

GIPS BOE Regular Meeting
Thursday, April 10, 2025 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER

Speaker(s): Board President

2. ROLL CALL

Speaker(s): Mrs. Angela Dibbert

3. CONSENT AGENDA

Speaker(s): Board President

3.1. Minutes from the previous month's meeting

3.2. Acceptance of Agendas From Standing Committees

3.3. Claims as submitted

3.4. Staff Adjustments as submitted

3.5. MOU, Agreements, and Contracts Renewals

3.5.1. Frontline Central - Contract and Needs Analysis

3.5.2. Instructional Coaching Group FYs 24-25 and 25-26

3.5.3. Megan Jaixen Contract FY 25-26

3.5.4. STEM Family Engagement GIPS 2025 Contract

3.5.5. IdentityForce_GIPS Agreement FY 25-26 Employee Benefit

3.5.6. GIPS Inter-State Studio Agreement

3.6. Treasurer's Report as submitted

3.7. Surplus Property Listing

3.8. Change Orders as Documented

3.9. Approval of Agenda as submitted

4. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

5. INFORMATION ITEMS

5.1. 2025 Scholarship and Receptions as well as 2025 Staff Giving Campaign

Speaker(s): Mrs. Kari Hooker-Leep

5.2. FiT Update

Speaker(s): Dr. Summer Stephens and Mrs. Christine Ostermeyer

5.3. Grand Island Education Association Retirement and Years of Service Celebration

Speaker(s): Mrs. Karma Lewandowski

5.4. K-5 Math Curriculum Resource Pilot

Speaker(s): Dr. Danielle Buhrman

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

5.5. Policy

5.5.1. 6210 STAFF ETHICS

Speaker(s): Mr. Matt Fisher

5.5.2. 6212 STAFF PROFESSIONAL APPEARANCE

Speaker(s): Mr. Matt Fisher

5.5.3. 6232 USE OF TOBACCO ON PREMISES BY STAFF, VISITORS,
AND VOLUNTEERS

Speaker(s): Mr. Matt Fisher

5.5.4. 6241 STAFF PARTICIPATION IN POLITICAL ACTIVITIES

Speaker(s): Mr. Matt Fisher

5.5.5. 6251 INTERNET SAFETY FOR STUDENTS (Staff)

Speaker(s): Mr. Matt Fisher

6. ACTION ITEMS

6.1. K-5 Math Curriculum Resource Pilot

Speaker(s): Dr. Danielle Buhrman, Andrea Hermance, Caitlin Jensen

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

6.2. 4530 FACILITY FINANCE PROGRAM

Speaker(s): Mr. Matt Fisher

6.3. 4552 SELECTION OF ARCHITECT

Speaker(s): Mr. Matt Fisher

6.4. 4553 CONTRACTOR'S FAIR EMPLOYMENT CLAUSE

Speaker(s): Mr. Matt Fisher

6.5. 4561 PROCEDURES FOR ACQUISITION OF SCHOOL SITES

Speaker(s): Mr. Matt Fisher

6.6. 4610 SCHOOL PROPERTIES DISPOSAL

Speaker(s): Mr. Matt Fisher

6.7. 4620 REQUESTS, DONATIONS, AND GIFTS

Speaker(s): Mr. Matt Fisher

6.8. 4630 GRAND ISLAND PUBLIC SCHOOLS FOUNDATION

Speaker(s): Mr. Matt Fisher

7. REPORTS

7.1. Student Representative Report

Speaker(s): Mr. Owen Williams

7.2. Superintendent Report

Speaker(s): Mr. Matt Fisher

8. NOTIFICATION OF UPCOMING BOARD MEETINGS

9. ADJOURNMENT

AFFIDAVIT OF PUBLICATION

Grand Island Independent
422 West 1s St, Grand Island, NE 68801
(308) 382-1000

State of Florida, County of Broward, ss:

I, India Johnston, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Grand Island Independent, a newspaper printed and published in Grand Island, in Hall County, Nebraska, and of general circulation in Hall County, Nebraska, that said newspaper has a bonafied 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.

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- Apr 2, 2025

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India Johnston

Agent

VERIFICATION

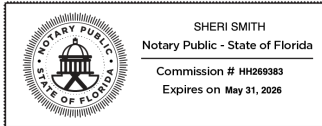
State of Florida
County of Broward

Signed or attested before me on this: 04/03/2025

S. Smith

Notary Public

Notarized remotely online using communication technology via Proof.



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, Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday, April 10, 2025, 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. Summer E. Stephens, Board Secretary
April 2, 2025
COL-NE-13001262 ZNEZ

Regular Meeting of the Grand Island Public Schools 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 17, 2025 at 5:30 p.m. 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 p.m.

Lisa Albers:	Absent
Carlos Barcenat:	Present
Donna Douglass:	Present
Eric Garcia-Mendez:	Present
Tracy Goodman:	Present
Joshua Hawley:	Present
Hank McFarland:	Present
Josh Sikes:	Present
Amanda Wilson:	Absent

AGENDA

1. CALL TO ORDER

The meeting was called to order at 5:30 p.m.

2. ROLL CALL

Mrs. Albers and Mrs. Wilson gave prior notice that they were going to be absent. Mrs. Albers listened to the meeting via zoom.

3. CONSENT AGENDA

3.1. Minutes from the previous month's meeting

3.2. Acceptance of Agendas From Standing Committees

Finance and Facilities Committee

Next Meeting Date: April 1, 2025 at 7:30 a.m.

Leading for Learning Committee

Next Meeting Date: April 8, 2025 at 4:00 p.m.

Personnel Committee

Next Meeting Date: April 4, 2025 at 8:15 a.m.

Policy Committee

Next Meeting Date: April 7, 2025 at 4:30 p.m.

Public Relations and Partnership Development Committee

Next Meeting Date: April 9, 2025 at 8:00 a.m.

Governance Committee

Next Meeting Date: April 2, 2025 at 12:00 p.m.

GNSA/Legislative Committee

Next Meeting Date: March 19, 2025 at 9:30 a.m.

3.3. Claims as submitted

3.4. Bid Proposals as submitted

3.5. Staff Adjustments as submitted

3.6. MOU, Agreements, and Contract Renewals

3.6.1. GO Educationally Based Services

3.6.2. Instructional Coaching Group

3.7. Treasurer's Report as submitted

3.8. Approval of Agenda as submitted

Approve the agenda as submitted. Passed with a motion by Joshua Hawley and a second by Carlos Barcenas.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

4. SPECIAL RECOGNITION

4.1. GIPS Winners from the 2025 Hall County Spelling Bee

Mr. Roush presented the GIPS Winners from the 2025 Hall County Spelling Bee. The 2025 Hall County Bee featured a number of GIPS student spellers and found a few among the top winners in the county:

Makenna Ostrander - Westridge Middle School - Hall County Spelling Bee Champion

Tatiana Sage - Westridge - 2nd Place Overall

Addie Haag - Westridge - 3rd Place Overall

Brody Troidl - Westridge - 6th Grade 1st Place

Remi Buchfinck - Westridge - 7th Grade 1st Place

Mackenzie Fanta - Seedling Mile Elementary - 5th Grade 1st Place

4.2. GISH Boys & Girls Wrestling 2025 State Champions

Mr. Hubbard presented the GISH Boys & Girls Wrestling 2025 State Champions. Congratulations to the following state champion wrestlers:

Alex Gates - NSAA State Champion Boys Wrestling - 132 Weight Class

Anyia Roberts - NSAA State Champion Girls Wrestling (back-to-back) - 155 Weight Class

5. REQUESTS TO ADDRESS THE BOARD

None.

6. INFORMATION ITEMS

6.1. FiT Update

Table the Fit Update until the next Board meeting in April.

Mrs. Albers gave an update from Washington, D.C. regarding the NASB conference that she is attending.

6.2. Formation and Approval of the Committee to Rename the Facility Currently Named "Success Academy"

Mr. Roush presented the formation and approval of the committee to rename the facility currently named "Success Academy".

6.3. Policy

6.3.1. 4530 FACILITY FINANCE PROGRAM

Mr. Fisher presented policy 4530 Facility Finance Program.

6.3.2. 4552 SELECTION OF ARCHITECT

Mr. Fisher presented policy 4552 Selection of Architect.

6.3.3. 4553 CONTRACTOR'S FAIR EMPLOYMENT CLAUSE

Mr. Fisher presented policy 4553 Contractor's Fair Employment Clause.

6.3.4. 4561 PROCEDURES FOR ACQUISITION OF SCHOOL SITES

Mr. Fisher presented policy 4561 Procedures for Acquisition of School Sites.

6.3.5. 4610 SCHOOL PROPERTIES DISPOSAL

Mr. Fisher presented policy 4610 School Properties Disposal.

6.3.6. 4620 REQUESTS, DONATIONS, AND GIFTS

Mr. Fisher presented policy 4620 Requests, Donations, and Gifts.

6.3.7. 4630 GRAND ISLAND PUBLIC SCHOOLS FOUNDATION

Mr. Fisher presented 4630 Grand Island Public Schools Foundation.

7. ACTION ITEMS

7.1. 40-0002-000 Hall County School District 2 d.b.a. Grand Island Public Schools Audit Report FY 23-24.

Motion to accept the Hall County School District 2 d.b.a. Grand Island Public Schools Audit Report FY 23-24 as presented and place on file. Passed with a motion by Joshua Hawley and a second by Carlos Barcenas.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.2. Security Camera Upgrade Proposals

Approve the security camera proposal from Kidwell Incorporated in the amount of \$2,131,828 to be paid from the QCPUF. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.3. Formation and Approval of the Committee to Rename the Facility Currently Named "Success Academy"

Motion to approve the committee to rename the facility currently named "Success Academy" as presented. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.4. 4321 GATE RECEIPTS AND ADMISSIONS

Approve policy 4321 Gate Receipts and Admissions as presented. Passed with a motion by Joshua Hawley and a second by Carlos Barcenas.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.5. 4322 INCOME FROM SCHOOL SALES AND/OR SERVICES

Approve policy 4322 Income from School Sales and/or Services as presented. Passed with a motion by Joshua Hawley and a second by Carlos Barcenas.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.6. 4330 IMPRESSED FUNDS ACCOUNT

Approve policy 4330 Impressed Funds Account as presented. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.7. 4340 CASH IN SCHOOL BUILDING

Approve policy 4340 Cash in School Building as presented. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.8. 4450 PAYROLL AND PAYMENT POLICY

Approve policy 4450 Payroll and Payment Policy as presented. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

7.9. 4470 SETTLEMENT OF CLAIMS

Approve policy 4470 Settlement of Claims as presented. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

8. REPORTS

8.1. Grand Island Public Schools Foundation Report

Mrs. Goodman reported for the GIPS Foundation.

8.2. Student Representative Report

Mr. Williams gave the student representative's report.

8.3. Superintendent Report

Mr. Fisher presented the superintendent report.

9. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING A POSSIBLE PROPERTY TRANSACTION BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION

The Board convened to Executive Session at 6:31 p.m.

The recommendation for the Board to convene to executive session for the purpose of discussing a possible property transaction. Passed with a motion by Joshua Hawley and a second by Donna Douglass.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

10. RECONVENE FROM EXECUTIVE SESSION

The Board reconvened from Executive Session at 6:49 p.m.

The recommendation that the Board reconvene from executive session. Passed with a motion by Joshua Hawley and a second by Josh Sikes. During the executive session the Board discussed how housing in Grand Island may influence where Grand Island Public Schools purchases land for future growth.

Carlos Barcenas: Yea, Donna Douglass: Yea, Eric Garcia-Mendez: Yea, Tracy Goodman: Yea, Joshua Hawley: Yea, Hank McFarland: Yea, Josh Sikes: Yea

11. NOTIFICATION OF UPCOMING BOARD MEETINGS

Regular Board of Education Meeting - Thursday, April 10, 2025 at 5:30 p.m.

12. ADJOURNMENT

All business having been completed, the meeting was adjourned at 6:49 p.m.

Angela A. Dibbert, Recording Secretary

Dr. Summer E. Stephens, Secretary to the Board

Kneale Administration Building



TO: Facilities & Finance Committee Members
From: Mr. Petsch, Mrs. Ryan, & Mr. Harden
RE: **Meeting Tuesday, April 1, 2025 @ 7:30 AM via Zoom**

Mr. Virgil D. Harden, MBA, SFO
Chief Financial Officer
123 S Webb Rd
PO Box 4904
Grand Island, NE 68802-4904

Phone (308) 385-5900 x 201144
Fax: (308) 385-5949
Email: vharden@gips.org
Web: gips.org

NEW BUSINESS:

1. Activity Fund List of Claims - Virg
2. Community Redevelopment Authority & Regional Planning - Virg
3. Request for Proposals - Dan
4. Nutrition Services Update – Oscar Garcia
5. Information Technology Update – Cory Gearhart
6. Elementary Math Pilot Program – Dr. Burhman
7. Review of Depreciation, Special Building, and General Fund, and Payroll – Virg
8. Federal Programs Financial Report – Virg
9. MOU, LOA, Contracts, Leases, Etc. – Dr. Summer Stephens
 - STEM Family Engagement
 - Jaixen_Megan Contract FY 25-26
 - Knight_Jim Instructional Coaching Group FYs 24-25 and 25-26
10. Surplus Property – Dan
11. IRS Name Change – Virg
12. Front Line Central – Dr. Kolar
13. Change Orders - Dan
 - Camera Project
 - Wiring Project
14. Open Agenda Items as Necessary – F&F Team

NEXT MEETING: **Tuesday, April 29, 2025, at 7:30 A.M.**

Dan, Gabby, & Virg review agenda items for BOE meeting.



Personnel Committee Agenda

Date: April 4, 2025

Present: Matt Fisher, Carrie Kolar, Amanda Wilson, Lisa Albers, Tracy Goodman, Donna Douglass

Absent:

Next Meeting: May 2, 2025

Agenda:

1. Staffing Update
2. Frontline
 - a. [Needs Assessment](#)
3. Update on the 2025-26 Negotiated Agreement
4. GIPS Retirement Celebration
5. Extra Standard Representative



Every Student, Every Day, A Success!

BOE Policy Committee Meeting – April 7, 2025 – 4:30pm – Mr. Fisher’s Office

1. Review Notes from March 10, 2025 – 1.1.

2. Review Agenda for changes or additions – 2.1.

3. NEXT MEETING:

May 5 – 4:30pm – Mr. Fisher’s Office

4. Policy as Information @ April 10, 2025, BoE Meeting

6210 STAFF ETHICS: [Proposed Policy 6210](#)

6212 STAFF PROFESSIONAL APPEARANCE: [Proposed Policy 6212](#)

6232 USE OF TOBACCO ON PREMISES BY STAFF, VISITORS, AND

VOLUNTEERS: [Proposed Policy 6232](#)

6241 STAFF PARTICIPATION IN POLITICAL ACTIVITIES: [Proposed Policy 6241](#)

6251 INTERNET SAFETY FOR STUDENTS (Staff): [Proposed Policy 6251](#)

5. Policy on Final Read @ April 10, 2025, BoE Meeting

4530 FACILITY FINANCE PROGRAM [Proposed Policy 4530](#)

4552 SELECTION OF ARCHITECT: [Proposed Policy 4552](#)

4553 CONTRACTOR'S FAIR EMPLOYMENT CLAUSE [Proposed Policy 4553](#)

4561 PROCEDURES FOR ACQUISITION OF SCHOOL SITES [Proposed Policy 4561](#)

4610 SCHOOL PROPERTIES DISPOSAL: [Proposed Policy 4610](#)

4620 REQUESTS, DONATIONS AND GIFTS: [Proposed Policy 4620](#)

4630 GRAND ISLAND PUBLIC SCHOOLS FOUNDATION: [Proposed Policy 4630](#)

6. Policy for review:

8463 USE OF BODY WORN CAMERAS - [Body Worn Cameras Policy Template](#)



7. Policy Questions and Discussion:

8. Moved to Board Governance Committee:

9. Working on:

Students who thrive.



To: Leading for Learning BOE Committee
From: Dr. Toni Palmer/Dr. Stephens

RE: Meeting: April 8, 2025, Virtual
4:00 PM-5:30 PM

New Business:

- Elementary Math Pilot-Dr. Buhrman, Andrea Hermance, Caitlin Jensen
 - [Needs Analysis](#)

Next Meeting: May 7th @ 4:00 Zoom

Public Relations and Partnership Development Committee

Agenda

Wednesday, April 8th, 2025

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

AGENDA:

- Beat on the Street - *Group*
- Photo Vendor RFQ - *Mitch*
- Citizen's Academy Idea - *Mitch & Matt*
- New GIPS Website - *Mitch & Kelli*
- Staff Appreciation Week - *Mitch & Kelli*
- GISH Pathway Videos - *Kelli*
- Communication Analytics - *Kelli Mayhew*
 - New Collateral
 - Notable Media Coverage
 - Timely Communications

Next Meeting: May 7th, 2025

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99668	Cash-Wa Distributing	Food	\$32,580.45
99669	Celebrating All Persevering Students	Professional Services	\$6,000.00
99670	Chesterman Company	Food	\$610.16
99671	Greenberg Fruit Company	Produce	\$3,329.63
99672	Hiland Dairy Foods Company LLC	Milk	\$17,946.39
99673	Mid-Nebraska Disposal Inc	Utility Services	\$595.80
99674	Pan-O-Gold Baking	Bread	\$900.40
99675	Peterson Farms Fresh Inc	Produce	\$945.84
99676	University Of Nebr Lincoln Nutrition	Dues & Fees	\$1,140.00
99677	US Foods - Grand Island	Food	\$16,594.03
99678	Village Cleaners	Supplies	\$102.16
99679	Amazon Cap Services Inc	Supplies	\$2,254.30
99680	Audrey Lea Scott	Mileage	\$29.84
99681	Cassandra Jo Stara	Technical Services	\$640.67
99682	Century Link	Telecommunications	\$383.57
99683	Clearly Communications	Telecommunications	\$1,057.66
99684	Danielle Ryan	Mileage	\$25.20
99685	First Bankcard Center/Visa	Supplies	\$216.36
99686	First Bankcard Center/Visa	Supplies	\$145.97
99687	First Bankcard Center/Visa	Supplies	\$3,499.00
99688	First Bankcard Center/Visa	Employee Training	\$563.85
99689	First Bankcard Center/Visa	Printing	\$7,645.80
99690	First Bankcard Center/Visa	Employee Training	\$3,565.90
99691	First Bankcard Center/Visa	Dues & Fees	\$450.00
99692	First Bankcard Center/Visa	Dues & Fees	\$905.73
99693	First Bankcard Center/Visa	Software	\$355.75
99694	First Bankcard Center/Visa	Postage	\$10.99
99695	First Bankcard Center/Visa	Professional Services	\$25.33
99696	First Bankcard Center/Visa	Advertising	\$1,100.00
99697	First Bankcard Center/Visa	Employee Training	\$16,023.46
99698	First Bankcard Center/Visa	Supplies	\$408.09
99699	First Bankcard Center/Visa	Employee Training	\$673.18
99700	First Bankcard Center/Visa	Supplies	\$504.81
99701	First Bankcard Center/Visa	Employee Training	\$700.00
99702	First Bankcard Center/Visa	Employee Training	\$6,671.76
99703	First Bankcard Center/Visa	Dues & Fees	\$229.00
99704	First Bankcard Center/Visa	Employee Training	\$191.82
99705	First Bankcard Center/Visa	Employee Training	\$41.82
99706	First Bankcard Center/Visa	Employee Training	\$1,808.72
99707	First Bankcard Center/Visa	Supplies	\$354.96
99708	First Bankcard Center/Visa	Printing	\$6,982.65
99709	First Bankcard Center/Visa	Employee Training	\$229.00

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99710	First Bankcard Center/Visa	Employee Training	\$150.00
99711	First Bankcard Center/Visa	Books	\$231.90
99712	First Bankcard Center/Visa	Supplies	\$13.46
99713	First Bankcard Center/Visa	Employee Training	\$2,824.52
99714	First Bankcard Center/Visa	Supplies	\$340.60
99715	First Bankcard Center/Visa	Supplies	\$118.31
99716	First Bankcard Center/Visa	Software	\$1,271.06
99717	First Bankcard Center/Visa	Software	\$349.00
99718	Hayley Stein	Mileage	\$80.66
99719	Margaret McManaman	Mileage	\$72.24
99720	Marlo Reyes	Mileage	\$13.30
99721	Matheson Tri Gas Inc	Supplies	\$724.84
99722	Mechanical Sales Inc	Supplies	\$16,023.00
99723	Megan Seim	Technical Services	\$340.20
99724	Melinda Sturgill	Mileage	\$51.17
99725	Menards	Supplies	\$650.00
99726	Mid-Nebraska Disposal Inc	Utility Services	\$9,778.48
99727	Northwestern Energy	Utility Services	\$468.71
99728	Office Depot	Supplies	\$55.59
99729	Paper Tiger Shredding Inc	Utility Services	\$340.00
99730	Pioneer Athletics	Supplies	\$1,008.00
99731	Policy Studies Associates Inc	Professional Services	\$9,166.67
99732	Pomp's Tire Service Inc	Supplies	\$97.42
99733	Really Great Reading Company LLC	Supplies	\$80.64
99734	Rentokil North America Inc	Technical Services	\$885.05
99735	Riverside Technologies Inc	Utility Services	\$454.00
99736	Rons Music	Supplies	\$162.92
99737	Scarecrow Patch	Dues & Fees	\$1,960.00
99738	Sherwin Williams Company	Supplies	\$148.48
99739	Skills USA Inc	Dues & Fees	\$384.00
99740	Soliant Health LLC	Professional Services	\$43,689.01
99741	Solution Tree LLC	Employee Training	\$10,400.00
99742	Soundtrap US Inc	Software	\$4,594.00
99743	Spyglass Group LLC	Auditing	\$797.88
99744	Stuhr Museum Of The Prairie Pioneer	Professional Services	\$222.00
99745	Vianey Sotelo	Mileage	\$80.66
99746	Kenneth DeFrank	Mileage	\$81.87
99747	Academic Hallmarks LLC	Supplies	\$110.00
99748	Ace Hardware	Supplies	\$163.50
99749	Allo Communications LLC	Technical Services	\$653.48
99750	Amy Bombeck	Mileage	\$63.70
99751	B & H Photo-Video Inc	Equipment	\$799.50

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99752	Beth Hubl	Supplies	\$10.00
99753	Border States Industries Inc	Supplies	\$987.77
99754	Brandi Anderson	Supplies	\$46.33
99755	Brian Kort	Travel	\$63.00
99756	Carol Wieck	Mileage	\$27.93
99757	CDW Government	Technology Supplies	\$2,272.70
99758	Central Nebraska Bobcat	Technical Services	\$617.57
99759	Chamber Of Commerce	Advertising	\$150.00
99760	Chartwells Dining Services	Supplies	\$166.25
99761	Column Software PBC	Advertising	\$407.60
99762	Communications Engineering	Services	\$37,472.00
99763	Copycat Instant Printing	Supplies	\$117.24
99764	Dallas Love	Mileage	\$6.93
99765	Discount Magazine Sub Service	Books	\$306.78
99766	Dobesh Land Leveling	Technical Services	\$3,330.00
99767	Eakes Office Solutions	Warehouse	\$2,129.65
99768	Eberl Plumbing & Drain	Technical Services	\$1,162.54
99769	Elizabeth Anne James	Mileage	\$16.27
99770	Essential Personnel Inc	Cleaning Services	\$681.83
99771	Grand Island Utilities Dept	Electricity	\$15,410.95
99772	Gustave A Larson Company	Technical Services	\$945.28
99773	Heather Gearhart	Mileage	\$12.84
99774	Holiday Express	Travel	\$3,105.00
99775	Island Sprinkler Supply	Supplies	\$77.28
99776	Jeff Westerby	Mileage	\$88.34
99777	Jones School Supply Company	Supplies	\$86.70
99778	JP Boiler Service LLC	Supplies	\$2,055.50
99779	Kristin Watson	Mileage	\$32.27
99780	Legacy Outdoor Advertising LLC	Advertising	\$725.00
99781	Meg Trout	Mileage	\$37.31
99782	NAPA Auto Parts	Repairs & Maintenance	\$68.55
99783	Rebecca Gimpel	Mileage	\$60.90
99784	Sara Yount	Mileage	\$22.75
99785	Sebrina Bergmeier	Technical Services	\$124.98
99786	Teacher Synergy Inc	Supplies	\$128.97
99787	The Home Depot Pro	Custodial Materials	\$3,907.06
99788	Tri-Cities Roofing and Sheet Metal	Technical Services	\$472.82
99789	Uline	Supplies	\$1,043.91
99790	UniFirst Corporation	Technical Services	\$1,225.67
99791	United Seating and Mobility LLC	Supplies	\$715.00
99792	Ventris Learning LLC	Books	\$752.50
99793	Village Cleaners	Technical Services	\$397.90

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99794	Wex Bank	Fuels	\$2,555.78
99795	Wex Bank	Fuels	\$1,623.20
99796	Wex Bank	Fuels	\$4,102.62
99797	Wex Bank	Fuels	\$1,007.24
99798	White Cap	Supplies	\$353.90
99799	Winsupply of Grand Island	Supplies	\$2,758.21
99800	Woodriver Energy LLC	Utility Services	\$69,384.43
99801	Woodwards Disposal Service Inc	Utility Services	\$1,070.00
99802	Hiland Dairy Foods Company LLC	Milk	\$15,879.07
99803	Brenmar Company Inc	Paper Products	\$9,061.20
99804	Cash-Wa Distributing	Food	\$35,150.95
99805	Chesterman Company	Food	\$239.72
99806	Culligan of Grand Island	Supplies	\$515.20
99807	EMS Linq Inc	Technology Software	\$26,455.79
99808	HyVee	Food	\$86.87
99809	Midwest Restaurant Supply LLC	Repairs & Maintenance	\$430.29
99810	Pan-O-Gold Baking	Bread	\$2,245.30
99811	Peterson Farms Fresh Inc	Produce	\$3,783.36
99812	UNL Extension Hall County	Misc Expenditures	\$1,775.00
99813	US Foods - Grand Island	Food	\$18,391.91
99814	Sams Club MC/SYNCB	Supplies	\$334.17
99815	Ace Hardware	Supplies	\$7.18
99816	Awards Plus	Supplies	\$1,176.50
99817	Beth Hubl	Mileage	\$21.14
99818	Border States Industries Inc	Supplies	\$24,896.39
99819	Capital Business Systems Inc	Technical Services	\$18,683.69
99820	Cassie Blase	Employee Training	\$291.90
99821	Christine Jepson	Employee Training	\$15.00
99822	Cincinnati Childrens Hospital MC	Employee Training	\$1,650.00
99823	City of Grand Island	Dues & Fees	\$200.00
99824	Cline Williams Wright Johnson	Legal Services	\$1,085.00
99825	Communications Supply Corp	Supplies	\$84.70
99826	Eakes Office Solutions	Warehouse	\$285.39
99827	Essential Personnel Inc	Cleaning Services	\$340.92
99828	Follett Content Solutions LLC	Books	\$295.33
99829	Follett School Solutions Inc	Books	\$968.74
99830	GI Family Radio KRGI	Advertising	\$1,900.00
99831	Grand Island Utilities Dept	Electricity	\$84,318.78
99832	Graphic Products	Supplies	\$156.91
99833	Gustave A Larson Company	Supplies	\$555.00
99834	Holiday Express	Transportation	\$23,320.44
99835	Jordyn Hubbard	Employee Training	\$240.50

