and every teacher’s contract will include a term providing that if the teacher has a repayment obligation as described in this subsection, the District may deduct such repayment amounts from teacher’s paycheck.

3.3.C Stipend(s) (paid as a supplemental)

1. Tenure Bonus – A Faculty Member who is hired on or after August 16, 2008 and thereafter achieves Permanent Certified Employee status pursuant to Neb. Rev. Stat. §§79-825, et seq. shall be entitled to receive a one-time bonus in the amount of \$3,000.00, provided he or she continues to be employed by the District for the Contract Year following the year in which such permanent status is achieved. The bonus shall be paid, subject to applicable withholding, in a lump sum on the first payroll date after the date on which such Faculty Member achieves Permanent Certified Employee status.

2. Ph.D./Ed.D. Stipend – A Faculty Member who has received a Ph.D. or Ed.D. degree prior to August 16, 2002, shall be entitled to receive an annual stipend of \$1,500.00 a year, starting with the 2002 – 2003 Contract Year, and continuing thereafter for each subsequent Contract Year, so long as said Faculty Member continues to be employed by the District. The Ph.D./Ed.D. stipend will be limited to degrees awarded from schools approved by the National Council for Teacher Education (NCTE) or the National Council on Accreditation for Teacher Education (NCATE). A Faculty Member who achieves a Ph.D. or Ed.D. degree on or after August 16, 2002, shall be entitled to receive a one-time stipend of \$1,500.00, provided he or she continues to be employed by the District for the next following Contract Year. Said stipend shall be paid during the first Contract Year which commences on or after the date on which a Faculty Member shall receive such degree. Thereafter, the Faculty Member shall receive an annual stipend of \$1,500.00 a year, so long as the Faculty Member continues to be employed by the District. The stipend provided for in this Section shall be subject to applicable withholding, and shall be paid in twelve (12) equal monthly installments in accordance with the District’s usual and customary payroll practices.

3. Curriculum Hourly Rate: Staff who are approved to work on curriculum and related district activities outside of paid contract time will be paid an hourly rate of pay for time worked. The curriculum hourly rate will be set each year based upon the prior year indexed base salary that will result in automatic adjustment to the rate whenever the indexed base changes: Indexed Base BA Step 1/8*187) = \$25.70 (Example; 2023-2024 Base salary at BA Step 1 = \$38,446.92 ÷ 1,496

(8 hours per day x 187 contract days) = per hourly rate of \$25.70). A group leader would receive \$2.00 per hour more than the curriculum hourly rate, (i.e. \$25.70+\$2.00 = \$27.70).

3.3.D IRS Code Section 125: The total compensation allowed in the schedule is available for selection of items on a pre-tax basis. The selection of the available options is made on an individual basis in advance of the plan year and in accordance with the Internal Revenue Service regulations. The Board shall maintain a qualified IRS Section 125 Plan.

3.3.E Part-Time Teachers: The salary of Faculty Members that work less than 1.0 FTE will be computed by multiplying the amount to which they would otherwise be entitled in the event they were employed on a 1.0 FTE basis by an actual percentage of their full-time equivalent employment status. In addition, part-time Faculty Members who fill in as substitutes in the same building and assignment (involving the same students) will be paid for the time actually worked in such substitute capacity at a rate which is equal to their prorated individual daily rate (an example is job-sharing in a classroom when the other instructor is absent).

3.3.F Nurses' Salary Schedule: Attached as part of Appendix A.

3.3.G Regular Staff Utilized as Substitutes: When regular Faculty Members are requested to use their normal planning time to supervise students they will be compensated at an hourly rate of 1/5 of the daily pay of a substitute (secondary level); or at the elementary level by adding up the actual minutes of plan time given up to substitute and figuring that as a % of a 7.5 hour duty day, and payable as a pro rata portion of the substitute teacher pay. Such pay would be payable in December and May.

3.3.H Longevity Increments: Longevity increments will be allowed in one percent (1%) increments, per year, under the following conditions:

1. The Faculty Member must have a minimum of twenty (20) years certified teaching experience in the District.
2. The Faculty Member must be placed on any of the MA columns.
3. The Faculty Members who are bottomed out will receive longevity increments of one percent (1%) per year starting with their 20th year of service in the District.
4. The maximum number of longevity increments a Faculty Member can accrue will be limited to eighteen (18) increments.
5. A longevity increment will be calculated by multiplying the Schedule Base times one-percent (1%).

3.3I School Psychologist Stipend. For the 2023–2024 contract year only, each School Psychologist employed during the 2022–2023 school year and returning for the entirety if the 2023–2024 school year shall receive a School Psychologist Stipend as provided in this section 3.3I.

1. **Maximum Stipend Amount.** The maximum School Psychologist Stipend shall be \$10,000 per year, payable in twelve (12) equal monthly payments.

2. **Stipend Reduction.** For each 1.0 full-time equivalent (FTE) employee that the district engages to serve in the role of a School Psychologist for some or all of the 2023–2024 school year who did not serve as a School Psychologist during the 2022–2023 school year (whether such individual was an employee of the district immediately preceding the 2023–2024 school year or is a new hire to the district), the School Psychologist Stipend shall be reduced in the amount of \$1,538. For example and not limitation, if the district hires two (2) new employees as School Psychologists, each of whom are 1.0 FTE employees, then the actual School Psychologist Stipend will be \$6,294 (i.e., \$10,000 less two times \$1,538). In no event will the School Psychologist Stipend be reduced below \$0 notwithstanding greater than 6.5 FTE School Psychologists being added to the district’s School Psychologist staff.

3. **Limited Duration.** Notwithstanding any other provision herein or the renewal provisions imposed by law, rule, or regulation, the parties agree that this School Psychologist Stipend will be earned and paid only during the 2023–2024 school year. For clarification and not limitation, in no event will the district have any obligation to pay any School Psychologist Stipend beyond the 2023–2024 school year irrespective of whether this agreement is replaced and superseded by a new collective bargaining agreement or whether the other terms and provisions herein are renewed and/or continued by operation of law.

4. **Hiring Bonus:** The district, at its sole discretion, will pay up to a \$2,000 hiring bonus (\$1,000 at the beginning of year 1 of employment, and \$1,000 at the beginning of year 2 of employment) to staff newly hired to work during the 2023-2024 school year, and who are placed in a position (with appropriate endorsement) identified as “teacher shortage” by the Nebraska Department of Education, specifically with the following endorsements: Math 4-9, Math 7-12, Science 7-12, ELA 4-9, ELS 7-12, Special Education (including School Psych, SLP), ESL. Any staff member who is hired on a part time basis, will be eligible for payment of the hiring bonus on a pro rata basis according to their full time equivalency (FTE). The hiring bonus will not apply to any staff whose employment begins after June 1, 2025, unless both parties agree to an extension beyond June 1, 2025.

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

- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 30 (elementary) or 32 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the additional students are present in the teachers’ classroom for **more than 1 and** up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will sunset at the end of the 2023-2024 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 2023-2024 will need to be negotiated.

6. Overage Pay.

- A. Definition. Overage Pay is defined as additional supplemental pay that the teacher earns while covering the teaching of other classes and/or student during a period of time when the teacher is scheduled to be engaged in their pre-scheduled plan time during the duty day.
- B. Eligibility. Eligibility for overage pay as provided in this section is limited to full-time equivalent (1.0 FTE) certificated staff at Senior High School.
- C. Calculating Overage Pay. The hourly rate of Overage Pay is the same as the teacher's regular rate of pay calculated by taking the teacher's annual salary on the salary schedule (but excluding any compensation for any extra duties or extended contract days), dividing such annual salary by the number of annual duty days (187), and then dividing that ratio by 7.5 hours per day. This hourly rate should be reflected in iVisions. Teacher's will only earn Overage Pay for the minutes during which they are actually covering the teaching of other classes and/or students, which Overage Pay may be earned and paid out down to the minute.
- D. Process of Assignment. Academy Principal initiates the assignment potentially eligible for Overage Pay by completing a PSA for each certified teacher who meets eligibility requirements for overage pay. The PSA must be approved by the Executive Principal and then sent to Human Resources as soon as the decision has been made. A teacher's eligibility for Overage Pay will expire at the end of the contract year, and a new PSA would need to be submitted for any Overage Pay in future years, if any. If the teacher ceases to teach the additional assignment part way through the year, a PSA must be completed by high school administration and sent to Human Resources immediately, to terminate the Overage Pay and to avoid the necessity of any repayment from the staff member.
- E. This provision will sunset at the end of the 2023-2024 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 2023-2024 will need to be negotiated.

3.4 Credit For Experience: Faculty Members will receive credit for vertical placement on the salary schedule for up to ten (10) years of full time teaching experience.

ARTICLE IV INSURANCE

4.1 Health Insurance: Subject to such underwriting requirements, including applicable percentage participation requirements, as are from time to time imposed by the carrier, the District shall make the Educators Health Alliance Blue Cross/Blue Shield Health and Dental Plan set forth

in paragraph 3.3B above available to eligible Faculty Members during the contract year(s) covered by this agreement:

1. For purposes of determining eligibility, the certified teacher group will be divided into two (2) subgroups.

a. Subgroup #1 – Will be comprised of all certified teachers with an FTE of 1.0.

b. Subgroup #2 – Will be composed of all certified teachers with an FTE of at least 0.4 FTE and up to, but less than 1.0.

Each subgroup will be evaluated independent of each other against the EHA’s participation guidelines for the purposes of determining applicable surcharges.

2. If a new health insurance vendor is to be considered, the decision will be a bilateral one.

3. Participation in EHA Group Plans: Both parties agree the EHA Health and Dental Plan(s) offered to certified staff each year will be set by mutual agreement of the board/administration and the negotiations team of GIEA. In the event an agreement cannot be reached, the plan from the prior year will carry forward. In the event premium surcharges are imposed by the health insurance carrier the payment of those surcharges will be bore by the plan participants.

4. Premium Surcharges Under the EHA Group Plan: The Board of Education and GIEA acknowledge that the School District has been informed by Blue Cross/Blue Shield of Nebraska (BCBSNE) on behalf of the Educators Health Alliance (EHA) that the GIEA certificated employee group does not meet the EHA underwriting rules denominated Underwriting Rule 1 and Underwriting Rule 2 requiring certain minimum enrollment of the members of the group for the 2009-2010 plan year and thereafter. The failure of the GIEA certificated employee group to meet the requirements of Underwriting Rule 1 and Underwriting Rule 2 has resulted in a determination to date by the EHA and BCBSNE that those Faculty Members electing insurance under the Section 125 plan shall be subject to a five percent (5%) premium rate surcharge under each such underwriting rule for the 2009-2010 plan year and thereafter.

5. The Board of Education and GIEA through the terms of this Master Agreement seek to increase enrollment in the EHA Group Plan(s) to achieve compliance with the minimum enrollment requirements of the EHA/BCBSNE underwriting rules while preserving the historical compensation structure for Faculty Members employed by the School District with an initial service date prior to May 30, 2008. To such end the Board of Education and GIEA hereby agree to the following bifurcated fringe benefit structure for Faculty Members for the 2009-2010 contract years as set forth below, and agree that such provisions shall be binding and continued for each of the above enumerated contact years unless amended by mutual agreement of the parties.

a. Staff Employed Prior to May 30, 2008: Participation in the EHA Group plan will remain optional until such time as the faculty member elects coverage in the District sponsored group health insurance plan under Article III.

b. Staff Employed After May 30, 2008: The School District will provide Employee (Individual) health and dental coverage. The employee will be enrolled in either the EHA \$1,900 or \$3,800 dual option deductible with PPO. If the employee elects dependent coverage, the employee will pay the additional premium through a Section 125 salary reduction agreement:

Subgroup #1 – For Faculty Members employed at any time prior to during the 2008-2009 school year enrollment in the BC&BS of NE (EHA) Health and Dental Insurance Plan is optional but once elected becoming irrevocable thereafter per section 3.3B.2.a.(1). Faculty Members employed for the 2008-2009 school year and thereafter; are required to enroll in the BC&BS of NE (EHA) “Employee” Blue Preferred Health and Dental coverage at the “employee“ only coverage level.

