

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

1. CALL TO ORDER  
**Speaker(s):** Board President
2. ROLL CALL  
**Speaker(s):** Mrs. Simmons
3. MISSION STATEMENT
4. PUBLIC FORUM
5. CONSENT AGENDA  
**Speaker(s):** Board President
  1. Minutes from the previous month's meeting
  2. Claims as submitted
  3. Staff Adjustments as submitted
  4. Treasurer's Report as submitted
  5. Policy
    1. 6313 STAFF PAYMENTS DURING CLOSURE Final Read
    2. 8312 EXCESSIVE ABSENTEEISM Final Read
    3. 6335 INJURY LEAVE Final Read
    4. 4415 DEBT MANAGEMENT First Read
    5. 4416 FINANCIAL INVESTMENT MANAGEMENT First Read
    6. 4417 CAPTIAL ASSET MANAGEMENT First Read
    7. 4418 STRUCTURALLY BALANCED BUDGET First Read
    8. 6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS First Read
  6. Contracts, Grants, and MOU's
    1. GearUp MOU
    2. UNL Tutoring Pilot - GEAR UP
    3. Heartland Health Center Behavior Health Contract
  7. Change Orders as Documented
    1. Stolley Park Elementary Change Order No 04 - Final
  8. Approval of Agenda as submitted
6. CHANGE OF BOARD
  1. Adjournment of the 2020 Board of Education  
**Speaker(s):** Board President
  2. Oath of Office for Newly Elected/Appointed Board Members  
**Speaker(s):** Dr. Dexter
  3. Signing of the Board Operating Principles by all Board Members  
**Speaker(s):** Dr. Robin Dexter
  4. 6213 STAFF USE OF ELECTRONIC COMMUNICATION DEVICES AND ADMINISTRATIVE GUIDELINES FOR NETWORK USE  
**Speaker(s):** Dr. Robin Dexter
  5. 2112 BOARD MEMBER CODE OF ETHICS

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

6. Election of President of the Board of Education for 2021

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

7. Convene the 2021 Board of Education to Order

**Speaker(s):** Board President

8. Election of Vice-President of the Board of Education for 2021

**Speaker(s):** Board President

## 7. INFORMATION ITEMS

1. Campus Highlights - GREAT Gator student acknowledgement system

**Speaker(s):** Mr. Joe Eckerman and Sara Robinson

**Goals:** Student Success Measure 06 - Increased percentage of students with a high level of school connectedness and high commitment to learning.

2. Campus Highlights - School Wide Positive Behavior Support System: The Knights' Way

**Speaker(s):** Mr. Nate Balcom and Newell Students

**Goals:** Strategic Plan Objective 03 - Every Grand Island student will have meaningful, personal connections to support their own well-being and develop their confidence, resiliency and adaptability., Strategic Plan Objective 05 - GIPS will employ data to continuously improve teaching and learning., Strategic Plan Objective 07 - GIPS will cultivate a culturally proficient district in which all individuals are valued.

3. GISH Attendance Update

**Speaker(s):** Mr. Gilbertson, Executive Principal of the Academies of Grand Island Senior High

**Goals:** Student Success Measure 04 - Decreased percentage of students who are absent 15 or more days as reported by Nebraska Department of Education.

4. Findings from a research study conducted on Mental Health of middle and high school students

**Speaker(s):** Students; Jade Rauch and Abigail Meston

**Goals:** Student Success Measure 06 - Increased percentage of students with a high level of school connectedness and high commitment to learning. , Student Success Measure 07 - Increased percentage of students self-reporting growth mindset, self-efficacy, self-management, and social awareness.

5. EAB Contract

**Speaker(s):** Mr. Harden

6. Drawdown Loan Agreement - Medical Pathways Academy

**Speaker(s):** Mr. Harden

7. Nebraska Children and Families Grant Contract

**Speaker(s):** Jennifer Worthington

**Goals:** Strategic Plan Objective 03 - Every Grand Island student will have meaningful, personal connections to support their own well-being and develop their confidence, resiliency and adaptability.

8. Construction Update

**Speaker(s):** Mr. Petsch

9. Student Representative Report

**Speaker(s):** Kendall Bartling

10. Superintendent Report

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

8. ACTION ITEMS

1. Hall County Election Office--General Election held November 3, 2020

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

2. Nebraska Children and Families Grant Contract

**Speaker(s):** Jennifer Worthington

**Goals:** Strategic Plan Objective 03 - Every Grand Island student will have meaningful, personal connections to support their own well-being and develop their confidence, resiliency and adaptability.

9. COMMITTEE REPORTS

1. Finance and Facilities Committee

**Speaker(s):** Mr. Brown

2. Leading for Learning Committee

**Speaker(s):** Carlos Barcenias

3. Personnel Committee

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

4. Policy Committee

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

5. Public Relations and Partnership Development Committee

**Speaker(s):** Carlos Barcenias

6. Governance Committee

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

7. Grand Island Public Schools Foundation Report

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

8. GNSA / Legislative Committee

**Speaker(s):** Mr. Harden

9. NASB Monthly Update

**Speaker(s):** Board President

10. EXECUTIVE SESSION FOR THE PURPOSE OF NEGOTIATIONS BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION

11. RECONVENE FROM EXECUTIVE SESSION

12. APPROVAL OF ANY ACTION DEEMED NECESSARY AS A RESULT OF EXECUTIVE SESSION

13. NOTIFICATION OF UPCOMING BOARD MEETINGS

## 14. ADJOURNMENT

AFFIDAVIT OF PUBLICATION

THE STATE OF NEBRASKA  
HALL COUNTY

Grand Island Independent

GRAND ISLAND PUBLIC SCHOOL  
123 S WEBB RD  
PO BOX 4904  
GRAND ISLAND NE 68802

REFERENCE: 10016999  
20607349

mtg 1/14

Sherri Sheeks being first duly sworn on his/her oath, deposes and says that he/she is the Legals Clerk of the Grand Island Independent, a newspaper printed and published at Grand Island, in Hall County, Nebraska, and of general circulation in Hall County, Nebraska, and as such has charge of the records and files of the Grand Island Independent, and affiant knows of his/her own personal knowledge that said newspaper has a bona fide 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 in said newspaper.

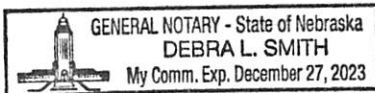
*Sherri Sheeks*

PUBLISHED ON:  
01/01/21

TOTAL COST: 14.27  
AD SPACE:

Subscribed in my presence and sworn to before me this 4 th day of January, 2021.