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99836	Judy Weinrich	Employee Training	\$15.00
99837	Katherine Lange	Employee Training	\$240.50
99838	Kearney High School	Dues & Fees	\$450.00
99839	Kristen Laurent	Technical Services	\$320.64
99840	Kylee-Joe Thompson	Employee Training	\$15.00
99841	Lakeshore Learning Materials	Supplies	\$208.48
99842	Meredith Davis	Mileage	\$80.66
99843	Rosemary Gomez	Employee Training	\$15.00
99844	Sarah K Henry	Mileage	\$80.66
99845	Savannah Kok	Employee Training	\$240.50
99846	School Fix	Supplies	\$221.05
99847	Tarjimly	Professional Services	\$3,113.10
99848	The Home Depot Pro	Custodial Materials	\$5,906.27
99849	TK Elevator Corporation	Technical Services	\$1,811.86
99850	UniFirst Corporation	Technical Services	\$322.32
99851	Verizon Wireless	Telecommunications	\$413.95
99852	Village Cleaners	Technical Services	\$224.84
99853	White Cap	Supplies	\$1,079.71
99854	Winsupply of Grand Island	Supplies	\$39.98
99855	Yandas Music	Supplies	\$194.85
99856	Cash-Wa Distributing	Food	\$2,607.99
99857	Greenberg Fruit Company	Produce	\$3,699.63
99858	Hiland Dairy Foods Company LLC	Milk	\$9,040.47
99859	Pan-O-Gold Baking	Bread	\$2,967.00
99860	Damian Causgrove	Employee Training	\$165.00
99861	Amazon Cap Services Inc	Supplies	\$2,981.12
99862	Andrean Olson	Employee Training	\$240.50
99863	Century Link	Telecommunications	\$926.39
99864	DAS State Accounting - Central Finance	Telecommunications	\$585.74
99865	Jacqueline Ortega Garcia	Employee Training	\$240.50
99866	NASSP/NHS/NJHS	Dues & Fees	\$480.00
99867	O Reilly Auto Parts	Supplies	\$22.50
99868	One Source	Technical Services	\$1,147.10
99869	Platte Valley Communications	Supplies	\$1,127.89
99870	R8 Productions LLC	Technical Services	\$250.00
99871	Reams Sprinkler Supply Co	Supplies	\$64.80
99872	Rentokil North America Inc	Technical Services	\$202.37
99873	SectorNow LLC	Professional Services	\$3,205.00
99874	Soliant Health LLC	Professional Services	\$33,768.00
99875	Solution Tree LLC	Employee Training	\$1,420.00
99876	Sonova USA Inc.	Technology Supplies	\$5,403.70
99877	Super Saver	Supplies	\$350.28

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99878	Taron Dawn Ott	Parental Mileage	\$58.24
99879	Toni Palmer	Mileage	\$132.02
99880	Unite Private Networks LLC	Telecommunications	\$625.08
99881	Ace Hardware	Supplies	\$9.58
99882	AKRS Equipment Solutions Inc	Supplies	\$74.56
99883	American Red Cross	Employee Training	\$703.00
99884	Anderson Ford Lincoln Mercury	Repairs & Maintenance	\$2,211.08
99885	Angie DeOrta	Technical Services	\$128.25
99886	Ashley Garcia	Technical Services	\$151.88
99887	Aubrey Melanie Luna	Technical Services	\$87.75
99888	Auto Trim Design	Repairs & Maintenance	\$618.00
99889	Axtell Community School District 501	Tuition	\$6,750.00
99890	Blick Art Materials	Supplies	\$8,320.20
99891	Border States Industries Inc	Buildings	\$634.06
99892	Bosselman Energy Inc	Supplies	\$60.33
99893	Bret Anderson Consulting LLC	Employee Training	\$8,169.00
99894	Briana Tecum Tun	Technical Services	\$138.38
99895	Cannon Moss Brygger & Assoc	Buildings	\$1,416.50
99896	Capital Business Systems Inc	Technical Services	\$61.25
99897	Cara Kuhl	Mileage	\$38.29
99898	Celebrating All Persevering Students	Professional Services	\$6,000.00
99899	Communications Supply Corp	Equipment	\$363.62
99900	Connie Voss	Mileage	\$35.56
99901	Copycat Instant Printing	Printing	\$828.41
99902	Cory Gearhart	Employee Training	\$480.46
99903	Culligan of Grand Island	Supplies	\$76.50
99904	Deniss Guerrero	Technical Services	\$37.13
99905	Diana Guerrero	Technical Services	\$155.26
99906	Eakes Office Solutions	Warehouse	\$660.88
99907	Easy Way Safety Services, Inc.	Supplies	\$225.00
99908	Follett Content Solutions LLC	Books	\$983.34
99909	Globo Holding I LLC	Technical Services	\$812.50
99910	Grand Island Utilities Dept	Electricity	\$21,657.11
99911	Gumdrop Books	Books	\$2,742.67
99912	Gustave A Larson Company	Supplies	\$3,964.35
99913	Holiday Express	Transportation	\$2,480.00
99914	Interstate All Battery Center	Supplies	\$26.10
99915	Isaura Bacilio Martin	Technical Services	\$155.25
99916	Jamal Jamal	Technical Services	\$50.63
99917	Jay Huebert Piano Service	Technical Services	\$175.00
99918	Jennifer Hernandez Perez	Technical Services	\$60.75
99919	Joceline Pena Diaz	Technical Services	\$135.00

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99920	Katherin Xicara	Technical Services	\$151.88
99921	Kramers Wrecker Service Inc	Technical Services	\$300.00
99922	Lakeshore Learning Materials	Supplies	\$284.94
99923	LCL Truck Equipment Inc	Supplies	\$5,250.30
99924	Lincy Lopez-Perez	Technical Services	\$155.25
99925	Lluvia Cortez-Garcia	Technical Services	\$74.25
99926	Loria Thunker	Mileage	\$52.57
99927	Manuela Tino Canil	Technical Services	\$155.25
99928	Megan L Jaixen	Professional Services	\$6,748.58
99929	NAPA Auto Parts	Repairs & Maintenance	\$1,113.98
99930	Shayra Coj-Riz	Technical Services	\$155.25
99931	Shyrley Garcia Cifuentes	Technical Services	\$148.50
99932	Silvia Guerrero	Mileage	\$80.66
99933	Tausha Jones	Mileage	\$20.44
99934	The Hearing Clinic Inc	Professional Services	\$2,072.00
99935	The Home Depot Pro	Custodial Materials	\$1,615.63
99936	Tyler Technologies Inc	Employee Training	\$1,160.00
99937	UniFirst Corporation	Technical Services	\$961.00
99938	Vari Sales Corporation	Supplies	\$319.20
99939	Village Cleaners	Technical Services	\$121.90
99940	White Cap	Repairs & Maintenance	\$3,362.32
99941	Winsupply of Grand Island	Supplies	\$2,684.19
99942	Woodriver Energy LLC	Utility Services	\$66,416.28
99943	Yandas Music	Supplies	\$35.09
99944	Yulia Galuez Toymil	Technical Services	\$108.00
99945	University Of Nebraska Lincoln	Misc Expenditures	\$175.00
99946	Blanca Estela Almaguer	Mileage	\$28.21
99947	Carolyn Arends	Mileage	\$24.36
99948	Cash-Wa Distributing	Food	\$30,428.03
99949	Cecilia Hormachea De La Roza	Mileage	\$14.70
99950	Central Nebraska Refrigeration	Repairs & Maintenance	\$8,347.82
99951	Chesterman Company	Food	\$269.62
99952	Copycat Instant Printing	Printing	\$115.60
99953	Denise Bone	Mileage	\$28.07
99954	Greenberg Fruit Company	Produce	\$7,029.26
99955	Heather Gilliland	Mileage	\$12.60
99956	Hiland Dairy Foods Company LLC	Milk	\$9,005.18
99957	Jeanne Koehn	Mileage	\$21.00
99958	Megan Kenney	Mileage	\$14.91
99959	Nicole Enck	Mileage	\$30.32
99960	Nicole Lemburg	Mileage	\$23.10
99961	Pamela Rivera	Mileage	\$6.16

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
99962	Peterson Farms Fresh Inc	Produce	\$3,783.36
99963	Renee Schwieger	Mileage	\$46.97
99964	Super Saver Five Points	Supplies	\$330.18
99965	Teresa Abuwisha	Mileage	\$16.38
99966	Theresa McCarthy	Mileage	\$24.50
99967	US Foods - Grand Island	Food	\$14,455.58
99968	Abby Stoddard	Mileage	\$59.92
99969	Alexander Serrano Ortega	Technical Services	\$94.50
99970	Allissa Marty	Supplies	\$41.23
99971	Amanda Smith	Mileage	\$28.70
99972	Amazon Cap Services Inc	Supplies	\$8,136.65
99973	Amy Reis	Misc Expenditures	\$23.20
99974	Ana Pascual Martin	Technical Services	\$128.25
99975	Anneris Shafer	Mileage	\$60.76
99976	Ashley Ostorga	Technical Services	\$94.50
99977	Century Link	Telecommunications	\$387.90
99978	Claudia Demko Reno	Mileage	\$53.41
99979	Crystal Wall	Misc Expenditures	\$24.10
99980	Dan Petsch	Mileage	\$64.40
99981	Danny Oberg	Rentals - Other	\$3,400.00
99982	Derek Ochoa	Technical Services	\$158.63
99983	Elizabeth Gabriel Pintor	Technical Services	\$97.88
99984	Fatima Gonzalez Manzano	Technical Services	\$216.00
99985	Flor de Maria Nicolas Diego	Technical Services	\$47.25
99986	Hannia Perez Aguliar	Technical Services	\$148.50
99987	Helda Raymundo Paiz	Technical Services	\$162.00
99988	Hilary Liegl	Misc Expenditures	\$105.80
99989	Jennifer Pedro	Technical Services	\$20.25
99990	Jenny Lynn Rother	Mileage	\$84.18
99991	Jimena Suarez	Technical Services	\$155.25
99992	Joni Pritchard	Mileage	\$136.22
99993	Juan Almanza Martinez	Technical Services	\$151.88
99994	Julie Schnitzler	Mileage	\$18.06
99995	Katelin Probasco	Mileage	\$24.36
99996	Keily Ramos Y Ramos	Technical Services	\$158.63
99997	Kimberly Perez Veliz	Technical Services	\$97.88
99998	Kris McMullen	Mileage	\$31.50
99999	Leidy Perez Santiago	Employee Training	\$15.00
100000	Lester Quiroz	Technical Services	\$111.38
100001	Marlo Reyes	Mileage	\$7.35
100002	Marty Markvicka	Mileage	\$29.82
100003	Matheson Tri Gas Inc	Supplies	\$178.32

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
100004	Mechanical Sales Inc	Technical Services	\$1,118.40
100005	Menards	Supplies	\$830.60
100006	Michelle Ruzicka	Misc Expenditures	\$52.75
100007	Midwest Alarm Services	Technical Services	\$688.58
100008	Midwest Connect LLC	Postage	\$9,498.89
100009	Midwest Restaurant Supply LLC	Professional Services	\$265.00
100010	Mike Kuhlman	Misc Expenditures	\$47.15
100011	Mosley Consulting LLC	Professional Services	\$2,500.00
100012	Nebraska Department of Education	Employee Training	\$400.00
100013	Nora Kathleen Sheridan	Mileage	\$29.12
100014	Northwestern Energy	Utility Services	\$7,189.50
100015	Office Depot	Supplies	\$51.39
100016	Olsson Associates	Improvements	\$15,935.83
100017	Orvin Rubio Hernandez	Technical Services	\$141.75
100018	Otis Elevator Company	Technical Services	\$9,148.32
100019	Overhead Door Of Grand Island	Supplies	\$1,753.50
100020	Panchita Portillo	Mileage	\$70.28
100021	Platte Valley Communications	Supplies	\$9,954.75
100022	PlayCore Group	Supplies	\$1,805.76
100023	Policy Studies Associates Inc	Professional Services	\$9,166.67
100024	Pomp's Tire Service Inc	Repairs & Maintenance	\$638.40
100025	Prime Communications Inc	Technical Services	\$462.50
100026	Rebekah Piel	Mileage	\$72.17
100027	Rentokil North America Inc	Technical Services	\$2,508.73
100028	Rising Hope Counseling & Consulting PC	Employee Training	\$750.00
100029	Rons Music	Supplies	\$56.00
100030	Safety-Kleen Corporation	Supplies	\$456.92
100031	Sams Club Direct	Supplies	\$51.60
100032	Sara Robinson	Mileage	\$15.40
100033	School Health Corporation	Supplies	\$477.55
100034	Sherwin Williams Company	Supplies	\$547.19
100035	Staples Business Credit	Supplies	\$85.87
100036	State Glass Inc	Technical Services	\$344.65
100037	Stelling Brass & Winds	Supplies	\$1,217.00
100038	Steven Strand	Mileage	\$78.61
100039	Strong Fathers-Strong Families LLC	Supplies	\$2,000.00
100040	Sumaya Omar	Technical Services	\$101.25
100041	Summer Stephens	Employee Training	\$440.00
100042	Super Saver Five Points	Supplies	\$1,324.34
100043	Thania G Aguilar Rodriquez	Technical Services	\$141.75
100044	Toni Palmer	Mileage	\$47.04
100045	Yaritsa Martinez	Technical Services	\$111.38

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
100046	Yazmin Kairy Marrero Lopez	Technical Services	\$155.25
100047	Ace Hardware	Supplies	\$372.25
100048	AKRS Equipment Solutions Inc	Supplies	\$2,453.28
100049	Amanda Bennett	Mileage	\$5.60
100050	Amanda G Silva Garcia	Technical Services	\$138.38
100051	Amy L Boyer	Supplies	\$12.60
100052	Ariadna Barrera	Technical Services	\$101.25
100053	Ashley Knievel	Mileage	\$83.72
100054	Border States Industries Inc	Buildings	\$18,733.46
100055	Brand's	Supplies	\$3,181.78
100056	Bryn Carriker	Mileage	\$6.51
100057	Capital Business Systems, Inc	Technical Services	\$35.48
100058	Carina Pablo Aguilar	Technical Services	\$158.63
100059	Construction Rental	Supplies	\$353.90
100060	Control Services Inc	Supplies	\$26,369.00
100061	Copycat Instant Printing	Printing	\$164.69
100062	Cricia Chacon Cortez	Technical Services	\$158.63
100063	Danielle Buhrman	Mileage	\$58.59
100064	Dawn Deuel-Rutt	Mileage	\$11.72
100065	Eakes Office Solutions	Custodial Materials	\$13,188.38
100066	Emily Armstrong	Mileage	\$81.20
100067	Essential Personnel Inc	Cleaning Services	\$175.79
100068	Follett Content Solutions LLC	Books	\$5,493.24
100069	Grand Island Public Schools	Misc Expenditures	\$3,766.56
100070	Grand Island Utilities Dept	Electricity	\$45,117.95
100071	Gustave A Larson Company	Supplies	\$1,799.64
100072	Herayda Daliany Munoz Barahona	Technical Services	\$158.63
100073	Holiday Express	Travel	\$2,555.00
100074	Interstate All Battery Center	Repairs & Maintenance	\$252.00
100075	Island Indoor Climate	Supplies	\$142.00
100076	Jennifer Hahn	Mileage	\$65.45
100077	John Harder	Parental Mileage	\$143.36
100078	Johnny Garcia	Mileage	\$44.52
100079	Johnson Hardware	Supplies	\$1,306.00
100080	Jose Miucl Jimenez Acosta	Technical Services	\$138.38
100081	Joseph Eckerman	Mileage	\$64.89
100082	JW Pepper Son Inc	Supplies	\$96.49
100083	Karisa Dubbs	Mileage	\$46.20
100084	Karma L Lewandowski	Mileage	\$37.31
100085	Kelli Arens	Mileage	\$46.90
100086	Kenneth DeFrank	Mileage	\$46.20
100087	Kory Michelle Heranandez Tinajero	Technical Services	\$94.50

Grand Island Public Schools

Claims Listing

April 10, 2025

Reference	Payee	Description	Amount
100088	Kylee-Joe Thompson	Mileage	\$98.35
100089	Lauren Grecsek	Mileage	\$74.20
100090	Lesley Ruby Ruiz Avitra	Technical Services	\$50.63
100091	Lynn Bender	Mileage	\$1.82
100092	Maria Carrasco Hernandez	Technical Services	\$145.13
100093	Megan Haugh	Mileage	\$145.88
100094	Megan Jo Ahrens	Mileage	\$52.29
100095	Meredith Davis	Mileage	\$107.45
100096	NAPA Auto Parts	Repairs & Maintenance	\$1,415.83
100097	Opal J Bentley	Mileage	\$23.17
100098	Rosemary Gomez	Mileage	\$55.09
100099	Sarah Dramse	Mileage	\$63.07
100100	Sarah K Henry	Mileage	\$84.28
100101	Stacie Faber	Mileage	\$82.32
100102	Tech4Learning	Software	\$15,271.75
100103	Terry Hastings	Mileage	\$35.70
100104	The Happy Brush	Supplies	\$1,200.00
100105	The Home Depot Pro	Custodial Materials	\$10,736.50
100106	Therese Hulme	Mileage	\$66.92
100107	Traffic Safety Warehouse	Supplies	\$2,028.15
100108	Verizon Wireless	Telecommunications	\$1,307.26
	Sterling Computers	Computer security	\$369,895.11
	Midwest Glass Tinters Inc	Safety film	\$83,459.00
	Central Nebraska Education Agency	Lease	\$45,000.00
	Medsurety	Employee Benefits	\$672.00
	Head Start Family Dev Program	Child care grant	\$36,235.49
	Head Start Family Dev Program	Child care grant	\$16,391.03
	Holiday Express	Transportation	\$151,170.43
	Go Physical Therapy LLC	Professional Services	\$65,874.70
	Ombudsman Educational Services, LTD	Tuition	\$172,375.00
			<u>\$2,212,533.26</u>
	March 14, 25 Payroll	All Funds	<u>\$9,156,683.78</u>
			<u>\$11,369,217.04</u>

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

**STAFF ADJUSTMENT
April 10th, 2025**

Certified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Haley Becker	Physical Ed/1.0 FTE/Walnut	BA+00 -02	UNK	08/06/2025	C. Rodaway
Michiko Bergman	EL/1.0 FTE/GISH	MA+00 -06	UNK	08/06/2025	J. Hekrdle
Rachel Chiles	English/1.0 FTE/Barr	MA+00 -05	Western Governors	08/06/2025	Open
Amber Clausen	Counselor Elem/1.0 FTE/ Dodge	MA+45 -11	UNL	08/06/2025	T. Trampe
Michelle Colburn	SE Resource Room/1.0 FTE/ TBD	MA+00 -05	UNK	08/06/2025	TBD
Betsaida Dominguez	TBD/1.0 FTE/TBD	BA+00 -02	UNK	08/06/2025	TBD
Blake Fahrenholtz	Science/1.0 FTE/GISH	BA+00 -04	Hastings College	08/06/2025	T. Fisk
Carson Jakubowski	Elementary TBD/1.0 FTE/ TBD	BA+00 -02	Wayne State	08/06/2025	TBD
Crystal Kucera	Mathematics/1.0 FTE/ Westridge	MA+27 -09	UNK	08/06/2025	M. Reinhard
Annalise McHargue	EL/1.0 FTE/Barr	BA+00 -05	UNK	08/06/2025	P. Noriega Rivera
Laura McQuinn	Library Media Specialist/ 1.0 FTE/TBD	MA+45 -11	Wayne State	08/06/2025	TBD
Paige Nolan	Family Consumer Science/ 1.0 FTE/GISH	BA+00 -02	Wayne State	08/06/2025	C. Gillham

Certified New Hires(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Rebecca Phillips	EL/1.0 FTE/Engleman	MA+27 -09	Doane	08/06/2025	T. Styren
Karen Piel	Fifth Grade/1.0 FTE/Gates	MA+00 -09	Concordia	08/06/2025	T. Bloodgood
Jennifer Porter	SE Resource Room/1.0 FTE/ TBD	BA+36 -07	UNK	08/06/2025	TBD
Trae Ramer	Social Studies/1.0 FTE/Walnut	MA+00 -08	Peru State College	08/06/2025	D. Powell
Will Reutzell	Social Studies/1.0 FTE/ Westridge	MA+09 -09	Wayne State	08/06/2025	J. Hancock
Thomas Roach	Business Ed/1.0 FTE/GISH	BA+00 -02	UNK	08/06/2025	W. Louder
Kari Vyhldal	Social Emotional Creative Arts/.50 FTE/Shoemaker	MA+00 -08	Hastings College	08/06/2025	C. Sorensen
Shiyue Wang	Mathematics/1.0 FTE/GISH	MA+00 -02	Hastings College	08/06/2025	B. Schlegel
Gerta Weber	Elementary TBD/1.0 FTE/ TBD	BA+00 -03	Metropolitan State	08/06/2025	TBD
Cody Wheeler	TBD/1.0 FTE/GISH	MA+00 -09	UNK	08/06/2025	TBD
Samantha Wrick	SE Resource Room/1.0 FTE/ TBD	BA+00 -02	Chadron State	08/06/2025	TBD
Nicole Zulkoski	SE Resource Room/1.0 FTE/ TBD	BA+00 -02	UNL	08/06/2025	TBD

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Jacob Anania	Football MS Assistant/Barr	08/05/2025	Open
Jami Barrientos	Volleyball MS Assistant/Walnut	08/05/2025	F. Canfield
Karsen Reimers	Football MS Assistant/Westridge	08/05/2025	J. Hancock
Damon Rodriguez	Weight Training Spring MS Head/Barr	02/05/2025	Open

Classified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Nissi Contreras	Paraed Inst Suppt/.9375 FTE/Howard	03/07/2025	J. Jones
Haley Findley	Paraed Inst Suppt/.9375 FTE/Starr	03/17/2025	B. Dack
Mark Jones	Yard Worker Summ II/1.0 FTE/Kneale	04/07/2025	Seasonal
Robert Knapp	Yard Worker Summ II/1.0 FTE/Kneale	04/14/2025	Seasonal
David Krolikowski	Yard Worker Summ II/1.0 FTE/Kneale	04/14/2025	Seasonal
Jennifer Molina	Asst Cust Sr High/1.0 FTE/GISH	03/25/2025	D. Lagos Lagos
Brian Morse	Asst Cust/.50 FTE/Westridge	03/17/2025	K. Trussell
Eddie Nowka	Yard Worker Summ II/1.0 FTE/Kneale	04/09/2025	Seasonal
Elizabeth Potter	Parapro Alt Prg/.9375 FTE/Lincoln-Skills	03/24/2025	H. Hiatt

Certified Separations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>
Jane Alzner	SE Resource Room/1.0 FTE/Wasmer	05/23/2025
Katherine Arceo	Fifth Grade/1.0 FTE/Dodge	05/23/2025
Annalisa Baade	Mathematics/.50 FTE/Science/.50 FTE/Westridge	05/23/2025
Timothy Bloodgood	Fifth Grade/1.0 FTE/Gates	05/23/2025
Jacqueline Caldwell	Second Grade/1.0 FTE/Howard	05/23/2025
Cindy Clark	SE Resource Room/.4773 FTE/Seedling Mile	05/23/2025
Shayna Crouch	SE Speech Therapy/1.0 FTE/Jefferson	05/23/2025
Audra Faeh	EL Newcomer/1.0 FTE/Stolley Park	05/23/2025
Thera Fisk	Science/1.0 FTE/GISH	05/23/2025
Maria Garcia	Social Studies/1.0 FTE/GISH	05/23/2025
Alexandria Garrett	Counselor Elem/.6417 FTE/Engleman	05/23/2025
Amanda Gifford	First Grade/1.0 FTE/Shoemaker	05/23/2025
Thomas Hake	Third Grade/1.0 FTE/Howard	05/23/2025
Jacob Hancock	Social Studies/1.0 FTE/Westridge	05/23/2025
Jessica Hekrdle	EL/1.0 FTE/GISH	05/23/2025
Caitlin Houdek	Vocal Music/1.0 FTE/Walnut	05/23/2025
Shayla Jessen	SE Resource Room/1.0 FTE/GISH	05/23/2025
Cynthia Joseph	Social Studies/1.0 FTE/Walnut	05/23/2025
Janel Keyes	Library Media Specialist/1.0 FTE/Howard	05/23/2025
Madisen Kuhter	SE Resource Room/1.0 FTE/Starr	05/23/2025
Shalee Lindsey	Gear Up Academic Coach/1.0 FTE/Islander Annex	05/23/2025
Wendy Louder	Info Tech/1.0 FTE/GISH	05/23/2025
Pamela Lux	Third Grade/1.0 FTE/Engleman	05/23/2025

Certified Separations(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>
Kathryn Maddox	Third Grade/1.0 FTE/Seedling Mile	05/23/2025
Philipp Mancuso	Fifth Grade/1.0 FTE/Seedling Mile	05/23/2025
McKayla Moore	Kindergarten/1.0 FTE/Wasmer	05/23/2025
Constance Palu	SE Resource Room/1.0 FTE/GISH	05/23/2025
Dimitrius Powell	Social Studies/1.0 FTE/Walnut	05/23/2025
Breckon Reed	Freshman Seminar/1.0 FTE/GISH	05/23/2025
Creighton Reed	Physical Education/1.0 FTE/GISH	05/23/2025
William Root	Physical Education/1.0 FTE/Howard	05/23/2025
Bess Sheeks	Kindergarten/1.0 FTE/Lincoln	05/23/2025
Chantel Silva	SE Resource Room/1.0 FTE/Lincoln	05/23/2025
Jeremiah Slough	Physical Education/1.0 FTE/GISH	05/23/2025
Colette Sorensen	Social Emotional Creative Arts/.5387 FTE/Shoemaker	05/23/2025
Morgan Soucek	SE Resource Room/1.0 FTE/Shoemaker	05/23/2025
Tannor Styren	EL/1.0 FTE/Engleman	05/23/2025
Teague Sutherland	Entrepreneurship/1.0 FTE/Walnut	05/23/2025
Emerald Tolles	First Grade/1.0 FTE/Wasmer	05/23/2025
Tracey Trampe	Counselor Elem/1.0 FTE/Dodge	05/23/2025
Era Villaver	SE Resource Room/1.0 FTE/Wasmer	05/23/2025

Certified Extra Standard Separations

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>
Raymond Chavez	Basketball Boys MS Head/Walnut	05/23/2025
Raymond Chavez	Basketball Girls MS Head/Walnut	05/23/2025
Marcus Ehrke	Volleyball Varsity HS Head/GISH	05/23/2025
Jacob Hancock	Basketball Boys MS Assistant/Westridge	05/23/2025
Jacob Hancock	Football MS Assistant/Westridge	05/23/2025
Caitlin Houdek	Vocal Music MS Sponsor/Walnut	05/23/2025
Caitlin Houdek	Track MS Head/Walnut	05/23/2025
Shalee Lindsey	Basketball Girls MS Head/Westridge	05/23/2025
Dimitrius Powell	Football MS Assistant/Walnut	05/23/2025
William Root	Basketball Boys MS Assistant/Westridge	05/23/2025
William Root	Volleyball MS Assistant/Barr	05/23/2025
Jeremiah Slough	Basketball Varsity Boys HS Head/GISH	05/23/2025
Jeremiah Slough	Golf Varsity Girls HS Head/GISH	05/23/2025
Carol Wieck	Volleyball JV HS Assistant/GISH	05/23/2025
Kathryn Zeller	Volleyball MS Assistant/Westridge	05/23/2025
Kathryn Zeller	Wrestling Girls MS Assistant/Westridge	05/23/2025

Classified Separations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>
Daniel Lagos Lagos	Asst Cust Sr High/1.0 FTE/GISH	03/19/2025
Keisha Lemburg	Paraed Translator/1.0 FTE/GISH	03/03/2025
Patrick Martin	Head Painter/1.0 FTE/Kneale	03/14/2025
Mercedes Palomares	Satellite Crlr Elem/.5938 FTE/Stolley Park	03/26/2025
Larry Pickett	Parapro Alt Prg/.9375 FTE/GISH-CBI	03/07/2025
Joanna Rodriguez S	Paraed Inst Suppt/.5625 FTE/Barr	04/14/2025
Ashley Rose	Parapro Alt Prg/.9375 FTE/GISH-CBI	03/21/2025
Katelynn Weinmaster	Elem & MS para/.9375 FTE/Wasmer	03/17/2025

Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Katherine Lehman	Registered Nurse/1.0 FTE/ GISH	Registered Nurse/1.0 FTE/ Starr	03/24/2025	M. Starkey

Certified Changes/Extra Standard Assignments

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Braeden Mlinar	Volleyball Varsity HS Assistant/GISH	Volleyball Varsity HS Head/GISH	08/05/2025	M. Ehrke
Monti Fyfe	Basketball 9th Girls HS Head/GISH	Basketball Varsity Girls HS Head/GISH	11/05/2025	J. Slough

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Samantha Horton	Parapro Alt Prg/.9375 FTE/ Walnut-CBI	Secondary Media Asst/ 1.0 FTE/Barr	03/17/2025	J. Osborne
Gabriel Perez	Asst Cust Admin/.40 FTE/ Kneale	Asst Cust Admin/.50 FTE/ Kneale	03/10/2025	Board Approved Increase in hours
Aaron Theis	Parapro Alt Prg/.9375 FTE/ Lincoln Skills	Parapro Alt Prg/.9375 FTE/ Walnut CBI	03/17/2025	S. Horton

Certified Special Assignment

<u>Name</u>	<u>Additional Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
NONE.			