Subgroup #2 – For all certified Faculty Members who are placed on subgroup #2 enrollment in the BC&BS of NE (EHA) Health and Dental Insurance Plan will be optional until such time as the faculty member elects coverage in the District sponsored group health insurance plan under Article III.

4.2 Long Term Disability Insurance: A group plan is made available to the Faculty Members and: (This coverage is required.)

- A. Eligible Faculty Members must work a minimum of twenty (20) hours per week.
- B. The benefit percentage is sixty percent (60%).
- C. The elimination period is ninety (90) calendar days.
- D. Both parties acknowledge the Long term Disability Insurance coverage requires 100% participation of all eligible employees. Furthermore, in the event of a claim for disability benefits, there is favorable IRS treatment of any benefits paid if the LTD premiums are paid by the employee.

Staff Employed Prior to May 30, 2008: The LTD premium will continue to be payroll deducted from the employees’ salary, after receiving the flat base salary compensation.

Staff Employed After May 30, 2008: The LTD premium will be the responsibility of the employee and will be payroll deducted from the employees’ salary on a monthly basis.

4.3 Life Insurance: A group plan is made available to the Faculty Members and (this coverage is optional):

- A. Eligible Faculty Members must work a minimum of twenty (20) hours per week.
- B. Coverage is available in increments of \$25,000 with a maximum total coverage of \$300,000 (\$600,000 with matching AD&D benefit) effective September 1, 2016.

4.4 Catastrophic Insurance: (This coverage is optional.) Plans are made available to the Faculty Members for payroll deduction by the employee. In order to add a catastrophic insurance carrier, a minimum of five (5) staff members must use payroll deduction with the carrier.

ARTICLE V LEAVES

5.1 Personal Leave: Subject to the terms and conditions hereinafter set forth, each Faculty Member shall be entitled to up to three (3) full pay personal leave days per contract year.

5.1.1 Personal Leave: Three (3) days shall be available for a Faculty Member with full pay and shall not require the Faculty Member to state a specific reason for which the leave day is requested.

A. Each personal day shall be subject to the following criteria:

1. Except in the case of a bonafide emergency, a Faculty Member shall make application for personal leave at least seven (7) calendar days prior to the date on which he or she desires to be absent.

2. The administration, in writing, shall have the prerogative to not approve a request for personal leave, based on availability of substitutes, or educational needs of the District.

3. Personal leave shall not be available on the day immediately prior to or the day immediately following a scheduled holiday or vacation (teacher comp day excluded), nor except in the case of a bonafide emergency during the first five (5) contract days or the last five (5) contract days. The Human Resources Director may grant exceptions to this paragraph.

4. No more than three (3) personal days may be taken by any one (1) Faculty Member during any one (1) contract year.

5. Personal leave days shall not accumulate from year to year.

6. Personal leave that remains unused at the end of the contract year will be added to the Staff Member's sick leave accrual for use under the provisions of paragraph **5.2 Sick Leave**.

B. **Discretionary Leave:** Absences which require a leave of two (2) hours or less would be granted at the discretion of the building principal or supervisor. Preference will be given for absences for attendance at school functions for Faculty Members whose immediate families are involved. Faculty Members will be responsible for obtaining qualified replacements. Absences are eligible for discretionary leave only if the absence generates no costs to the District. The Director of Personnel may grant exceptions to this paragraph.

5.2 Sick Leave: A full-time Faculty Member shall be eligible for ten (10) full days of paid leave each contract year for injury or illness. Part-time Faculty Members receive sick leave on their prorata (full-time equivalency) basis. If a Faculty Member has been absent less than ten (10) days during a contract year, the difference shall be cumulative to a total of ninety (90) days

maximum. Up to a maximum of ninety (90) days can be utilized by a Faculty Member during any one (1) contract year.

The District has the right to require a certificate of a physician confirming that the absence was due to illness in the event the illness exceeds three (3) days.

Faculty Members are allowed to use, from their accumulated sick leave, up to a maximum of ten (10) days before personal leave days are used, for the birth or adoption of the Faculty Member's own child, an illness of a spouse, son, daughter, daughter-in-law, son-in-law, mother, father, grandparent, mother-in-law, father-in-law, grandchild or other person living in the home as a family member and/or to attend the birth or adoption of a child or grandchild when the delivering mother or an adoptive parent is the Faculty Member's: (i) the spouse; (ii) dependent child; (iii) non-dependent child; or (iv) daughter-in-law or son-in-law, provided that an absence in excess of five (5) days due to the birth or adoption of a child as provided herein shall require a physician's statement. The absence for the purpose of the birth or adoption of a child shall not exceed ten (10) days. For purposes of this paragraph, the adoption of a child occurs when the child is placed with the employee for the purposes of adoption.

Except as specifically provided in this paragraph, teachers who depart the employment of the district will not be compensated for any accrued unused sick leave. If a teacher (a) is retiring from the school district, and (b) has been employed as certificated staff members by the district for at least thirty (30) years, then such teacher will be compensated for any unused accrued sick leave at the rate of 50% of the daily substitute rate for each accrued unused sick day, if any, up to a total maximum payout in the amount \$2,500.

5.3 Leave of Absence Without Pay for the Purpose of Career Development: A Faculty Member who has five (5) consecutive years of service may be granted a leave of absence for up to one (1) year to accept employment elsewhere provided that supportive recommendations are secured from the building principal and the superintendent, and if a suitable replacement can be found.

Guidelines and regulations include:

1. A Faculty Member on leave of absence shall not receive credit toward advancement on the salary schedule during the period of his/her leave, nor shall such time count as years of service for the purpose of acquiring permanent tenure or credit toward retirement.
2. If a Faculty Member on leave of absence remains away from duty beyond the expiration date of the leave or renewal of leave, any offer of a position shall be canceled by such failure to return.
3. Faculty members, when granted leaves of absence, shall not be guaranteed immediate reemployment.

4. The reduction in wages under this policy will be prorated on the basis of contract days missed. This computation will involve all monetary benefits provided by the District.

5. Continuity of instruction for students will be the fundamental concern of this District as Faculty Members return to work from a requested leave of absence. This will mean that, as far as practicable, terms of instruction will not be interrupted.

5.4 Bereavement Leave: A total of not more than five (5) consecutive work days on full pay is allowed each Faculty Member for absence in case of death in the immediate family for the purpose of attending the funeral or attending to matters relating to the death. Immediate family will be defined as; Spouse, child, child-in-law, parent, parent-in-law.

A total of not more than three (3) consecutive work days on full pay is allowed for each Faculty Member for absence in case of death of other immediate family for the purpose of attending the funeral or attending to matters related to the death. Other immediate family will be defined as sibling, sibling-in-law, grandparent, grandparent in-law, grandchildren, or person(s) living in the same home as part of the family.

Immediate family and other immediate family bereavement leave is not limited to five (5) or three (3) days respectively in any one (1) year, but covers each death in either the immediate family or other immediate family which occurs during the contract year.

A total of not more than three (3) consecutive work days on full pay is allowed for each Faculty Member for absence in case of death of extended family members for the purpose of attending the funeral or attending to matters related to the death. Only three (3) days per year are allowed to cover deaths in the extended family, provided, however, that employees may, for purposes of this policy, carry forward up to a maximum of one (1) day of unused extended family bereavement leave from year to year to attend funerals of extended family members. Extended family will be defined as aunt, uncle, niece, and nephew. Staff may use up to one (1) day per year of their extended family bereavement leave for attending the funeral of a close family friend.

5.5 Catastrophic Leave:

Faculty Members who suffer a catastrophic illness during the course of a contract year and whose sick and other leaves have been exhausted shall be eligible for sub-deduct leave for the duration of the illness or until eligible for disability insurance.

Faculty Members whose spouse or child suffers a catastrophic illness during the course of a contract year and other leaves have been exhausted shall be eligible for sub-deduct leave for the duration of the illness or remainder of the contract year, whichever comes first.

Catastrophic Leave is not intended as a means to obtain additional paid leave once an individual has exhausted unused sick leave. Instead, the purpose of catastrophic leave is to provide additional paid leave in case of sudden, unforeseen illness or disability of indeterminate duration. As such, catastrophic leave, when it is justified, will be granted by the Administration in its reasonable discretion. For either subsection of this Section 5.5 the Board may request a doctor's statement explaining the nature and expected duration of the illness.

5.6 Adoption Leave:

1. A paid benefit up to twenty (20) days, from accumulated sick leave, will be available for Faculty Members that relates to the adoption of a child.

2. The benefit of twenty (20) days will apply if the employee has accumulated twenty (20) days of sick leave.

**ARTICLE VI
ELEMENTARY PREPARATION TIME**

6.1 Elementary Faculty Members will receive at least a half-day of planning to prepare for report cards. These days will coincide with the end of the 1st and 2nd trimester. Final grade reports shall be turned in to the office prior to the Faculty Member leaving on their last contract day.

**ARTICLE VII
EXTRA-STANDARD COMMITTEE**

7.1 A standing committee called the "Extra-Standard Committee" will meet annually, as necessary, and will recommend necessary changes in extra duty pay. Such recommendations shall be made following the completion of negotiations and before the tentative School District budget is finalized. The Board reserves the right to accept, reject, or modify any recommendations from this committee.

The committee shall consist of:

- Superintendent of Schools, or a designee
- Senior High Administrator
- Barr Middle School Administrator
- Walnut Middle School Administrator
- Westridge Middle School Administrator
- Elementary Administrator
- A member of the Board
- Two coaches selected by the Coaches' Association
- Two non-coaches on the extra-standard schedule, to be selected by non-coaches on the extra-standard schedule
- Two GIEA members who are not on the extra-standard schedule appointed by the President of GIEA
- Athletics Director
- Activities Director

Any member who cannot attend a meeting may choose an alternate to represent them.

**ARTICLE VIII
PROFESSIONAL GROWTH REQUIREMENTS FOR FACULTY MEMBERS**

(Attached as Appendix B)

ARTICLE IX

Article IX is not currently being used and is held in sequence as a placeholder for possible future use.

ARTICLE X MISCELLANEOUS PROVISIONS

10.1 Term: This contract shall be effective upon approval by a vote of the GIEA membership and a vote of the Board of Education and shall remain in effect for a period of twelve (12) months or until the commencement of the 2024–2025 school year, whichever occurs first. In the event that a new contract has not been negotiated for the 2024–2025 Contract Year, the terms of this contract shall continue thereafter in force until a new contract is ratified and signed by the parties, providing that Faculty Members shall not receive any increases in compensation in the form of longevity increments or vertical or horizontal movement on the salary schedule until said new contract is ratified and signed, and then all such increases shall be implemented only in conformity with the terms of such new contract.

10.2 Effect of Agreement: Except as is otherwise expressly provided for herein, the compensation and benefits of Faculty Members who are members of the bargaining unit represented by the GIEA and employed by the District during the term of this contract shall be determined pursuant to the salary schedule and other terms and conditions set forth in this agreement.

10.3 Separability: In the event that any provisions of this agreement or any part thereof, is for any reason found by a court to be in violation of the state or federal constitutions, statutes, or regulations, or to be otherwise unenforceable, the remainder of this agreement, and each other provision or part thereof shall remain in full force and effect.