My commission expires 12/27, 2023  
*Debra L. Smith*  
Notary Public



NOTICE OF REGULAR  
BOARD MEETING  
HALL COUNTY SCHOOL  
DISTRICT 2  
GRAND ISLAND, NEBRASKA  
Notice is hereby given that a meeting of the Board of Education of Hall County School District 2, A.K.A. Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday January 14, 2021 at 5:30 P.M., at the Kneale Administration Building, 123 S Webb Road, Grand Island, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continuously current, is available for inspection at the Office of the Superintendent.  
Dr. Robin R. Dexter, Board Secretary  
1

RECEIVED JAN - 6

RECEIVED VIA CABLE (NO. 100) 5/1/50  
DEPT. OF STATE  
WASHINGTON, D.C.

## **Regular Meeting of the Grand Island Board of Education**

The regular meeting of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was convened and called to order by President Bonnie Hinkle in open and public session on Thursday, December 10, 2020 at 5:30 PM at the Kneale Administration Building - Board Room, 123 S Webb Road, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

### **ROLL CALL:**

Attendance Taken at 5:31 PM.

Lisa Albers:	Present
Carlos Barcenas:	Present
Dan Brosz:	Present
Terry Brown:	Present
Kelly Enck:	Present
Julie Gortemaker:	Present
Bonnie Hinkle:	Present
Tim Mayfield:	Present
Erika Wolfe:	Present

### **AGENDA**

#### **1. CALL TO ORDER**

The meeting was called to order at 5:30PM

#### **2. ROLL CALL**

Mrs. Simmons called the roll.

#### **3. MISSION STATEMENT**

The Mission Statement was read by Mr. Mayfield, Mrs. Gortemaker, and Mrs. Enck.

#### **4. PUBLIC FORUM**

Dan Harvey, 919 E Delaware, Grand Island, NE 68801 addressed the board with an abundance of thanks for keeping children safe and in school, extra mental health days for staff and asked for consideration for rethinking masks during PE and recess after the GIPS winter break.

#### **5. CONSENT AGENDA**

##### **5.1. Minutes from the previous month's meeting**

##### **5.2. Claims as submitted**

##### **5.3. Staff Adjustments as submitted**

##### **5.4. Treasurer's Report as submitted**

##### **5.5. Policy**

### **5.5.1. 4320 RENTALS AND SERVICE CHARGES Final Read**

#### **5.5.1.1. 8660 FIELD TRIPS AND EXTENDED CO-CURRICULAR TRIPS Final Read**

#### **5.5.1.2. 6313 STAFF PAYMENTS DURING CLOSURE - First Read**

#### **5.5.1.3. 6335 INJURY LEAVE First Read**

#### **5.5.1.4. 8312 EXCESSIVE ABSENTEEISM First Read**

### **5.6. Contracts and MOU's as submitted**

### **5.7. Approval of Agenda as submitted**

Approve items and consent as presented.

Passed with a motion by Erika Wolfe and a second by Carlos Barcenas.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

## **6. SPECIAL RECOGNITION**

### **6.1. Board of Education Member Recognition**

Members from the Board of Education shared memories and farewells with exiting board members, Mr. Mayfield, Mrs. Gortemaker, and Mrs. Enck.

## **7. INFORMATION ITEMS**

### **7.1. CAMPUS HIGHLIGHTS - Academy of Medical Sciences Capstone Experience (LIVE ZOOM)**

Mr. Schlegel and his team presented to the Board of Education the Academy of Medical Sciences Capstone Experience via Zoom.

### **7.2. CAMPUS HIGHLIGHTS - Knickrehm Mission Mondays**

Principal Rob Bishop created an informational video about Mission Mondays at Knickrehm Elementary and presented it to the Board of Education via video.

### **7.3. CAMPUS HIGHLIGHTS - Positive Office Referrals**

Staff from Howard Elementary presented the Board of Education with a video representing how Howard Elementary is implementing Positive Office Referral Program and the positive impact it has had on their school.

### **7.4. Families First Coronavirus Response Act**

Mr. Stelk presented the Board of Education with information on the Families First Coronavirus Response Act. FFCRA is set to expire December 31, 2020. It has become clear that the federal government is going to allow this Act to expire at the end of the year. The current practice that GIPS currently has to reinforce the FFCRA, will not expire until the end of the current school year, unless otherwise voted upon by the Board of Education.

### **7.5. Construction Update**

Mr. Petsch presented the construction update. Construction meeting took place regarding the building for the Early Learning Center this week. Storm shelters and walls are being completed. There has been great progress so far. Needlepoint project update; this project will start Monday December 14, 2020. Hopefully 50% of the project will be completed over the GIPS Winter Break and final completion is hoped to be finished by GIPS Spring Break.

## **7.6. Student Representative Report**

Kendall Bartling gave the student representative report to the Board of Education, virtually via Zoom.

## **7.7. Superintendent Report**

Dr. Grover presented the superintendent report.

## **8. ACTION ITEMS**

### **8.1. Grand Island Education Association (GIEA) 2022-2023 Master Agreement**

Approve formal request that the GIEA be recognized as the bargaining agent for the teachers for the 2022-2023 school year.

Passed with a motion by Carlos Barcenas and a second by Dan Brosz.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

### **8.2. Fiscal Year 2019-2020 Audit Report & Annual Financial Report**

To accept Fiscal Year 2019-2020 Audit Report & Annual Financial Report.

Passed with a motion by Terry Brown and a second by Lisa Albers.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

### **8.3. 2021 2022 GIPS Calendar Proposal**

To approve the 2021-2022 GIPS District Calendar.

Passed with a motion by Lisa Albers and a second by Terry Brown.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

### **8.4. Equity Proposal from FourPoint Education**

To approve GIPS and the Equity Task Force's partnership with Steve Gering of FourPoint Education Partners and allow the equity framework and resolutions to be placed into action.

Passed with a motion by Terry Brown and a second by Dan Brosz.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

## **9. COMMITTEE REPORTS**

### **9.1. Finance and Facilities Committee**

Mr. Brown gave the Finance and Facilities Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held January 5, 2021.

### **9.2. Leading for Learning Committee**

Mr. Mayfield gave the Leading for Learning Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held January 5, 2021.

### **9.3. Personnel Committee**

Terry Brown gave the Personnel Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held January 7, 2021 at 7:00 AM.

### **9.4. Policy Committee**

Mrs. Gortemaker gave the Policy Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held Jan 11 2021.

### **9.5. Public Relations and Partnership Development Committee**

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

### **9.6. Governance Committee**

Mrs. Bonnie Hinkle gave the Governance Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held Tuesday December 15, 2020.

### **9.7. Grand Island Public Schools Foundation Report**

Lisa Albers reported for the GIPS Foundation.

### **9.8. GNSA / Legislative Committee**

Mr. Harden gave the GNSA / Legislative Report.