Certified Special Assignment Separations

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
NONE.			

Certified Requests for Leave of Absence

<u>Name</u>	<u>Assignment/School</u>	<u>Date of Leave</u>	<u>Reason</u>
Jeremiah Slough	Physical Education/1.0 FTE/GISH	2025-2026 school year	LOA

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



550 E. Swedesford Road, Suite 360, Wayne, PA 19087

04/01/2025

Customer: **Order Form Details:**

Hall County School District 2
Po Box 4904
Grand Island, Nebraska, 68802
United States

Contact: Carrie Kolar
Title: HR Manager
Phone: (308) 385-5889
Email: ckolar@gips.org

Pricing Expiration: 3/28/2025
Quote Currency: USD
Account Manager: Georgie McGuckin

Startup Cost Billing Terms: One-Time, Invoiced after signing
Subscription Billing Frequency: Annual
Sale Type: New
Initial Term: 7/01/2025 – 8/31/2030

Pricing Overview **Amount**

One-Time Fees	\$4,000.05
Annual Recurring Fees	\$25,000.00
(Initial Term Prorated Fees)	\$4,246.58

One-Time Fees Itemized Description	Quantity	Amount (each)	Amount
Frontline Implementation	1	\$3,460.05	\$3,460.05
Custom Virtual Session - Frontline Central	1	\$540.00	\$540.00

Annual Recurring Fees Itemized Description	Subscription Start	Subscription End	Amount
(Frontline Central Solution Prorated Term)	7/01/2025	8/31/2025	\$4,246.58
Frontline Central Solution	9/01/2025	8/31/2026	\$25,000.00
Frontline Central Solution	9/01/2026	8/31/2027	\$25,750.00
Frontline Central Solution	9/01/2027	8/31/2028	\$26,522.50
Frontline Central Solution	9/01/2028	8/31/2029	\$27,318.18
Frontline Central Solution	9/01/2029	8/31/2030	\$28,137.72

Additional Order Form Information

Special Instructions and Additional Terms

Frontline Central contract subject to the approval of Board of Education on Thursday April 10th

Tax Information

Tax Exemption: We currently have a tax exemption certificate on file for you.

PO Information

PO Status: Purchase order to follow

PO #:

Note: If a Purchase Order is required, Customer shall submit the PO to Frontline within ten (10) business days of signing this Order Form by emailing it to billing@frontlineed.com, otherwise a PO shall not be required for payment

Professional Services Information

Customer has one year from date of Customer's signature of this Order to utilize any Professional Services described in this Order. The Professional Services expire thereafter with no credit or refund due to Customer.



550 E. Swedesford Road, Suite 360, Wayne, PA 19087

04/01/2025

Invoicing Schedule	Due Date	Amount
Invoice: One Time	Upon Signing	\$4,000.05 + applicable sales tax
Frontline Implementation		\$3,460.05
Custom Virtual Session - Frontline Central		\$540.00
Invoice: Prorated	7/31/2025	\$4,246.58 + applicable sales tax
Frontline Central Solution		\$4,246.58
Invoice: Annual	10/01/2025	\$25,000.00 + applicable sales tax
Frontline Central Solution		\$25,000.00
Frontline Central Solution		\$25,750.00
Frontline Central Solution		\$26,522.50
Frontline Central Solution		\$27,318.18
Frontline Central Solution		\$28,137.72



550 E. Swedesford Road, Suite 360, Wayne, PA 19087

04/01/2025

MASTER SERVICES AGREEMENT

This Master Services Agreement is made effective as of the date of the signature below (the "Effective Date") by and between Frontline Technologies Group LLC dba Frontline Education, its subsidiaries and affiliates with an address at 550 E. Swedesford Road, Suite 360, Wayne, PA 19087 (collectively "Frontline"), and the client identified below ("Client"). Frontline and Client are sometimes referred to herein, individually, as a "Party" and, collectively, the "Parties."

By signing below, the Parties agree to be legally bound by the terms and conditions contained in the Frontline Master Services Agreement ("Master Services Agreement", which is available at <https://www.frontlineeducation.com/master-services-agreement/> and is incorporated herein by reference. The attached Order Form, exhibits (if any), Statements of Work and the referenced Master Services Agreement are collectively the "Agreement". To place orders subject to this Agreement, at least one Order Form (as defined in the Master Services Agreement) must be incorporated into this Agreement. Client may make future purchases of products and services from Frontline (and its subsidiaries and affiliates) under this Master Services Agreement by executing an Order Form and any future Order Forms without an attached or referenced Master Services Agreement will be deemed subject to this Master Services Agreement. This Agreement constitutes the complete and exclusive statement of the agreement between the Parties with respect to the Software and the Services set forth herein and any other software, products or other services provided by Frontline or any of its affiliates or predecessors prior to the Effective Date. For the avoidance of doubt, this Agreement supersedes any and all prior oral or written communications, proposals, RFPs, contracts, and agreements (including all prior license and similar agreements) and the Parties hereby terminate any such agreements. In the event of a conflict between the provisions of the Terms and Conditions and the provisions of any Statement of Work or any Order Form or any Order Form Terms and Conditions, the provisions of the Statement of Work or Order Form or Order Form Terms and Conditions, as applicable, shall govern, but only with respect to the services forth in the Statement of Work or that particular Order Form.

Frontline Technologies Group LLC dba Frontline Education	Hall County School District 2
Signature: _____	Signature: _____
Name: _____	Name: _____
Title: _____	Title: _____
Address: 550 E. Swedesford Road, Suite 360 Wayne, PA 19087	Address: Po Box 4904 Grand Island, Nebraska 68802
Email: <u>billing@frontlineed.com</u>	Email: _____
Effective Date: _____	



Frontline Education

Implementation Services



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Introduction

Frontline Education offers a complete customer experience, with professional resources to collaborate with your project team during the implementation. Frontline uses a three-part method to provide a lasting solution that helps Clients achieve their strategic objectives.



Implementation: Frontline will collaborate with the Client leadership and project personnel to grasp the strategic objectives of the project. Client will apply Frontline proven methods for carrying out the solution whenever feasible.

Learning & Capability Building: Frontline provides a mixed learning approach for clients. By combining independent learning and interactive working sessions, Frontline has an effective way of making sure the successful enablement of Clients.

Change Enablement: With all changes, it is necessary to manage that change effectively within your organization. Frontline offers a Change Management plan for their Clients to successfully communicate, manage, and monitor the adoption of the Frontline system.

Project Governance

Project Planning

Frontline understands that effective project planning lays the foundation for a successful implementation and is vital to reducing risk. We develop detailed project plans for every implementation that establish objectives and outcomes with a clear schedule of deliverables for both Frontline and client stakeholders for each stage of the project.

Upon initiation of the project, Frontline will work with the Client project leaders and other key stakeholders to identify and document all key project components and project team members. As detailed below, various stakeholder and work groups will be established and will work collaboratively to refine and finalize project plans for each program component including all timelines and milestones.

Governance Objectives

A strong governance structure overlays roles and responsibilities to the project management plan, providing complete transparency regarding who will do what and when. Frontline has embedded procedures within our implementation methodology, so that defined controls alert the key stakeholders if problems arise or if scheduled targets are missed. Having this risk management capability, at the highest levels of the project, provides assurance that there is a system of checks and balances, and that the teams are meeting expectations.

Project Governance Methodology

Our team will provide ongoing monitor and control activities and deliverables for the duration of the project to keep the project on track. These activities provide a view into the health and progress of the project so that management can take effective, efficient, and timely actions when the project's performance deviates from the plan or when a proactive measure to manage risks is required.

Risk & Issue Management

The Risk and Issue Management Plan processes help to identify risks to the project, how those risks may be responded to and how mitigation plans can be outlined and controlled. Examples of risk include loss of a critical resource, technology changes, dependence on a third party, project sponsorship or management changes.

Project Team – Roles & Responsibilities

A strong Project Team will be integral to the successful management of this project. The team structure will align appropriate levels of Frontline managers and consultants to your management team and staff in a manner proven effective in other large-scale implementation projects.

Frontline's recommended team structure - outlined below - identifies the type of personnel that are commonly involved with the project. It should be anticipated that other personnel will be involved based on the client organizational structure and on an ad-hoc basis to provide specific insights, knowledge or support as the project moves through its different phases.

Frontline - Executive Sponsor

The Client will be assigned an Executive Sponsor – from the Frontline executive leadership team – to liaise with your senior leadership, act as project champion, and drive overall success of the program.

The Executive Sponsor will provide focus and oversight to the project while building the executive relationship between Client and Frontline and will participate in Executive Steering Committee meetings to review project progress, and significant risks and issues as needed.

Frontline - Project Manager

An implementation project management resource will be assigned to coordinate all planning, communication, scheduling, risks, project reporting and ensure project success.

- Acting as the day-to-day point of contact for the Client project team to ensure on-time delivery of the Frontline project deliverables
- Managing the implementation project plan and project dashboard for ongoing project status reporting, and conducting recurring Project Status Meetings



- Partnering with Client project team to track risks, issues, action items, and key project decisions
- Managing and tracking project scope change requests
- Partnering with the Client project team to develop on the training schedule and change management plan

Frontline - Implementation Consultants

Implementation consultants will provide subject matter expertise and will serve as the primary point of contact for all functional and system configuration work, lead consulting and training activities, as well as become the primary means of support during the initial go-live period.

Implementation Consultants responsibilities include:

- Partnering with Client in conducting Discovery and Requirements Gathering sessions
- Conducting configuration, consulting, training, and work sessions as defined by the project plan
- Review data templates with the client and explain expected data.
- Partner with the client and provide consistent and timely validation of the data provided to ensure it meets the minimum requirements for import.
- Provide data errors in an organized format, indicating which data points are non-compliant and require additional review/correction.
- Online training and consultation will be provided to show the client how to maintain data on an ongoing basis after the initial import.
- Partnering with the Client project team to perform unit testing and UAT as defined by the project plan
- Providing support following go-live and transition to Frontline Support through the Support Handoff meeting

Frontline – Strategic Consultants

Strategic Consultants engage in multi-solution implementations. The Strategic Consultant will work with the Client to determine strategic goals for the Frontline solution, review current processes for redundancy and waste, and make strategic process driven recommendations to achieve overall district objectives.

Client - Executive Sponsor

The Executive Sponsor provides focus and oversight to the project while building the executive relationship between Client and Frontline, ideally Superintendent, Assistant Superintendent of HR, CFO, etc.

The Executive Sponsor will work with all relevant parties to expedite and resolve issues that require the highest executive level involvement, such as contract amendments and scope adjustments. The Executive Sponsor will serve as project champions to promote the visibility and credibility of the Program.

- Provides leadership and promotes project goals within organization ensuring necessary resources are available
- Participates in Executive Sponsor meetings with Frontline Executive Sponsor/Steering Committee to review project progress, and significant risks and issues as needed
- Serves as a point of escalation beyond the Client Project Manager, if needed.
- Promotes Organizational Change Management in support of project success

Client - Project Manager

The Client Project Manager will oversee the implementation and execution of all project-related activities, while ensuring the successful completion of each phase and related activities to reach the project milestones successfully.

Additional responsibilities include:

- Acts as the primary project contact responsible for client-side communications, scheduling, deliverable tracking and advancing the project according to plan



- Works collaboratively with Frontline Project Manager to ensure that the project remains on track and risks are identified and mitigated early
- Ensures timely completion of Client project tasks and action items as identified by Project Plan
- Partners with Frontline Project Manager and project teams to track risks, issues, action items, and key project decisions., and works collaboratively with the Frontline Program Director to mitigate risks and resolve issues
- Partners with Frontline Project Manager on Project Change Management Plan, cascading project communications to the Executive Sponsor, Client project team and project stakeholders
- Partners with Frontline Project Manager on training schedule, identifying attendees, availability, and attendance for training sessions

Client - Implementation Process Owners

Working closely with the Frontline Implementation Consultants, the business process experts will be responsible for the following:

- Define organizational policies and answering policy-based questions and or clarifications
- Understands business requirements and can provide guidance about the future direction of the business area
- Responsible for identifying business impacts and deciding on configuration options in a timely manner
- Provides and coordinates functional support after the project go-live

Client - Functional and Subject Matter Experts

Working closely with the Frontline Implementation Consultants the subject matter experts will be responsible for the following:

- Provide specialist business process knowledge
- Responsible for configuration decisions and execution of test scenarios
- Ensure configuration and supports business impacts review
- Responsible for data validation

Client - System Administrator(s)

Working closely with the Frontline Implementation Consultants the system administrators will be responsible for the following:

- Responsible for day-to-day operations, upkeep of system, and user management.
- Create/edit/delete new records, packets, and forms
- Sending/tracking/completing forms
- It is necessary to include functional area system owners (e.g., recruiting, hiring and onboarding, compensation, time and attendance, etc.) who can define current policies, processes, and business needs
- Timely completion of project tasks and action items in support of the project plan and schedule
- Partners with IT Department and Frontline Consultant to verify data imports and data exchange
 - Provide named resource(s) responsible for data extraction.
 - Data must be provided using Frontline's standard templates.
 - The client will extract the data in the format requested, or work with their current vendor to extract the data.
 - If the client cannot generate the data based on the specification, there is no guarantee that Frontline Education staff will be able to import it.
 - It is the responsibility of the client to have reviewed the content of the data before sending to Frontline.
 - The district will work with Frontline Education to map any data that does not match a dropdown/look-up value in Frontline.
 - Any data transformation will be the responsibility of the client. This includes merging data sets, reformatting data, breaking apart or combining fields or removal of duplicate records.



- Once the data has been imported, the client will review the data as it exists in the system for accuracy. If any discrepancies are found between what was sent and what was imported, Frontline will research and provide resolution or feedback. Once the data imported is deemed accurate, the client will provide sign-off.

Client - IT Department

Working closely with the Frontline Team the Client technical team will system administrators will be responsible for the following:

- Maintain user access, security, and workflow
- Ensure Frontline Education domains/IP addresses have been incorporated into any firewalls and/or spam filters
- Responsible for updating whitelist from Frontline
- Provide technical support in instances where local network/technology configurations impact usage of our solutions
- Engage with 3rd party vendor and manage the relationship for data transfers
- Work with the 3rd party vendor directly to provide Frontline with clearly defined specifications for data files
- Act as “subject matter expert” for all data content questions from Frontline representatives.
- Coordinate testing of files with the 3rd party vendor.
- Provide any SFTP credential information back to the vendor or facilitate the transfer of the data directly to the vendor.
- Subject Matter Expert for the implementation – including requirements, testing and go-live Support (as needed)

Scope of Work

Overall System Configuration

System configuration is accomplished through a blended approach of pre-configuration, Frontline Education configuration services, and Client configuration activities.

The system is collaboratively designed and built out over the course of multiple configuration calls and follow up actions. Natural spaces are planned in the project cadence for review and acceptance of configuration for individual data elements and pieces of functionality. Reference materials with step-by-step walk throughs are provided to help validate system is functioning to accomplish desired goals. Final User Acceptance Testing materials are provided to help both the Frontline and Client project teams walk through and ensure integrity of system configuration as planned.

Frontline Solution	Configuration Scope	Client to Provide
Frontline Central	<p><u>User Provisioning</u>: Frontline will provision users provided in initial import template. Frontline will train the client on how to import future staff.</p> <p><u>General Configuration Fields</u>: Frontline will configure users provided in initial import template. Frontline will assist the client with importing additional general configuration fields.</p> <p><u>Frontline Forms Library</u>: Client has access to download an unlimited number of forms to create additional Processes.</p> <p><u>Processes</u>: Frontline will configure Onboarding and Contract Processes, including associated forms and workflows. The configuration will include standard workflows and up to two complex workflows.</p> <ul style="list-style-type: none"> ○ Onboarding Process Includes: <ul style="list-style-type: none"> • Employee Personal Information 	<ul style="list-style-type: none"> <input type="checkbox"/> User information for all employees in data template, to include Name, Employee ID, Work email (required), Address, EEO, Phone, Emergency Contact information <input type="checkbox"/> Custom forms <input type="checkbox"/> Additional data points to be discussed



	<ul style="list-style-type: none"> • Federal I9 (PDF Overlay) • ID Verification • Federal W4 (PDF Overlay) • State Tax Form (PDF Overlay) • State Retirement System Form (PDF Overlay) • Direct Deposit • Policy Acknowledgements • Employee Handbook Acknowledgement • Benefit Package Receipt Acknowledgement • Credential Verification • Up to (5) Additional District Specific Forms ○ Contract Process Includes: <ul style="list-style-type: none"> • Frontline will build your Contract for Certified Staff • Tools for the client to replicate and adjust for additional contract types <p>As part of our blended learning approach, Frontline will train the client on building processes. Frontline will configure 75% of the processes, while the client will configure the remaining 25%. This approach equips the client with the skills needed to create and manage new processes independently in the future.</p> <p><u>Reports:</u> Three (3) standard reports are available: Employee Data, Employee Assignments, Employee Credentials.</p> <p><u>Permissions:</u> Frontline will configure user permissions.</p> <p><u>Data Transfers:</u> Data Transfer abilities are available in Frontline Solutions. Frontline will set up (1) data transfer which is setup as either a flat file transfer or an export/import into an applicable vendor system. Examples include:</p> <ul style="list-style-type: none"> ○ Employee Data ○ Employee Assignments ○ Employee Credentials 	during Implementation
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Project Timelines

Based on Frontline experience with Implementing the solution, below is a high-level estimated project timeline and order of implementation. After the Kickoff call, the Frontline project team will work with the Client to finalize an agreed upon timeline and order of importance based on Client goals.

Client should be thinking about various scenarios that may impact the timeline and be prepared to share with the Frontline project team during Kickoff. Examples are:

- School vacation weeks – Client project staff unavailable to work on the project
- Planned leave of absences for Client project staff
- Availability of Client project staff during contract renewal season, back-to-school staffing season, etc....
- The availability of resources to work on each solution - is it possible to run them at the same time since there are different project leads for each implementation, or are there project leads who would handle more than one of the implementations

Frontline will Kick off the overall project within (14) days of contract signature.

Solution	Standard Duration
Recruiting & Hiring Kickoff – Go Live	12 weeks
Frontline Central Kickoff – Go Live	10 weeks
Absence Management Kickoff – Go Live	9 weeks
Time & Attendance Kickoff – Go Live	9 weeks



Employee Evaluation Management Kickoff – Go Live	7 weeks
Professional Learning Management Kickoff – Go Live	6 weeks
HRMS Kickoff – Go Live	6 months
HCA Kickoff – Go Live	2 weeks

Project Scope Changes - Change Orders

Frontline shall perform the services specified in this SOW. Any other services or changes identified by the parties will require a duly executed Change Order. If the parties mutually agree to change this SOW, then, Frontline will create a Change Order documenting the change in Statement of Work, additional (or exchanged) services to be delivered and resources required, any changes to the project plan and/or deliverable dates (if applicable), and additional estimated fees (if applicable).

Both parties must properly execute the Change Order before any resources will be assigned or any additional/changed services will be performed.

Reasons for the execution of a Change Order include but are not limited to, any of the following changes to scope:

- Request to delay the Planned Go Live, 30 days or more from the original date
- Changes to the requirements once Discovery has been signed off and Configuration has begun
- Changes to decisions made by the Client that require rework or otherwise affect deliverables
- Changes to client team leading to the need for a pause in implementation, additional training, rework and/or changes to requirements

Steps to the Change Order Process: Project Scope Change Request Form

- Identify the change of scope
- Document the change
- Scope the change and quote
- Submission to Frontline and Client Executive Sponsors
- Executive Sponsor review
- Executive Sponsor approval / denial

Assumptions

- Frontline Education and Client will provide consistent, named resources to fill project roles throughout project timeline.
- Frontline Education have planned timelines based on presumed effort and availability of client resources. Time and effort will vary depending on actual availability and effort required to collect data and complete data entry and validation.
- Frontline Education and Client will use a collaborative approach to ensure implementation success.
- Client will provide subject matter experts familiar with organizational policies and procedures throughout the project.
- Some dual entry will be required during the transition from Legacy system to Frontline system. The amount will depend on decisions made regarding the transition.
- Data will only be loaded once, and delta files will not be used to update existing data
- Client project team will complete online courses, attend instructor-led training, participate in project status calls, and complete project tasks as planned.

Completion Criteria

- Frontline will make deliverables available to the Client for review and acceptance in accordance with the Implementation Plan timeline.



- Client will provide an adequate number of resources to review Deliverables to confirm conformity in all material respects based on mutually agreed upon requirements and specifications
- Client will provide written notice of acceptance or rejection within ten (10) business days of delivery.
- Deliverables which are not rejected by the Client within the above time frame shall be deemed accepted.
- During final sign-off, Client will approve of the work completed and Frontline will make the Production Environment live.
- Frontline will consider the project complete after final acceptance or under the following conditions:
 - Client has delayed for greater than 60 days without agreement on a Change Order
 - Client has become unresponsive for greater than 60 days
 - Frontline has requested final signoff and acceptance, or rejection has not been provided within 10 days



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:	2025-26 Frontline Employee Central Platform Purchase (to Accompany Frontline Hiring & Recruiting Platform)
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Submitted By:	Carrie Kolar
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Date:	3/25/2025
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1. What is the identified need?

Our current onboarding process is largely manual, fragmented, and time-consuming. This leads to:

- **Inconsistent experiences:** Paper-based forms and manual data entry result in variations in the process, impacting new hire engagement and compliance.
- **Administrative burden:** HR spends excessive time on paperwork, data entry, and manual tracking.
- **Delays and errors:** Manual processes increase the risk of errors and delays, impacting time-to-productivity and new hire satisfaction.
- **Lack of integration:** The current onboarding process is not integrated with our recruiting and hiring platform, creating data silos and inefficiencies.
- **Poor new hire engagement:** A disjointed onboarding experience can lead to frustration and disengagement, impacting retention.
- **Difficulty in remote onboarding:** Manual processes are not optimized for remote work and onboarding.

Desired Outcome: Implement a centralized, digital onboarding platform (Frontline Employee Central) that:

- Automates and streamlines onboarding workflows.
- Integrates with our recruiting and hiring platform.
- Provides a consistent and engaging onboarding experience for all new hires.
- Reduces administrative errors.

- Facilitates efficient remote onboarding.
- Enhances time-to-productivity and new hire retention.

3. Proposed Action

April consent agenda approval

4. Data/Research Assessed

- 69% of employees who have an exceptional onboarding experience are likely to stick around for at least 3 years
- Businesses with a smooth onboarding process boost their employee retention rates by 52%
- A good onboarding experience results in 18x more dedication to the employer
- More than half of organizations, 55%, offered a virtual onboarding process in 2023

5. Stakeholder Group(s) Involved

New hires (administrator, certified, classified)

6. Summary

The implementation of Frontline Employee Central allows GIPS to streamline and digitize the onboarding process, so we can improve efficiency, enhance new hire experience, and drive organizational success.