10.4 The GIEA recognizes the District's prerogative to extend or reduce the length of the school year subject to the obligation of the District to negotiate with GIEA regarding the economic consequences of such a decision. In that regard, the parties agree that so long as the Contract Year is composed of 186 or more days the Faculty Members will receive the equivalent of one meeting-free day devoted to classroom preparation prior to commencement of classes.

10.5 The parties hereby agree that the Tenure Bonus provided for in Section 3.3.C(1) above shall not be considered for purposes of computing total Faculty Member compensation for comparability purposes. The parties further agree that the Ph.D. or Ed.D. stipend, as provided for in Section 3.3.C(2) above shall be included when computing total Faculty Member compensation for comparability purposes.

10.6 Complete Agreement: The parties acknowledge that during the negotiations which have resulted in this Agreement, each of them have had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this agreement, and that this shall constitute the entire agreement between the parties for the period

herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified except through the mutual agreement set forth in writing and signed by the parties hereto.

10.7 Management Rights: Anything herein to the contrary notwithstanding, the District, except as is expressly provided in this Agreement, reserves exclusively unto itself all rights, powers, discretion, authorities, and prerogatives vested in it whether exercised or not; and nothing herein shall be deemed or construed in any manner as constituting a delegation or waiver of any such right, powers, discretion, authority or prerogative.

10.8 The parties agree to continue with a committee, comprised of equal representation of board of education members, GIPS Administration, and representatives from the GIEA, to study the district certified paid leave benefits (sick leave, family illness, personal days, bereavement leave and discretionary leave). Either party, separately or in conjunction with the study committee may present proposal(s) for negotiation when the bargaining process for the 2024-2025 contract year begins.

10.9 Complete Agreement. The parties acknowledge that during the negotiations which have resulted in this Agreement, each of them have had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this Agreement, and that this shall constitute the entire agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified, except through mutual agreement set forth in writing and signed by the parties hereto. (It is acknowledged that in implementing the changes to the Master Agreement set forth in this Tentative Agreement, there may be additional grammatical changes, and the deletion of language for previous contractual elements that have expired. These changes will not alter the material intent of either the master Agreement or the Tentative Agreement.)

10.10 Management Rights. Anything herein to the contrary notwithstanding, the District, except as is expressly provided in this Agreement, reserves exclusively unto itself all rights, powers, discretions, authorities, and prerogatives vested in it, whether exercised or not, and nothing herein shall be deemed or construed in any manner as constituting a delegation or wavier of any such right, power, discretion authority or prerogative.

WHEREFORE, the parties have entered into this Agreement this 17th day of April, 2023, fully intending the same to be binding upon themselves, their receivers, and assigns.

Hall County School District 40-0002, a/k/a Grand Island Public School District	Grand Island Education Association (GIEA)
Dated this 17th day of April, 2023	Dated this 17th day of April, 2023
By: _____	By: _____
President, Board of Education	President, GIEA
Attest: _____	Attest: _____
Secretary, Board of Education	Chief Negotiator, GIEA

APPENDIX A – 2023-24 Salary Schedule

\$38,446.92 Base Salary - Indexed ~
 \$ 9,265.56 Base Salary - Flat ¥
 \$ 47,712.48 Total

STEP	Lane											
	BA + 00	BA + 09	BA + 18	BA + 27	BA + 36	MA + 00**	MA + 09**	MA + 18**	MA + 27**	MA + 36**	MA + 45**	Nurses
1 @	BA/1	BA9/1	BA18/1	BA27/1	BA36/1	MA/1	MA9/1	MA18/1	MA27/1	MA36/1	MA45/1	
	100.00%	105.00%	110.00%	115.00%	120.00%	130.00%	135.00%	140.00%	145.00%	150.00%	155.00%	\$40,556
	\$38,446.92	\$40,369.27	\$42,291.61	\$44,213.96	\$46,136.30	\$49,981.00	\$51,903.34	\$53,825.69	\$55,748.03	\$57,670.38	\$59,592.73	100.00%
	\$47,712.48	\$49,634.83	\$51,557.17	\$53,479.52	\$55,401.86	\$59,246.56	\$61,168.90	\$63,091.25	\$65,013.59	\$66,935.94	\$68,858.29	\$40,555.61
	N/A	0x5	0x5	0x5	0x5	0x5	0x5	0x5	0x5	0x5	0x5	
2	BA/2	BA9/2	BA18/2	BA27/2	BA36/2	MA/2	MA9/2	MA18/2	MA27/2	MA36/2	MA45/2	
	104.00%	109.00%	114.00%	119.00%	124.00%	134.00%	139.00%	144.00%	149.00%	154.00%	159.00%	\$40,556
	\$39,984.80	\$41,907.14	\$43,829.49	\$45,751.83	\$47,674.18	\$51,518.87	\$53,441.22	\$55,363.56	\$57,285.91	\$59,208.26	\$61,130.60	104.50%
	\$49,250.36	\$51,172.70	\$53,095.05	\$55,017.39	\$56,939.74	\$60,784.43	\$62,706.78	\$64,629.12	\$66,551.47	\$68,473.82	\$70,396.16	\$42,380.61
	4x0	4x5	4x5	4x5	4x5	4x5	4x5	4x5	4x5	4x5	4x5	
3	BA/3	BA9/3	BA18/3	BA27/3	BA36/3	MA/3	MA9/3	MA18/3	MA27/3	MA36/3	MA45/3	
	108.00%	113.00%	118.00%	123.00%	128.00%	138.00%	143.00%	148.00%	153.00%	158.00%	163.00%	\$40,556
	\$41,522.67	\$43,445.02	\$45,367.37	\$47,289.71	\$49,212.06	\$53,056.75	\$54,979.10	\$56,901.44	\$58,823.79	\$60,746.13	\$62,668.48	109.00%
	\$50,788.23	\$52,710.58	\$54,632.93	\$56,555.27	\$58,477.62	\$62,322.31	\$64,244.66	\$66,167.00	\$68,089.35	\$70,011.69	\$71,934.04	\$44,205.61
	4x0	4x5	4x5	4x5	4x5	4x5	4x5	4x5	4x5	4x5	4x5	
4	BA/4	BA9/4	BA18/4	BA27/4	BA36/4	MA/4	MA9/4	MA18/4	MA27/4	MA36/4	MA45/4	
	114.00%	119.00%	124.00%	129.00%	134.00%	144.00%	149.00%	154.00%	159.00%	164.00%	169.00%	\$40,556
	\$43,829.49	\$45,751.83	\$47,674.18	\$49,596.53	\$51,518.87	\$55,363.56	\$57,285.91	\$59,208.26	\$61,130.60	\$63,052.95	\$64,975.29	113.50%
	\$53,095.05	\$55,017.39	\$56,939.74	\$58,862.09	\$60,784.43	\$64,629.12	\$66,551.47	\$68,473.82	\$70,396.16	\$72,318.51	\$74,240.85	\$46,030.62
	6x0	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	
5	BA/5	BA9/5	BA18/5	BA27/5	BA36/5	MA/5	MA9/5	MA18/5	MA27/5	MA36/5	MA45/5	
	120.00%	125.00%	130.00%	135.00%	140.00%	150.00%	155.00%	160.00%	165.00%	170.00%	175.00%	\$40,556
	\$46,136.30	\$48,058.65	\$49,981.00	\$51,903.34	\$53,825.69	\$57,670.38	\$59,592.73	\$61,515.07	\$63,437.42	\$65,359.76	\$67,282.11	118.00%
	\$55,401.86	\$57,324.21	\$59,246.56	\$61,168.90	\$63,091.25	\$66,935.94	\$68,858.29	\$70,780.63	\$72,702.98	\$74,625.32	\$76,547.67	\$47,855.62
	6x0	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	
6	BA/6	BA9/6	BA18/6	BA27/6	BA36/6	MA/6	MA9/6	MA18/6	MA27/6	MA36/6	MA45/6	
	126.00%	131.00%	136.00%	141.00%	146.00%	156.00%	161.00%	166.00%	171.00%	176.00%	181.00%	\$40,556
	\$48,443.12	\$50,365.47	\$52,287.81	\$54,210.16	\$56,132.50	\$59,977.20	\$61,899.54	\$63,821.89	\$65,744.23	\$67,666.58	\$69,588.93	122.50%
	\$57,708.68	\$59,631.03	\$61,553.37	\$63,475.72	\$65,398.06	\$69,242.76	\$71,165.10	\$73,087.45	\$75,009.79	\$76,932.14	\$78,854.49	\$49,680.62
	6x0	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	
7	BA/7	BA9/7	BA18/7	BA27/7	BA36/7	MA/7	MA9/7	MA18/7	MA27/7	MA36/7	MA45/7	
	132.00%	137.00%	142.00%	147.00%	152.00%	162.00%	167.00%	172.00%	177.00%	182.00%	187.00%	
	\$50,749.93	\$52,672.28	\$54,594.63	\$56,516.97	\$58,439.32	\$62,284.01	\$64,206.36	\$66,128.70	\$68,051.05	\$69,973.39	\$71,895.74	
	\$60,015.49	\$61,937.84	\$63,860.19	\$65,782.53	\$67,704.88	\$71,549.57	\$73,471.92	\$75,394.26	\$77,316.61	\$79,238.95	\$81,161.30	
	6x0	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	6x5	
8						MA/8	MA9/8	MA18/8	MA27/8	MA36/8	MA45/8	
						168.00%	173.00%	178.00%	183.00%	188.00%	193.00%	
						\$64,590.83	\$66,513.17	\$68,435.52	\$70,357.86	\$72,280.21	\$74,202.56	
						\$73,856.39	\$75,778.73	\$77,701.08	\$79,623.42	\$81,545.77	\$83,468.12	
					6x5	6x5	6x5	6x5	6x5	6x5		
9						MA/9	MA9/9	MA18/9	MA27/9	MA36/9	MA45/9	
						174.00%	179.00%	184.00%	189.00%	194.00%	199.00%	
						\$66,897.64	\$68,819.99	\$70,742.33	\$72,664.68	\$74,587.02	\$76,509.37	
						\$76,163.20	\$78,085.55	\$80,007.89	\$81,930.24	\$83,852.58	\$85,774.93	
					6x5	6x5	6x5	6x5	6x5	6x5		
10	INDEX:											
	** Beginning with the 01-02 contract, retroactive to the 93-94 contract year, a one percent (1%) longevity step is added to all MA columns. Twenty (20) years of service in the District is required to be eligible for a longevity step. Additional longevity steps may be earned each year, with an eighteen percent (18%) maximum longevity increment.										MA36/10	MA45/10
	~ Beginning with the 02-03 contract Salary Schedule is based upon 186 days. Beginning with the 08-09 contract Salary Schedule is based upon 187 days.										\$76,893.84	\$78,816.19
	~ Beginning with the 02-03 contract there is an annual stipend for Faculty Members who earn an Ed.D. or Ph.D.										\$86,159.40	\$88,081.75
11	¥ Beginning with the 13-14 contract, staff employed prior to 08-09 contract year and not enrolled in health insurance. Otherwise, district paid employee health and dental insurance plus the balance to \$9,265.56 as a "Fringe Benefit Stipend" (must be enrolled in district sponsored health and dental insurance to receive any benefit).										6x5	6x5
											MA36/11	MA45/11
											206.00%	211.00%
											\$79,200.66	\$81,123.00
										\$88,466.22	\$90,388.56	
										6x5	6x5	

*APPENDIX B
PROFESSIONAL GROWTH REQUIREMENTS FOR FACULTY MEMBERS*

In accordance with NE Rev. Statute 79-830, certified staff will show evidence of professional growth every 6 years (as required by NEB Rev. Statutes 79-830). The 6 year professional growth period will be the most recent 6 years of employment (6 year look back) from Sept 1 every year.