### **9.9. NASB Monthly Update**

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

## **10. EXECUTIVE SESSION FOR THE PURPOSE OF REAL ESTATE, NEGOTIATIONS, AND PERSONNEL MATTERS BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION**

The Board convened to Executive Session at 7:29 p.m.

The recommendation for the Board to convene to executive session for the purpose of discussing real estate, negotiations, and personnel matters because it is in the best interest of the public to discuss this matter in closed session.

Passed with a motion by Dan Brosz and a second by Carlos Barcenas.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

## **11. RECONVENE FROM EXECUTIVE SESSION**

The board reconvened from Executive Session at 8:18 p.m.

The recommendation that the Board reconvene from executive session Passed with a motion by Erika Wolfe and a second by Tim Mayfield.

Lisa Albers: Yea, Carlos Barcenas: absent, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Yea, Tim Mayfield: Yea, Erika Wolfe: Yea

Carlos Barcenas exited the session at 8:00 PM. He was absent from the vote, with approval from the board.

**12. APPROVAL OF ANY ACTION DEEMED NECESSARY AS A RESULT OF EXECUTIVE SESSION**

**12.1. Sale and Purchase Agreement**  
Carlos Barcenas abstained due to conflict of interest, Principle Life Insurance is her employer. Carlos Barcenas was absent from voting after exiting the session at 8:00 PM with approval of the board.

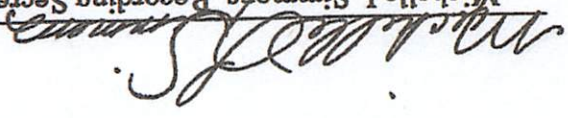
I move that the Board of Education approve the Purchase and Sale Agreement with Principal Life Insurance Company for the purchase of Lot 1, Continental Gardens Second Subdivision, Grand Island, Nebraska, and that the Lease Purchase Agreement and the Reciprocal Driveway Easement Agreement for the same real property be approved depending upon the closing contingencies being waived or satisfied and further that the Board President or the school district's Chief Financial Officer are authorized to execute, acknowledge and deliver such instruments as may reasonably be required for carrying out the intention of the aforesaid documents.  
Passed with a motion by Terry Brown and a second by Julie Gortemaker.  
Lisa Albers: Yea, Carlos Barcenas: Absent, Dan Brosz: Yea, Terry Brown: Yea, Kelly Enck: Yea, Julie Gortemaker: Yea, Bonnie Hinkle: Abstain, Tim Mayfield: Yea, Erika Wolfe: Yea

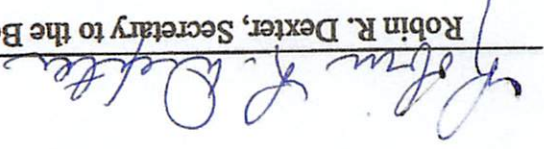
**13. NOTIFICATION OF UPCOMING BOARD MEETINGS**

December 18, 2020 at 12:00 PM, Board of Education Workshop/Onboarding Retreat  
January 14, 2021 at 5:30 PM, Regular Board of Education Meeting

**14. ADJOURNMENT**

All business having been completed, the meeting was adjourned at 8:20 p.m.

  
Michelle L. Simmons, Recording Secretary

  
Robin R. Dexter, Secretary to the Board

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
74920	Christopher Earl Schrock-Hawthorne Jr	Miscellaneous Expenditures	\$100.95
74921	Grand Island Public Schools Activity Fun	Miscellaneous Expenditures	\$33.52
74922	Jennifer Scott	Miscellaneous Expenditures	\$90.95
74923	Mechanical Sales Inc	Technical Services	\$3,849.00
74924	Hiland Dairy Foods Company LLC	Milk	\$3,165.56
74925	Amazon Capital Services Inc	General Supplies	\$4,552.78
74926	Cengage Learning	Books & Periodicals	\$6,000.00
74927	City of Grand Island	Dues and Fees	\$200.00
74928	Eduonomics Lab	Employee Training and Development Services	\$1,500.00
74929	Essential Personnel Inc	Cleaning Services	\$1,324.53
74930	Grand Island Utilities Dept	Electricity	\$41,693.10
74931	KSB School Law PC LLO	Employee Training and Development Services	\$3,450.00
74932	Legacy Outdoor Advertising LLC	Advertising	\$535.00
74933	Pearson Clinical Assessment	General Supplies	\$143.50
74934	Pearson Education	Books & Periodicals	\$2,849.70
74935	Verizon Wireless	Technology Hardware	\$120.03
74936	Wex Bank	Fuel	\$475.45
74937	Wex Bank	Fuel	\$230.83
74938	Wex Bank	Fuel	\$1,513.85
74939	Wex Bank	Fuel	\$748.13
74940	Wiper Towel Service	Technical Services	\$697.50
74941	Really Good Stuff Inc	General Supplies	\$147.91
74942	Safety-Kleen Corporation	General Supplies	\$281.79
74943	SLP Toolkit LLC	Web Based Software	\$3,655.00
74944	Sonic Tools USA	Equipment	\$29,200.00
74945	Copycat Instant Printing	Miscellaneous Expenditures	\$2,993.64
74946	Culligan of Grand Island	General Supplies	\$295.40
74947	Grand Island Public Schools	Miscellaneous Expenditures	\$2,353.66
74948	Mid-Nebraska Disposal Inc	Refuse Disposal	\$329.60
74949	Midwest Restaurant Supply LLC	Professional Services	\$458.15
74950	Pan-O-Gold Baking Co	Bread	\$565.42
74951	Peterson Farms Fresh Inc	Produce	\$3,228.96
74952	School Nutrition Association	Dues and Fees	\$13.00
74953	Tifco Industries	Nutrition Services Warehouse	\$3,640.47
74954	Tyler Technologies Inc	Miscellaneous Expenditures	\$1,100.00
74955	US Foods - Grand Island	Nutrition Services Warehouse	\$2,076.97
74956	Ace Hardware	General Supplies	\$230.18
74957	Amazon Capital Services Inc	General Supplies	\$3,677.03
74958	Beth Barlow	Professional Services	\$150.00
74959	Business Telecommunication	Technical Services	\$412.00
74960	Capstone	Web Based Software	\$1,139.05
74961	Certiport	Technical Services	\$466.66
74962	City of Grand Island	Refuse Disposal	\$144.65
74963	City of Grand Island	Dues and Fees	\$0.00
74964	Cline Williams Wright Johnson	Contracted Legal Services	\$605.00
74965	Comstock Corporation	Student Transportation	\$1,170.00
74966	Grand Island Area Chamber Of Commerce	Dues and Fees	\$800.00
74967	Grand Island Independent	Advertising	\$3,034.99
74968	Grand Island Utilities Dept	Electricity	\$27,004.45
74969	Grand Island Utilities Dept	Electricity	\$8,819.18
74970	Grand Island Utilities Dept	Electricity	\$4,837.03
74971	Hastings Public Schools	Professional Education Services	\$7,621.47
74972	Head Start Family Dev Program	Professional Services	\$37,495.95
74973	Heidi Dahlke	Professional Services	\$150.00