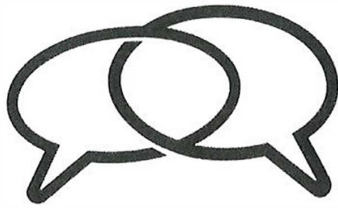
7. Fiscal Impact

Amount:	<p>Implementation plus initial term total \$8,246.63</p> <p>Recurring total:</p> <p>9/1/25 \$25,000</p> <p>9/1/26 \$25,750</p> <p>9/1/27 \$26,522.50</p> <p>9/1/28 \$27,318.18</p> <p>9/1/29 \$28,137.72</p> <ul style="list-style-type: none"> • Additional annual payment of \$15,000+ for the Hiring and Recruiting Platform
Source:	General Fund

8. Person(s) Responsible for Implementation

Human Resources Department-under the direction of Dr. Carrie Kolar

- 10 week implementation timeline



INSTRUCTIONAL COACHING GROUP

Agreement No. 5189

CLIENT SERVICE AGREEMENT

between
Grand Island
Public Schools
and
Instructional Coaching Group

The Instructional Coaching Group looks forward to partnering with you! Please read this agreement in its entirety before signing.

THIS AGREEMENT is made and entered into by and between Instructional Coaching Group, LLC (Jim Knight or Individual Consultant) and Grand Island Public Schools.

INSTRUCTIONAL COACHING
GROUP PO Box 35
North Loup, NE 68859

Hall County School District 2
Grand Island Public Schools
123 S. Webb Road
PO Box 4904
Grand Island, NE 68802-4904

PURPOSE

IT IS THE PURPOSE OF THIS AGREEMENT to provide Hall County School District 2 with Instructional Coaching Professional Development.

This agreement supersedes all other agreements made between Grand Island Public Schools

and the Instructional Coaching Group.

THEREFORE, IT IS MUTUALLY AGREED THAT:



SCOPE OF WORK

Instructional Coaching Group, LLC, shall furnish the necessary personnel, equipment and/or service(s) and otherwise do all things necessary for or incidental to the performance of the work required in the provision of Instructional Coaching Professional Development.

All parties understand that the resources and training received are the intellectual property of Instructional Coaching Group and are not to be replicated in any way. This includes recording, sharing sessions, and/or recreating our intellectual property in a course or workshop.

All parties understand the importance of honoring and protecting the intellectual property of The Instructional Coaching Group, and that the resources, materials, and training received by the client are indeed the intellectual property of the Instructional Coaching Group and are not to be replicated in any way.

All materials required for each successful completion of the training are purchased as part of the training package as outlined in this agreement. The client understands they may not replicate these materials in any way. The client is legally bound to honor the intellectual property of The Instructional Coaching Group.

Also understood is the training provided to the client by the Instructional Coaching Group does not certify the client or their employees to offer professional development training of this material on their own in either a paid or unpaid capacity.

PERIOD OF PERFORMANCE

Subject to its other provision, the period of performance of this contract shall commence on July 23, 2025.

SCHEDULED DATES ARE AS FOLLOWS:

Dates	Content	Consultant	Consulting Fee
July 23, 2025	Definitive Guide	Mary Webb	\$6,500
July 24, 2025	Impact Cycle Day 1	Mary Webb	\$6,500
TBD 2025-2026	Virtual 1-hour check ins (6)	Mary Webb	\$400 x 6=\$2,400



Total		\$15,400
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**These dates can be amended with the agreement of both parties.

RESOURCES

Title(s)	Quantity	Cost	Total
Impact Cycle Bundle	9	\$62.95	\$566.55
Subtotal			
Bulk Order Discount (10%)			
Subtotal			\$566.55
Shipping Charges			\$45.32
Total			\$611.87

**Orders of 50 or more of each title are given a 10% bulk order discount, which has been included in the above pricing.

SHIPPING

We will make every reasonable effort to ensure your resources arrive for your event. In order to make sure that resources arrive before your event, we must have a receivable date that is 10 days ahead of the start date of the event. We use UPS for our shipping. We are unable to ship your materials to arrive on one specific date. We will include your designated person to receive UPS tracking numbers and notifications. Once the shipment leaves our warehouse, we no longer have any responsibility for the shipment. We have no control from that point, and we cannot make any changes. UPS will not allow us to give specific instructions for the drivers.

It will be your responsibility to make sure someone is available to receive the shipment or arrange to pick it up at the nearest distribution center. If you are renting a facility and cannot have the resources delivered to that location 10 days in advance, you are responsible for receiving the shipment at your location and transferring it to the event site. You will need to check the shipment when it arrives to make sure all items were delivered, and nothing is damaged.

PAYMENT

The parties have determined that the cost of accomplishing the work herein will be \$15,400 (consulting only) (See above schedule.) *This does not include the cost of resources.* Payment for satisfactory performance of the work shall not exceed this amount unless the parties



mutually agree in writing to a higher amount. Work will be invoiced following the first day of work listed above.

BILLING PROCEDURE

Instructional Coaching Group, LLC, will send invoice(s) to:

School District	Billing Contact Name	Billing Contact Email
Hall County School District 2 Grand Island Public Schools	Toni Palmer	tpalmer@gips.org

Payment to the Instructional Coaching Group, LCC, for approved and completed work will be made within 30 days of the event. Invoices with unpaid balances that extend beyond 30 days will be charged an additional \$250 fee for every month it goes unpaid. Payment made before the engagement date is preferred, but not required. This policy will be enforced.

Please send all payments to:

Instructional Coaching Group
ATTN: Kristen Ryschon (kristen@instructionalcoaching.com)
PO Box 35
North Loup, NE 68859

CONTRACT ALTERATIONS AND AMENDMENTS

This contract may be amended by mutual agreement of the parties. Such amendments shall not be binding unless they are in writing and signed by personnel authorized to bind each of the parties.

TERMINATION

Either party may terminate this Contract or a scheduled event upon 40 days prior written notification to the other party. If this Contract is so terminated, the parties shall be liable only for performance rendered or costs incurred in accordance with the terms of this Contract prior to the effective date of termination. If the Contract is terminated within 20 days of the event date the party will have one calendar year to make up the contracted work.

In the event that the client needs to cancel, we ask that you provide notice at least 45 days before the event's start date. Any cancellations that occur within 45 days of the event will be subject to



a \$2500 cancellation fee. In the event that the date can be rescheduled and not cancelled, the date(s) must be scheduled within one year from the original date. Failure to reschedule the date within one year will result in the \$2500 fee.

ALL WRITINGS CONTAINED HEREIN

This Contract contains all the terms and conditions agreed upon by the parties. No other understandings, oral or otherwise, regarding the subject matter of this Contract shall be deemed to exist or to bind any of the parties hereto.

IN WITNESS WHEREOF, the parties have executed this Contract.

INSTRUCTIONAL COACHING GROUP

Tracey Stokes-Marriott
Manager of Partnerships & Outreach

Signature

Date: _____

Hall County School District 2
Grand Island Public Schools

Toni Palmer
Signature *Toni Palmer*

Dr. Sumner E. Stephens

Date: *2/12/25* _____



APPENDIX A

PLEASE TYPE ANSWERS.

Contact Person: The name of an onsite person to contact if there are any questions/issues about the presentation.
Contact Information: Cell phone number and email of the onsite contact person.
Date of Presentation:
Address: Where the presentation will be given.
Topic: Topic of presentation.
Materials: What books, workbooks, or other materials will the participants have.
Start/Finish Time and Plan for Lunch:
Travel Information: Best hotel address, best airport, and anything else, such as rides to/from the airport or rides to/from the presentation site.
Special Information: Any other information Jim/Consultant might need to know.

**Megan Jaixen, OTR/L
Contractual Agreement
Occupational Therapy
2025-2026 School Year**

Name of Service Provider: *Megan Jaixen, OTR/L*
Nebraska Department of Education Service Provider
100 Jeemnds Ave, Loup City NE 68853
Phone: 308-520-3913 (c)
Email: jaixens@hotmail.com or ne_mjaixen@gips.org

Nebraska Dept of Education Service Provider code #951732

Name of School District Hall County School District 2: Grand Island Public Schools

Address of School District 123 S. Webb Rd, PO Box 4904 Grand Island NE 68802-4904

Whereas, Hall County School District 2: Grand Island Public Schools

here in after referred to as Grand Island Public Schools,

wishes to contract with Megan Jaixen, OTR/L from July 15th 2025 to July 14th 2026 for up to 125 days to provide occupational therapy, to its students it is hereby agreed as follows.

Grand Island School District will act as the contracting agency and will:

1. Follow state and federal guidelines in assuming responsibility for providing occupational therapy services for verified students.
2. Provide the therapist with time and space to work with identified students in school districts.
3. Provide therapist with a contact person in the school setting who will be responsible for carrying out suggestions and daily follow through for verified students, and be available during therapist visit for training and consultation.
4. Provide the necessary framework for including OT goals for identified students in the IEP/IFSP.
5. Include the therapist as a part of the multidisciplinary team for identified students
5. Notify therapist of the time and place of staffing conferences for identified students.
7. Reimburse Megan Jaixen, OTR/L for occupational therapy, including diagnostic testing, evaluation, consultation, reports, IEP reports & meetings, direct therapy, clinic reports & attendance, and travel time at the NDE approved rate currently at \$81.00 per hour plus mileage at the state approved rate (currently .70).

Contractual agreement page 2

Whereas *Megan Jaixen, OTR/L* is approved by the State Department of Education as a service agency and will:

1. Follow state and federal guidelines in providing occupational therapy for verified students.
2. Cooperate with school personnel in establishing a schedule of therapy times for working with identified students.
3. Establish IEP/IFSP goals in conjunction with multidisciplinary evaluation and IEP/IFSP teams.
4. Attend staffing and IEP/IFSP conferences for identified students, when schedule permits.
5. Prepare staffing reports, progress reports, and etc. as requested for clinic reevaluation and school records.
6. Provide services as defined in student's IEP/IFSP, not to exceed the number of hours specified by the team. Changes in hours of therapy will be made through the local school district process.
7. Billing and payment for services rendered will be monthly.
8. Megan Jaixen, OTR/L will provide transportation and all equipment and materials necessary for therapy sessions with the exception of equipment for specific use of an individual school or student.
9. Megan Jaixen, OTR/L will review the current contract with the contracting agency by April 15th of the current calendar year for the following year services.
10. Megan Jaixen, OTR/L will terminate the contract at any time if agreed upon by both parties.

School District 2 of Hall County

Administrator *Dr. Steven E. Stephens*

Dated this 20 day of March 2025

Megan L. Jaixen, OTR/L

Megan L. Jaixen

Dated this 20 day of March 2025



nebraskachildren
AND FAMILIES FOUNDATION

Gladys Martinez
Program Director, West Lawn Elementary
Grand Island Public Schools
123 South Webb Road
Grand Island, NE 68802

March 24, 2025

Re: Letter Contract
Nebraska Children and Families Foundation and Grand Island Public Schools

Contract amount: \$3,499.00

Nebraska Children and Families Foundation (hereinafter “Nebraska Children”), 215 Centennial Mall South, Suite 200, Lincoln, NE 68508 and Grand Island Public Schools (hereinafter “Contractor”), the Parties to this Letter Contract, hereby mutually agree to the following terms and conditions:

- I. Nebraska Children agrees to provide the sum of \$3,499.00 (“the funds”), to the Contractor for the purpose of providing support for family engagement events to engage parents and the community.
- II. Nebraska Children shall make two payments to the Contractor as follows:
 - A) One payment of \$1,749.50 (one thousand seven hundred forty-nine dollars and fifty cents) will be made upon Nebraska Children’s receipt of this fully executed Letter Contract, in addition to, receipt and approval of a budget and detailed budget justification for the 2025 funds.
 - B) A second payment of \$1,749.50 (one thousand seven hundred forty-nine dollars and fifty cents) will be made contingent upon Nebraska Children’s receipt and approval of the three-month progress and budget expenditure reports showing the expenditure of seventy five percent (75%) or more of payment one (\$1,312.13).
 - i. If seventy five percent (75%) of payment one has not been expended by the due date of the 3-month expenditure report, Nebraska Children will reimburse the Contractor’s expenditures up to the Contracted amount upon submission and approval of the 6-month expenditure report at the end of the Contract term.
 1. If Contractor is in need of reimbursement prior to the 6-month final expenditure report, an expenditure report requesting reimbursement may be submitted to Nebraska Children between the 3-month and the 6-month final expenditure report. Contractor may submit an expenditure

report no more than monthly for Nebraska Children's review and approval.


- III. The Parties agree that the activities described in this Letter Contract will be performed within the activity period of **January 1, 2025** through **June 30, 2025**.
- IV. Contractor agrees to the following:
 - A) To use the funds only for charitable purpose(s) and in a manner consistent with the Application and budget (**Attachment A**) provided to Nebraska Children;
 - B) To repay Nebraska Children for any portion of the funds provided which is not used for the intended purpose;
 - C) To submit to Nebraska Children via WebGrants (<https://nebraska.dullestech.net>) a **three-month expenditure report** on or before **April 20, 2025** and a **final progress and expenditure report** on or before **July 20, 2025** which will describe the manner in which the funds are spent and the progress made in accompanying the purposes of the funds;
 - D) To submit any and all reporting, as described above in (C) and in **Attachment B** via WebGrants (<https://nebraska.dullestech.net>);
 - E) To maintain records of receipts and expenditures and to make its books and records available to Nebraska Children at reasonable times;
 - F) Contractor agrees to utilize the funds for the intended purpose set forth above and will not assign the funds or this Letter Contract; and,
 - G) Contractor further agrees the funds will not be used for any lobbying activities at the local, state, or federal levels. Contractor will comply with all applicable local, state, and federal laws relating to civil rights and equal opportunity.
- V. Nebraska Children has registered the trade name of Beyond School Bells with the Nebraska Secretary of State's Office. Contractor shall not use the registered trade name without prior written approval from Nebraska Children.
- VI. Notwithstanding any other provision in the request for funding or Application, Nebraska Children reserves the right to discontinue, cancel, modify, delay, or withhold any payment to be made under this Letter Contract, as determined by Nebraska Children, in its sole discretion, such action is necessary: (a) to protect the purposes and objectives of the funding or any other charitable activities of Nebraska Children; (b) to comply with the requirements of any applicable law or regulation; or (c) because Nebraska Children experiences an unforeseen change in financial condition which renders it impractical for Nebraska Children to make further payments under this Letter Contract. In such event, Nebraska Children will notify Contractor in writing detailing the reasons for such action.
- VII. The individual signing this Letter Contract on behalf of the Contractor hereby represents and warrants that he or she is duly authorized to execute this Letter Contract and to bind the Contractor to the terms and conditions contained herein.

VIII. Although not fully set forth herein, the provisions of 2 C.F.R. Part 200, Appendix II apply to this Letter Contract.

Signed this 24 day of March, 2025.



Mary Jo Pankoke
President and CEO
Nebraska Children and Families Foundation



Dr. Summer Stephens
Associate Superintendent
Grand Island Public Schools

47-6003169

FEDERAL TAX ID NUMBER



Name of Entity Contracting with NC **Grand Island Public Schools**

Is this Entity serving as a Fiscal Sponsor on behalf of another organization? **Please Select: No**

If yes, on behalf of what organization is the Entity serving as fiscal sponsor?

Project Title: **STEM Family Engagement**

Period of Performance: **Begin Date: 1/1/25 End Date: 6/30/25**

Do Not Exceed Amount: **\$3,499.00**

Name & Title of Individual Completing This Form: **Gladys Martinez and Chandra Myers**

Date Completed: **2/10/25** **Please Select: Original Budget**

NC Program Staff Approving this Budget: **Patricia Sanchez-Stewart**

CIC Reviewing this Budget: **Lauren Clark**

**For Budget Modifications, please complete the Budget Modification tab in addition to Budget Category tabs*

Points of Contact				
Name	Phone #	Email	Organization	Role/Tite
Chandra Myers	(308) 379-7942	cmyers@gips.org	Grand Island Public Schools	Academic Support Coach
Gladys Martinez	(308) 385-5930	gmartinezcruz2@gips.org	Grand Island Public Schools	Family Coordinator
Maggie Mintken	(308) 385-5930	mmintken@gips.org	Grand Island Public Schools	Principal

Totals will calculate as category tabs are completed

Budget Category	Nebraska Children Funds Requested
Wages	\$ -
Benefits & Payroll Taxes	\$ -
Office Operations	\$ -
Travel	\$ -
Equipment	\$ -
Supplies	\$ 968.00
Training & Outreach	\$ -
Contract/ Consulting	\$ 500.00
Other Expenses	\$ 2,031.00
Total Direct Expenses	\$ 3,499.00
Administrative Expenses	\$ -
TOTAL	\$ 3,499.00

Wages

Instructions: This grid should include all staff members of the Entity or Fiscal Sponsor named on Tab A who will be funded or bill apportion of their time to activities conducted under the contract. The name, position title, responsibilities they have related to the grant, wage, and percent of time they will spend working on the project should be reflected on this tab. Compensation paid for employees engaged in project activities must be consistent with that paid for similar work within the Contractor's organization. This grid *should not include* subcontracted positions, as those should be listed in the Contract/Consulting category.

Example:

Item #	Name	Position/Title	Job duties related to the grant	Hourly or Salary	For Hourly		OR	For Salary		
					Hourly Rate	Number of Hours to be worked during project period		Salary to be paid during project period	Level of Effort <i>What % of wages will be spent on this project</i>	Personnel Cost
1	Wanda Johnson	Executive Director		Salary				\$ 65,000.00	50.00%	\$ 32,500.00
2	Max Jones	Project Coordinator		Hourly	\$ 25.00	2080		\$ -	100.00%	\$ 52,000.00

Item #	Name	Position/Title	Job duties related to the grant	Hourly or Salary	For Hourly		OR	For Salary		
					Hourly Rate	Total Number of Hours to be worked during project period		Total Salary to be paid during project period	Level of Effort <i>What % of wages will be spent on this project</i>	Personnel Cost
1					\$ -			\$ -	0.00%	\$ -
2					\$ -			\$ -	0.00%	\$ -
3					\$ -			\$ -	0.00%	\$ -
4					\$ -			\$ -	0.00%	\$ -
5					\$ -			\$ -	0.00%	\$ -
6					\$ -			\$ -	0.00%	\$ -
7					\$ -			\$ -	0.00%	\$ -
8					\$ -			\$ -	0.00%	\$ -
9					\$ -			\$ -	0.00%	\$ -
10					\$ -			\$ -	0.00%	\$ -
11					\$ -			\$ -	0.00%	\$ -
12					\$ -			\$ -	0.00%	\$ -
13					\$ -			\$ -	0.00%	\$ -
14					\$ -			\$ -	0.00%	\$ -
15					\$ -			\$ -	0.00%	\$ -
16					\$ -			\$ -	0.00%	\$ -
17					\$ -			\$ -	0.00%	\$ -
18					\$ -			\$ -	0.00%	\$ -
19					\$ -			\$ -	0.00%	\$ -
20					\$ -			\$ -	0.00%	\$ -
								\$ -		\$ -

Benefits

Instructions: This grid should include all staff members of the Entity or Fiscal Sponsor named on Tab A who will be funded or bill apportion of their time to activities conducted under the contract. The name, position title, responsibilities they have related to the grant, wage, and percent of time they will spend working on the project should be reflected on this tab. For each staff member, provide an explanation of the fringe benefits (health, dental, life, disability, etc) and the rate at which fringe benefits are calculated. Allowable fringe benefits typically include FICA, Worker's Compensation, Retirement, SUTA, Health & Life Insurance, IRA, and 401K. If a fringe benefit amount is over 30% please provide adequate explanation to justify the high cost. This grid *should not include* staff members of subcontractors or consultants.

Example:

Item #	Name	Position/Title	Benefits and Taxes explanation	Personnel Cost	Benefits & Taxes %	Benefits & Taxes Requested
1	Wanda Johnson	Executive Director	6.2% FICA, 1.45% Medicare, 4% 401k match, 1.3% Workers Comp	\$ 32,500.00	12.95%	\$ 4,208.75
2	Max Jones	Project Coordinator	6.2% FICA, 1.45% Medicare, 4% 401k match, 1.3% Workers Comp	\$ 52,000.00	12.95%	\$ 6,734.00

Item #	Name	Position/Title	Benefits and Taxes explanation	Personnel Cost	Benefits & Taxes %	Benefits & Taxes Requested
1				\$ -	0.00%	\$ -
2				\$ -	0.00%	\$ -
3				\$ -	0.00%	\$ -
4				\$ -	0.00%	\$ -
5				\$ -	0.00%	\$ -
6				\$ -	0.00%	\$ -
7				\$ -	0.00%	\$ -
8				\$ -	0.00%	\$ -
9				\$ -	0.00%	\$ -
10				\$ -	0.00%	\$ -
11				\$ -	0.00%	\$ -
12				\$ -	0.00%	\$ -
13				\$ -	0.00%	\$ -
14				\$ -	0.00%	\$ -
15				\$ -	0.00%	\$ -
16				\$ -	0.00%	\$ -
17				\$ -	0.00%	\$ -
18				\$ -	0.00%	\$ -
19				\$ -	0.00%	\$ -
20				\$ -	0.00%	\$ -
				\$ -		\$ -

Office Operations

Instructions: Office Operation Expenses are items that relate directly to day-to-day business activities. This could include, but is not limited to, office rent, postage, software licensing, utilities, equipment leases, or insurance. List by major type and show how the costs were calculated. Please enter the item description, unit cost, frequency, and quantity. (e.g., For rent, provide the square footage and the cost per square foot or a monthly rental cost and how many months of rent are proposed. Liability insurance billed quarterly would have a Frequency of "Quarterly", Cost of the quarterly billed amount, and Quantity of "4" if the contract period is one year or four quarters.) Annual subscriptions may be listed in the budget as an annual expense, but can only be billed for the pro-rated amount that falls within the Period of Performance. For each line item cost, include adequate justification and a detailed breakdown of your estimate.

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification
1	New Zoom Account	Yearly	\$ 250.00	0.75	\$ 187.50	Zoom subscription allows virtual meeting connections with partners. Prorated for 9 months to reflect period of performance

Item #	Item Description	Frequency <i>How often is the expense billed</i>	Cost <i>What is the amount billed per frequency</i>	Quantity <i>How many times during the project period will the expense be billed</i>	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1			\$ -		\$ -	
2			\$ -		\$ -	
3			\$ -		\$ -	
4			\$ -		\$ -	
5			\$ -		\$ -	
6			\$ -		\$ -	
7			\$ -		\$ -	
8			\$ -		\$ -	
9			\$ -		\$ -	
10			\$ -		\$ -	
11			\$ -		\$ -	
12			\$ -		\$ -	
13			\$ -		\$ -	
14			\$ -		\$ -	
15			\$ -		\$ -	
16			\$ -		\$ -	
17			\$ -		\$ -	
18			\$ -		\$ -	
19			\$ -		\$ -	
20			\$ -		\$ -	
21			\$ -		\$ -	
22			\$ -		\$ -	
23			\$ -		\$ -	
24			\$ -		\$ -	
25			\$ -		\$ -	
Total:					\$ -	

Equipment

Instructions: List non-expendable items that are to be purchased. Non-expendable equipment is tangible property having a useful life of more than 2 years and an acquisition cost of \$10,000 or more per unit. (Note: An organization's own capitalization policy may be used for items costing less than \$10,000.) Explain why the equipment is needed for the project to succeed. List expendable items in the "Supplies" category. List rented or leased equipment costs in the "Office Operation Expenses" category. Equipment greater than \$10,000 (per unit) must not be disposed of or encumbered without the approval of Nebraska Children.

Example:

Item #	Item Description	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1		\$ -		\$ -	

Item #	Item Description	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1		\$ -		\$ -	
2		\$ -		\$ -	
3		\$ -		\$ -	
4		\$ -		\$ -	
5		\$ -		\$ -	
6		\$ -		\$ -	
7		\$ -		\$ -	
8		\$ -		\$ -	
9		\$ -		\$ -	
10		\$ -		\$ -	
				\$ -	

Supplies

Instructions: Supplies are items or materials that relate directly to day-to-day business activities and do not meet the definition of "Equipment". This could include, but is not limited to, consumable office supplies (e.g., pens, notebooks, paper, etc), printed materials, toner, printer ink. List any single item costing \$1,000 or more. Please enter the item description, unit cost, frequency, and quantity. For each line item cost, include adequate justification and a detailed breakdown of your estimate.

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1	General Office Supplies	Yearly	\$ 750.00	1	\$ 750.00	General office supplies including paper, pens, notebooks, binders.

Item #	Item Description	Frequency <i>How often is the expense billed</i>	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1	Plates	Other	\$ 13.00	2	\$ 26.00	March Family Night
2	Napkins	Other	\$ 13.00	1	\$ 13.00	March Family Night
3	Tablecloths	Other	\$ 3.00	20	\$ 60.00	March Family Night
4	Tablecloths	Other	\$ 3.00	10	\$ 30.00	March Family Night
5	Rubbing Alcohol	Single Instance	\$ 3.00	2	\$ 6.00	March Family Night
6	Bookmarks	Single Instance	\$ 34.00	1	\$ 34.00	March Family Night
7	Sharpie Markers	Single Instance	\$ 47.00	1	\$ 47.00	March Family Night
8	Toothpicks	Single Instance	\$ 3.00	2	\$ 6.00	April Family Night
9	Popsicle Sticks	Single Instance	\$ 15.00	1	\$ 15.00	April Family Night
10	Spray Bottles	Single Instance	\$ 2.00	5	\$ 10.00	April Family Night
	Foil	Single Instance	\$ 5.00	5	\$ 25.00	April Family Night
1	Tissue Paper	Single Instance	\$ 8.00	2	\$ 16.00	April Family Night
2	Poms Poms	Single Instance	\$ 10.00	2	\$ 20.00	April Family Night
3	Wax Paper	Single Instance	\$ 5.00	2	\$ 10.00	April Family Night
4	Tablecloths	Other	\$ 3.00	10	\$ 30.00	April Family Night
5	Shaving Cream	Single Instance	\$ 2.00	6	\$ 12.00	April Family Night
6	Cups	Single Instance	\$ 5.00	6	\$ 30.00	April Family Night
7	Food Coloring	Single Instance	\$ 4.00	5	\$ 20.00	April Family Night
8	Pipettes	Single Instance	\$ 9.00	1	\$ 9.00	April Family Night
9	Gravity Mazes	Single Instance	\$ 25.00	3	\$ 75.00	STEM Activity
10	Stem Robotics	Single Instance	\$ 25.00	4	\$ 100.00	STEM Activity
11	Snap Circuits Flight Deck	Single Instance	\$ 25.00	3	\$ 75.00	STEM Activity
12	Dekile Building Toys Drill	Single Instance	\$ 40.00	4	\$ 160.00	STEM Activity
13	4 Classic Brick Lego Sets	Single Instance	\$ 25.00	4	\$ 100.00	STEM Activity
14	Plates	Other	\$ 13.00	2	\$ 26.00	April Family Night
26	Napkins	Other	\$ 13.00	1	\$ 13.00	April Family Night
27						
28						
29						
30						
31						
32						
33						
34						
35						
36						
37						
38						
39						
40						
41						
42						
43						
44						
45						
					Total: \$ 968.00	

Training & Outreach

Instructions: Training & Outreach should include conference registration fees and professional development expenses in addition to community outreach expenses such as community/parent education and engagement activities, marketing expenses, materials required to host trainings, and external-facing website management. Please enter the item description, cost, and quantity. For each line item cost, include adequate justification and a detailed breakdown of your estimate.