Professional growth can be achieved by:

- 1. Completing college classes (graduate or undergraduate) for credit,*
- 2. Showing growth via the individual teacher's annual Growth Plan.*

Certified staff who have taken college classes for credit, will have transcripts submitted to the Human Resources Dept. as evidence of professional growth.

Certified staff will submit a growth plan annually, through the district performance management system, for approval by their supervisor. At the end of each year, growth results will be gathered by Human Resources to record in the teacher's professional growth record.

Action steps identified by the certified staff member will include participation in district professional development activities which support the growth goal.

Certified staff who have demonstrated growth in at least 3 of the most recent 6 years (as evidenced by their Growth Plans), or who have successfully completed at least 6 hours of college credit (graduate or undergraduate) will be considered to have met their professional growth requirement.

In the event a teacher needs to use a combination of college credit and growth plans to achieve professional growth, a total to 30 Professional Growth points will be required, and awarded as follows:

- 5 points for each hour of college credit*
- 10 points for each growth plan that shows growth over the course of the year.*

Staff who are frozen on the salary schedule, as of the 2017-2018 contract year, due to not meeting professional growth requirements, can become unfrozen by:

- 1. Accumulating sufficient points under the current program (in place during the 16-17 school year), or*
- 2. Meeting the revised requirements under the new program as outlined above.*

Revised: 2018-2019 Master Negotiated Agreement

*Grand Island Public School
Declination of Offer to Enroll In Health Insurance Program*

I, _____, knowingly and voluntarily decline to enroll or participate in the Grand Island Public School District's (the "District") health insurance. Instead, I knowingly and voluntarily elect to accept a Flat Base Salary or "opt-out" payment of \$_____ (the "Opt-Out Payment"). In doing so, I swear and affirm, that the following are true and accurate:

1. I understand that, by declining to enroll in the District's health insurance, I may be assessed taxes, penalties or fines by the IRS for failing to have health insurance but, knowing this, I nevertheless decline to enroll in the District's insurance plan.

2. I, along with all other individuals for whom I reasonably expect to claim a personal exemption deduction for the taxable year or years that begin or end in or with the District's plan year to which the Opt-Out Payment arrangement applies (my "expected tax family") have or will have minimum essential coverage (other than coverage in the individual market, whether or not obtained through the Marketplace) during the period of coverage to which the Opt-Out Payment arrangement applies.

3. I understand that the District will not, under any circumstance, make any Opt-Out Payment to me if the District knows or has reason to know that I, or any other member of my expected tax family, do not have or will not have the alternative coverage.

4. I understand that, by declining to enroll in the District's health insurance program and, instead, electing to receive an Opt-Out Payment, that, subject to limited circumstances, I may not be eligible to enroll in the District's health insurance after the District's annual open enrollment period ends. I further understand and acknowledge that, if I lose my health insurance from the alternative source after the District's annual open enrollment period ends, I may not be able to enroll in the District's health insurance until the District's subsequent annual open enrollment period. Notwithstanding the foregoing, I still voluntarily and knowingly desire to forego health insurance through the District and elect to receive an Opt-Out Payment.

5. I recognize that, if the District is ever fined or penalized under the Affordable Care Act as a result of my declination to enroll in the District's health insurance, then the District, in its discretion, may refuse to allow me to receive an Opt-Out Payment in the future.

6. If any of the statements in this document are not true or accurate, then I will inform the District before signing the document. If any of the statements in this document become untrue or inaccurate in the future, I agree to advise the District as soon as I am reasonably able to do so.

Dated this ____ day of _____, 20__.

[Print Your Name]

[Sign Your Name]

THIS IS A LEGALLY BINDING AGREEMENT. IF NOT UNDERSTOOD, SEEK LEGAL ADVICE
The REALTOR® negotiating this agreement is a member of the Nebraska REALTORS® Association
And as such is governed by its Code of Ethics and Rules and Regulations.

**FARM, RANCH AND LAND
EXCLUSIVE RIGHT TO SELL OR EXCHANGE LISTING**



Hall Co. School District #002 (Seller)
appoint(s) Coldwell Banker Action Holdings (REALTOR®) as Seller's exclusive agent for the purposes and under the terms
(Firm Name)
set forth below, with my specific limited Seller's Agent to be Al Avery. Seller also appoints
N/A as limited Seller's

Agents and such other affiliated licensees of REALTOR® as may be assigned by REALTOR®, in writing, if needed, as Seller's exclusive, limited Seller's Agents. The Agents named in this paragraph and the Seller's Agents who may be appointed by the Broker for REALTOR® are collectively referred to in this Listing Agreement as Seller's Agents. All responsibilities and duties of REALTOR® shall also be the responsibilities and duties of Seller's Agents.

1. Purpose of Agency. The purpose of this sole and exclusive right to sell agency contract (Listing) is to engage the efforts of REALTOR® to accomplish the sale or exchange of the real property legally described as (please print clearly) PT W 1/2 SW 1/4 2-11-10 MISCELLANEOUS TRACTS TO CITY OF GRAND ISLAND HALL CO., NE CONSISTING OF 2 ACRES MORE OR LESS

also known as 4360 W. Capital Ave, Grand Island, NE 68803 (Property).
(Street Address)

2. Effect of this Listing. By appointing REALTOR® as Seller's exclusive agent, Seller agrees to conduct all negotiations for the sale of the Property through REALTOR® and refer to REALTOR® all inquiries received in any form from any source during the term of this Agreement.

3. The Listing Period. This Agreement shall begin April 14, 2023, and shall continue through October 14, 2023.

4. Price and Terms. The listing price or exchange value for the Property shall be \$190,000.00 or \$N/A per acre on the following terms: cash or other terms acceptable to Seller. The price and terms shall include all fixtures. Seller's mineral rights are or are not included. (check one). The following personal property may also be included NONE at a price of \$N/A.

5. Duties and Obligations of a Seller's Agent. A REALTOR® representing a Seller as a Seller's Agent shall be a limited agent with the following duties and obligations:

- (a) To perform the terms of any written agreement made with the client;
- (b) To exercise reasonable skill and care for the client;
- (c) To promote the interest of Seller with the utmost good faith, loyalty and fidelity including:
 - (i) Seeking the price and terms which are acceptable to Seller except that REALTOR® shall not be obligated to seek additional offers to purchase the Property while the Property is subject to a contract for sale or to seek additional offers to lease the Property while the Property is subject to a lease or letter of intent to lease.
 - (ii) Presenting all written offers to Seller in a timely manner regardless of whether the Property is subject to a contract for sale lease or letter of intent to lease;
 - (iii) Disclosing in writing to Seller all adverse material facts actually known by REALTOR® and
 - (iv) Advising Seller to obtain expert advice as to material matters of that which REALTOR® knows but the specifics of which are beyond the expertise of REALTOR®
- (d) To account in a timely manner for all money and property received.
- (e) To comply with all requirements of Neb. Rev. Stat. Sections 76-2401 to 76-2430, the Nebraska Real Estate License Act, and any and regulations promulgated pursuant to such sections or act; and
- (f) To comply with any applicable federal, state, and local laws, rules, regulations, and ordinances, including fair housing and civil statutes and/or regulations.

6. Duties and Obligations of Buyer's Agent. A REALTOR® representing a Buyer as Buyer's Agent shall be a limited agent with the following duties and obligations:

- (a) To perform the terms of any written agreement made with the client;
- (b) To exercise reasonable skill and care for the client;
- (c) To promote the interests of the client with the utmost good faith, loyalty, and fidelity, including:
 - (i) Seeking a price and terms which are acceptable to the client, except that the REALTOR® shall not be obligated to seek other properties while the client is a party to a contract to purchase property or to a lease or letter of intent to lease;
 - (ii) Presenting all written offers to and from the client in a timely manner regardless of whether the client is already a party to a contract to purchase property or is already a party to a contract or a letter of intent to lease;
 - (iii) Disclosing in writing to the client adverse material facts actually known by the REALTOR® and
 - (iv) Advising the client to obtain expert advice as to material matters about which the REALTOR® knows but the specifics of are beyond the expertise of the REALTOR®
- (d) To account in a timely manner for all money and property received;
- (e) To comply with all requirements of Neb. Rev. Stat. Sections 76-2401 to 76-2430, the Nebraska Real Estate License Act, and any rules and regulations promulgated pursuant to such sections or act; and

- (f) To comply with any applicable federal, state, and local laws, rules, regulations, and ordinances, including fair housing and civil rights statutes and/or regulations.

7. Dual Agent's Duties and Responsibilities. Agent may act as a Dual Agent only with the informed consent of all parties to the transaction. The informed consent is evidenced by a written agreement pursuant to Section 76-2422. As a Dual Agent, Agent shall be a limited agent for Owner and Buyer, Exchangor or Tenant and shall have the duties and obligations required by Sections 76-2417 and 76 2418 unless otherwise provided for in this section. Except as provided in subsections (a) and (b) of this section, a Dual Agent may disclose any information to one client that Agent gains from the other client if the information is relevant to the transaction or client.

- (a) The following information shall not be disclosed by Agent when acting as Dual Agent without the informed consent of the client to whom the information pertains:
 - (i) That a Buyer or Tenant is willing to pay more than the purchase price or lease rate offered for the Property;
 - (ii) That the Owner is willing to accept less than the asking Listing Price or Lease Rate for the Property;
 - (iii) What the motivating factors are for any client buying, selling or leasing the Property;
 - (iv) That a client will agree to financing terms other than those offered.
- (b)
 - (i) Agent, while acting as Dual Agent, shall not disclose to one client any confidential information about the other client unless the disclosure is required by statute, rule or regulation or failure to disclose the information would constitute fraudulent misrepresentation.
 - (ii) No cause of action for any person shall arise against Agent, while acting as Dual Agent, for making any require or permitted disclosure.
 - (iii) Agent, while acting as Dual Agent, does not terminate the Dual Agency relationship by making any required or permitted disclosure.
- (c) In a Dual Agency relationship there shall be no imputation of knowledge or information between any client and the Dual Agent or among persons within an entity engaged as a Dual Agent.

8. Dual Agency Consent. Owner understands that Agent serves as agent for Owners, Sellers, Buyers, Exchangors or Tenants of real property and that Agent may be an agent for a Buyer, Exchangor or Tenant interested in buying, exchanging or leasing Property. If a Buyer, Exchangor or Tenant represented by Agent becomes interested in acquiring Property, Agent shall immediately notify the Buyer, Exchangor or Tenant that Agent is also the agent of the Owner. Owner consents to Agent also serving as the agent of the Buyer, Exchangor or Tenant and acknowledges that Agent will then be serving as a limited agent of both the Owner, and the Buyer, Exchangor or Tenant (Dual Agent) and that both Owner and Buyer, Exchangor or Tenant will be clients of Agent. Except for limitations on disclosure discussed in Paragraph five (5) and to a Buyer, Exchangor or Tenant as stated in Paragraph six (6), a Dual Agent has the same duties and obligations of a limited agent to the Owner as are stated in paragraph five (5) and to Buyer, Exchangor or Tenant as stated in Paragraph six (6). Owner understands that a Dual Agent will disclose to both clients all adverse material facts actually known by Agent.

9. Confidential Information. A REALTOR® acting as a Buyer's Agent or a Seller's Agent, shall not disclose any confidential information about the Client without the Client's written permission unless disclosure is required by statute, rule, or regulation, or failure to disclose the information would constitute fraudulent misrepresentation. No cause of action shall arise against a REALTOR® acting as a Buyer's Agent or as a Seller's Agent for making any required or permitted disclosure.

10. Disclosure of Motivating Factors. Seller authorizes the disclosure of motivating factors unless initialed here (*Seller's initials* _____).