# Grand Island Public Schools

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January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
74974	Idea Bank Marketing	Professional Services	\$179.00
74975	Jaycee Gentleman	Professional Services	\$150.00
74976	KHGI/KFXL - TV	Advertising	\$500.00
74977	KSB School Law PC LLO	Contracted Legal Services	\$540.00
74978	Leisa Gracia	Professional Services	\$150.00
74979	Lrene Jo Braun	Professional Services	\$1,278.40
74980	Megan L Jaixen	Professional Education Services	\$4,950.00
74981	Shannon Crosby	Professional Services	\$150.00
74982	UCLES, The Finance Division	Miscellaneous Expenditures	\$9,863.30
74983	UniFirst Corporation	Technical Services	\$243.40
74984	Verizon Wireless	Web Based Software	\$3,582.37
74985	Xcalibur Inc	Web Based Software	\$12,500.00
74986	First Bankcard Center/Visa	General Supplies	\$45.43
74987	First Bankcard Center/Visa	Employee Training and Development Services	\$99.00
74988	First Bankcard Center/Visa	Web Based Software	\$720.00
74989	First Bankcard Center/Visa	Advertising	\$3,204.01
74990	First Bankcard Center/Visa	Employee Training and Development Services	\$6,062.00
74991	First Bankcard Center/Visa	General Supplies	\$815.77
74992	First Bankcard Center/Visa	Audio-Visual Materials	\$469.70
74993	First Bankcard Center/Visa	Miscellaneous Expenditures	\$2,403.09
74994	First Bankcard Center/Visa	Books & Periodicals	\$87.99
74995	First Bankcard Center/Visa	Web Based Software	\$1,750.00
74996	First Bankcard Center/Visa	General Supplies	\$3,457.71
74997	First Bankcard Center/Visa	Technical Services	\$932.00
74998	First Bankcard Center/Visa	General Supplies	\$13.72
74999	First Bankcard Center/Visa	General Supplies	\$601.92
75000	First Bankcard Center/Visa	Audio-Visual Materials	\$30.00
75001	First Bankcard Center/Visa	Employee Training and Development Services	\$136.74
75002	First Bankcard Center/Visa	General Supplies	\$35.30
75003	First Bankcard Center/Visa	Books & Periodicals	\$590.85
75004	First Bankcard Center/Visa	Web Based Software	\$50.00
75005	First Bankcard Center/Visa	Miscellaneous Expenditures	\$94.07
75006	First Bankcard Center/Visa	General Supplies	\$17.28
75007	First Bankcard Center/Visa	Employee Training and Development Services	\$599.00
75008	First Bankcard Center/Visa	General Supplies	\$152.65
75009	First Bankcard Center/Visa	Dues and Fees	\$216.48
75010	First Bankcard Center/Visa	Books & Periodicals	\$44.36
75011	First Bankcard Center/Visa	Web Based Software	\$96.00
75012	Amy Sjolholm	Professional Services	\$937.50
75013	Angela Runquist	Mileage Paid to Staff	\$69.00
75014	Audrey Reimers	Professional Services	\$150.00
75015	Christina Mullins	Professional Services	\$150.00
75016	Danielle Buhrman	Miscellaneous Expenditures	\$200.00
75017	Deborah Renae Meyer	Professional Services	\$150.00
75018	Maxim Healthcare Services Inc	Professional Education Services	\$4,134.48
75019	Menards	General Supplies	\$53.82
75020	Mindy Moyer	Professional Services	\$1,312.50
75021	Office Depot	General Supplies	\$31.45
75022	Quill Corporation	General Supplies	\$421.77
75023	Sherry Wabs	Professional Services	\$150.00
75024	Swivl	General Supplies	\$3,935.00
75025	University of Iowa Health Care	Professional Education Services	\$2,018.94
75026	April Sundberg	Professional Services	\$345.00
75027	Celeste Mildenstein	Mileage Paid to Staff	\$26.17

# Grand Island Public Schools

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January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
75028	Greg Morrow	Mileage Paid to Staff	\$14.15
75029	Johnathan Boyd	Mileage Paid to Staff	\$68.37
75030	Kimberly J Schlachter	Mileage Paid to Staff	\$39.32
75031	Ronald G Hester	Mileage Paid to Staff	\$42.44
75032	Super Saver	General Supplies	\$429.89
75033	Aramark Uniform Services	Technical Services	\$1,112.51
75034	HyVee	Food	\$61.40
75035	Hiland Dairy Foods Company LLC	Milk	\$19,890.39
75036	Angela Amack	Lobbyist Fees and Expenses	\$9,025.50
75037	First Bankcard Center/Visa	Nutrition Services Warehouse	\$152.90
75038	Grand Island Public Schools	Miscellaneous Expenditures	\$5,054.25
75039	Grand Island Utilities Dept	Electricity	\$39,239.71
75040	Kidwell Inc	Technical Services	\$93.75
75041	Suyapa Gonzalez	Mileage Paid to Staff	\$64.80
75042	Verizon Wireless	Distance Education and Telecommunications	\$456.88
75043	Verizon Wireless	Distance Education and Telecommunications	\$513.21
75044	Verizon Wireless	Distance Education and Telecommunications	\$335.87
75045	Follett School Solutions Inc	E-Books	\$15,460.54
75046	Midwest Special Instruments	Repairs and Maintenance Services	\$925.00
75047	Nasco	General Supplies	\$348.40
75048	Networkfleet Inc.	Repairs and Maintenance Services	\$1,957.38
75049	Renaissance Learning Inc	Web Based Software	\$955.01
75050	School Health Corporation	General Supplies	\$29.39
75051	Super Saver	General Supplies	\$244.28
75052	Unite Private Networks LLC	Distance Education and Telecommunications	\$26,025.00
75053	DAS State Accounting - Central Finance	Distance Education and Telecommunications	\$232.49
75054	Laura Johnson	Mileage Paid to Staff	\$91.93
75055	Nebraska Council of School Administrator	Dues and Fees	\$410.00
75056	Sams Club Direct	General Supplies	\$693.87
75057	Scholastic Book Clubs Inc	General Supplies	\$87.69
75058	School Specialty Inc	General Supplies	\$45.27
75059	Super Saver Five Points	General Supplies	\$761.31
75060	Century Link	Technical Services	\$614.48
75061	Century Link	Distance Education and Telecommunications	\$3,595.47
75062	Century Link	Distance Education and Telecommunications	\$148.51
75063	Century Link	Distance Education and Telecommunications	\$75.69
75064	Century Link	Distance Education and Telecommunications	\$414.78
75065	Nebraska Council of School Administrator	Employee Training and Development Services	\$90.00
75066	Office Depot	General Supplies	\$1,162.36
75067	Quill Corporation	General Supplies	\$311.87
75068	Recovery Partners, LLC	Repairs and Maintenance Services	\$7,839.68
75069	Kenneth DeFrank	Mileage Paid to Staff	\$135.81
75070	Amazon Capital Services Inc	General Supplies	\$2,822.72
75071	Enterprise Precast Concrete Inc	Buildings	\$11,715.60
75072	Grand Island Utilities Dept	Electricity	\$26,002.93
75073	Grand Island Utilities Dept	Electricity	\$23,962.57
75074	Ace Hardware	General Supplies	\$1,176.20
75075	Amazon Capital Services Inc	General Supplies	\$1,635.60
75076	Ameresco INC	Technical Services	\$12,500.00
75077	Blue Beat Digital	General Supplies	\$1,170.00
75078	City of Grand Island	Dues and Fees	\$400.00
75079	City of Grand Island	Dues and Fees	\$75.00
75080	Grand Island Public Schools Nutrition Sv	Employee Benefits	\$3,705.45
75081	Northwestern Energy	Utility Energy Services	\$222.67