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification
1	GoDaddy Website Hosting	Quarterly	\$ 32.99	4	\$ 131.96	Website hosting and maintenance for online resource guide for
2	Darkness to Light Prevention training	Single Instance	\$ 200.00	3	\$ 600.00	Three staff (Wanda Johnson, Max Jones, Eli Smith) to increase awareness around child sexual abuse and trafficking prevention

Item #	Item Description	Frequency <i>How often is the expense billed</i>	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1			\$ -		\$ -	
2			\$ -		\$ -	
3			\$ -		\$ -	
4			\$ -		\$ -	
5			\$ -		\$ -	
6			\$ -		\$ -	
7			\$ -		\$ -	
8			\$ -		\$ -	
9			\$ -		\$ -	
10			\$ -		\$ -	
11			\$ -		\$ -	
12			\$ -		\$ -	
13			\$ -		\$ -	
14			\$ -		\$ -	
15			\$ -		\$ -	
16			\$ -		\$ -	
17			\$ -		\$ -	
18			\$ -		\$ -	
19			\$ -		\$ -	
20			\$ -		\$ -	
Total:					\$ -	

Contract & Consulting

Instructions: Refer to the contract regarding agreed upon process for subcontracting. For contracts, describe the product or service to be procured by contract and provide an estimate of the cost. For Consultant fees, enter the consultant name (if known), service to be provided, hourly or daily fee, and estimated time on the project. For each line item cost, include adequate justification and a detailed breakdown of your estimate. List all expenses to be paid to the consultant/contractor (e.g., travel, meals, supply reimbursements, etc).

Example:

Item #	Company/Individual Name	Total Requested	Contract & Consulting Justification
1	Community Consulting Group	\$ 4,000.00	Approx 100 hours of consulting to prepare for community training events at \$35/hour, plus

Item #	Company/Individual Name	Total Requested	Contract & Consulting Justification
1	Smart Gen. Presentation	\$ 500.00	
2		\$ -	
3		\$ -	
4		\$ -	
5		\$ -	
6		\$ -	
7		\$ -	
8		\$ -	
9		\$ -	
10		\$ -	
11		\$ -	
12		\$ -	
13		\$ -	
14		\$ -	
15		\$ -	
16		\$ -	
17		\$ -	
18		\$ -	
19		\$ -	
20		\$ -	
21		\$ -	
22		\$ -	
23		\$ -	
24		\$ -	
25		\$ -	
		\$ 500.00	

Other

Instructions: Other Expenses are items that do not fit into any of the other available categories. For each line item cost, include adequate justification and a detailed breakdown of your estimate.

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification
1	Incentive for achieving new childcare	Single Instance	\$ 1,000.00	1	\$ 1,000.00	Incentive to attract new child care providers to be reimbursed
2					\$ -	

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification
1	Sams Club Pizza	Single Instance	\$ 10.00	63	\$ 630.00	March Family Night
2	Water Bottles	Other	\$ 6.00	13	\$ 78.00	March Family Night
3	Cookies	Other	\$ 20.00	6	\$ 120.00	March Family Night
4	Hot Dogs	Single Instance	\$ 36.00	7	\$ 252.00	April Family Night
5	Buns	Single Instance	\$ 4.00	34	\$ 136.00	April Family Night
6	Chips	Single Instance	\$ 20.00	10	\$ 200.00	April Family Night
7	Ketchup and Mustard	Single Instance	\$ 20.00	1	\$ 20.00	April Family Night
8	Heart Candies for stacking	Single Instance	\$ 4.00	12	\$ 48.00	March Family Night
9	Sprite	Single Instance	\$ 3.00	2	\$ 6.00	March Family Night
10	Vinegar	Single Instance	\$ 5.00	1	\$ 5.00	March Family Night
11	Lemon Juice	Single Instance	\$ 3.00	2	\$ 6.00	March Family Night
12	Oil	Single Instance	\$ 10.00	1	\$ 10.00	March Family Night
13	Gummy Bears	Single Instance	\$ 4.00	3	\$ 12.00	April Family Night
14	Coffee/Rolls for Meeting	Single Instance	\$ 75.00	1	\$ 75.00	Staff Meetings
15	Juice Stop	Single Instance	\$ 75.00	1	\$ 60.00	Staff Meetings
16	Carlos O'Kellys	Single Instance	\$ 200.00	1	\$ 175.00	Staff Meetings
17	Water Bottles	Other	\$ 6.00	13	\$ 78.00	April Family Night
18	Cookies	Other	\$ 20.00	6	\$ 120.00	April Family Night
19			\$ -		\$ -	
20			\$ -		\$ -	
21			\$ -		\$ -	
22			\$ -		\$ -	
23			\$ -		\$ -	
24			\$ -		\$ -	
25			\$ -		\$ -	
Total:					\$ 2,031.00	

Administrative Costs

Instructions: This tab must be completed last. Administrative expenses are capped at 20% and cannot be used to cover items listed in other budget categories. Please contact the Nebraska Children Program Manager to determine if other restrictions are in place. Administrative costs reflect percentage of direct costs, not percentage of total contracted amount. Please use the table below to calculate administrative costs. This table cannot be used to calculate indirect costs. For subawards, please contact the Nebraska Children Program Manager. Please complete all action fields, including Item Description, in separate amounts.

Example:

Item #	Item Description	Direct Expenses	Total Request	Administrative Rate	Cost Justification
1	10% of Direct Expenses	\$ 90,599.00	\$900.00	0.00%	We will request up to 10% of direct expenses each month to cover

Item #	Item Description	Direct Expenses	Total Request	Administrative Rate	Cost Justification
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
			\$0	0.0000%	

Total Administrative Rate: This amount cannot exceed 20%	0.00%
Total Direct Costs:	\$3,499.00
Total Direct + Admin Costs:	\$3,499.00
Total Contracted Amount:	
Direct Expenses + Admin Expenses cannot exceed this amount	\$3,499.00



If this box is:
Red: the direct + indirect costs exceed the total contracted amount. Please reduce direct costs or administrative rate.
Yellow: the direct + indirect costs are below the total contracted amount. Please increase direct costs or administrative rate.
Green: the direct + indirect costs match the total contracted amount.

PLEASE ONLY COMPLETE THIS TAB IF YOU ARE REQUESTING TO MODIFY AN EXISTING BUDGET

Budget Modification
Instructions: Use the below box to describe what has changed in this copy of the budget and the rationale for the requested change. Sign and date this tab and send entire workbook to Nebraska Children and Families Foundation for review. Both handwritten and digital signatures are acceptable.
Example: Requesting to move \$2,000 out of Wages, and \$500 out of Benefits and Payroll Taxes. Due to the recent separation of one employee, we would like to move \$2,500 into Other as justified in this copy of the budget.

Signature of Project Director

Signature of Fiscal Officer

Date

Date

Attachment A



FE Mini-Grant Application Template Tier 2

Name of Program/Site: West Lawn Elementary School

Name of Program Director: Gladys Martinez

Email address: gmartinezcruz2@gips.org

Phone: (308) 385-5930

Date: 12/20/2024

Beyond School Bells is excited to offer Family Engagement (FE) Mini-Grants beginning in July 2022 for summer and school year support. The purpose is to increase family engagement across NE programs in innovative and hands-on ways that reflect current best practices and a genuine desire for enriching family and community experiences.

FE Mini-Grant Tier 2 Specifications

Please acknowledge commitment to each of the Tier 2 requirements by checking the relevant boxes below:

- Staff will become familiar with FE planning workbook and toolkit
- Minimum of three staff meetings to discuss FE planning workbook and toolkit
- Hold at least two STEM-oriented family engagement events over school year
- Gather feedback from parents/caregivers at least three times (once at beginning of year and once after each event – can be informal)
- Submit 6-month and 12-month progress (narrative) and expenditure reports.

Please tell us about the staff members you expect to participate in this project if your program is selected (number will depend on program size, at least 60% of staff should participate in readings and meetings).

List committed staff here:

1. Chandra Myers
2. Maggie Mintken

Attachment A

3. Alex Tjaden
4. Anabel Gonzalez
5. Regina Juhl
6. Hannah DeHart

If you cannot commit to an above requirement but still wish to apply to Tier 2, please explain why and tell us about your planned alternative:

Acknowledgement

I commit to the above requirements if this application is awarded as a Tier 2 FE Mini-Grant.

Name: Gladys Martinez Date: _____ Signature: _____

Application Questions:

1. Please provide the following information:
 - a. Enrollment number grant will impact: 303
 - b. Grade level(s) grant will serve: K-5
2. What experience level would you say your program is at with family engagement?
 - Beginning (early learning phase)
 - Intermediate (some developed practices, but would like to grow)
 - Advanced (highly experienced, very comfortable in current practices)
3. Please tell us about how you currently communicate with families:
 - a. Individual parent/caregiver outreach (select all that apply)
 - Email
 - Text
 - Social Media
 - Phone
 - Other: Newsletters/ Notes

Frequency of communications: Weekly
 - b. Broad outreach (select all that apply)
 - Handouts

Attachment A

- Flyers
- Social Media
- Email
- Other: Phone

Frequency of communications: Weekly

4. How many family engagement events does your program currently hold per year? 4
 - a. Please describe these events:
 - i. Back to School Event: Families come and meet their teacher
 - ii. October Family Night: Families come and paint pumpkins and participate in other holiday activities
 - iii. November: Edgerton Science Night: Families came and participated in Stem related activities.
 - iv. December Family Night: Families came and participated in frosting sugar cookies, building igloos, and a holiday scavenger hunt.
5. What is your program's greatest need in terms of engaging families? Resources and Materials for family night.
6. Do you have any additional family engagement ideas/innovations you would like to propose as part of your grant contract?
 1. Parent education in the area of social media for kids.
 2. Makerspace night: In which families come and participate in makerspace activities throughout the building.
7. Please list three goals for improving your program's FE practices through the course of this mini-grant:

Goal 1: Using STEM related activities to provide opportunities to our families and build a strong home/school connection.

Goal 2: Empower staff to support and make personal connections with families.

Goal 3: Engage all stakeholders in the CARE framework: connect, act, reflect, and empower.
8. What is the total grant amount you are applying for (up to \$3,500)? \$3,500

Attachment A

9. Please provide a general budget (ex. Food, STEM materials for FE events, Outreach, etc.).

Item Description	Cost	Total	Description
Food for February Family Night	\$900	\$900	Pizza
Pizza Night: Sams Club Pizza (500 attendees to pizza family Night x 63 Sams Club Pizzas * \$10 per pizza. 8 slices per pizza Drinks: Water Bottles (40 for \$6) 13 cases Plates, Napkins- 2 packs of plates (\$26) Napkins (\$13) Cookies: 5 trays (\$120) Tablecloths (10 packs of 3) \$30 Total: \$897 Might need to add more pizza depending on number of attendees, we plan to send out a note to get a rough number.			
Food for April Family Night	\$900	\$900	Hot Dogs, Chips, Cookies
Hot Dog- April Hot dogs- \$36 for 80 hotdogs (7 cases) = \$252 Buns- \$4 for 16 buns (34 packs)= \$136 Cookies: 5 trays (\$120) Chips: \$20 for 50 bags (10 boxes)= \$200 Plates, Napkins- 2 packs of plates (\$26) Napkins (\$13) Ketchup and Mustard- \$20 Drinks: Water Bottles (40 for \$6) 13 cases= \$78 Tablecloths (10 packs of 3) \$30 Total- \$875			
Materials for Family Nights	\$1,000	\$1,000	Slime Kits, Legos, Markers, Circuits, etc.
Heart Candies for stacking and Dissolving- 12 at \$4= \$48 What Dissolves Candy Hearts the Quickest? Rubbing Alcohol- 2 at \$3= \$6 Sprite- 2 at \$3= \$6 Vinegar- \$5 Lemon Juice- 2 at \$3= \$6 Oil- \$10 Bookmarks- \$34 for 300 Sharpie Markers- 1 Classpack at \$47 Tablecloths (10 packs of 3) \$30 Feb- \$192			

Attachment A

Create a structure to protect the Gummy Bear from the rain-

Gummy Bears- 3 at \$4= \$12

Toothpicks- 2 at \$3= \$6

Popsicle Sticks- 1 at \$15

Spray Bottles- 5 at \$2= \$10

Foil- 5 at \$5= \$25

Tissue Paper- 2 at \$8= \$16

Pom Poms- 2 at \$10= \$20

Wax Paper- 2 at \$5= \$10

Tablecloths (10 packs of 3) \$30

Rainbow Rain Activity-

Shaving Cream- 6 at \$2= \$12

Cups- 6 at \$5= \$30

Food Coloring- 5 at \$4= \$20

Pipettes- \$9

April- \$215

Gravity Mazes- 3@ 25= \$75

Stem Robotics Kit- 4 @ \$25= \$100

Snap Circuits Flight Deck 3@ \$25= \$75

DEKILEA Building Toys, 234 Pieces Upgrade Gear Building Blocks Set Kids Tool Set with Electric Drill- 4 @ 40= \$160

4 Classic Brick Lego Sets at \$25= \$100

Total-917

Smart Gen. Presentation	\$500	\$500	Link to Website
Staff Meetings	\$175	\$175	

Meeting 1: Coffee/Rolls \$50

Meeting 2: Juice Stop \$50

Meeting 3: Carlos Okelly's Chips and Queso and Sonic Drinks \$75

Send completed applications with general budget proposals to Dakota Staggs dstaggs@nebraskachildren.org and Alison O'Toole aotoole@nebraskachildren.org

Attachment B



Required Expenditure Documentation **for Contractors and Subrecipients**

Nebraska Children requires the following documentation to be submitted in accordance with the Contract Term and the invoice reporting requirements within the active agreement (Award Letter) by any Contractor that is receiving an advance payment or a reimbursement-based award. Failure to submit the invoice and required supporting documentation by the due dates indicated in the active agreement may jeopardize Nebraska Children's ability to process additional advance payments and/or reimburse the submitted invoice.

Item required for ALL contractors and subrecipients receiving an advance payment or reimbursement:

1. Invoice/Expenditure Report (signed and dated)
2. Detailed General Ledger

Please note: Additional documentation may be requested beyond the documentation listed above and will be dependent upon the specific requirements of each funding source.

Upon request, Nebraska Children MAY need the following documentation:

Supporting documentation that connects directly to the costs of the submitted detailed General Ledger. Supporting documentation needs to follow the chronological order of the detailed General Ledger. If that's not possible, all related expenses for the reporting timeframe should be highlighted, color-coded, and clearly labeled so that expenses are easily identifiable when going through the review process.

The level of expenditure documentation required as part of your agreement is dependent on the requirements of the funding source. Depending on the funding requirements your organization may be required to participate in an audit which could be conducted by:

- Nebraska Children staff member(s).
- A partnering auditing firm completing an audit for Nebraska Children.
- A private funder.



BENEFIT AGREEMENT

This **BENEFIT AGREEMENT** (this “**Benefit Agreement**”), effective as of September 1st, 2025 (the “**Effective Date**”), is by and between Sontiq, Inc. dba IdentityForce (a TransUnion Company), a Delaware corporation with principal offices located at 9920 Franklin Square Drive, Suite 250, Nottingham, Maryland 21236 (“**IDF**”), and **Grand Island Public Schools**, a **Nebraska** political subdivision with principal offices located at 123 South Webb Road, Grand Island, Nebraska 68802 (“**Client**”).

IDF will provide to Client the services identified in the chart below at the price rates identified further in the Product Schedule:

Client Benefit Group	All benefit eligible employees in the United States and their family members ¹ (“ Members ”).
Benefit Package	As described in Benefit Package Exhibit A
Benefit Group Fee(s)	As described in Benefit Plan Fee Exhibit B
Enrollment Period	Open enrollment with monthly additions and cancellations
Enrollment Support	IDF and Client shall mutually agree on the best way to communicate the Benefit Package to current and new employees. Examples may include: <ul style="list-style-type: none"> • Email announcements • Information sheet included with new employee materials • Link on relevant Client web pages • In communications about the Benefit Package with current and new employees, Client will use only materials provided by IDF or approved by IDF in writing prior to use.
Benefit Package Disclosure	IDF shall provide Client with a Benefits Package Disclosure (“ BPD ”) along with the Enrollment Support materials for Client to provide to employees. The BPD is also attached to this Benefits Agreement as Exhibit C.
Monitoring Products	Monitoring services typically begin 48-72 hours after a Member completes enrollment with IDF and activates benefit.
Customer Data	IDF shall not share Member information with any third party that does not require such information to deliver the Benefit Package
Client Benefit Group Payment	Client Benefit Group Fee will be paid for by the Client

¹ As applicable to insurance policies: Notwithstanding anything herein to the contrary, eligibility for coverage and all claims will be subject to the terms and conditions of the master group policy.

Product Changes	IDF reserves the right, at any time and from time to time, to make additions, deletions and modifications to the BPD, as well as to any list of products and services set forth or otherwise described in the Benefit Package on Exhibit A, and may replace any such products and services with enhanced, modified or improved versions; <i>provided</i> that IDF shall provide Client with no less than thirty (30) days' prior written notice of any such additions, deletions, modifications or replacements.
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1. **Good and Workmanlike Manner:**

IDF and Client will use commercially reasonable efforts in the performance of this Benefit Agreement, and both will be responsible for meeting the requirements of this Benefit Agreement with qualified personnel in accordance with the specifications of each party, on a timely basis in a professional, good and workmanlike manner, and will conform to the standards of care, skill, diligence, performance and safety customarily exercised by competent professionals performing services similar to those contemplated by this Benefit Agreement.

2. **Client Requirements:**

Client shall have a continuing obligation to ensure that the BPD is accessible, made available to Client's eligible employees (including Board Members and employees of Client's Foundation), and provided to those eligible individuals prior to enrollment. For example, if the first introduction of the Benefit Package(s) is prior to offering the election of the Benefit Package(s) by employees, Client shall provide the BPD. If the first introduction of the Benefit Package(s) is at the time the Benefit Package(s) is actually presented as a benefit for consideration and/or enrollment by employees, Client shall provide the BPD. Client shall present the BPD as provided by IDF and shall not alter or change the contents of the IDF without prior written approval from IDF. As used in this Agreement, the term "affiliate" shall mean any entity which owns or controls, is owned or controlled by, or is under common ownership or control with, Client. Client may, through execution of an Employee Benefit Implementation Guide (Form) provide services to an Affiliate of Client, provided that Client shall bear all responsibility for usage by any of its Affiliates.

3. **Payment:**

- a) At the beginning of each month IDF shall invoice Client the Benefit Group Fees (as set forth in the description above) for each person that is enrolled in the program.
- b) The Benefit Group Fee is payable for anyone in the Benefit Group enrolled in the Benefit Package at any time in a given month. Benefit Group Fees are not prorated.
- c) IDF shall make a report available with each invoice for reconciliation purposes that includes information on each active, new, and cancelled member in the Benefit Groups. Such report shall be available in the Partner Portal, and it is Client's sole responsibility to ensure the information is accurate and current.
- d) The Benefit Group Fees are nonrefundable and payable for each person as identified in the list to be provided by Client to IDF for those fees that are appropriately reconciled.

- e) IDF shall be entitled to cancel or suspend memberships to the extent that any applicable payment is sixty (60) days past due,. Any cancellation or suspensions shall only extend to individual employee/Member accounts that are past due.
- f) Client shall provide a list of any separate billing groups as necessary, including any Affiliates. Client shall utilize the Employee Benefit Implementation Guide (Form) to specify Division/Location Name, Contact Name, Email for any Affiliate or separate billing groups which require special billing instructions. Client's failure to execute the Form which leads to incorrect billing shall not relieve Client of payment responsibility under this Agreement.

4. **Payment Terms:**

Client shall pay IDF, within forty-five (45) days of the date of the related invoice.

5. **Exclusivity:**

During the Term of this Benefit Agreement, Client agrees that IDF shall be Client's exclusive provider of Identity, Privacy and Credit Protection Services described in the Benefit Package above and that Client agrees not to contract directly with any other Identity, Privacy and Credit Protection Services company during the term of this Agreement. Nothing in this Paragraph prevents any employee or affiliate of Client from securing their own Identity, Privacy and Credit Protection Services,

6. **Confidential Information:**

- a) Each party may receive information concerning the other party, its employees or agents which is non-public, confidential or proprietary, whether or not labelled as confidential, and whether or not written, electronic, oral or in any other medium (“**Confidential Information**”). The receiving party agrees that the Confidential Information shall be used solely for performing its obligations under this Benefit Agreement and agrees not to disclose, sell, provide, exchange or otherwise disclose the Confidential Information of the disclosing party to third parties without the disclosing party's prior written consent; provided, however, that the receiving party may disclose such Confidential Information to employees who need to know the Confidential Information to assist the receiving party in performing its obligations under this Benefit Agreement or if compelled by law, regulation, or administrative rule, so long as the receiving party provides the disclosing party with reasonable advance notice of such compelled disclosure and discloses Confidential Information only to the extent legally compelled.
- b) The nondisclosure obligations set forth in Section 6(a) shall not apply to any Confidential Information that the receiving party can demonstrate by written proof: (i) was already known to the receiving party, other than under an obligation of confidentiality, at the time of disclosure by the disclosing party; (ii) was generally available to the public or otherwise part of the public domain at the time of its disclosure to the receiving party; (iii) became generally available to the public or otherwise part of the public domain after its disclosure and other than through any act or omission of the receiving party in breach of this Benefit Agreement; (iv) was disclosed to the receiving party by a third party who has a legal right to make such disclosure; or (v) was independently discovered or developed by the receiving party without the aid, application or use of the disclosing party's Confidential Information.

- c) The parties intend that the information shared pursuant to this Benefit Agreement shall not include personally identifiable information (“**PII**”) such as health information, social security numbers, home addresses, personal phone number, date of birth, credit card numbers or driver's license numbers. This information specifically excludes the specific information that will be disclosed as set forth in the Member File as described in this Benefit Agreement. In the event a party becomes aware that any PII is inadvertently shared, the receiving party shall notify the disclosing party in writing and shall return or destroy such information. The receiving party shall not be liable to the disclosing party for any liability related to the inadvertent disclosure, whether or not the receiving party was aware of such inadvertent disclosure.

7. Governing Law; Dispute Resolution:

This Benefit Agreement and all disputes arising out of or related to this Benefit Agreement, or any breach hereof shall be governed by and construed under the laws of the State of Delaware, without giving effect to any choice of law principles that would require the application of the laws of a different state. Any disputed matter between the parties or any of their respective successors and assigns under or related to this Benefit Agreement shall be governed exclusively and finally by arbitration. Such arbitration shall be conducted by the American Arbitration Association (“**AAA**”) in the State of Delaware, County of Kent, and shall be initiated and conducted in accordance with the Commercial Arbitration Rules of the AAA, as such rules shall be in effect on the date of a delivery of a demand for arbitration (“**Demand**”), except to the extent that such rules are inconsistent with the provisions set forth herein. The arbitration shall be conducted by a single arbitrator (the “**Arbitrator**”) to be mutually selected by, and agreeable to, the parties. If the parties are unable to agree on the Arbitrator within forty-five (45) days of the date of a Demand, then the parties agree that an Arbitrator shall be designated by the AAA. In any event, the Arbitrator shall be independent and without any economic or financial interest of any kind in the outcome of the arbitration. Any award by the Arbitrator shall be accompanied by a written opinion setting forth the findings of fact and conclusions of law relied upon in reaching the decision. The award rendered by the Arbitrator shall be final, binding and non-appealable, and judgment upon such award may be entered by any court of competent jurisdiction. Each party shall pay the fees of its own attorneys, expenses of witnesses and all other expenses and costs in connection with the presentation of such party's case. The remaining costs of the arbitration, including without limitation, fees of the Arbitrator, costs of records or transcripts and administrative fees shall be borne equally by the parties. Notwithstanding the foregoing, the Arbitrator may modify the allocation of such costs and fees in those cases where fairness dictates a different allocation of costs between the parties and an award of attorneys' fees to the prevailing party as determined by the Arbitrator.

8. Independent Contractor:

No provision of this Benefit Agreement is intended to create or shall be deemed to create any relationship between the parties other than that of independent entities contracting with each other hereunder solely for the purpose of effecting the provisions of this Benefit Agreement. Neither the parties, nor any of their respective employees, shall be construed to be the agent, employee or representative of the other, nor does either party have an express or implied right or authority to assume or create any obligation or responsibility on behalf of or in the name of the other party.

9. **Assignment:**

No assignment of this Benefit Agreement by IDF shall be valid without obtaining the written consent of Client, which consent shall not be unreasonably withheld, conditioned or delayed; provided that IDF may assign this Benefit Agreement without consent in connection with a sale of substantially all of its assets or stock or in connection with a merger, consolidation or other similar recapitalization or reorganization of IDF.

10. **Term:**

This Benefit Agreement commences on the Effective Date and shall continue in effect for three (3) years (the “**Initial Term**”) and shall automatically renew thereafter for successive one (1) year terms (each, a “**Renewal Term**” and collectively with the Initial Term, the “**Term**”), unless either party provides the other party with written notice of non-renewal at least ninety (90) days prior to the end of the Initial Term or the then-current Renewal Term, as applicable.

11. **Termination:**

- a) Either party may terminate this Benefit Agreement by giving the other party thirty (30) days prior written notice if the other party is in material breach of this Benefit Agreement and such breach has not been cured within thirty (30) days of receipt of such notice.
- b) Upon termination of this Benefit Agreement or upon the expiration of the Term, (i) each party shall return to the other party the originals and copies of all instruments and tangible Confidential Information provided by the other party, (ii) Client shall cease to use any IDF trademark, logo or trademark or trade name.

12. **Severability:**

If any provision of this Benefit Agreement shall be determined to be void, invalid, unenforceable or illegal for any reason, it shall be ineffective only to the extent of such prohibition and the validity and enforceability of all the remaining provisions shall not be affected thereby.

13. **Non-Waiver:**

The failure of either party to exercise any of its rights under this Benefit Agreement for a breach thereof shall not be deemed to be a waiver of such rights, nor shall the same be deemed to be a waiver of any subsequent breach, either of the same provision or otherwise.

14. **Modification:**

This Benefit Agreement may be amended at any time upon mutual agreement in writing of the parties.