11. Survey of the real estate [] shall shall not, be made prior to the closing hereof and if one is to be made it shall be at the expense of the [] Seller Buyer.

12. Title. Seller represents to REALTOR® that marketable title to the Property is solely in Seller's name. Seller agrees to convey marketable title to Buyer by warranty deed evidenced by a policy of title insurance or an abstract certified to date. [] (if checked) subject to the rights of persons in possession. Seller agrees to pay customary closing costs including prepayment penalty, if any, and taxes to _____
CLOSING

13. Possession. Possession of the Property shall be delivered to Buyer on _____ **CLOSING** _____. If checked, the property is sold subject to the rights of the existing tenant. Notice of termination of lease was given to the tenant on _____. Note: Written notice to terminate a farm lease (even an oral one) must be given before September 1 to terminate lease March 1 the following year. Rent shall be paid to Seller Buyer or prorated to date of closing.

~~**14. Farm Program Participation.** The property is subject to the following farm program participation: _____.~~

15. Representations and Indemnification. Seller represents that to the best of Seller's knowledge: there are no termites or wood destroying insects or damage therefrom on the premises or in the buildings thereon; there are no known encroachments, unrecorded assessments, adverse material facts, latent (non-apparent) defects, or, local improvements installed, under construction or ordered constructed by public authority affecting this Property except: **NONE**
Seller further states that all representations made to the REALTOR® (Listing Company) are accurate. ~~Seller/lessor agrees to indemnify and hold harmless REALTOR® (Listing Company) and any subagents from any claim that may be made against the Listing Company or subagents by reason of the Seller having breached the terms of this paragraph. In addition, Seller/lessor agrees to pay attorney fees and associated costs reasonably incurred by REALTOR® to enforce this indemnity.~~

16. Compensation of REALTOR®, In consideration of services to be performed for seller by REALTOR® a fee of **\$300.00** plus 5.000 percent of the gross sale price upon sale or of the exchange price set forth above upon exchange of the property shall be payable to REALTOR® payable upon the happening of any of the following:

- (a) If, during the term of the Listing, Seller, REALTOR® or any other person:
 - (i) sells/exchanges the Property; or
 - (ii) finds a Buyer/Exchangor who is ready, willing and able to purchase/exchange the Property at the above price and terms or for any other price and terms to which Seller agrees to accept; or
 - (iii) finds a Buyer/Exchangor who is granted an option to purchase or enters into a lease with option of purchase and the option is subsequently exercised, or
- (b) If this agreement is revoked or violated by Seller; or
- (c) If REALTOR® is prevented in closing a sale or exchange of this Property by existing claims, liens, judgments, or suits pending against this Property: or Seller thereof, or
- (d) If REALTOR® is unfairly hindered by Seller in showing or attempting to sell or exchange this Property; or
- (e) If within 60 days after the expiration of this Listing Agreement, Seller sells/exchanges this Property to any person found during the term of this listing, or due to REALTORS® efforts or advertising, under this Listing Agreement, unless this Property is listed with another REALTOR®.

Upon closing of sale or exchange for which the REALTOR® earns compensation under this paragraph or the closing of any sale or exchange within the listing period set forth in paragraph 3, compensation is due and Seller hereby irrevocably authorizes and directs REALTOR® (if closing is handled by REALTOR®) or Escrow Agent (if closing is handled by Escrow Agent) to pay REALTOR® the commission due as set forth in this agreement from the Seller's proceeds of the sale or exchange. Seller gives to REALTOR® an assignment of proceeds to the extent of the commission due. Seller agrees that the closing of a contract for sale or exchange of the Property executed during the listing period is prima facie evidence that REALTORS® due compensation under the terms of this agreement.

17. Limitation on REALTORS® Compensation. REALTOR® shall not accept compensation from the Buyer, Buyer's Agent, or any entity in or providing services for the Sale without written disclosure to Seller.

18. Cooperating with other REALTOR®. REALTOR® may accept the assistance and cooperation of other brokers who will be acting as subagents of Seller or agents for a Buyer. **Seller agrees to allow REALTOR® to share his/her compensation with subagents of the Seller or agents representing the Buyer (Buyer's Agent).** Agent may pay up to 40% of compensation to a cooperating broker. If REALTOR® participates in a local multiple listing service or commercial information exchange, REALTOR® shall submit the Property to such service or exchange.

~~**19. Forfeiture of Earnest Money.** In the event of forfeiture of earnest money made by a prospective Buyer, the moneys received, after expenses incurred by REALTORS®, shall be divided between REALTOR® and Seller, one-half thereof to REALTOR® but not to exceed the commission agreed upon herein, and the balance to Seller.~~

20. Cost of Services. REALTOR® shall bear all expenses incurred by REALTOR® if any, to market the Property and to compensate cooperating brokers, if any. REALTOR® will not obtain or order any products or services to be paid by Seller unless Seller agrees. REALTOR® shall not be obligated to advance funds for the benefit of Seller.

~~**21. Maintenance of the Property.** Seller agrees to maintain until the delivery of possession all fixtures and fences, any wells and pumps, the buildings including heating, air conditioning, water heater, sewer, plumbing and electrical systems and any built-in appliances in good and reasonable working condition. Owner agrees to maintain the lawn and promptly remove snow from sidewalks and driveways during the listing period. Seller further agrees to hold REALTOR® harmless from and all causes of action, loss, damage, or expenses REALTOR® may be subjected to arising in connection with this section. Seller also agrees that REALTOR® shall not be responsible for maintenance of the Property.~~

22. Nondiscrimination. Seller and REALTOR® agree not to discriminate against any prospective Buyer/Exchangor because of Buyer's/Exchangor's race, color, sex, religion, familial status, handicap, or national origin.

23. Escrow Closing. Seller agrees that the closing of any sale or exchange made by REALTOR® may be handled by an Escrow Agent.

24. "For Sale" Sign Permitted. Seller gives permission to REALTOR® to place a "For Sale" and a "Sold" sign on the Property and to use a "Lock Box", if applicable.

25. Protection of Valuables. REALTOR® is not responsible for items which are lost or stolen during showings. Seller is responsible for placing all valuables in a safe and concealed location when preparing the Property for showings.

~~**26. Recordings within the property.**~~

~~(a) In the event Owner has a recording system in the Property which records or transmits audio, Owner understands that recording or transmitting of audio may result in violation of state and/or federal wiretapping laws. Owner hereby releases and indemnifies REALTOR®, REALTOR'S® designated agents, sub-agents, sales associates, and employees from any liability which may result from any recording or transmitting in the Property.~~

~~(b) Owner understands that while potential purchasers viewing the Property should not engage in photography, videography, or videotelephony in the Property without prior written permission, such recordings or transmissions may occur. Owner should remove any items of a personal nature Owner does not wish to have recorded or transmitted. Owner hereby releases REALTOR®, listing sales associates and employees from any liability which may result from any recording or transmission in the Property.~~

27. Authorization of Advertising and Release of Photographic Information. REALTOR® and its agents may advertise/market the property in any media, including radio, newspaper, TV, the internet, electronic media and computer information networks and may use digital, video or photographic images and/or representations of the Property (along with incidental images of personal property therein) for the purpose of advertising or sales promotion. Owner forever releases REALTOR® and its employees and agents from all claims of any kind and nature which arise out of or are connected to such use and grants REALTOR® and its employees and agents a reasonable time to remove such advertising after termination of listing or closing.

28. Internet Display of Property Information. Any property placed into the Multiple Listing Service or Commercial Information Exchange may be displayed on the Internet, except as limited by the Owner in the following particulars:

- a. [if checked] _____ Owner has advised REALTOR® that Owner does not want the listed property to be displayed on the Internet.
 - b. [if checked] _____ Owner has advised REALTOR® that Owner does not want the address of the listed property displayed on the Internet.
- Owner understands and acknowledges that if Owner has selected option "a" above, consumers who conduct searches for listings on the Internet will not see information about the listed property in response to their search. If Internet display is allowed:
Owner [_____] shall [] shall not allow third parties to write comments or reviews about the listing or display a hyperlink to the comments or reviews in conjunction with the listing;
Owner [_____] shall [] shall not allow the display of an automated estimate of the market value of the listing or hyperlink to such estimate in conjunction with the listing.

29. Release of Information. Owner agrees to provide and authorizes REALTOR® to obtain any information relating to farm payments, crop production, government programs, leases, rents, operating income or expenses, utility expenses and all pertinent information regarding the present mortgage(s) or Deed(s) of Trust on this Property including existing balance, interest rate, monthly payment, balance in escrow account and pay off amount. Owner authorizes the dissemination of sales information including selling price and terms after closing of the transaction. By this paragraph Seller authorizes third parties including agencies of the Federal or State government to release information regarding this property to the REALTOR®.

Owner forever releases REALTOR® and its employees and agents from all claims of any kind and nature which arise related to the Property. Owner hereby grants to REALTOR® and its agents an irrevocable, non-exclusive, and fully sub-licensable right (through multiple tiers) to use, reproduce, modify, adapt, publish, create derivative works from, distribute, perform and display any such information, in whole or in part, in other works in any form, media, or technology now known or later developed. If, and to the extent Owner retains any copyrights or other ownership rights in or to the information despite this assignment, Owner waives and agrees never to assert any such rights against REALTOR® or its agents, employees, successors, licensees or customers.

30. Compliance with Law. Seller agrees to bring the property into compliance with the law as required for the sale/exchange of the property unless otherwise lawfully delegated to the buyer in the purchase agreement, which includes installing a smoke detector if necessary.

31. Modification of this Listing Agreement. No modification of this Listing Agreement shall be valid, unless made in writing and signed by all parties.

~~32. Mediation and Arbitration~~

- ~~(a) **Disputes.** The term "Dispute" shall include, without limitation, any controversy, complaint, dispute, claim or disagreement relating to or arising out of the construction, interpretation, enforcement, or breach of the terms of this Listing Agreement or the actions or performance of Owner or REALTOR® or its agents or employees in the sale or leasing of the Property.~~
- ~~(b) **Mediation.** In the event of any Dispute, any party to the Dispute may seek non-binding mediation in an attempt to resolve the dispute by giving fifteen (15) days written notice of a request for such mediation to all other parties to the Dispute. The request for mediation must be made within three hundred sixty (360) days after the party making the request knew, or exercising reasonable diligence and care, should have known, of the Dispute. In no case shall such request be made after the statute of limitations on a civil suit based on the Dispute would have run. Such mediation shall be held in Lincoln, Nebraska. Such mediation shall be administered by the American Arbitration Association and shall be conducted according to the American Arbitration Association's Commercial Rules-Real Estate Industry Arbitration Rules (Including a Mediation Alternative).~~
- ~~(c) **Arbitration.** Any Dispute that is not resolved by informal settlement or mediation shall be resolved exclusively by binding arbitration. Such arbitration shall be held in Lincoln, Nebraska. Such arbitration shall be administered by the American Arbitration Association and shall be conducted according to the American Arbitration Association's Commercial Rules-Real Estate Industry Arbitration Rules (Including a Mediation Alternative). The arbitrator(s) shall apply Nebraska substantive and procedural law to the arbitration proceeding. Arbitration shall be commenced by written demand made by any one or more of the parties to the Dispute given to all other parties to the Dispute. The demand for arbitration must be in writing and must be given by personal delivery or certified mail, return receipt requested, within three hundred sixty (360) days after the party making the demand knew, or exercising reasonable diligence and care, should have known, of the Dispute. Notwithstanding the previous sentence, in the case that the parties unsuccessfully attempt mediation to resolve a Dispute, the demand for arbitration shall be made within sixty (60) days of the final mediation session. However, in no case shall such demand be made after the statute of limitations on a civil suit based on the Dispute would have run. The prevailing party shall be entitled to costs and fees of the arbitration and, in the discretion of the arbitrator who shall take into account the relative merits of the opponent's case, the arbitrator may award attorneys fees to the prevailing party.~~
- ~~(d) **Provisional Remedies.** The filing of a judicial action to enable the reporting of a notice of pending action, for order of attachment, receivership, injunction, or other like provisional remedies, shall not constitute a waiver of mediation or arbitration under this provision, nor shall it constitute a breach of the duty to arbitrate.~~
- ~~(e) **Exclusions.** The terms of this Paragraph thirty-three (33) shall not apply to:
 - (i) Foreclosure or other action or proceeding to enforce a deed of trust, mortgage or land contract, or
 - (ii) The filing or enforcement of a construction or similar lien.~~