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
75082	Really Good Stuff Inc	General Supplies	\$186.49
75083	Shannonbuilders / Construction Mgt LLC	Equipment	\$4,810.00
75084	Hiland Dairy Foods Company LLC	Milk	\$21,718.76
75085	Amazon Capital Services Inc	General Supplies	\$533.92
75086	Educational Service Unit 10	Professional Education Services	\$9,718.46
75087	K12 Insight Zarca Interactive	Web Based Software	\$16,750.00
75088	Symmetry Energy Solutions LLC	Utility Energy Services	\$402.04
75089	Time For Kids	Books & Periodicals	\$918.00
75090	Verizon Wireless	Technology Hardware	\$120.03
75091	Amazon Capital Services Inc	General Supplies	\$8.01
75092	Grand Island Utilities Dept	Electricity	\$13,253.96
75093	Grand Island Utilities Dept	Electricity	\$29,327.35
75094	Legacy Outdoor Advertising LLC	Advertising	\$700.00
75095	Ashley Parra Valencia	Technical Services	\$90.00
75096	Century Link	Distance Education and Telecommunications	\$235.81
75097	Danny Oberg	Rentals	\$3,000.00
75098	Darcy Hansen	Miscellaneous Expenditures	\$24.85
75099	McGraw-Hill School Education	General Supplies	\$1,377.75
75100	Northwestern Energy	Utility Energy Services	\$160.94
75101	On To College	Professional Services	\$36,380.00
75102	Perry Guthery Haase & Gessford PC	Contracted Legal Services	\$1,405.75
75103	Platte Valley Communications	Equipment	\$8,802.00
75104	Red Rover Ltd	Technology Hardware	\$22,453.50
75105	Sams Club Direct	General Supplies	\$205.86
75106	Steele Law Office	Contracted Legal Services	\$10,212.00
75107	The Sensory Path Inc	General Supplies	\$1,500.00
75108	Tyler Technologies Inc	General Supplies	\$0.00
75109	Tyler Business Forms	General Supplies	\$2,280.02
75110	A-1 Aircraft	General Supplies	\$2,000.00
75111	Advance Auto Parts	Repairs and Maintenance Services	\$20.48
75112	Advanced Water Company Inc	Technical Services	\$3,484.47
75113	AKRS Equipment Solutions Inc	General Supplies	\$2,234.99
75114	Alacia Glandt	Mileage Paid to Staff	\$12.42
75115	Almquist Maltzahn Galloway & Luth	Accounting and Auditing Services	\$24,135.00
75116	Alpha Rehabilitation PC	Professional Education Services	\$571.44
75117	Amanda Wilson	Professional Services	\$50.00
75118	Ameresco INC	Technical Services	\$16,858.13
75119	American Fence Co Western Ne	Technical Services	\$3,073.00
75120	Amy Schneider	Mileage Paid to Staff	\$86.30
75121	Amy Voss	General Supplies	\$100.27
75122	Andy Schneider	Mileage Paid to Staff	\$63.59
75123	Angela Runquist	Mileage Paid to Staff	\$124.89
75124	Ann Porter	Mileage Paid to Staff	\$18.86
75125	Aramark Uniform Services	Technical Services	\$799.06
75126	Audrey J Smalley	Mileage Paid to Staff	\$12.07
75127	Auto Trim Design	General Supplies	\$406.00
75128	AV Associates of Nebraska	Technology Supplies	\$5,470.00
75129	Awards Plus	Lobbyist Fees and Expenses	\$36.00
75130	B & H Photo-Video Inc	Audio-Visual Materials	\$223.56
75131	Baleigh Shaw	Mileage Paid to Staff	\$21.39
75132	Barco Municipal Products Inc	General Supplies	\$116.98
75133	Beth Hubl	General Supplies	\$15.96
75134	Blick Art Materials	General Supplies	\$248.65
75135	Border States Industries Inc	Custodial Supply Warehouse	\$14,813.74