15. **Non-Discrimination:**

In fulfilling the obligations contained in this Benefit Agreement, IDF and all those under the direction of IDF involved in the performance of this contract will not unlawfully discriminate against any individual on the basis of race, creed, color, national or ethnic origin, religion, sexual orientation, sex or disability status, such as a disabled veteran, or veteran of the Vietnam era, and will comply with all non-discriminatory laws and use commercially reasonable efforts to comply with all policies that Client promulgates to which Client is subject and which are generally applicable to third parties with whom Client does business. Client shall provide IDF with a copy of any policies promulgated by Client in advance of such policies becoming effective.

16. **Entire Agreement:**

This Benefit Agreement constitutes the entire understanding between the parties with respect to the subject matter hereof and supersedes any and all prior understandings and agreements, oral and written, relating hereto. Any amendment hereof must be in accord with Section 14.

17. **Permits:**

IDF shall comply with all laws and regulations of the municipal, county, state or federal agencies which now or may hereafter have jurisdiction over IDF's services and which are applicable to the obligations of IDF pursuant to this Benefit Agreement. IDF shall, at no cost to Client, obtain all necessary permits and licenses required by any federal, state or local law required for IDF to perform its obligations pursuant to this Benefit Agreement.

18. **Applicable Law:**

The parties shall comply with applicable law regarding their obligations under this Benefit Agreement. Changes in the performance of IDF's obligations under this Benefit Agreement necessitated by IDF's reasonable good faith interpretation of any law, regulation, judicial or regulatory action, or license rights, shall not constitute a breach of this Benefit Agreement.

19. **Use of Name:**

Neither party may use the other party's name or mark in any publications or public relations announcements without the prior written consent of that other party. This restriction does not apply to the BPD, for which Client has a right and obligation to provide to employees as set forth herein.

20. **Notice:**

Any notice or other communication required or permitted to be given under this Benefit Agreement shall be sufficient if in writing and shall be considered given when mailed by registered or certified mail, return receipt

requested, postage prepaid, to the parties at the following addresses (or at such other address as a party may specify by notice hereunder):

To Client:

Hall County School District 2
dba Grand Island Public Schools
123 South Webb Road
P.O. Box 4904
Grand Island, NE 68802-4904
Attn: Business Office

To the Company:

Sontiq, Inc. dba IdentityForce_
9920 Franklin Square Drive, Suite 250
Nottingham, Maryland 21236
Attn: Legal Department

21. **Construction:**

The captions contained in this Benefit Agreement are for the convenience of the parties and shall not be construed or interpreted to limit or otherwise define the scope of this Benefit Agreement.

22. **Counterparts:**

This Benefit Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original, such counterparts to constitute but one and the same agreement.

23. **Attorneys' Fees:**

RESERVED

24. **Indemnification:**

Each party (the “**Indemnifying Party**”) agrees to indemnify and hold harmless the other party, its officers, directors, shareholders, employees or agents (the “**Indemnified Parties**”) from any and all liabilities, losses, damages, claims, suits, judgments, costs and expenses (including reasonable attorneys’ fees and costs of any investigation or action related thereto) suffered or incurred by the Indemnified Parties arising from a third party claim (i) as a result of the Indemnifying Party’s performance under or breach of this Benefit Agreement; or (ii) from the breach of any representation or warranty made herein by the Indemnifying Party.

25. Limitations on Liability:

EXCEPT FOR ANY BREACH OF SECTION 6 (CONFIDENTIAL INFORMATION), IN NO EVENT WILL A PARTY BE LIABLE TO THE OTHER FOR INDIRECT, INCIDENTAL, CONSEQUENTIAL, PUNITIVE, SPECIAL OR EXEMPLARY DAMAGES (EVEN IF THAT PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES), ARISING FROM PERFORMANCE UNDER OR FAILURE OF PERFORMANCE OF ANY PROVISION OF THIS BENEFIT AGREEMENT (INCLUDING SUCH DAMAGES INCURRED BY THIRD PARTIES), SUCH AS, BUT NOT LIMITED TO, LOSS OF REVENUE OR ANTICIPATED PROFITS OR LOST BUSINESS, UNLESS SUCH BREACH IS AS A RESULT OF GROSS NEGLIGENCE OR WILLFUL MISCONDUCT. FURTHER, IN NO EVENT WILL IDF BE LIABLE FOR ANY LIABILITY OR DAMAGES ARISING OR RESULTING FROM (I) ANY BREACH OF THIS BENEFIT AGREEMENT BY CLIENT, INCLUDING BUT NOT LIMITED TO NONPAYMENT OR PROVISION OF MARKETING OR OTHER MATERIALS NOT PROVIDED OR APPROVED BY IDF, OR (II) THE ACTION, INACTION OR NEGLIGENCE OF ANY THIRD PARTY STORING OR PROVIDING INFORMATION TO IDF FOR PURPOSES OF ITS PERFORMANCE OF THIS BENEFIT AGREEMENT. IN NO EVENT SHALL IDF'S AGGREGATE CUMULATIVE LIABILITY ARISING OUT OF OR RELATED TO THIS BENEFIT AGREEMENT, WHETHER IN CONTRACT, TORT OR UNDER ANY OTHER THEORY OF LIABILITY, EXCEED THE FEES CLIENT PAID TO IDF DURING THE PRECEDING 12-MONTH PERIOD UNDER THIS BENEFIT AGREEMENT.

26. Representations and Warranties:

Each party hereby represents and warrants that, to the extent applicable, its performance under the Benefit Agreement will not violate any federal or state law or governmental regulation, including without limitation the Children's Online Privacy Protection Act (COPPA), the Controlling the Assault of Non-Solicited Pornography and Marketing Act of 2003 (CAN-SPAM), the Gramm-Leach-Bliley Act (GLB), the Uniform Computer Information Transactions Act (UCITA), the Uniform Electronic Transactions Act (UETA), the Electronic Signatures In Global And National Commerce Act (E-Sign), the Digital Millennium Copyright Act (DMCA), the Telemarketing Sales Rule (TSR), and The Telephone Consumer Protection Act (TCPA), and any federal or state laws, rules, or regulations applicable to the area of marketing, advertising, telemarketing and sales.

IN WITNESS WHEREOF, each of the parties has caused this Benefit Agreement to be executed on its behalf by its duly authorized officers as of the Effective Date.

Grand Island Public Schools

SONTIQ, INC. dba IdentityForce

By: _____

By: _____

Name: _____

Name: _____

Title _____

Title _____

Date: _____

Date: _____

**EXHIBIT A
BENEFIT PACKAGE²**

² As applicable to insurance policies: Notwithstanding anything herein to the contrary, eligibility for coverage and all claims will be subject to the terms and conditions of the master group policy.

	UltraSecure ID	UltraSecure Premium
IDENTITY PROTECTION		
Dark Web Monitoring	●	●
Phishing and Botnet Monitoring NEW!	●	●
Change of Address Monitoring (USPS)	●	●
Court Records Monitoring	●	●
Sex Offender Registry Notification	●	●
Smart SSN Tracker	●	●
Short Term Loan Monitoring	●	●
Social Media Identity Monitoring	●	●
Medical ID Fraud Protection	●	●
Identity Vault and Secure Storage	●	●
Breach IO™ Breach Search, Score, Risks	●	●
Breach IO™ Personalized ID Safety Score and Action Plan	●	●
Financial Account Takeover Monitoring	●	●

	UltraSecure ID	UltraSecure Premium
MOBILE DEVICE AND PC PROTECTION		
Mobile App (iOS and Android)	●	●
Password Manager	●	●
Mobile Attack Control	●	●
Spyware, Unsecured Wi-Fi and Spoofed Networks	●	●
Secure My Network (VPN)	●	●
Online PC Protection Tools	●	●
Phishing Protection and Website Blocker	●	●
Spyware and Screen Capture Protection	●	●
Ransomware Protection	●	●

CHILD MONITORING – COMPLIMENTARY!*



	UltraSecure ID	UltraSecure Premium
Child Identity Monitoring	●	●
Child Social Media Identity Monitoring	●	●
Child Credit Freeze and Lock Assistance	●	●
Child Credit Activity Monitoring	●	●

FAMILY PLAN FEATURES

For maximum protection of you and your family, enroll in the Premium plan and extend it to include all of your premium plan features for up to 10 additional adult family members in your household plus Senior Fraud.

	UltraSecure ID	UltraSecure Premium
RESTORATION SERVICES		
24/7 Customer Support	●	●
Fully Managed Family Restoration	●	●
Restoration for Pre-Existing Identity Theft	●	●
Deceased Family Member Fraud Remediation**	●	●
Stolen Funds Replacement	●	●
Lost Wallet Assistance	●	●
\$1M Household Expense Reimbursement Insurance	●	●
\$2M Household Expense Reimbursement Insurance	●	●
\$25K Ransomware Expense Reimbursement	●	●
\$25K Social Engineering Expense Reimbursement	●	●
\$25K Cyberbullying Expense Reimbursement	●	●
Senior Fraud Resolution (on Family Plans)	●	●

	UltraSecure ID	UltraSecure Premium
CREDIT HEALTH AND FINANCIAL ACCOUNT PROTECTION		
Bank and Credit Card Alerts	●	●
401(k), HSA and Investment Account Activity Alerts	●	●
Financial Calculators	●	●
Education Resource Center	●	●
Credit Score Simulator	●	●
Credit Score Tracker (monthly)	●	●
Credit Freeze and Lock Assistance	●	●
TransUnion Credit Lock and Alerts	●	●
Credit Monitoring TransUnion (daily)	●	●
Credit Report and Score TransUnion (daily)	●	●
Score Change Alerts (+/- 10 points)	●	●
Credit Monitoring – 3 credit bureaus (daily)	●	●
Credit Report and Score – 3 credit bureaus (monthly)	●	●
Financial Wellness Coaching NEW!	●	●

* Complimentary Child Watch included in all plans.

** Deceased Household Member Fraud Remediation available for adults or eligible dependents enrolled in an active IdentityForce Family Plan at the time of their death

EXHIBIT B

BENEFIT PLAN FEES*

Pricing:

Voluntary

UltraSecure ID Plan		UltraSecure Premium Plan	
Employee	Family	Employee	Family
Fee pepm ¹	Fee pfp ^m ²	Fee pepm	Fee pfp ^m
N/A	N/A	\$8.49	\$14.49

Employer Paid

UltraSecure ID Plan		UltraSecure Premium Plan	
Employee	Family	Employee	Family
Fee pepm ¹	Fee pfp ^m ²	Fee pepm	Fee pfp ^m
N/A	N/A	N/A	N/A

¹ pepm – per employee per month

² pfp^m – per family per month

* All Benefit Plan Fees are inclusive of taxes, where applicable.

Employee plans include one (1) adult and up to ten (10) children under age 26 (Child Watch under 18, Adult Child up to 26 receives own complimentary plan)

Family plans include up to ten (10) additional adult family members in the household + up to ten (10) children under age 26 (Child Watch under 18), Senior Family Members receive Senior Fraud Resolution

EXHIBIT C

BENEFIT PACKAGE DISCLOSURE

Please review the benefits materials provided by your employer and reach out to them with any questions you might have. Identity Theft Protection may be provided to you at no cost, or in certain circumstances, for an additional, payroll deducted charge. If applicable, your employer will be able to speak to the payroll deduction process by which you agree to pay. If you wish to cancel your Identity Theft Protection, please coordinate with your employer.



Agreement for
Grand Island Public Schools (NE1541)
2025 - 2026 School Year

Customer Information

Grand Island Public Schools (NE1541)
123 S. Webb Rd
Grand Island, NE 68803

Rep Information

Danielle Mejchar
(402) 592 - 0455
dmejchar@inter-state.com

Program

Fall Portraits
Spring Portraits

Services

Class Composites
ID Cards- Plant- Student
ID Cards- Plant- Staff
School Admin Data

+ Image Direct, *School Pride, # Treehouse

Notes: Services and Specifics - Refer to GIPS Bid and Updated Pricing 4/4/25, Through 7/31/28

This Agreement commences with the 2025 - 2026 school year, expiring at the conclusion of the 2027 - 2028 school year.

During the term of this Agreement, the School agrees to have a School District employee present for the complete duration of all scheduled School Picture Day, Sports and Special Event Photography sessions.

The programs and services to be provided are subject to the approval of Inter-State Studio. It is agreed that the school or organization will remit directly to:

Inter-State Studio
3500 Snyder Ave
Sedalia, MO 65301

Print Name:

Mitchell Roush

Authorized Signature:

[Signature]

Date:

4/09/2025

Company Representative:

Grand Island Public Schools

MR

Initials

Grand Island Public Schools

Fund Balances

Fiscal Year: 2024-2025

Month: April

Year: 2025

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	\$36,987,659.91	\$99,616,707.58	(\$74,577,183.90)	\$0.00	\$62,027,183.59
02	Depreciation	\$4,704,631.55	\$0.00	(\$741,088.25)	\$0.00	\$3,963,543.30
03	Employee Benefit	\$3,372,665.76	\$89,844.49	(\$6,620.90)	\$0.00	\$3,455,889.35
04	Contingency	\$1,089,530.47	\$30,379.33	\$0.00	\$0.00	\$1,119,909.80
05	Activities	\$3,358,517.80	\$1,077,631.86	(\$1,409,544.96)	\$0.00	\$3,026,604.70
06	School Nutrition	\$1,928,966.31	\$4,661,025.62	(\$5,392,214.41)	\$0.00	\$1,197,777.52
07	Bond	\$7,935,554.75	\$17,841,147.25	(\$19,744,460.15)	\$0.00	\$6,032,241.85
08	Special Building	\$3,819,798.86	\$966,658.92	(\$499,552.78)	\$0.00	\$4,286,905.00
09	Qualified Capitol Purpose Undertaking	\$1,586,697.82	\$8,620,716.83	(\$1,186,291.02)	\$0.00	\$9,021,123.63
10	Cooperative	\$711,935.19	\$0.00	(\$366,813.55)	\$0.00	\$345,121.64
12	Student Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total:		\$65,495,958.42	\$132,904,111.88	(\$103,923,769.92)	\$0.00	\$94,476,300.38

End of Report

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

Quantity	Description	Resale? Yes or No
5	12 case milk coolers - out of service	No
3	Therm and hold cabinets - out of service	No
2	Hot transport cabinets - out of service	No
5	Insulated Cambro Transport carts - out of service	No
1	Uninsulated metal cart	No
3	Plastic salad bar units	No
1	Old preportioning sealing machine	No
1	Table that goes above the sealing machine	No
1	Flat Cart for discarded oven	Yes
24	2.0 H3 DP - Avigilon Cameras	Yes
3	KTD-405 - amera Controllers	Yes
12	Altronix ALTV2416 Power Supplies for Cameras	Yes
5	.E. KTP-24 Power Supplies for Cameras	Yes
7	60150 HDMI Rapid run wall plates	Yes
4	HDMI - 50' HDMI Cables fiber optic	Yes
1	HDMI 100' Fiber Optic HDMI Cable	Yes
3	Aiphone controllers - Power Supplies & masters	Yes
4	Aiphone LEM-1 - Door stations	Yes
1	Phone system (Iwatsu) from CPI	Yes

1	Phone system (Iwatsu) from KAB	Yes
1	Phone system (Iwatsu) from Starr	Yes
70	Phones from Starr	Yes
1	Intercom Rack, Walnut	Yes
1	12" Monitor	Yes
1	17" Monitor	Yes
1	Bogen Intercom	Yes
1	CAT6 Rack	Yes
1	CCTV Rack	Yes

3/31/2025

Proposed Change Order

Number: Job Number - PCO #1 Camera Model Changes

3333 Folkways Cir
Lincoln, NE 68504
(402) 475-9151
FAX (402) 475-9186



To: Dan Petsch 123 South Webb Road Grand Island, NE 68802	Phone: (308) 385-5900	Fax: -	Date: 3/28/25
	Job Name/Location: GIPS IP Video Security		

Change

Grand Island Senior High School

Cameras E1,E2 and E3 are currently 24C-H5A-3MH-30 to replace with 32C-H5A-4MH-30

Westridge Middle School

Camera R510 is currently 5.0C-H6SL-D1-30 to replace with 360-W-30

Notes

- 1) MATERIAL PROCUREMENT NOR INSTALLATION WILL BEGIN UNTIL A FULLY EXECUTED CHANGE ORDER HAS BEEN RECEIVED BY KIDWELL.
- 2) Change does not include any patching, painting, or repair of any surface.
- 3) All work to be completed during Kidwell's normal business hours.
- 4) Change will impact schedule, and require # business day(s) time extension.
- 5) No sales tax has been included for material and labor in this proposal.
- 6) All other required taxes will be charged and added to the proposal price on invoicing.

NOTE: This Proposed Change Order is only good for 10 days due to the rising cost of commodities.
NOTE: This Proposed Change Order becomes part of and in conformance with the existing contract.

CONFIDENTIALITY NOTICE: This proposal and/or change order and any attachments are strictly confidential and are intended solely for the use of the individual or entity to whom it is addressed. This communication may contain proprietary and financial data of Kidwell Inc. If you are not the intended recipient, be advised that any use, dissemination, forwarding, printing, or copying of this proposal and/or change order and any file attachments is strictly prohibited.

We Agree hereby to make the change(s) specified above at this price		ADD	\$1,476.00
One Thousand Four Hundred Seventy-Six Dollars and 00/100 Cents.			
Proposed Change Order Prepared By: <u>Timothy Goodrich</u>		PREVIOUS CONTRACT AMOUNT:	
Authorized Kidwell Representative Signature: _____ (CONTRACTOR)		REVISED CONTRACT AMOUNT:	
Payment will be made as follows: MONTHLY *Accounts not paid within thirty days are subject to a finance charge of 1% monthly, and an annual rate of 12%.			
Accepted- The above prices and specifications of the Change Order are satisfactory and are hereby accepted. All work to be performed under same terms and conditions as specified in original contract unless otherwise stipulated.		Authorized Signature: <u></u> (OWNER)	
		Date of Acceptance: <u>3/31/2025</u>	

Prepared by: Adam

www.hamiltonisbusiness.com		▶ QUOTATION/ESTIMATE ◀	Email: hisinfo@hamiltontel.com	
TO:	Grand Island Public Schools	Date	2/17/25	
Phone:	402-694-5101	Quote #	AJ02142025	
Fax:				

Project 1 -Walnut Middle School Cabling Project

Project Notes: Change order to reflect reduction of poles as represented on attached maps.

<u>Quantity</u>	<u>Equipment List</u>	<u>Vendor</u>	<u>Reduction</u>
1	Delete (2) Poles and labor	Subcontractor	\$7,598.00
1	Delete 790 conduit and installation	Subcontractor	\$13,611.00
1	Delete 900 ft. Commscope GigaReach LX Cable	Hamilton	\$1,422.00
1	Delete miscellaneous materials from cabling	Hamilton	\$200.00
1	Delete Hamilton Professional Labor	Hamilton	\$552.00
Cost Reduction			\$23,383.00

Project 2 -Westridge Middle School Cabling Project

Project Notes: Change order to reflect reduction of poles as represented on attached maps.

<u>Quantity</u>	<u>Equipment List</u>	<u>Vendor</u>	<u>Reduction</u>
1	Delete (3) Poles and labor	Subcontractor	\$11,398.00
1	Delete 1,300 conduit and installation	Subcontractor	\$22,399.00
1	Delete 1000 ft. Commscope GigaReach LX Cable	Hamilton	\$1,896.00
1	Delete miscellaneous materials from cabling	Hamilton	\$300.00
1	Delete Hamilton Professional Labor	Hamilton	\$828.00
Cost Reduction			\$36,821.00

Project 3 -West Lawn Elementary School Cabling Project

Project Notes: Change order to reflect reduction of poles as represented on attached maps.

<u>Quantity</u>	<u>Equipment List</u>	<u>Vendor</u>	<u>Reduction</u>
1	Delete (3) Poles and labor	Subcontractor	\$11,398.00
1	Delete 1,155 conduit and installation	Subcontractor	\$19,900.00
1	Delete 1200 ft. Commscope GigaReach LX Cable	Hamilton	\$1,896.00
1	Delete miscellaneous materials from cabling	Hamilton	\$300.00
1	Delete Hamilton Professional Labor	Hamilton	\$828.00
Cost Reduction			\$34,322.00

Project 4 -Newell Elementary School Cabling Project

Project Notes: Change order to reflect reduction of poles as represented on attached maps.

<u>Quantity</u>	<u>Equipment List</u>	<u>Vendor</u>	<u>Reduction</u>
1	Delete (1) Poles and labor	Subcontractor	\$3,799.00
1	Delete 350 conduit and installation	Subcontractor	\$6,031.00
1	Delete 350 ft. Commscope GigaReach LX Cable	Hamilton	\$553.00
1	Delete miscellaneous materials from cabling	Hamilton	\$100.00
1	Delete Hamilton Professional Labor	Hamilton	\$276.00
Cost Reduction			\$10,759.00
Total Reduction			\$105,285.00

New Project Total \$1,059,721.30

Notes:

- This quote is based upon known information and work described above. Should new information or changes affect the estimate, HIS will contact you immediately for review and approval.
- Quoted equipment and pricing are subject to availability and pricing from our distributors. To ensure pricing and availability of the products described in this quote, orders should be placed as soon after this quote as possible.
- Quoted prices do not include applicable taxes. Those charges will be calculated and charged accordingly.

Payment terms: Orders under \$5,000 - due on receipt of invoice. Orders over \$5,000 - 50% due when ordered , remainder on completion. Over \$10,000 - 50% due when ordered, 40% at 50% completion, remainder on completion.

To accept this quote, you may print, sign, scan and email back to adam.jurgens@hamiltontel.com

Signature:		Date:	
------------	--	-------	--

Your PO#:	
-----------	--

Thank You for the opportunity to earn and keep your business!

Newell Camera Map 2025

	360 View
	Dome
	Bullet View



MDF

Convert to Indoor

Vault

E6

E5

E7

E8

E14

E4

J3

E9

E13

E3

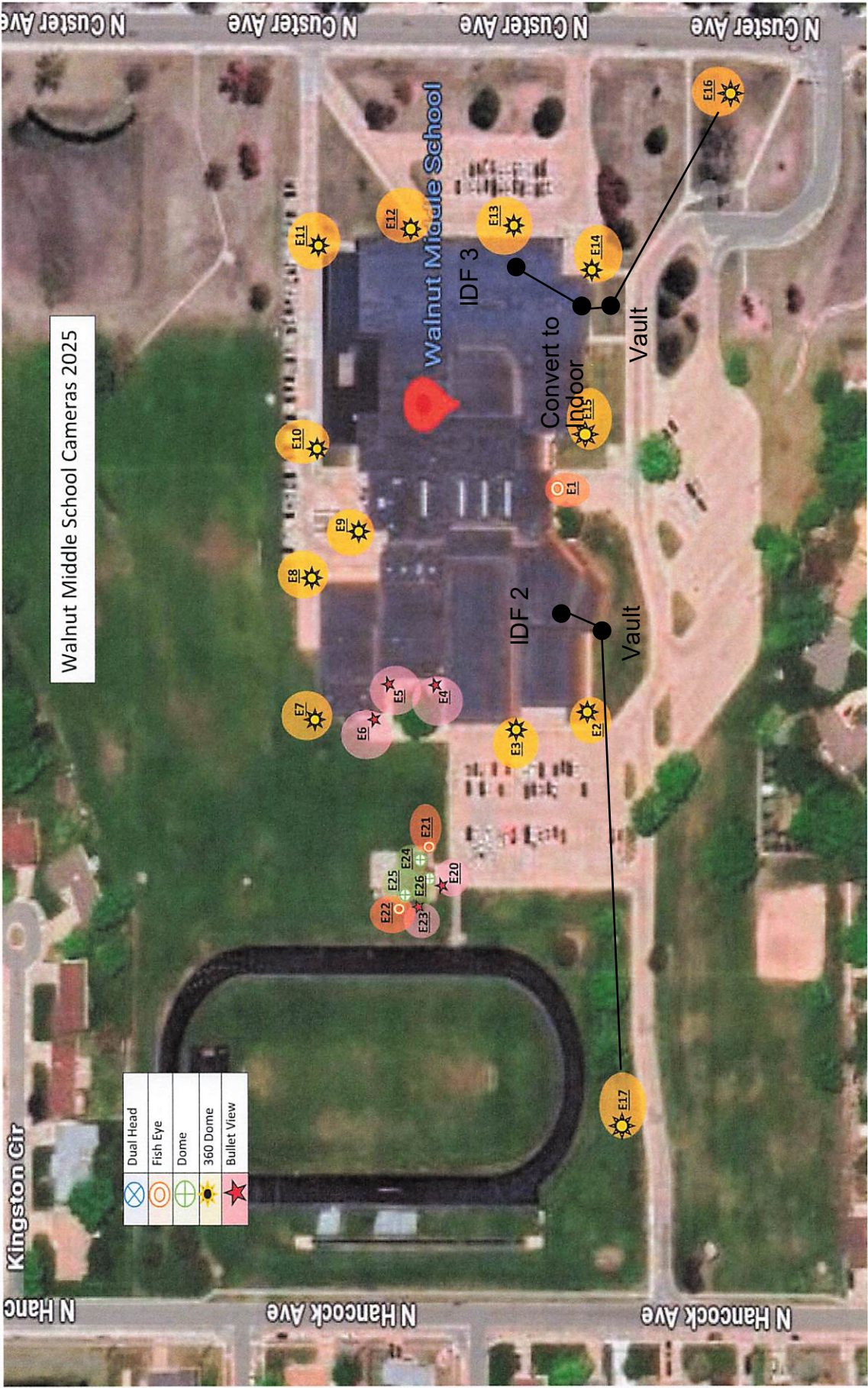
E2

E10

E11

E1

E12



Walnut Middle School Cameras 2025

Dual Head	
Fish Eye	
Dome	
360 Dome	
Bullet View	

West Lawn Elementary School Cameras 2025



	360 Dome
	Bullet View

E9 Vault

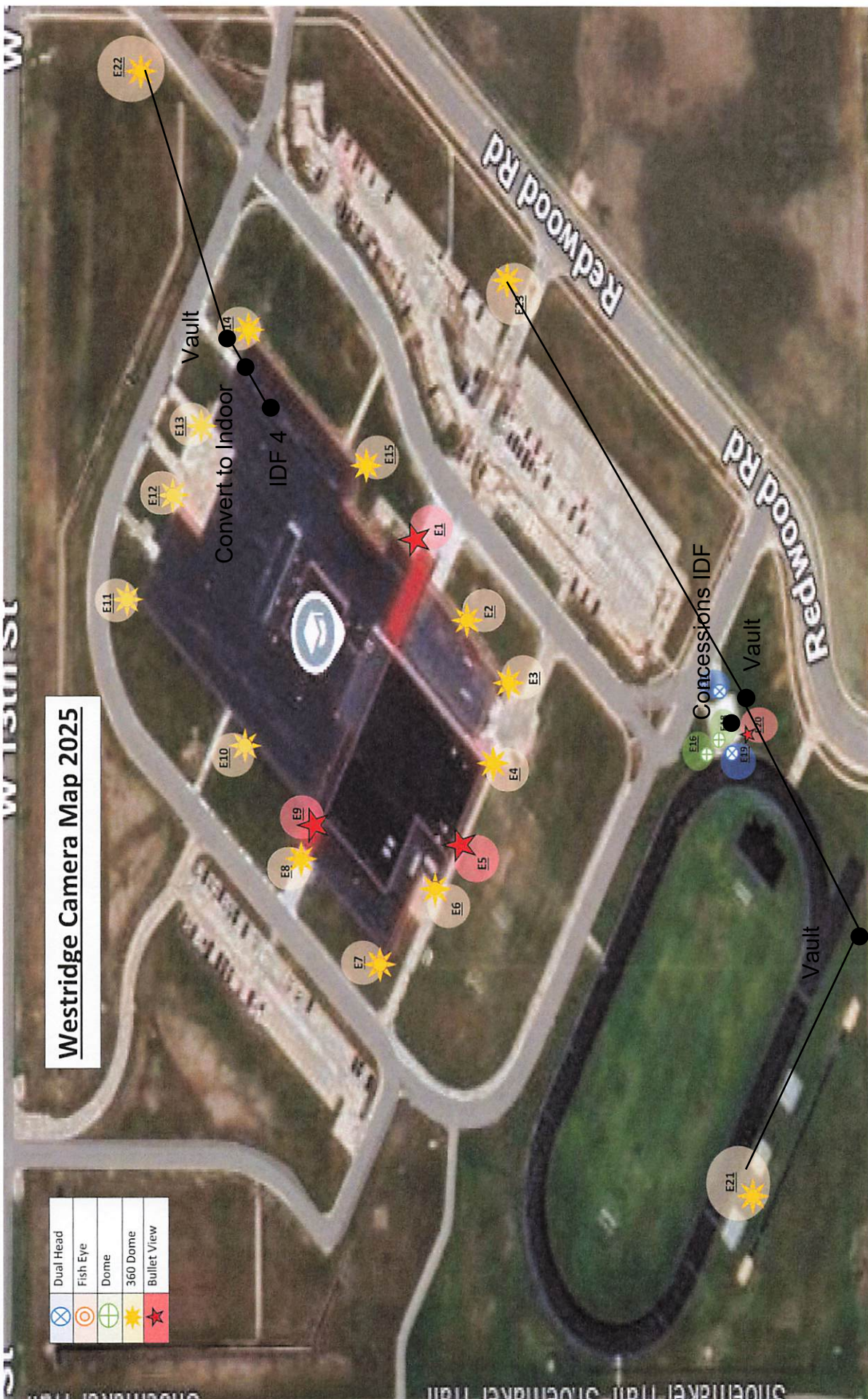
Convert to Indoor

Vault

MDF

	Dual Head
	Fish Eye
	Dome
	360 Dome
	Bullet View

Westridge Camera Map 2025



GIPS BOE Regular Meeting
Thursday, April 10, 2025 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER

Speaker(s): Board President

2. ROLL CALL

Speaker(s): Mrs. Angela Dibbert

3. CONSENT AGENDA

Speaker(s): Board President

3.1. Minutes from the previous month's meeting

3.2. Acceptance of Agendas From Standing Committees

3.3. Claims as submitted

3.4. Staff Adjustments as submitted

3.5. MOU, Agreements, and Contracts Renewals

3.5.1. Frontline Central - Contract and Needs Analysis

3.5.2. Instructional Coaching Group FYs 24-25 and 25-26

3.5.3. Megan Jaixen Contract FY 25-26

3.5.4. STEM Family Engagement GIPS 2025 Contract

3.5.5. IdentityForce_GIPS Agreement FY 25-26 Employee Benefit

3.5.6. GIPS Inter-State Studio Agreement

3.6. Treasurer's Report as submitted

3.7. Surplus Property Listing

3.8. Change Orders as Documented

3.9. Approval of Agenda as submitted

4. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

5. INFORMATION ITEMS

5.1. 2025 Scholarship and Receptions as well as 2025 Staff Giving Campaign

Speaker(s): Mrs. Kari Hooker-Leep

5.2. FiT Update

Speaker(s): Dr. Summer Stephens and Mrs. Christine Ostermeyer

5.3. Grand Island Education Association Retirement and Years of Service Celebration

Speaker(s): Mrs. Karma Lewandowski

5.4. K-5 Math Curriculum Resource Pilot

Speaker(s): Dr. Danielle Buhrman

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

5.5. Policy

5.5.1. 6210 STAFF ETHICS

Speaker(s): Mr. Matt Fisher

5.5.2. 6212 STAFF PROFESSIONAL APPEARANCE

Speaker(s): Mr. Matt Fisher

5.5.3. 6232 USE OF TOBACCO ON PREMISES BY STAFF, VISITORS, AND VOLUNTEERS

Speaker(s): Mr. Matt Fisher

5.5.4. 6241 STAFF PARTICIPATION IN POLITICAL ACTIVITIES

Speaker(s): Mr. Matt Fisher

5.5.5. 6251 INTERNET SAFETY FOR STUDENTS (Staff)

Speaker(s): Mr. Matt Fisher

6. ACTION ITEMS

6.1. K-5 Math Curriculum Resource Pilot

Speaker(s): Dr. Danielle Buhrman, Andrea Hermance, Caitlin Jensen

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

6.2. 4530 FACILITY FINANCE PROGRAM

Speaker(s): Mr. Matt Fisher

6.3. 4552 SELECTION OF ARCHITECT

Speaker(s): Mr. Matt Fisher

6.4. 4553 CONTRACTOR'S FAIR EMPLOYMENT CLAUSE

Speaker(s): Mr. Matt Fisher

6.5. 4561 PROCEDURES FOR ACQUISITION OF SCHOOL SITES

Speaker(s): Mr. Matt Fisher

6.6. 4610 SCHOOL PROPERTIES DISPOSAL

Speaker(s): Mr. Matt Fisher

6.7. 4620 REQUESTS, DONATIONS, AND GIFTS

Speaker(s): Mr. Matt Fisher

6.8. 4630 GRAND ISLAND PUBLIC SCHOOLS FOUNDATION

Speaker(s): Mr. Matt Fisher

7. REPORTS

7.1. Student Representative Report

Speaker(s): Mr. Owen Williams

7.2. Superintendent Report

Speaker(s): Mr. Matt Fisher

8. NOTIFICATION OF UPCOMING BOARD MEETINGS

9. ADJOURNMENT

GIPS BOE NEEDS ANALYSIS - Elementary Math Resource Pilot



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: Elementary Math Resource Pilot : 2025-2026

Submitted By: Dr. Danielle Buhrman - L4L Curriculum Coordinator

Date: March 26, 2025

1. What is the identified need?

GIPS commits to the use of math resources that provide curricular opportunities which closely align to best practices in mathematics as identified by GIPS Mathematics Commitments and Nebraska's College and Career Ready Standards for Mathematics. The current elementary math resource, Origo Stepping Stones, was initially adopted in the 2019-2020 school year for a 7-year adoption cycle. The 2025-2026 school year will be the last year the district receives pre-paid student materials for Origo Stepping Stones from the initial 2019-2020 adoption. As a result, over the 2024-2025 school year, [board policy #7320](#) has been used to evaluate the effectiveness of Origo Stepping Stones in order to determine if renewal of those materials or a new resource adoption is needed. Through various stakeholder and committee meetings over the last 6 months, teachers, academic support coaches, and administrators agreed that a new math resource is needed moving forward. Additional details on those stakeholder and committee meetings and the data used to assess the need are articulated in subsequent sections of this needs analysis.

This proposal is to support the pilot of two resources: Amplify Desmos Math and Eureka² within four GIPS elementary buildings during the 2025-2026 in order to gain teacher input from lived experiences, analyze the impact each resource has on student learning, and accurately assess standards alignment. The pilot is an essential component of the adoption cycle so the district can make the most informed adoption decision possible going into the 2026-2027 school year.

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

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." In addition, the use of high quality instructional materials supports the strategic focus areas of "Instruction" and "Professional Learning Communities (PLCs)" by allowing 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 GIPS Mathematics Commitments.

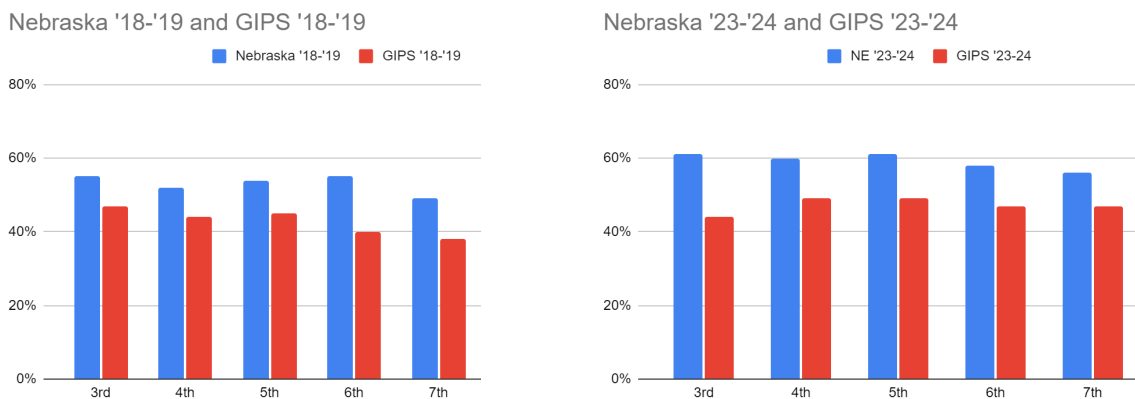
3. Proposed Action

Purchase student materials, teacher guides, digital access, and classroom manipulative kids needed to implement the pilot of Amplify Desmos Math and Eureka² within four GIPS elementary buildings. This

proposal includes enough materials for implementation and professional learning of Amplify Desmos Math at Stolley Park Elementary, GIPS 2-5 Newcomer program housed at Stolley Park, and Starr Elementary along with Eureka² at Lincoln Elementary and Newell Elementary. Specific allocations of materials can be found in the [Math Pilot Materials spreadsheet 25-26](#). Teachers and leaders will also receive a full day of professional learning on August 8th, leadership professional learning prior to August 8th, monthly check-ins, coaching visits, and on-going support from the resource vendor in addition to L4L curriculum coordinator Dr. Buhrman to learn from and respond to the teacher and student experience.

4. Data/Research Assessed

GIPS engages in continuous data-driven cycles for improvement and utilizes NSCAS (state proficiency scores), MAP growth data, and GIPS district math benchmarks to make informed decisions about classroom and building response and district curriculum decisions. Although it appears initially that district math proficiency scores have risen since Origo Stepping Stone's adoption in 2019, the gap between GIPS district math scores and state proficiency levels has widened at grades 3-5. Below shows bar graphs comparing Nebraska math proficiency percentages (in blue) and GIPS proficiency percentages (in red) in 2018-2019 prior to Origo's adoption and then last year in 2023-2024:



Specifically, prior to Origo's adoption, the difference between Nebraska and GIPS math proficiency scores was 8% at 3rd and 4th grade and 9% at 5th grade. In the 2023-2024 school year, that gap had widened to 17% at 3rd grade, 11% at 4th grade, and 12% at 5th grade.

It's significant to note that the GIPS EL population over the course of that time has also changed from approximately 17% to 24% while the state of Nebraska has only seen a change of 7% to 9% EL learners. Because of this, the district also looked at EL comparison data for districts with similar EL percentages and found that several Nebraska districts with higher EL percentages were outperforming GIPS NSCAS math results. Those specific comparisons can be found in the [EL Comparison Math Data](#) document.

Elementary buildings and district leadership have also been carefully monitoring MAP growth results in mathematics over the last several years. Teachers and leaders have noticed a significant drop in scores at grades K-2 and a lack of growth from fall to winter on district MAP scores. Despite making significant adjustments to district pacing and lesson recommendations, particularly in the first three modules of Origo, and more intentional PLC professional learning about math standards, we continue to see a lack of growth on district MAP math scores as indicated by [Fall to Winter MAP scores](#) in the 2024-2025 school year.

Beginning in November of 2024, stakeholder groups consisting of 24 teachers from all elementary buildings, academic support coaches, and elementary principals analyzed student outcome data and evaluated the strengths and weaknesses of our current Origo Stepping Stones resource. These stakeholder groups were presented with two options:

- (1) Due to the first year of implementation of Origo being the 2019-2020 school year when the 2020 Covid Pandemic and subsequent school shutdown occurred, GIPS could fund and continue using Origo materials for an additional *two* years before a new resource adoption cycle occurs.

OR

- (2) Pilot new resources in 2025-2026 with a new math resource adoption occurring in 2026-2027 per the original district timeline.

These stakeholder teams overwhelmingly suggested GIPS moves forward with a new resource per the original timeline, with teachers on the stakeholder committee approving the pilot by a 92% (for) and 8% (against) margin.

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. From fall to winter 2024, L4L curriculum coordinator Dr. Buhrman researched existing math resources, talked to other district leadership teams, scheduled demos, and gathered samples to identify resources that align with district priorities. A resource adoption committee was also formed consisting of teachers representing all grade levels, special education, gifted and talented, and EL newcomers in addition to two academic support coaches and four elementary principals. These committee members analyzed six resources using math adoption criteria from the state of NE, Achieve the Core, and Instructional Partners as articulated in the [district math scoring guide rubric](#). Over the course of two months, this committee scored and analyzed resources and met with resource vendors in order to make a formal pilot recommendation of two resources: Amplify Desmos Math and Eureka².

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 math classrooms. Using resources like Eureka² and Amplify Desmos Math supports 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 will be considered to determine the best option to adopt. Expertise from districts currently using the pilot materials in addition to recommendations from the Nebraska Department of Education will also be considered.

5. Stakeholder Group(s) Involved

Three stakeholder teams met from November 2024 to January 2025 to review current materials and their condition, per board policy 7320, and provide recommendations on whether a new elementary math resource was needed now or a delay in a pilot may benefit staff and students more. The teacher stakeholder team consisted of 24 teachers from all elementary buildings and represented each grade level, EL, special education, and gifted and talented. The remaining two stakeholder teams consisted of all elementary academic support coaches and principals. Those stakeholder teams made the recommendation to pilot resources in 2025-2026 per the original timeline.

Once the initial feedback was gathered and a recommendation to pilot was made, a Resource Committee was formed to select pilot materials, oversee the pilot process going into 2025-2026, and ultimately select a resource to adopt into the 2026-2027 school year. The Resource Committee consists of one grade level teacher at each grade, two special education teachers, one gifted and talented specialist, one EL newcomer teacher, two academic support coaches, 4 elementary principals, and on L4L coordinator.

In January 2025, elementary principals recommended that pilots occur within entire buildings as opposed to sporadic PLCs across the district so more intentional support and collaboration could occur within pilot PLCs and classrooms. Elementary building principals gathered feedback from their staff members on whether the staff wanted and had the capacity to engage in the pilot process. Seven district elementaries indicated a desire to pilot a resource. From that seven, four buildings were selected with one Title and one non-Title building piloting each resource.

Additional stakeholder feedback and data from pilot teachers and students will be utilized throughout the actual pilot and adoption process in the 2025-2026 school year.

The pilot process will involve approximately 1350 students from two Title and two non-Title buildings:

- Starr and Stolley Park will pilot Amplify Desmos Math based on Illustrative Mathematics

- Lincoln and Newell will pilot Eureka²

In addition, 66 grade level and newcomer teachers, along with building special education teachers, English Learner specialists, Academic Support Coaches, and administrators will be involved in the pilot process. Teachers will be asked to provide feedback on their classroom experience through the use of a quick form bi-weekly, and student interactions with the material and outcome data will be used throughout the pilot process.

6. Summary

A pilot of elementary math resources is a large undertaking that involves substantial financial, time, and emotional investment by teachers, students, and administrators. However, feedback from various stakeholder teams focused on student outcome data and teacher experiences with current Origo Stepping Stones materials suggests the district needs to and is ready to make a change. The Resource Committee is confident that Amplify Desmos Math and Eureka² provide the student experience, content development, and teacher support needed to make substantial shifts in mathematics teaching and learning resulting in more positive student outcome gains. We are excited about the journey ahead and look forward to digging in!

7. Fiscal Impact

Amount: Not to exceed \$95,000

Source: L4L Budget

Details:

Amplify Desmos Math = \$43,090.52

- Materials Quote for Starr and Stolley Park
 - [Paid Materials](#)
 - [Free Materials](#)
 - 66 classrooms
 - 790 student sets
 - Will provide full day launch on site, 2- follow-up half days on site, 4 on-site walkthrough/coaching days, lunch and learn with administrators and coaches in the summer, and monthly virtual check-ins at no cost. Need \$261.52 for paid coach training for lunch and learn as coaches are off contract.

Eureka² = \$37,102.71

- Materials Quote for Lincoln and Newell
 - [Materials](#)
 - 30 classrooms
 - 651 student sets
 - Will provide full day pilot launch on site, 2 on-site coaching days, and monthly virtual check-ins at no cost
- Additional professional learning budget for 2 additional coaching sessions (\$7800) if needed, (2) - 3 hour virtual training sessions on Equip and Math Catalyst components of resources (\$2500), and (5) - Virtual Leadership Sessions (6 hour) for L4L coordinator, building principals, and coaches ahead of implementation (\$525 for seats and \$392.28 for hourly pay for 2 coaches to complete)
 - Total additional professional learning budget to pull from = **\$11,217.28**

8. Person(s) Responsible for Implementation

Dr. Danielle Buhrman (L4L coordinator) with support from Bre McDonald (Lincoln principal), Selena Valentine (Starr Principal), Whitney Flower (Stolley Park Principal), and Nate Balcom (Newell)

9. Implementation Plan

▲ **Monitor/ Evaluate**

Actions:

Initial pilot professional learning - August 2025

Resource Selection Committee consisting of existing members and additional teachers involved in the pilots directly will continue to meet and monitor the pilot process and make a formal recommendation on an adoption resource in Spring 2026

On-going feedback from pilot teachers every two to three weeks targeting student and staff experiences with the materials

On-going student outcome data monitoring of MAP data and district math benchmarks

Timeline:

2025-2026 school year with recommendation on adoption resource no later than April 2026

▲ **Board or Committee Report/Follow-Up**

Actions:

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Date for follow up:

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6210 STAFF ETHICS

~~The~~ Grand Island Public Schools expects staff to maintain a standard of personal conduct which shall be above reproach and which will contribute to a high level of morale in the school. Each staff member is responsible for acceptable conduct and dress. The Grand Island Public Schools may require and define acceptable conduct and dress.

An effective educational program requires the services of integrity, high ideals, and human understanding. To maintain and promote these essential qualities, all staff of ~~the~~ Grand Island Public Schools will maintain high standards. These standards include the following:

1. ~~The maintenance of just and courteous~~ Maintaining professional relationships with students, parents, staff members, and others.
2. ~~The maintenance of Utilizing~~ current information ~~of the and~~ developments in their fields of work and specialization.
3. ~~The establishment of friendly and intelligent cooperation~~ Fostering cooperative relationships between the community and the school system.
4. ~~The placement of~~ Placing the welfare of students as the first priority of the school.
- ~~5. The realization that all hiring and promotion must be based solely on characteristics of merit.~~
- 6.5. ~~Restraint Refraining~~ from using school contacts and privileges to promote partisan politics, sectarian and religious uses, or ~~selfish positions self-serving interests of any kind.~~
- 7.6. Directing all communication to the appropriate school administrator ~~or supervisor.~~
- 8.7. ~~The proper use~~ Using and protecting ~~of~~ all school properties, equipment, and materials appropriately.
- 9.8. Additionally, all certified staff shall maintain adherence to the *Code of Ethics for the Teaching Profession* as adopted by the Nebraska State Board of Education.

The acceptance of a position in ~~the~~ Grand Island Public Schools will be regarded as a pledge to follow all the directions and regulations of the Board, superintendent, and appropriate supervisor. When any neglect of such rules is manifested by any staff member it shall be considered sufficient cause for termination.

Legal Reference: Title 92, NAC, 27 – Regulations and Standards for Professional Practices Criteria Rule 27

Policy Adopted: 03/05/1979
Policy Revised: 06/08/1992
Policy Revised: 02/05/1996
Policy Reviewed: 02/11/2016
Policy Revised: ~~??/??/????~~

6210.1 ~~Code of Ethics of the Teaching Profession~~

A. ~~Preamble~~

~~The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts his or her responsibility to practice their profession according to the highest ethical standards.~~

~~The educator shall recognize the magnitude of responsibility he or she accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code.~~

B. ~~Principle I – Commitment as a Professional Educator~~

~~Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance, and promote equality of opportunity.~~

~~In fulfillment of the educator's contractual and professional responsibilities, the educator:~~

- ~~1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.~~
- ~~2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.~~
- ~~3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.~~
- ~~4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.~~
- ~~5. Shall not exploit professional relationships with students, colleagues, parents, or school board members for personal gain or private advantage.~~
- ~~6. Shall not sexually harass students, parents or school patrons, employees, or board members.~~
- ~~7. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services certificate is issued in Nebraska.~~
- ~~8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.~~
- ~~9. Shall report to the Commissioner any known violation of Principle I, number 7; Principle II, number 5; or Principle IV, number 2.~~
- ~~10. Shall seek no reprisal against any individual who has reported a violation of this chapter.~~

C. ~~Principle II – Commitment to the Student~~

~~Mindful that a profession exists for the purpose of serving the best interest of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.~~

~~In fulfilling this obligation to the student, the educator:~~

- ~~1. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.~~
- ~~2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.~~
- ~~3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to learning or to health and safety.~~
- ~~4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.~~
- ~~5. Shall keep in confidence information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.~~

- ~~6. Shall not tutor during the academic year for remuneration students assigned to his/her classes, unless no other qualified teacher is reasonably available.~~
- ~~7. Shall not discipline students using corporal punishment.~~

D. Principle III – Commitment to the Public

~~The magnitude of the responsibility inherent in the educational process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of and confidence in the rule of law, a respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.~~

~~In fulfilling his/her obligation to the public, the educators:~~

- ~~1. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.~~
- ~~2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.~~
- ~~3. Shall neither offer nor accept gifts or favors that will impair professional judgment.~~
- ~~4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.~~
- ~~5. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any territory.~~
- ~~6. Shall, with reasonable diligence, attend to the duties of his or her professional position.~~

E. Principle IV – Commitment to the Profession

~~In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.~~

~~In fulfilling their obligations to the profession, the educator:~~

- ~~1. Shall provide upon request of the aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or terminations of employment.~~
- ~~2. Shall not misrepresent his or her professional qualifications, nor those of colleagues.~~
- ~~3. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.~~

F. Principle V – Commitment to Professional Employment Practices

~~The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound professional personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.~~

~~In fulfillment of the obligation to professional employment practices, the educator:~~

- ~~1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.~~
- ~~2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.~~
- ~~3. Shall give prompt notice to the employing agency of any change in availability of service.~~
- ~~4. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.~~
- ~~5. Shall not assign to unqualified personnel, tasks for which the educator is responsible.~~
- ~~6. Shall permit no commercial exploitation of his or her professional position.~~
- ~~7. Shall use time on duty and leave time for the purpose for which it is intended.~~

~~Legal reference: Title 92, NAC, 27 – Regulations and Standards for Professional Practices Criteria~~

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~~Rule 27~~

~~Policy Revised: 02/11/2016~~

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6212 STAFF PROFESSIONAL APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. ~~The~~ Grand Island Public Schools recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves, and conduct themselves in a manner appropriate to the educational environment.

Grand Island Public School employees shall dress in attire appropriate for their position. Clothing should be neat, clean, and ~~in good taste~~ **appropriate**. ~~Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.~~

Legal Reference: Title 92, NAC, 27 – Regulations and Standards for Professional Practices Criteria
Rule 27

Cross Reference: 6212.1 Guidelines for 6212

Policy Adopted: 08/02/1999
Policy Revised: 02/16/2006
Policy Revised: 07/09/2009
Policy Revised: 02/11/2016
Policy Revised: ??/??/????

6212.1 Guidelines for Policy 6212

The staff of GIPS has an excellent local and regional reputation for professionalism, both in performance of their duties and in the image they project. Professional clothing shall be the standard for most all assignments commensurate with duties, responsibilities, and assignment. Standards for some positions (i.e. maintenance, food service, certain special education Para-educators, etc.) may differ from the norm. The building administrator or program supervisor shall be the authority in determining appropriate dress and adornment.

The Grand Island Public Schools objective in establishing the professional appearance guidelines is to enable employees to project a professional image while experiencing the comfort advantages of more casual and relaxed clothing. Business casual dress is the standard for these expectations. Because all casual clothing is not suitable for the classroom or office, these guidelines will help determine what is appropriate to wear to work.

Torn, dirty, or frayed clothing is unacceptable. All seams must be finished. Any clothing that has words, terms, or pictures that may be offensive to students or other employees is unacceptable. Clothing that has the district or school name or logo is encouraged. Clothing that reveals a person's cleavage, back, chest, stomach, or underwear is not appropriate for a professional work environment.

Certain days may be declared "jean's day" or theme days. On these days, jeans (not faded, torn, or frayed) and a more casual approach to dressing (although never potentially offensive to others) are allowed.

Below is a general overview of acceptable business casual attire. The list is not all inclusive and is open to change. No dress code can address all contingencies so administrators must exert a certain amount of judgment in the standards enforced at the building. Due to the nature of duties performed, separate guidelines have been established for maintenance/operations, custodial, and nutrition services staff (certain other production-oriented jobs may also be included). (See Custodial guidelines below)

Physical education staff may choose to wear clothing appropriate to their assignments, i.e. sweatpants, exercise pants, wind pants and shirts, so long as they do not display potentially offensive logos or other symbols. Such apparel also needs to be in good repair and free from excessive fading, tearing, and fraying. Tank tops, mesh (see through), and muscle shirts are unacceptable.

Jewelry, Makeup, Perfume, and Cologne

Staff use of jewelry, makeup, perfume and cologne should be in good taste and should not portray or reflect any image or message that could be considered offensive.

Body Piercing and Tattoos

Any visible/noticeable or otherwise distracting form of body piercing, other than ears, is inappropriate attire. Any type of body adornment that draws attention or is disruptive to the educational process is considered unacceptable.

Any tattoo or other body markings or adornments that have the effect of causing a material and substantial interference with school operations or an infringement of the rights of others, or is vulgar, lewd, obscene or plainly offensive, or which promotes or condones illegal drug use or other illegal activity, will be covered at all times while the staff member is on duty.

Hats and Head Covering

Hats are not appropriate in the classroom or office. Head covers that are required for religious purposes or to honor cultural tradition are allowed.