~~**33. Waiver.** BY SIGNING THIS LISTING AGREEMENT, THE PARTIES AGREE THAT EVERY DISPUTE DESCRIBED ABOVE THAT IS NOT RESOLVED BY INFORMAL SETTLEMENT OR MEDIATION WILL BE DECIDED EXCLUSIVELY BY ARBITRATION AND THAT ANY ARBITRATION DECISION WILL BE FINAL AND BINDING. THE PARTIES AGREE THAT THEY WILL RECEIVE ALL THE RIGHTS AND BENEFITS OF ARBITRATION, BUT ARE GIVING UP RIGHTS THEY MIGHT HAVE TO LITIGATE THOSE CLAIMS AND DISPUTES IN A COURT OR JURY TRIAL, OR TO PARTICIPATE AS A REPRESENTATIVE OR MEMBER OF ANY CLASS OF CLAIMANTS IN CONNECTION WITH ANY SUCH DISPUTES. NO PARTY TO THIS AGREEMENT, WHETHER REALTOR® OR OWNER, SHALL BE~~

~~ENTITLED TO JOIN OR CONSOLIDATE DISPUTES BY OR AGAINST OTHERS IN ANY ARBITRATION, OR TO INCLUDE IN ANY ARBITRATION ANY DISPUTE AS A REPRESENTATIVE OR MEMBER OF A CLASS, OR TO ACT IN ANY ARBITRATION IN THE INTEREST OF THE GENERAL PUBLIC OR IN ANY PRIVATE ATTORNEY GENERAL CAPACITY.~~

34. Entire Agreement. This Listing Agreement constitutes the entire agreement between the parties and any prior negotiations or agreements, whether oral or written, are not valid unless set forth in this Agreement.

35. Copies of Agreement. This Listing Agreement is executed in multiple copies and Seller acknowledges receipt of a copy signed by the REALTOR® or REALTOR® agent.

36. IF CHECKED SEE ATTACHED DOCUMENT

37. Other: _____

38. Authority to Sign. Seller represents to REALTOR® that title to the Property is solely in the below-signed Seller's name(s) and that the undersigned is duly empowered and/or authorized, whether individually, on behalf of any entity or as a properly authorized fiduciary, to enter into this Listing Agreement and create a valid and binding contract, and to transfer title to the Property upon sale.

Signed this 27th day of March, 2023

Coldwell Banker Action Holdings
(Name of REALTOR® or Firm)
1004 Diers Ave., Suite 216
Grand Island, NE 68803
(Address)
(308) 380-2880
(Phone)

By _____ (Agent's signature) _____ (Date)
Al Avery

Hall Co. School District #002
(Name of Seller(s) Typed or Printed)

(Seller Signature) _____ (Date)

(Seller Signature) _____ (Date)
123 S. Webb Rd.
(Seller(s) Address)
Grand Island NE 68803
(City) (State) (Zip)

(Home Phone) _____ (Work Phone)

PANORAMA EDUCATION – SERVICE ORDER



Primary Contact Information			
Client		Panorama Education, Inc. ("Panorama")	
<i>Client Legal Name ("Client")</i>	Grand Island Public Schools	<i>Company Name</i>	Panorama Education, Inc.
<i>Primary Contact, Title</i>	Robin Dexter, Associate Superintendent	<i>Primary Contact, Title</i>	Cameron Falk, Account Director
<i>Billing / Payment Address</i>	Kneale Administration Building 123 South Webb Road	<i>Billing Address</i>	24 School St. Fourth Floor
<i>City / State / Zip</i>	Grand Island, NE 68802	<i>City / State / Zip</i>	Boston, MA 02108
<i>Primary Contact Email Address</i>	rdexter@gips.org	<i>Email</i>	cfalk@panoramaed.com
<i>Primary Contact Phone Number</i>	308-385-5900	<i>Phone</i>	512-579-7882
<i>Accounts Payable Contact</i>	Robin Dexter		
<i>Accounts Payable Email Address</i>	rdexter@gips.org		
<i>Purchase Order Required?</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		

(1) Description of Services and (2) Fees

Description of Services	Fees	
Annual Licenses: Panorama Surveys and SEL: Platform License District-Wide Access to platform and Support (as defined in the Terms and Conditions): Survey administration, analysis, and reporting. <ul style="list-style-type: none"> • Student Surveys • Teacher/Staff Surveys • Family Surveys • Community Surveys • Project Management 	Effective Date:	9/14/2023
	Contract Term:	<u>9/14/2023 - 9/13/2024</u>
	Annual License Fee:	\$48,000 / year
	Subtotal License Fee Over Contract Term:	\$48,000

PANORAMA EDUCATION – SERVICE ORDER



<p>Services:</p> <p>Panorama Professional Development: Give school leaders and educators in your district strategies and tools to understand, interpret, and take action based on data. Panorama will facilitate 2 virtual sessions covering Panorama reports, goal setting, action planning, and other topics customizable to Grand Island. Grand Island will have a dedicated Professional Learning advisor to help with setting up a district-wide PD plan.</p>	<p><i>Annual Services Fees:</i></p> <p><i>Subtotal Services Fees Over Contract Term:</i></p>	<p>\$6,000 / year</p> <p>\$6,000</p>
	<p><i>Total Annual Contract Fee:</i></p> <p><i>Total Over Contract Term:</i></p>	<p>\$54,000 / year</p> <p>\$54,000</p>

(3) Agreement

The entire agreement by and between Client and Panorama ("Agreement") consists of (i) the terms set forth in this Service Order ("SO") and (ii) the terms attached as Exhibit A to, and hereby incorporated by reference into, this SO ("Terms").

(4) Supplemental Terms and Conditions (if any)

Authorization

By signing below, Client and Panorama ACCEPT AND AGREE TO the Agreement as of the Effective Date.



<p>Client Signature:</p> 	<p>Print Name, Title:</p> <p>Robin Dexter Assoc. Supt.</p>	<p>Date:</p> <p>02 / 15 / 2023</p>
<p>Panorama Signature:</p> 	<p>Print Name, Title:</p> <p>Kelly Osborne Contract Administrator</p>	<p>Date:</p> <p>02 / 15 / 2023</p>

Exhibit A

Terms

BACKGROUND

Panorama is an education technology company that provides a cloud-based platform-as-a-service and related support services to enable schools and school districts to analyze student and school data, measure social-emotional learning, and design and implement survey programs for students, staff and parents or authorized guardians (“Platform”). The client named on the Service Order attached hereto (“Client”) and Panorama have entered into an agreement consisting of the attached Service Order, including any exhibits attached thereto, (“SO”), these terms (“Terms”) and collectively with the SO, (“Agreement”). From time to time hereafter, Client and Panorama may enter into additional service orders pursuant to which Client may purchase additional rights to use the Platform and receive additional services, provided that these Terms will be incorporated by reference into and apply to each such additional service order to create a separate agreement that governs each such additional service order, in each case to the exclusion of any other terms or conditions that either party seeks to impose or incorporate or that are implied by course of dealing.

1 RIGHT TO USE PLATFORM

1.1 Platform. Subject to this Agreement, Panorama hereby grants Client (including Client’s students, employees, and parents and authorized guardians of Client’s students, all as applicable and described in the relevant SO, (“Authorized Users”)), the limited, nonexclusive, nontransferable, non-sublicenseable right to access and use the Platform via the Internet during the Term solely for Client’s use, in accordance with applicable laws and regulations and the Platform’s intended uses as communicated to Client by Panorama.

1.2 Limitations. Except as expressly permitted in the Agreement, Client will not and will not authorize or allow any third party to: (a) provide access to the Platform to any person who is not an Authorized User or (b) reverse engineer, decompile, disassemble or otherwise attempt to discover the source code, object code or underlying structure, ideas or algorithms of the Platform; (c) modify, translate or create derivative works based on the Platform; (d) copy, rent, lease, distribute, pledge, assign or otherwise transfer or allow any lien, security interest or other encumbrance on the Platform; (e) use the Platform for timesharing or service bureau purposes or otherwise for the benefit of a third party; (f) hack, manipulate, interfere with or disrupt the integrity or performance of or otherwise attempt to gain unauthorized access to the Platform or its related systems, hardware or networks or any content or technology incorporated in any of the foregoing; or (g) remove or obscure any proprietary notices

or labels of Panorama or its suppliers on the Platform or on any printed or digital materials provided by Panorama.

1.3 Compliance with Laws. Panorama is responsible for compliance with federal, state local laws and regulations to the extent they govern Panorama’s activities, including providing the Platform to Client. Client is responsible for compliance with federal, state and local laws and regulations to the extent they govern Client’s activities, including but not limited to the use by Client of the Platform to collect, record, retain, use and disclose any individual’s information. Without limiting the foregoing, each party is responsible for determining its own obligations, including but not limited to notice and consent obligations, under the Family Educational Right to Privacy Act and its implementing regulations (“FERPA”) and the Protection of Pupil Rights Act and its implementing regulations (“PPRA”). The parties agree that they intend for the collection and use of personally identifiable information (as defined under FERPA) for only legitimate educational purposes and other purposes allowed under relevant laws, including but not limited to FERPA and PPRA. Client hereby gives its consent to Panorama on behalf of parents (as defined under FERPA, PPRA and the Children’s Online Privacy Protection Act (“COPPA”)) of children from whom any personal information (as defined under COPPA) may be gathered in connection with this Agreement and the Platform. Panorama shall not be obligated to obtain consents from parents directly.

2 INTELLECTUAL PROPERTY; PRIVACY; SECURITY

2.1 Client Data. As between Client and Panorama, Client owns data input into the Platform, or otherwise provided to Panorama, by Client and Authorized Users, that constitutes personally identifiable information (as defined under FERPA), such as student survey responses reported on an individual level, (“Client PII”) and (b) any other data and content input into the Platform, or otherwise provided to Panorama, by Client and Authorized Users or on their behalf, such as survey questions, (“Non-PII”) and together with PII (“Client Data”). Client hereby grants Panorama a nonexclusive, worldwide, royalty-free, fully paid up, sublicenseable (through multiple tiers): (i) right and license during the Term to copy, distribute, display, create derivative works of and use Client Data to perform Panorama’s obligations under this Agreement; (ii) perpetual, irrevocable right and license to copy, modify and use Client PII to create aggregated, non-personally identifiable data sets (“Blind Data”) and copy, distribute, display, create derivative works of and use Blind Data for benchmarking, research or development purposes, including published research; and (iii) perpetual, irrevocable right and license to copy, distribute, display, create derivative works of and use Non-PII, for any and all purposes, in any form, media

Exhibit A

Terms

or manner. Client reserves any and all right, title and interest in and to Client Data other than the licenses therein expressly granted to Panorama under this Agreement.

2.2 Panorama Intellectual Property. Panorama retains all right, title and interest in and to the Platform, including but not limited to learning content, teaching materials, survey questions, underlying research and methodologies (by whomever produced except to the extent Client produced such material), all copies and parts of any of the foregoing, and all intellectual property rights therein. Panorama grants no, and reserves any and all, rights other than the rights expressly granted to Client under this Agreement with respect to the Platform.