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
75136	Bosselman Energy Inc	General Supplies	\$129.69
75137	Brenda Anderson	Mileage Paid to Staff	\$22.08
75138	Brianna R Benson	Web Based Software	\$10.00
75139	Business Telecommunication	Technical Services	\$106.00
75140	Cannon Moss Brygger & Assoc	Buildings	\$240.85
75141	CDW Government	Technology Software	\$16,586.05
75142	Cengage Learning	Books & Periodicals	\$5,932.26
75143	Centennial Sales	Furniture and Fixtures	\$4,681.40
75144	Cgsmusic	Technical Services	\$119.00
75145	Cherie Mattson	Mileage Paid to Staff	\$14.14
75146	Christina M Vrooman	Mileage Paid to Staff	\$27.37
75147	Christine Jepson	Technical Services	\$100.00
75148	Cochlear Americas	General Supplies	\$395.00
75149	Colette Sorensen	General Supplies	\$218.15
75150	Communications Engineering	General Supplies	\$3,926.00
75151	Communications Supply Corp	General Supplies	\$671.00
75152	Computer Hardware	Audio-Visual Materials	\$1,650.00
75153	Computer Information Concepts	Technology Software	\$26,564.00
75154	Connie Voss	Mileage Paid to Staff	\$23.12
75155	Constance L Palu	Mileage Paid to Staff	\$27.60
75156	Copycat Instant Printing	General Supplies	\$1,152.37
75157	Cpm Educational Program	Books & Periodicals	\$165.00
75158	Crescent Electric Supply	General Supplies	\$285.39
75159	Culligan of Grand Island	Technical Services	\$35.70
75160	Dan Petsch	Mileage Paid to Staff	\$70.50
75161	David White	General Supplies	\$19.77
75162	Dawn Deuel-Rutt	Mileage Paid to Staff	\$79.47
75163	DeLynn Margaret Karr	Mileage Paid to Staff	\$54.74
75164	Devin Duren	Mileage Paid to Staff	\$10.35
75165	Discount School Supply Order Dept	General Supplies	\$173.68
75166	Dorszynski Michelle	Mileage Paid to Staff	\$50.21
75167	Douangchan Keomysay	Technical Services	\$42.00
75168	Eagle Eye Weed Control LLC	Technical Services	\$4,006.89
75169	Eakes Office Solutions	Technical Services	\$14,942.92
75170	Edgerton Education Foundation	General Supplies	\$20.00
75171	Educational Service Unit 6	Employee Training and Development Services	\$120.00
75172	Educational Service Unit 9	Professional Education Services	\$23,228.58
75173	Egan Supply Company	Custodial Supply Warehouse	\$3,637.00
75174	Engineering Technologies Inc	Equipment	\$9,947.20
75175	Essential Personnel Inc	Cleaning Services	\$3,117.87
75176	Follett School Solutions Inc	Books & Periodicals	\$1,313.57
75177	Frontline Technologies Group LLC	Technical Services	\$3,096.72
75178	Fun Express LLC	General Supplies	\$101.20
75179	Global Equipment Company	General Supplies	\$856.33
75180	Grainger	Custodial Supply Warehouse	\$88.56
75181	Grand Island Physical Therapy	Professional Education Services	\$29,133.49
75182	Grand Island Public Schools Foundation	Miscellaneous Expenditures	\$75.00
75183	Grand Island Public Schools Nutrition Sv	Food	\$1,351.68
75184	Gustave A Larson Company	General Supplies	\$1,520.84
75185	Hall County Community Collaborative	Dues and Fees	\$100.00
75186	Hall County Election Commissioner	Professional Services	\$3,337.84
75187	Heath McClellan	Mileage Paid to Staff	\$13.80
75188	Heather Alexander	Mileage Paid to Staff	\$69.29
75189	Heidi Baldwin	Mileage Paid to Staff	\$17.82

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
75190	Hesselgesser Electric	General Supplies	\$548.31
75191	Holiday Express	Student Transportation Services	\$250.00
75192	ID Superstore	Technology Supplies	\$300.00
75193	Interstate All Battery Center	General Supplies	\$195.84
75194	Island Indoor Climate	Technical Services	\$6,586.00
75195	Island Sprinkler Supply	General Supplies	\$644.57
75196	Jacqueline Juarez Meier	Mileage Paid to Staff	\$34.21
75197	Jami Lee Dutcher	Mileage Paid to Staff	\$42.55
75198	Jenny Lynn Rother	Mileage Paid to Staff	\$102.12
75199	Jerome Dubas	General Supplies	\$60.51
75200	Jerrys Sheet Metal	General Supplies	\$286.00
75201	John Schultz	Mileage Paid to Staff	\$86.30
75202	Johnson Hardware	General Supplies	\$99.30
75203	Joni Mayfield	Mileage Paid to Staff	\$98.92
75204	JP Boiler Service LLC	General Supplies	\$728.00
75205	Judith Grimes	Mileage Paid to Staff	\$38.64
75206	Judy Weinrich	Technical Services	\$100.00
75207	JW Pepper Son Inc	General Supplies	\$40.00
75208	Karma L Lewandowski	Mileage Paid to Staff	\$26.39
75209	Karmyn R Barnes	Mileage Paid to Staff	\$26.56
75210	Kelly Coslet	General Supplies	\$51.84
75211	Kelly Supply Co	General Supplies	\$439.19
75212	Kendall/Hunt Publishing Co	General Supplies	\$442.28
75213	Kenneth DeFrank	Mileage Paid to Staff	\$145.61
75214	Kens Appliance Inc	Technical Services	\$98.00
75215	Kidwell Inc	Equipment	\$15,025.00
75216	Kimberly J Schlachter	Mileage Paid to Staff	\$20.47
75217	Kristin Watson	Mileage Paid to Staff	\$15.12
75218	Laminating and Binding Solutions Inc	General Supplies	\$1,859.22
75219	Laura Gamboa Urrego	Mileage Paid to Staff	\$78.66
75220	LCL Truck Equipment Inc	Equipment	\$8,735.00
75221	Lynn Bender	Mileage Paid to Staff	\$6.26
75222	Madison Tibbetts	Mileage Paid to Staff	\$41.40
75223	Mailbox Magazine The Subscription Dept	Books & Periodicals	\$29.95
75224	Marcy R Krolikowski	Mileage Paid to Staff	\$5.86
75225	Marks Plumbing Parts	General Supplies	\$736.89
75226	Marla Rischling	Mileage Paid to Staff	\$72.68
75227	Marty Markvicka	Mileage Paid to Staff	\$7.99
75228	Mary Catherine Cairns	Mileage Paid to Staff	\$9.66
75229	Matheson Tri Gas Inc	General Supplies	\$143.55
75230	Matt Friend Truck Equipment	General Supplies	\$1,170.00
75231	McGraw-Hill School Education	General Supplies	\$1,490.75
75232	Melessia Rice	General Supplies	\$21.79
75233	Menards	General Supplies	\$1,939.68
75234	Meredith Davis	Mileage Paid to Staff	\$27.31
75235	Midwest Hydraulic	Repairs and Maintenance Services	\$1,905.46
75236	Mosaic at Bethphage Village	Professional Education Services	\$10,792.53
75237	MSC Industrial Supply Co Inc	General Supplies	\$512.19
75238	NAPA Auto Parts of Grand Island	General Supplies	\$477.29
75239	NCECBVI	Technical Services	\$510.00
75240	Nebraska Council of School Administrator	Dues and Fees	\$805.00
75241	Neil Berger	General Supplies	\$11.74
75242	Nichole Stoltenberg	General Supplies	\$50.26
75243	NMC Exchange LLC	Technical Services	\$1,323.14