Attire for Meetings

The expectations for professional attire will be the same for meetings both inside and outside the district (i.e. professional development days, conferences, district-sponsored committees, parent meetings),

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~~unless otherwise stipulated by the administrator/supervisor in charge of the meeting. Meetings that do not involve students or parents and are outside of the normal contract/work schedule may be considered more casual, with the final decision resting with the administrator/supervisor in charge.~~

Custodial Staff

~~Due to the nature of the work performed, attire guidelines for custodial staff are different from other classroom and office positions.~~

- ~~• Custodial staff may wear shirts/tops that are of either a pullover or button front style, with or without a collar. The primary concern is that the shirt/top is clean, well maintained (absent of holes, rips and fraying) and free of excessive wrinkles. Additionally, the shirt/top should not have any logos, pictures or other insignia that could be considered offensive or disruptive to the educational process.~~
- ~~• Pants/slacks should also be clean, well maintained (absent of holes, rips, fraying) and free of excessive wrinkling. Denim and other cotton work pants would be considered the normal pant/slack for custodial work. Seasonally (April – October), custodial staff may wear a "pant style" short that is of a length that reaches to at least within 4 inches of the knee. Shorts must be hemmed (no cut offs or jean shorts). Athletic style (nylon, mesh) gym shorts are not acceptable.~~
- ~~• Shoes should provide safety to the feet (including heels and toes). Boots (work, cowboy, trucker, hiking) and shoes (loafer, walking, hiking, athletic) are acceptable. Like all articles of attire, they should be clean and in good condition (free of holes, stain, excessive wearing) that would compromise safety or a professional image. Toes and heels must be covered in selection of footwear, to provide maximum safety and protection.~~
- ~~• A uniform shirt is provided and expected to be worn by Grand Island Senior High custodial staff and district maintenance staff.~~

Conclusion

~~If clothing fails to meet these district standards, as determined by the employee's supervisor, the employee will be asked to return home and change. In such cases, the staff member will also be directed to refrain from wearing the inappropriate item(s) to work again. If the problem persists, the employee may be subject to disciplinary action up to and including termination of employment.~~

Revised: 02.11.2016

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6232 USE OF TOBACCO ~~AND VAPOR PRODUCTS ON PREMISES~~ BY STAFF, VISITORS, AND VOLUNTEERS

~~The~~ Grand Island Public Schools is aware of the health problems linked to tobacco ~~and vapor product~~ use. It is the duty of the district to model actions that promote healthful and responsible lifestyles with respect to ~~tobacco~~ use ~~of these products~~.

As such, all district-owned or operated facilities, grounds and vehicles, as well as district-sponsored events, will be designated tobacco ~~and vapor product~~ free. ~~The use of any form of tobacco or vapor product will be prohibited.~~ ~~Tobacco~~ These 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.

In the event that a student or students are present in a private home or vehicle as part of a school sponsored activity, tobacco ~~and vapor products~~ will not be used while students are present.

Violation by a district employee or student may lead to disciplinary action. Non-district personnel and visitors will be ~~requested~~ ~~required~~ to abide by this policy.

Legal Reference: P.L. 101-226, Drug-Free Schools and Communities Act Amendments of 1989,
41 U.S.C. §§ 701-707 (1994)
42 U.S.C. §§ 12101 ET SEQ. (1994)
34 C.F.R. Pt. 86 (1996)

Cross Reference: Policy 8440 Use of Tobacco by Students

Policy Adopted: 07/11/1988
Policy Revised: 02/13/1994
Policy Revised: 10/10/2002
Policy Revised: 11/13/2008
Policy Revised: 02/11/2016
~~Policy Revised: ??/??/????~~

6232.1—Guidelines for Policy 6232

Each building principal will be responsible for making all staff and visitors aware of the policy prohibiting the use of tobacco ~~and vape products~~ in the buildings, on district grounds, in district vehicles, and at all school events.

1. Educate all employees to the concept that tobacco ~~and vape products~~ use in the work environment is a health and safety issue, not a social issue.
 - a. Work diligently with those employees who are users; ask for their cooperation and offer to assist them with smoking cessation programs or methods to handle their "need" to use tobacco ~~or vape products~~. Above all, never fail to point out that this policy was developed to create a work environment that is healthy and tobacco ~~and vape product~~ free; it was not created to punish tobacco users.
2. Make all visitors aware of the tobacco ~~and vape product~~ free building/grounds policy and politely ask them not to use tobacco ~~or vape products~~ while they are in the building, on school grounds, or attending school events.
 - a. At school events, such as: open house, athletic events, concerts, drama productions, etc., always make public announcements regarding the NO SMOKING POLICY and ask the parents and the public to cooperate with us in promoting a healthy, tobacco ~~and vape product~~ free environment in their schools.
3. Explain the rationale for a tobacco ~~and vape product~~ free work place to all who enter one of our facilities. Emphasize the fact that tobacco ~~and vape product~~ use is not permitted but realize that we will have those visitors (and staff) who will want to test our resolve; be patient and polite, but do not permit "unofficial designated areas for smokes."
4. Be sure that volunteer drivers using school or private vehicles are aware of the prohibition.

NOTES:

1. It is anticipated that we may encounter the most resistance to this policy as it applies to visitors/guests who attend concerts, open house, athletic events and other activities where tobacco ~~and vape product~~ use will not be permitted. It is important to announce the policy before each activity begins so people are made aware of it. You or the staff members who are supervising will need to politely inform those who violate the policy to extinguish their smoking material. It will more than likely take some time to educate the general public about the policy so be patient, however, be firm in upholding the standard.
2. This policy is a "condition of employment" for all of our staff, so it is extremely important that those who disregard it are made aware of the consequences.

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6241 STAFF PARTICIPATION IN POLITICAL ACTIVITIES

~~The~~ Grand Island Public Schools recognizes that staff have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for elective public office and holding an elective or appointive public office.

Staff shall not engage in political activity upon property under the jurisdiction of ~~the~~ Grand Island Public Schools. ~~Activities that are prohibited include including~~, but ~~are~~ not limited to: posting of political circulars or petitions, the distribution of political circulars or petitions, the collection of or solicitation for campaign funds, solicitation for campaign workers, and the use of students for writing or addressing political materials, or the distribution of such material to or by students ~~are specifically prohibited~~.

Violation of this policy may be grounds for disciplinary action.

Policy Adopted: 03/05/1979
Policy Reviewed: 07/13/1992
Policy Revised: 03/10/2016
~~Policy Revised: ??/??/???~~

6251 INTERNET SAFETY FOR STUDENTS ~~(Staff)~~ AND STAFF

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 all staff and 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.~~
- Appropriate online behavior including interacting with others on social networking websites and in chat rooms responsibly and safely;
- Digital Citizenship including cyberbullying awareness and response; and
- Safety and security of minors online including topics like protecting personal information, avoiding online predators, and understanding online scams.

Users who fail to abide by district Acceptable Use 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 or termination; 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.

References: Children's Internet Protection Act, 47 USC § 254
FCC Order adopted August 10, 2011
47 USC § 254(h)(1)(b); 47 CFR 54.500(b) and 68 FR 36932 (2003) (E-rate restrictions)
Neb. Rev. Stat. § 49-14,101.01 (Political Accountability and Disclosure Act)

Grand Island Public Schools policies:
1310 NONDISCRIMINATION

GRAND ISLAND PUBLIC SCHOOLS

1311 BULLYING AND HARRASSMENT

5521 COPYRIGHT COMPLIANCE

~~6213.2 Acceptable Use Agreement Form – Staff~~

6213 – Staff Use of Electronic Communication Devices and Administrative Guidelines for Network Use

~~7352 ACCESS TO NETWORKED INFORMATION RESOURCES~~

8456 STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES

8457 INTERNET SAFETY AND ACCEPTABLE USE

~~8457.1 Administrative Guidelines for Network Usage – Students~~

~~8457.2 Acceptable Use Agreement Form – Student~~

Policy Adopted: 12/06/1999

Policy Revised: 09/15/2005

Policy Revised: 11/08/2007

Policy Revised: 06/12/2012

Policy Revised: 03/10/2016

Policy Revised: ??/??/????

GIPS BOE NEEDS ANALYSIS - Elementary Math Resource Pilot



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: Elementary Math Resource Pilot : 2025-2026

Submitted By: Dr. Danielle Buhrman - L4L Curriculum Coordinator

Date: March 26, 2025

1. What is the identified need?

GIPS commits to the use of math resources that provide curricular opportunities which closely align to best practices in mathematics as identified by GIPS Mathematics Commitments and Nebraska's College and Career Ready Standards for Mathematics. The current elementary math resource, Origo Stepping Stones, was initially adopted in the 2019-2020 school year for a 7-year adoption cycle. The 2025-2026 school year will be the last year the district receives pre-paid student materials for Origo Stepping Stones from the initial 2019-2020 adoption. As a result, over the 2024-2025 school year, [board policy #7320](#) has been used to evaluate the effectiveness of Origo Stepping Stones in order to determine if renewal of those materials or a new resource adoption is needed. Through various stakeholder and committee meetings over the last 6 months, teachers, academic support coaches, and administrators agreed that a new math resource is needed moving forward. Additional details on those stakeholder and committee meetings and the data used to assess the need are articulated in subsequent sections of this needs analysis.

This proposal is to support the pilot of two resources: Amplify Desmos Math and Eureka² within four GIPS elementary buildings during the 2025-2026 in order to gain teacher input from lived experiences, analyze the impact each resource has on student learning, and accurately assess standards alignment. The pilot is an essential component of the adoption cycle so the district can make the most informed adoption decision possible going into the 2026-2027 school year.

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

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." In addition, the use of high quality instructional materials supports the strategic focus areas of "Instruction" and "Professional Learning Communities (PLCs)" by allowing 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 GIPS Mathematics Commitments.

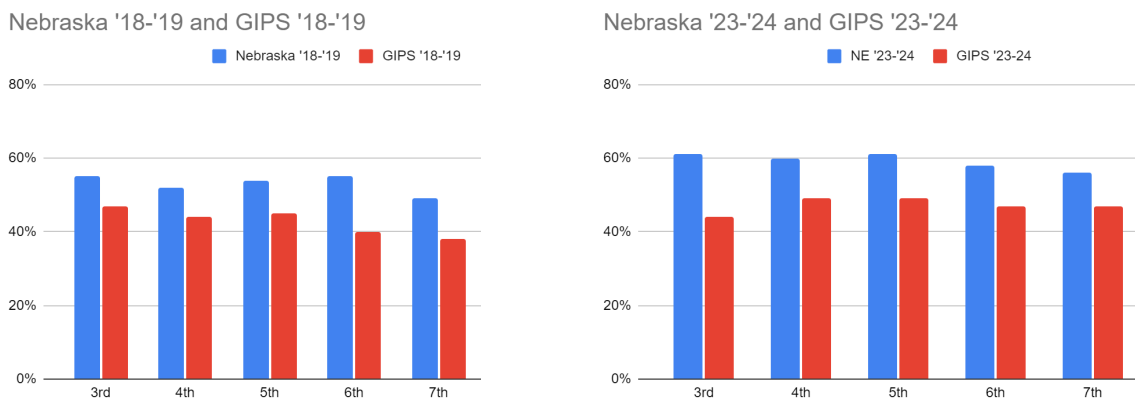
3. Proposed Action

Purchase student materials, teacher guides, digital access, and classroom manipulative kids needed to implement the pilot of Amplify Desmos Math and Eureka² within four GIPS elementary buildings. This

proposal includes enough materials for implementation and professional learning of Amplify Desmos Math at Stolley Park Elementary, GIPS 2-5 Newcomer program housed at Stolley Park, and Starr Elementary along with Eureka² at Lincoln Elementary and Newell Elementary. Specific allocations of materials can be found in the [Math Pilot Materials spreadsheet 25-26](#). Teachers and leaders will also receive a full day of professional learning on August 8th, leadership professional learning prior to August 8th, monthly check-ins, coaching visits, and on-going support from the resource vendor in addition to L4L curriculum coordinator Dr. Buhrman to learn from and respond to the teacher and student experience.

4. Data/Research Assessed

GIPS engages in continuous data-driven cycles for improvement and utilizes NSCAS (state proficiency scores), MAP growth data, and GIPS district math benchmarks to make informed decisions about classroom and building response and district curriculum decisions. Although it appears initially that district math proficiency scores have risen since Origo Stepping Stone's adoption in 2019, the gap between GIPS district math scores and state proficiency levels has widened at grades 3-5. Below shows bar graphs comparing Nebraska math proficiency percentages (in blue) and GIPS proficiency percentages (in red) in 2018-2019 prior to Origo's adoption and then last year in 2023-2024:



Specifically, prior to Origo's adoption, the difference between Nebraska and GIPS math proficiency scores was 8% at 3rd and 4th grade and 9% at 5th grade. In the 2023-2024 school year, that gap had widened to 17% at 3rd grade, 11% at 4th grade, and 12% at 5th grade.

It's significant to note that the GIPS EL population over the course of that time has also changed from approximately 17% to 24% while the state of Nebraska has only seen a change of 7% to 9% EL learners. Because of this, the district also looked at EL comparison data for districts with similar EL percentages and found that several Nebraska districts with higher EL percentages were outperforming GIPS NSCAS math results. Those specific comparisons can be found in the [EL Comparison Math Data](#) document.

Elementary buildings and district leadership have also been carefully monitoring MAP growth results in mathematics over the last several years. Teachers and leaders have noticed a significant drop in scores at grades K-2 and a lack of growth from fall to winter on district MAP scores. Despite making significant adjustments to district pacing and lesson recommendations, particularly in the first three modules of Origo, and more intentional PLC professional learning about math standards, we continue to see a lack of growth on district MAP math scores as indicated by [Fall to Winter MAP scores](#) in the 2024-2025 school year.

Beginning in November of 2024, stakeholder groups consisting of 24 teachers from all elementary buildings, academic support coaches, and elementary principals analyzed student outcome data and evaluated the strengths and weaknesses of our current Origo Stepping Stones resource. These stakeholder groups were presented with two options:

- (1) Due to the first year of implementation of Origo being the 2019-2020 school year when the 2020 Covid Pandemic and subsequent school shutdown occurred, GIPS could fund and continue using Origo materials for an additional *two* years before a new resource adoption cycle occurs.

OR

- (2) Pilot new resources in 2025-2026 with a new math resource adoption occurring in 2026-2027 per the original district timeline.

These stakeholder teams overwhelmingly suggested GIPS moves forward with a new resource per the original timeline, with teachers on the stakeholder committee approving the pilot by a 92% (for) and 8% (against) margin.

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. From fall to winter 2024, L4L curriculum coordinator Dr. Buhrman researched existing math resources, talked to other district leadership teams, scheduled demos, and gathered samples to identify resources that align with district priorities. A resource adoption committee was also formed consisting of teachers representing all grade levels, special education, gifted and talented, and EL newcomers in addition to two academic support coaches and four elementary principals. These committee members analyzed six resources using math adoption criteria from the state of NE, Achieve the Core, and Instructional Partners as articulated in the [district math scoring guide rubric](#). Over the course of two months, this committee scored and analyzed resources and met with resource vendors in order to make a formal pilot recommendation of two resources: Amplify Desmos Math and Eureka².

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 math classrooms. Using resources like Eureka² and Amplify Desmos Math supports 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 will be considered to determine the best option to adopt. Expertise from districts currently using the pilot materials in addition to recommendations from the Nebraska Department of Education will also be considered.

5. Stakeholder Group(s) Involved

Three stakeholder teams met from November 2024 to January 2025 to review current materials and their condition, per board policy 7320, and provide recommendations on whether a new elementary math resource was needed now or a delay in a pilot may benefit staff and students more. The teacher stakeholder team consisted of 24 teachers from all elementary buildings and represented each grade level, EL, special education, and gifted and talented. The remaining two stakeholder teams consisted of all elementary academic support coaches and principals. Those stakeholder teams made the recommendation to pilot resources in 2025-2026 per the original timeline.

Once the initial feedback was gathered and a recommendation to pilot was made, a Resource Committee was formed to select pilot materials, oversee the pilot process going into 2025-2026, and ultimately select a resource to adopt into the 2026-2027 school year. The Resource Committee consists of one grade level teacher at each grade, two special education teachers, one gifted and talented specialist, one EL newcomer teacher, two academic support coaches, 4 elementary principals, and on L4L coordinator.

In January 2025, elementary principals recommended that pilots occur within entire buildings as opposed to sporadic PLCs across the district so more intentional support and collaboration could occur within pilot PLCs and classrooms. Elementary building principals gathered feedback from their staff members on whether the staff wanted and had the capacity to engage in the pilot process. Seven district elementaries indicated a desire to pilot a resource. From that seven, four buildings were selected with one Title and one non-Title building piloting each resource.

Additional stakeholder feedback and data from pilot teachers and students will be utilized throughout the actual pilot and adoption process in the 2025-2026 school year.

The pilot process will involve approximately 1350 students from two Title and two non-Title buildings:

- Starr and Stolley Park will pilot Amplify Desmos Math based on Illustrative Mathematics

- Lincoln and Newell will pilot Eureka²

In addition, 66 grade level and newcomer teachers, along with building special education teachers, English Learner specialists, Academic Support Coaches, and administrators will be involved in the pilot process. Teachers will be asked to provide feedback on their classroom experience through the use of a quick form bi-weekly, and student interactions with the material and outcome data will be used throughout the pilot process.

6. Summary

A pilot of elementary math resources is a large undertaking that involves substantial financial, time, and emotional investment by teachers, students, and administrators. However, feedback from various stakeholder teams focused on student outcome data and teacher experiences with current Origo Stepping Stones materials suggests the district needs to and is ready to make a change. The Resource Committee is confident that Amplify Desmos Math and Eureka² provide the student experience, content development, and teacher support needed to make substantial shifts in mathematics teaching and learning resulting in more positive student outcome gains. We are excited about the journey ahead and look forward to digging in!

7. Fiscal Impact

Amount: Not to exceed \$95,000

Source: L4L Budget

Details:

Amplify Desmos Math = \$43,090.52

- Materials Quote for Starr and Stolley Park
 - [Paid Materials](#)
 - [Free Materials](#)
 - 66 classrooms
 - 790 student sets
 - Will provide full day launch on site, 2- follow-up half days on site, 4 on-site walkthrough/coaching days, lunch and learn with administrators and coaches in the summer, and monthly virtual check-ins at no cost. Need \$261.52 for paid coach training for lunch and learn as coaches are off contract.

Eureka² = \$37,102.71

- Materials Quote for Lincoln and Newell
 - [Materials](#)
 - 30 classrooms
 - 651 student sets
 - Will provide full day pilot launch on site, 2 on-site coaching days, and monthly virtual check-ins at no cost
- Additional professional learning budget for 2 additional coaching sessions (\$7800) if needed, (2) - 3 hour virtual training sessions on Equip and Math Catalyst components of resources (\$2500), and (5) - Virtual Leadership Sessions (6 hour) for L4L coordinator, building principals, and coaches ahead of implementation (\$525 for seats and \$392.28 for hourly pay for 2 coaches to complete)
 - Total additional professional learning budget to pull from = **\$11,217.28**

8. Person(s) Responsible for Implementation

Dr. Danielle Buhrman (L4L coordinator) with support from Bre McDonald (Lincoln principal), Selena Valentine (Starr Principal), Whitney Flower (Stolley Park Principal), and Nate Balcom (Newell)

9. Implementation Plan

▲ **Monitor/ Evaluate**

Actions:

Initial pilot professional learning - August 2025

Resource Selection Committee consisting of existing members and additional teachers involved in the pilots directly will continue to meet and monitor the pilot process and make a formal recommendation on an adoption resource in Spring 2026

On-going feedback from pilot teachers every two to three weeks targeting student and staff experiences with the materials

On-going student outcome data monitoring of MAP data and district math benchmarks

Timeline:

2025-2026 school year with recommendation on adoption resource no later than April 2026

▲ **Board or Committee Report/Follow-Up**

Actions:

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Date for follow up:

GRAND ISAND PUBLIC SCHOOLS

4530 FACILITY FINANCE PROGRAM

The usual methods for financing new construction and remodeling in ~~the~~ Grand Island Public Schools will be through (a) The use of pay-as-you-go funds accrued through a building levy **not to exceed the maximum levy allowed .0014** of the assessed valuation (b) Funds acquired through the sale of bonds, or (c) Establishment of a lease-purchase agreement.

~~The~~ Grand Island Public Schools Board of Education may submit **as allowed for by law or** at any regular school election or at any special election called for the purpose to the qualified electors of the school district the question of contracting a bond indebtedness for the purpose of erecting or furnishing school buildings or purchasing school sites. Before such a bond election, specific needs for the facilities are to be made clear to the general public and careful cost estimates are made in the amounts required for the sites, buildings, and equipment.

In the case the lease-purchase method is used to finance the purchase of buildings or equipment, such lease or lease-purchase agreements shall be in accordance with state statutes. All payments pursuant to such leases shall be made from ~~current building funds or general funds~~ **available funds as approved by the board and allowed by statute.**

Legal Reference: Neb. Rev. Stat. 79-10,105; 10-702

Policy Adopted: 02/07/1977
Policy Revised: 12/11/1989
Policy Revised: 04/11/2002
Policy Revised: 07/13/2015
Policy Revised: ??/??/????

4552 SELECTION OF ARCHITECT

The stages in the task of selecting an architect to serve the district should include but not be limited to the following activities:

1. Advertisement and public notice in various trade publications announcing that the Grand Island District is contemplating new facility construction or modification of existing facilities.
2. Solicitation of interested architectural firms through a Request for Qualification (RFQ) process.
3. Appraisal of written responses and selected materials from various architectural firms.
4. Interviews with final firms selected.
5. A review of the architect's previous projects.

The American Institute of Architects Standard Form of Agreement will be used subject to modifications provided by ~~the~~ Grand Island Public Schools.

Policy Adopted: 02/07/1977

Policy Revised: 12/11/1989

Policy Revised: 05/09/2002

Policy Revised: 07/13/2015

Policy Revised: ??/??/????

Grand Island Public Schools

4553 CONTRACTOR'S FAIR EMPLOYMENT CLAUSE

Contractors and subcontractors shall abide by all appropriate employment laws and a statement of compliance will be made a part of all orders, contracts, bids, or quotation requests.

Legal Reference: Neb. Statute 48-1101 to 48-1126

Policy Adopted: 02/07/1977

Policy Reviewed: 10/01/1989

Policy Reviewed: 03/13/2002

Policy Revised: 07/13/2015

Policy Reviewed: ??/??/????

4561 PROCEDURES FOR ACQUISITION OF SCHOOL SITES

It shall be the policy of ~~the~~ Grand Island Public Schools to base property acquisition on student population trends, location, and educational needs. Sites should be acquired in advance to allow adequate time for the completion of topographical studies and other preliminary work. Eminent domain action for the acquisition of property for school site purposes shall be executed only after negotiations fail and all other appropriate courses of action have been exhausted. It is the Board's intent to negotiate amicably and to avoid friction when possible while continuing negotiations.

The Board shall authorize the hiring of certificated appraisers as consultants to the school district when condemnation procedures or negotiations on sites are contemplated.

Legal Reference: Neb. Rev. Statute 76-701 through 76-726
 Neb. Rev. Statute 79-1095 through 79-1097

Policy Adopted: 02/07/1977
Policy Reviewed: 10/01/1989
Policy Revised: 05/09/2002
Policy Revised: 07/13/2015
Policy Revised: ~~??/??/???~~

4610 SCHOOL PROPERTIES DISPOSAL

~~The~~ Grand Island Public Schools Board of Education may, at any time, declare district real estate and improvements as surplus and authorize its disposal when such property is no longer useful to the district, unsuitable for use, too costly to repair or obsolete.

Sale of Property:

1. Prior to the sale, the Board shall cause the appraisal of the property by a duly qualified professional appraiser who shall make a report of such value to the Board ~~of Education~~.
2. A notice of the sale shall be published in accordance with the law governing such notice. The notice shall set out the terms and conditions of the sale. The Board may permit the bidders to specify conditions. The owner shall state that the bids shall be received on a specified date and that the sale shall continue for a period not in excess of 60 days or until the property is sold.
3. All bids shall be available for examination by the public.
4. The Board may also conduct an auction.
5. The Board may sell the property to the highest and best bidder or reject all bids.
6. Such property shall be sold only at a regular meeting of the Board ~~of Education~~ and with an affirmative vote of two-thirds of the membership.

Trade- In Property:

Where new property is purchased by the Board in accordance with law upon condition that property of a similar nature, owned by the school district, is to be traded in or exchanged as a part of such purchase in reduction of the price, such trade-in shall be allowed without appraisal before notice of sale.

Surplus Property

The superintendent, or designee, may dispose of all obsolete, surplus, unwanted and/or excessively damaged equipment and supplies owned by the district in accordance with the following procedures:

1. Develop a list of surplus property
2. List is reviewed by the Finance and Facilities Board Committee
3. Surplus property list placed on Board consent agenda for approval
4. Sell at highest price possible
5. If not sold, items will be disposed

Reference: Neb. Rev. Stat. 79-10,114

Policy Adopted: 10/04/1976

Policy Revised: 05/09/2002

Policy Revised: 07/09/2015

Policy Revised: ~~??/??/????~~

GRAND ISLAND PUBLIC SCHOOLS

4620 REQUESTS, DONATIONS, AND GIFTS

The Grand Island Public Schools Board of Education does not directly solicit bequests, donations, or gifts from individuals or groups. The Board encourages individuals and groups to make donations, and provide bequests or gifts through the Grand Island Public Schools Foundation.

The Grand Island Public Schools Foundation is a tax-exempt organization under Section 501 (c) (3) of the Internal Revenue Code, designated by the Grand Island Public Schools Board of Education to accept and distribute donations to the Grand Island Public Schools.

Policy Adopted: 07/06/1987

Policy Revised: 05/09/2002

Policy Revised: 05/01/2007

Policy Revised: 07/13/2015

Policy Revised: ??/??/????

GRAND ISLAND PUBLIC SCHOOLS

4630 GRAND ISLAND PUBLIC SCHOOLS FOUNDATION

The Grand Island Public Schools Foundation was established in 1990 “ . . . [to] encourage, accept and administer gifts for the students and staff of Grand Island Public Schools for the furtherance of public education” (Articles of Incorporation of Grand Island Education Fund, March 1990). **In 2015 the name was changed to the Grand Island Public Schools Foundation.**

The Grand Island Public Schools Foundation is a tax-exempt organization under Section 501 (c) (3) of the Internal Revenue Code, designated by the Grand Island Public Schools Board of Education to accept and distribute donations to ~~the~~ Grand Island Public Schools. The Board of Education shall appoint an ex-officio member to the Grand Island Public Schools Foundation Board of Directors. Regular reports of Grand Island Public Schools Foundation activities shall be made to the Board of Education.

Policy Adopted: 06/14/2007

Policy Revised: 07/09/2015

Policy Revised: ??/??/????