2.3 Client Feedback. Client may from time to time provide suggestions, comments for enhancements or functionality or other feedback ("Feedback") to Panorama with respect to the Platform. Panorama has full discretion to determine whether to proceed with development of the requested enhancements, features or functionality. Client hereby grants Panorama a royalty-free, fully paid-up, worldwide, transferable, sublicenseable, irrevocable, perpetual license to: (a) copy, distribute, transmit, display, perform, and create derivative works of the Feedback in whole or in part; and (b) use the Feedback in whole or in part, including without limitation, the right to develop, manufacture, have manufactured, market, promote, sell, have sold, offer for sale, have offered for sale, import, have imported, rent, provide and lease products or services that practice or embody, or are configured for use in practicing, the Feedback in whole or in part.

2.4 Panorama Privacy Policy. Panorama's Privacy Statement, as may be amended from time to time, is available at <https://www.panoramaed.com/privacy>.

2.5 Data Security and Privacy.

(a) Panorama will implement and maintain an information security program that is consistent with industry recognized practices, which include using commercially reasonable administrative, physical and technical safeguards designed to protect the Platform from unauthorized access that could compromise the security, confidentiality or integrity of Client PII. Panorama shall: (i) use reasonable efforts to secure physical premises where Client PII will be processed and/or stored and (ii) take reasonable precautions with respect to the employment of, access given to, and education and training of personnel engaged by Panorama to perform its obligations under this Agreement.

(b) Client will and will instruct its Authorized Users to: (i) use the Platform to collect, record, retain, use and disclose personally identifiable information only to the extent

necessary for its legitimate educational purposes; (ii) otherwise provide Panorama with personally identifiable information only to the extent necessary for Panorama to provide the Platform and perform its obligations under the Agreement; (iii) input personally identifiable information into the Platform only as prescribed by Panorama and only in the fields designated by Panorama ("Structured Fields"); (iv) use reasonable efforts to prevent unauthorized access to or use of the Platform; and (v) notify Panorama promptly of any known or suspected unauthorized access or use. Client will assist Panorama in all efforts to investigate and mitigate the effects of any such incident.

(c) If during the Term or upon termination of this Agreement Client requests in writing, Panorama will delete or otherwise render unrecoverable Client PII in Panorama's possession in a manner consistent with media sanitization practices described under industry recognized standards.

(d) Panorama shall not be responsible for any personally identifiable information input into the Platform in a manner not prescribed by Panorama or in a field that is not a Structured Field.

3 FEES; PAYMENT TERMS

3.1 Fees; Payment Terms. Unless otherwise indicated on the SO, Client will pay all fees within thirty (30) days of the invoice date. If payment of any fee is not made when due and payable, a late fee will accrue at the rate of the lesser of one and one-half percent (1.5%) per month or the highest legal rate permitted by law and Client will pay all reasonable expenses of collection. In addition, if any past due payment has not been received by Panorama within thirty (30) days from the time such payment is due, Panorama may upon written notice to Client suspend access to the Platform until such payment is made.

3.2 Taxes; Tax Exemption. All amounts payable by Client to Panorama hereunder are exclusive of any sales, use and other taxes or duties, however designated, including without limitation, withholding taxes, royalties, know-how payments, customs, privilege, excise, sales, use, value-added and property taxes (collectively "Taxes"). To the extent applicable, Client will be solely responsible for payment of all Taxes and will not withhold any Taxes from any amounts due Panorama. For the avoidance of doubt, Taxes do not include taxes based on Panorama's income. Client is responsible for determining whether it qualifies for any tax exemption, and if Client claims it is tax-exempt, it will, upon request from Panorama, provide documentation evidencing its tax-exempt status.

Exhibit A

Terms

4 TERM, TERMINATION

4.1 Term. The term of the Agreement will commence on the Effective Date and, unless earlier terminated in accordance with this Section 4, will continue through the date set forth on the SO ("Term").

4.2 Expiration; Termination. In addition to any other remedies it may have, either party may terminate the Agreement prior to expiration if the other party breaches any part of the Agreement and fails to cure such breach within thirty (30) days after receiving notice thereof. Upon expiration or any termination for any reason of the Agreement: (a) Client will pay in full for use of the Platform up to and including the last day on which the Platform is provided; (b) Panorama may, without notice to Client, delete or otherwise render unrecoverable Client PII in Panorama's possession in a manner consistent with media sanitization practices described under industry recognized standards; and (c) all rights granted to Client and all obligations of Panorama will immediately terminate and Client will promptly cease use of the Platform.

4.3 Survival. Upon expiration or termination for any reason of the Agreement, Sections 2 (Intellectual Property; Privacy; Security), 3 (Fees; Payment Terms), 4.2 (Termination; Effect of Termination), 4.3 (Survival), 5 (Confidentiality), 6.2 (Disclaimer), 7 (Limitations of Liability; Indemnification), and 8 (General) will survive.

5 CONFIDENTIALITY

5.1 As used herein, "Confidential Information" means, subject to the exceptions set forth in the following sentence, any information or data that is not Client PII, regardless of whether it is in tangible form, disclosed by either party ("Disclosing Party") that Disclosing Party has either marked as confidential or proprietary, or has identified in writing as confidential or proprietary within thirty (30) days of disclosure to the other party ("Receiving Party"); provided, however, that a Disclosing Party's business plans, strategies, technology, research and development, current and prospective clients and customers, billing records, and products or services will be deemed Confidential Information of Disclosing Party even if not so marked or identified. Panorama's Confidential Information includes, without limitation, the Platform and this Agreement. Information will not be deemed Confidential Information" if such information: (a) is known to the Receiving Party prior to receipt from Disclosing Party directly or indirectly from a source other than one having an obligation of confidentiality to Disclosing Party; (b) becomes known (independently of disclosure by Disclosing Party) to the Receiving Party directly or indirectly from a source other than one having an obligation of confidentiality to Disclosing Party; or (c) becomes publicly known or otherwise ceases to be

secret or confidential, except through a breach of this Agreement by the Receiving Party. Each party acknowledges that certain Confidential Information may constitute valuable trade secrets and proprietary information of a party, and each party agrees that it will use the Confidential Information of the other party solely in accordance with the provisions of this Agreement and will not disclose, or permit to be disclosed, the same directly or indirectly, to any third party without the other party's prior written consent, except as otherwise permitted hereunder. Each party will use reasonable measures to protect the confidentiality and value of the other party's Confidential Information. Notwithstanding any provision of this Agreement, either party may disclose the terms of the Agreement, in whole or in part (i) to its employees, officers, directors, professional advisers (e.g., attorneys, auditors, financial advisors, accountants and other professional representatives), existing and prospective investors or acquirers contemplating a potential investment in or acquisition of a party, sources of debt financing, acquirers and/or subcontractors who have a need to know and are legally bound to keep such Confidential Information confidential by confidentiality obligations or, in the case of professional advisers, are bound by ethical duties to keep such Confidential Information confidential consistent with the terms of this Agreement; and (ii) as reasonably deemed by a party to be required by law (in which case each party will provide the other with prior written notification thereof, will provide such party with the opportunity to contest such disclosure, and will use its reasonable efforts to minimize such disclosure to the extent permitted by applicable law). Each party agrees to exercise due care in protecting the Confidential Information from unauthorized use and disclosure. In the event of actual or threatened breach of the provisions of this Section, the non-breaching party will be entitled to seek immediate injunctive and other equitable relief, without waiving any other rights or remedies available to it. Each party will promptly notify the other in writing if it becomes aware of any violations of the confidentiality obligations set forth in the Agreement. Upon Disclosing Party's written request, Receiving Party will either promptly return to Disclosing Party Disclosing Party's Confidential Information, and all embodiments thereof, that is in Receiving Party's possession and certify such return or use reasonable efforts to delete or otherwise render inaccessible such Confidential Information and certify the same.

6 REPRESENTATIONS, WARRANTIES AND DISCLAIMER

6.1 Representations and Warranties. Each party represents and warrants to the other party that (a) such party has the required power and authority to enter into this Agreement and to perform its obligations hereunder, (b) the execution of this Agreement and performance of its

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obligations thereunder do not and will not violate any other agreement to which it is a party or any law or regulation applicable to it, and (c) this Agreement constitutes a legal, valid and binding obligation when signed by both parties. Client further represents and warrants that it has the right to provide Client Data to Panorama as well as the licenses and rights therein and thereto for the purposes contemplated by this Agreement.

6.2 Disclaimer. EXCEPT AS EXPRESSLY SET FORTH HEREIN, THE PLATFORM IS PROVIDED ON AN "AS-IS" BASIS AND PANORAMA DISCLAIMS ANY AND ALL WARRANTIES. EXCEPT AS OTHERWISE EXPRESSLY PROVIDED IN THIS AGREEMENT, NEITHER PARTY MAKES ANY ADDITIONAL REPRESENTATION OR WARRANTY OF ANY KIND, WHETHER EXPRESS, IMPLIED (EITHER IN FACT OR BY OPERATION OF LAW), OR STATUTORY, AS TO ANY MATTER WHATSOEVER. ALL OTHER EXPRESS OR IMPLIED CONDITIONS, REPRESENTATIONS AND WARRANTIES ARE HEREBY EXCLUDED TO THE EXTENT ALLOWED BY APPLICABLE LAW. EACH PARTY EXPRESSLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, QUALITY, ACCURACY, TITLE, AND NON-INFRINGEMENT. NEITHER PARTY WARRANTS AGAINST INTERFERENCE WITH THE ENJOYMENT OF THE PRODUCTS OR SERVICES PROVIDED BY SUCH PARTY OR AGAINST INFRINGEMENT. NEITHER PARTY WARRANTS THAT THE PRODUCTS OR SERVICES PROVIDED BY SUCH PARTY ARE ERROR-FREE OR THAT OPERATION OF SUCH PARTY'S PRODUCTS OR SERVICES WILL BE SECURE OR UNINTERRUPTED. NEITHER PARTY WILL HAVE THE RIGHT TO MAKE OR PASS ON ANY REPRESENTATION OR WARRANTY ON BEHALF OF THE OTHER PARTY TO ANY THIRD PARTY.

7 LIMITATIONS OF LIABILITY; INDEMNIFICATION

7.1 Disclaimer of Consequential Damages. THE PARTIES HERETO AGREE THAT, NOTWITHSTANDING ANY OTHER PROVISION IN THIS AGREEMENT, EXCEPT FOR LIABILITY ARISING OUT OF (A) CLIENT'S USE OF THE PLATFORM OTHER THAN EXPRESSLY PERMITTED BY SECTION 1 (RIGHT TO USE PLATFORM), (B) EITHER PARTY'S BREACH OF SECTION 5 (CONFIDENTIALITY), AND (C) A PARTY'S INDEMNIFICATION OBLIGATIONS SET FORTH IN SECTION 7.4 AND 7.5 BELOW, AS APPLICABLE, IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER FOR ANY SPECIAL, INDIRECT, RELIANCE, INCIDENTAL OR CONSEQUENTIAL DAMAGES OF ANY KIND, LOST OR DAMAGED DATA, LOST PROFITS OR LOST REVENUE, WHETHER ARISING IN CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, EVEN IF A PARTY HAS BEEN NOTIFIED OF THE POSSIBILITY THEREOF.