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
75244	Northwest Evaluation Association	Web Based Software	\$600.00
75245	Nyareak C Pech	Technical Services	\$666.00
75246	One Source	Technical Services	\$445.00
75247	Otis Elevator Company	Technical Services	\$1,096.95
75248	Panchita Portillo	Mileage Paid to Staff	\$10.00
75249	Paper Tiger Shredding Inc	Refuse Disposal	\$255.00
75250	Patricia Costello	Professional Services	\$3,475.00
75251	Patricia Reyes	Technical Services	\$100.00
75252	Pear Deck Inc	Web Based Software	\$1,800.00
75253	Pearson Clinical Assessment	General Supplies	\$157.00
75254	Pioneer Athletics	General Supplies	\$428.00
75255	Plank Road Publishing Inc	General Supplies	\$50.40
75256	Playcore Wisconsin Inc	General Supplies	\$7,097.33
75257	Policy Studies Associates Inc	Professional Education Services	\$9,166.67
75258	Pomp's Tire Service Inc	Repairs and Maintenance Services	\$502.27
75259	Pro-Ed	General Supplies	\$691.90
75260	Protex Central Inc	Technical Services	\$6,845.67
75261	Quentin Zeller	Mileage Paid to Staff	\$59.05
75262	Rachel Schiley	Mileage Paid to Staff	\$17.99
75263	RAKA	Technical Services	\$1,247.97
75264	Ramla Bakari	Technical Services	\$36.00
75265	Read Naturally	Web Based Software	\$1,150.00
75266	Really Good Stuff Inc	General Supplies	\$461.90
75267	Redbird Flight Simulations Inc	Technical Services	\$617.69
75268	Renaissance Learning Inc	Web Based Software	\$1,910.00
75269	Renee Sutherland	General Supplies	\$9.70
75270	Rentokil North America Inc	Technical Services	\$2,476.00
75271	Rose Zlomke	Mileage Paid to Staff	\$10.35
75272	Saffron Buettner	Technical Services	\$157.40
75273	Sally Smith	Mileage Paid to Staff	\$65.23
75274	Sarah K Henry	Employee Training and Development Services	\$60.00
75275	Sarah Nedrig	Mileage Paid to Staff	\$1.38
75276	Savvas Learning Company	Web Based Software	\$2,498.50
75277	Scholastic Inc.	General Supplies	\$326.70
75278	Scott Orrino	Dues and Fees	\$175.00
75279	Shalee Lindsey	Mileage Paid to Staff	\$20.82
75280	Sheffield Tree Service	Technical Services	\$3,650.00
75281	Sherwin Williams Company	General Supplies	\$62.52
75282	Social Thinking	Books & Periodicals	\$293.85
75283	Soliant Health LLC	Professional Education Services	\$9,866.25
75284	Soliant Health LLC	Professional Education Services	\$2,915.20
75285	Soliant Health LLC	Professional Education Services	\$2,766.40
75286	Soliant Health LLC	Professional Education Services	\$8,143.37
75287	Soliant Health LLC	Professional Education Services	\$5,750.76
75288	Soliant Health LLC	Professional Education Services	\$10,408.82
75289	Soliant Health LLC	Professional Education Services	\$2,013.30
75290	Soliant Health LLC	Professional Education Services	\$2,449.52
75291	Soliant Health LLC	Professional Education Services	\$10,470.33
75292	Soliant Health LLC	Professional Education Services	\$2,550.18
75293	Stacie Faber	Mileage Paid to Staff	\$7.59
75294	Staples Business Credit	Instructional Materials Warehouse	\$703.07
75295	State Glass Inc	General Supplies	\$97.93
75296	Stuhr Museum Of The Prairie Pioneer	General Supplies	\$40.00
75297	Sunheat International	General Supplies	\$658.00

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
75298	Suyapa Gonzalez	Mileage Paid to Staff	\$46.00
75299	T C Ceilings Inc	Buildings	\$1,725.00
75300	Tammi K Garrels	Mileage Paid to Staff	\$8.63
75301	Teacher Direct	General Supplies	\$64.12
75302	The Home Depot Pro	Custodial Supply Warehouse	\$33,778.33
75303	The Prophet Corporation	General Supplies	\$899.73
75304	Tifco Industries	General Supplies	\$3,640.47
75305	Tom Dinsdale Chevrolet Cadillac	Repairs and Maintenance Services	\$3,513.24
75306	Tonya Papineau	Mileage Paid to Staff	\$10.58
75307	Toofast Supply	General Supplies	\$1,235.68
75308	Tools 4 Reading LLC	General Supplies	\$30.00
75309	Travas G Wright	Mileage Paid to Staff	\$30.13
75310	Tyler Technologies Inc	Employee Training and Development Services	\$687.50
75311	UniFirst Corporation	Technical Services	\$1,186.53
75312	UNL Career Services	Advertising	\$75.00
75313	Varsity Spirit LLC	General Supplies	\$1,425.59
75314	Veritiv Operating Company	Instructional Materials Warehouse	\$2,997.51
75315	Vianey Sotelo	Technical Services	\$100.00
75316	West Music Co	General Supplies	\$126.00
75317	Winsupply of Grand Island	General Supplies	\$9,009.28
75318	Woodwards Disposal Service Inc	Refuse Disposal	\$470.00
75319	Yandas Music	Equipment	\$20,594.62
75320	Amazon Capital Services Inc	Nutrition Services Warehouse	\$184.37
75321	Barbara Knuth	Mileage Paid to Staff	\$8.63
75322	Brenmar Company Inc	Nutrition Services Warehouse	\$2,006.25
75323	Carolyn Arends	Mileage Paid to Staff	\$23.35
75324	Cash-Wa Distributing	Nutrition Services Warehouse	\$72,570.33
75325	Cassie Kaspar	Mileage Paid to Staff	\$14.38
75326	Cheryl Harpham	Mileage Paid to Staff	\$14.38
75327	Chesterman Company	Soda	\$62.64
75328	Dayna Kush	Mileage Paid to Staff	\$13.34
75329	Dina Goscha	Mileage Paid to Staff	\$29.04
75330	Gerianne Lynne Headrick	Mileage Paid to Staff	\$16.96
75331	Grand Island Public Schools	Miscellaneous Expenditures	\$2,350.09
75332	Greenberg Fruit Company	Produce	\$14,903.96
75333	Helen Batenhorst	Mileage Paid to Staff	\$31.57
75334	Hotsy Equipment Co	General Supplies	\$468.31
75335	Kevin Harpham	Mileage Paid to Staff	\$23.00
75336	Kris Spellman	Food	\$11.01
75337	Larrys Appliance	Miscellaneous Expenditures	\$795.00
75338	Lisa Moss	Mileage Paid to Staff	\$14.49
75339	Pamela L Morriss	Mileage Paid to Staff	\$7.36
75340	Pan-O-Gold Baking Co	Bread	\$2,803.77
75341	Peterson Farms Fresh Inc	Nutrition Services Warehouse	\$7,962.40
75342	Suzanne Marie Amerson	Mileage Paid to Staff	\$5.18
75343	Tara Fieldgrove	Mileage Paid to Staff	\$18.98
75344	Teresa Abuwisha	Mileage Paid to Staff	\$16.56
75345	Theresa McCarthy	Mileage Paid to Staff	\$20.13
75346	US Foods - Grand Island	Nutrition Services Warehouse	\$19,720.40
ACH	BOKF, National Association	Redemption of Principal	\$2,638,125.00
ACH	BOKF, National Association	Interest on Long-Term Debt	\$1,272,030.05
ACH	BOKF, National Association	Redemption of Principal	\$510,024.89
ACH	BOKF, National Association	Interest on Long-Term Debt	\$492,667.50
ACH	BOKF, National Association	Redemption of Principal	\$469,646.25