7.2 General Cap on Liability. NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT, EXCEPT FOR LIABILITY ARISING OUT OF (A) CLIENT'S USE OF THE PLATFORM OTHER THAN EXPRESSLY PERMITTED BY SECTION 1 (RIGHT TO USE PLATFORM), (B) EITHER PARTY'S BREACH OF SECTION 5 (CONFIDENTIALITY), AND (C) A PARTY'S INDEMNIFICATION OBLIGATIONS SET FORTH IN SECTION 7.4 AND 7.5 BELOW, AS APPLICABLE, UNDER NO CIRCUMSTANCES WILL EITHER PARTY'S LIABILITY FOR ALL CLAIMS ARISING UNDER OR RELATING TO THIS AGREEMENT (INCLUDING BUT NOT LIMITED TO WARRANTY CLAIMS), REGARDLESS OF THE FORUM AND REGARDLESS OF WHETHER ANY ACTION OR CLAIM IS BASED ON CONTRACT, TORT, OR OTHERWISE, EXCEED THE AGGREGATE FEES PAID BY CLIENT TO PANORAMA UNDER THIS AGREEMENT DURING THE TWELVE (12) MONTH PERIOD PRECEDING THE EVENT OR CIRCUMSTANCES GIVING RISE TO SUCH LIABILITY. THIS LIMITATION OF LIABILITY IS CUMULATIVE AND NOT PER INCIDENT.

7.3 Independent Allocations of Risk. EACH PROVISION OF THIS AGREEMENT THAT PROVIDES FOR A LIMITATION OF LIABILITY, DISCLAIMER OF WARRANTIES, OR EXCLUSION OF DAMAGES IS TO ALLOCATE THE RISKS OF THIS AGREEMENT BETWEEN THE PARTIES. EACH OF THESE PROVISIONS IS SEVERABLE AND INDEPENDENT OF ALL OTHER PROVISIONS OF THIS AGREEMENT, AND EACH OF THESE PROVISIONS WILL APPLY EVEN IF THEY HAVE FAILED OF THEIR ESSENTIAL PURPOSE.

7.4 Indemnification by Panorama. Except for liability for which Client is responsible under Section 7.5, Panorama will indemnify, defend and hold Client and the officers, directors, agents, and employees of Client ("Client Indemnified Parties") harmless from settlement amounts and damages, liabilities, penalties, costs and expenses ("Liabilities") that are payable to any third party or incurred by the Client Indemnified Parties (including reasonable attorneys' fees) arising from any third party claim, demand or allegation that the use of the Platform in accordance with the terms and conditions of this Agreement infringes such third party's copyright or results in a misappropriation of such third party's trade secrets. Panorama will have no liability or obligation under this Section 7.4 if such Liability is caused in whole or in part by (a) modification of the Platform by any party other than Panorama without Panorama's express consent; (b) the combination, operation, or use of the Platform with other product(s), data or services not provided by Panorama where the Platform would not by itself be infringing; or (c) unauthorized or improper use of the Platform. If the use of the Platform by Client has become, or in Panorama's opinion is likely to become, the subject of any claim of infringement, Panorama may at its option and

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expense (i) procure for Client the right to continue using the Platform as set forth hereunder; (ii) replace or modify the Platform to make it non-infringing so long as the Platform has at least equivalent functionality; (iii) substitute an equivalent for the Platform or (iv) if options (i)-(iii) are not available on commercially reasonable terms, terminate the Agreement. This Section 7.4 states Panorama's entire obligation and Client's sole remedies in connection with any claim regarding the intellectual property rights of any third party.

7.5 Indemnification by Client. Client will indemnify, defend and hold Panorama and the officers, directors, agents, and employees of Panorama ("Panorama Indemnified Parties") harmless from Liabilities that are payable to any third party or incurred by the Panorama Indemnified Parties (including reasonable attorneys' fees) arising from any third party claim, demand or allegation arising from or related to any use by Client or Authorized Users of the Platform or Client Data in violation of the Agreement or any applicable federal, state or local law or regulation.

7.6 Indemnification Procedure. If a Client Indemnified Party or a Panorama Indemnified Party (each, an "Indemnified Party") becomes aware of any matter it believes it should be indemnified under Section 7.4 or Section 7.5, as applicable, involving any claim, action, suit, investigation, arbitration or other proceeding against the Indemnified Party by any third party (each an "Action"), the Indemnified Party will give the other party ("Indemnifying Party") prompt written notice of such Action. Indemnified Party will cooperate, at the expense of Indemnifying Party, with Indemnifying Party and its counsel in the defense and Indemnified Party will have the right to participate fully, at its own expense, in the defense of such Action with counsel of its own choosing. Any compromise or settlement of an Action will require the prior written consent of both parties hereunder, such consent not to be unreasonably withheld or delayed.

8 GENERAL

8.1 International. Client may not remove or export from, or use from outside, the United States or allow the export or re-export of the Platform or anything related thereto, or any direct product thereof in violation of any restrictions, laws or regulations of the United States Department of Commerce, the United States Department of Treasury Office of Foreign Assets Control, or any other United States or foreign agency or authority.

8.2 Relationship. No agency, partnership, joint venture, or employment is created as a result of the Agreement and a party does not have any authority of any kind to bind the other party in any respect whatsoever.

8.3 Publicity. Each party agrees that it will not, without prior written consent of the other, issue a press release

regarding their business relationship. Notwithstanding anything herein to the contrary, Panorama may identify Client and the relationship between Panorama and Client in Panorama's marketing collateral, website, and other promotional, proposal and marketing materials.

8.4 Assignment. Neither party may assign the Agreement by operation of law or otherwise or assign or delegate its rights or obligations under the Agreement without the other party's prior written consent; provided however, that either party may assign the Agreement to an acquirer of or successor to all or substantially all of its business or assets to which the Agreement relates, whether by merger, sale of assets, sale of stock, reorganization or otherwise. Any assignment or attempted assignment by either party otherwise than in accordance with this Section 8 will be null and void.

8.5 Equitable Relief. In any action or proceeding to enforce rights under the Agreement, the prevailing party will be entitled to recover costs and attorneys' fees. Client acknowledges that any unauthorized use of the Platform will cause irreparable harm and injury to Panorama for which there is no adequate remedy at law. In addition to all other remedies available under the Agreement, at law or in equity, Client further agrees that Panorama will be entitled to injunctive relief in the event Client uses the Platform in violation of the limited license granted herein or uses the Platform in any way not expressly permitted by the Agreement.

8.6 Force Majeure. Each party will be excused from performance for any period during which, and to the extent that, it is prevented from performing any obligation or service, in whole or in part, as a result of a cause beyond its reasonable control and without its fault or negligence, including, but not limited to, acts of God, acts of war, epidemics, fire, communication line failures, power failures, earthquakes, floods, blizzard, or other natural disasters (but excluding failure caused by a party's financial condition or any internal labor problems (including strikes, lockouts, work stoppages or slowdowns, or the threat thereof)) ("Force Majeure Event"). Delays in performing obligations due to a Force Majeure Event will automatically extend the deadline for performing such obligations for a period equal to the duration of such Force Majeure Event. Except as otherwise agreed upon by the parties in writing, in the event such non-performance continues for a period of thirty (30) days or more, either party may terminate the Agreement by giving written notice thereof to the other party. Upon the occurrence of any Force Majeure Event, the affected party will give the other party written notice thereof as soon as reasonably practicable of its failure of performance, describing the cause and effect of such failure, and the anticipated duration of its inability to perform.

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8.7 Governance. This Agreement will be governed by the laws of the Commonwealth of Massachusetts without regard to its conflict of laws provisions. For all disputes relating to this Agreement, each party submits to the exclusive jurisdiction of the state and federal courts located in Boston, Massachusetts and waives any jurisdictional, venue, or inconvenient forum objections to such courts.

8.8 Agreement. Both parties agree that the Agreement is the complete and exclusive statement of the mutual understanding of the parties and supersedes and cancels all previous written and oral agreements, communications and other understandings relating to the subject matter of the Agreement, and that all waivers and modifications must be in a writing signed by both parties, except as otherwise provided herein. If any provision of the Agreement is found to be unenforceable or invalid, that provision will be limited or eliminated to the minimum extent necessary so that the Agreement will otherwise remain in full force and effect and enforceable. Any additional or different terms proposed by Client, including those contained in Client's procurement order, acceptance, vendor portal or website, shall not be valid or have any effect unless expressly incorporated into the SO and agreed upon in writing by Panorama. Neither Panorama's acceptance of Client's procurement order nor its failure to object elsewhere to any provisions of any subsequent document, website, communication or act of Client shall be deemed acceptance thereof or a waiver of any of the terms in these Terms. If any term of the SO, including any exhibit attached thereto, expressly conflicts with a term of these Terms, the term of the SO (or if applicable the exhibit) shall prevail. If terms within the SO, including any exhibit attached thereto, and these Terms appear merely inconsistent or ambiguous, all such terms shall be given effect to the extent reasonably possible, with a term that is more specific and detailed on a certain matter prevailing over a more general term or silence on that matter. Silence in the SO, or in any exhibit attached thereto, or in these Terms, on a matter that is addressed elsewhere in the Agreement shall not be deemed to present an express conflict, inconsistency or ambiguity.

8.9 Notices. All notices under the Agreement will be in writing and sent to the recipient's address set forth in the SO and will be deemed to have been duly given when received, if personally delivered; when receipt is electronically confirmed, if transmitted by facsimile or email; the day after it is sent, if sent for next day delivery by recognized overnight delivery service; and upon receipt, if sent by certified or registered mail, return receipt requested.

Title	Panorama Renewal Contract 23/24 Grand Island Public...
File name	Grand Island Publ...-'24.docx (1).pdf
Document ID	3dc8b7802f6c9afb1d5298233cefcf1572ad08ac
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



SENT

02 / 14 / 2023

22:44:04 UTC

Sent for signature to Robin Dexter (rdexter@gips.org) and Panorama Education (contracts@panoramaed.com) from cfalk@panoramaed.com
IP: 75.22.28.118



VIEWED

02 / 15 / 2023

15:23:46 UTC

Viewed by Robin Dexter (rdexter@gips.org)
IP: 204.234.22.220



SIGNED

02 / 15 / 2023

15:25:44 UTC

Signed by Robin Dexter (rdexter@gips.org)
IP: 204.234.22.220



VIEWED

02 / 15 / 2023

15:26:20 UTC

Viewed by Panorama Education (contracts@panoramaed.com)
IP: 38.92.35.189



SIGNED

02 / 15 / 2023

15:27:03 UTC

Signed by Panorama Education (contracts@panoramaed.com)
IP: 38.92.35.189



COMPLETED

02 / 15 / 2023

15:27:03 UTC

The document has been completed.



Grand Island Public Schools Foundation
Notes for Board of Education
4-17-2023

1. The Foundation will award \$591,081 in scholarships for the Class of 2023. This represents 172 scholarships to 100 students. An ad noting all of the winners will be printed in the Independent in their upcoming graduation circular.
2. All students who graduate Summa or Magna Cum Laude were honored at an Academic Honors Ceremony at the GISH Auditorium on April 12 at 7:00 p.m. These same students received a scholarship from the GIPS Foundation as long as they submitted a scholarship application. Home Federal is the corporate sponsor of the event. We will award \$56,700 on this night to 64 students.
3. The Foundation will host a press conference announcing the totals of the 20th annual Add it Up to Opportunity Staff and Board Campaign on Tuesday, May 15th at 4:30 p.m. at the Bill Marshall Conference Room/ Memorial Stadium Jack Martin Field.
4. The Foundation has released the nomination forms for the 2023 Teacher of the Year Awards (Teacher/ Staff Member/ Administrator of the Year.) Forms are available online only with a deadline of May 20. The corporate sponsor of this program is First National Bank of Omaha.
5. The Foundation opens applications for the Dr. Eugene Miller Legacy Scholarship April 15th. This program is designed as a scholarship for GIPS Staff Members who are pursuing a graduate degree. Applications are online and close on May 31. The fund will support up to a \$1,000 award annually.
6. The Foundation Board will meet on April 19, 2023