# Grand Island Public Schools

## Claims Listing

January 14, 2021

<u>Check No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
ACH	BOKF, National Association	Redemption of Principal	\$305,950.00
ACH	BOKF, National Association	Redemption of Principal	\$76,902.52
ACH	BOKF, National Association	Debt Related Expenditures/Expenses	\$31,715.00
ACH	BOKF, National Association	Debt Related Expenditures/Expenses	\$25,621.00
ACH	BOKF, National Association	Debt Related Expenditures/Expenses	\$500.00
ACH	BOKF, National Association	Debt Related Expenditures/Expenses	\$200.00
ACH	District Management Group LLC	Professional Services	\$46,666.00
ACH	First American Title Company	Buildings	\$50,000.00
ACH	Fruhauf Uniforms Inc	Furniture and Fixtures	\$190,352.45
ACH	Hausmann Construction Inc	Buildings	\$590,101.59
ACH	Hausmann Construction Inc	Buildings	\$60,563.23
ACH	Holiday Express	Student Transportation	\$157,233.04
ACH	Holiday Express	Student Transportation Services	\$126,046.00
ACH	Mechanical Sales Inc	Equipment	\$187,134.00
ACH	Mechanical Sales Inc	Equipment	\$79,408.00
ACH	Mechanical Sales Inc	Equipment	\$73,347.00
ACH	Mechanical Sales Inc	Equipment	\$62,135.00
ACH	Mechanical Sales Inc	Equipment	\$50,050.00
ACH	Mechanical Sales Inc	Equipment	\$45,719.00
ACH	Mechanical Sales Inc	Equipment	\$45,471.00
ACH	Mechanical Sales Inc	Equipment	\$45,057.00
ACH	Mechanical Sales Inc	Equipment	\$38,516.00
ACH	Mechanical Sales Inc	Equipment	\$36,299.00
ACH	Mechanical Sales Inc	Equipment	\$35,283.00
ACH	Mechanical Sales Inc	Equipment	\$33,150.00
ACH	Mechanical Sales Inc	Equipment	\$31,388.00
ACH	Mechanical Sales Inc	Equipment	\$31,369.00
ACH	Mechanical Sales Inc	Equipment	\$29,051.00
ACH	Mechanical Sales Inc	Equipment	\$28,580.00
ACH	Mechanical Sales Inc	Equipment	\$28,399.00
ACH	Mechanical Sales Inc	Equipment	\$25,061.00
ACH	Mechanical Sales Inc	Equipment	\$24,428.00
ACH	Mechanical Sales Inc	Equipment	\$23,928.00
ACH	Mechanical Sales Inc	Equipment	\$17,061.00
ACH	Mechanical Sales Inc	Equipment	\$16,815.00
ACH	Mechanical Sales Inc	Equipment	\$14,223.00
ACH	Mechanical Sales Inc	Equipment	\$13,109.00
ACH	Mechanical Sales Inc	Equipment	\$8,304.00
ACH	Mechanical Sales Inc	Equipment	\$6,252.00
ACH	Mechanical Sales Inc	Equipment	\$3,499.00
ACH	Medsurety	Employee Benefits	\$352.00
ACH	Nasb Alicap	Miscellaneous Expenditures	\$5,362.00
ACH	Wells Fargo Equipment Finance Inc	Technical Services	\$8,781.03
		December Claims	\$9,406,619.01
		December 15, 2020 Payroll	\$8,378,423.53
			<u>\$17,785,042.54</u>

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

**STAFF ADJUSTMENT  
January 14, 2021**

**Certified New Hires**

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Opal Bentley	Student Success Liaison/ 1.0 FTE/Starr	01/04/21	MA-09	Argosy University	Approved by Board
Steven Dunham	English Language Arts/ 1.0 FTE/Barr	01/04/21	MA-02	Hastings College	J. Henderson
Abigail Heller	Fourth Grade/1.0 FTE/ West Lawn	01/04/21	BA-02	UNK	A. Tjaden
Katrina Moseman	First Grade/1.0 FTE/Jefferson	01/04/21	BA-02	UNK	J. Wheeler

**New Hire/Extra Standard Assignment**

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Kathryn Langrehr	Health Occupations Students of America/Senior	08/04/20	K. Langrehr

**Classified New Hires**

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Shawn Basnett	Technology Assistant/Senior	1.0	12/01/20	E. Ceballos
Heber Camey	CIA Support Technician/Admin. Bldg.	1.0	01/04/21	K. Amick's FTE
Shayla Carstens	Special Education Paraeducator/Senior	.94	12/04/20	H. Jones

**Classified New Hires (cont.)**

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Kennedy Doty	Special Education Paraeducator/CBI/Senior	.94	11/23/20	B. Garcia
Ana Garcia	Assistant Custodian/Engleman	1.0	01/04/21	K. Wojtalewicz
Johnny Garcia	Head Custodian/Principal Building	1.0	12/21/20	New position
Ariano Interiano	Crossing Guard/Westridge	.31	12/04/20	A. Panowicz
Elvira Lopez	ELL Paraeducator/Starr Noon Monitor/Starr	.94 .06	12/03/20	L. Gonzalez
Angel Rojas-Acevedo	ELL Paraeducator/West Lawn	1.0	12/05/20	V. Martinez
Joseph West	Technology Assistant/Stolley Park	1.0	12/01/20	G. SanRoman

**Certified Resignations**

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Virgil Harden	Chief Financial Officer/1.0 FTE/Admin. Bldg.	Retirement	To be determined
Katie Hoegren	English/1.0 FTE/Senior	Personal	05/24/21
Jory Wheeler	First Grade/1.0 FTE/Jefferson	Personal	12/18/20

**Certified Extra Standard Resignations**

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

**Classified Resignations**

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Kimberly Amick	Secretary Student Learning/1.0 FTE/Admin. Bldg.	New position	11/30/20
Tiffany Belleci	Special Education Behavior Support Paraprofessional/ 1.0 FTE/Various Locations	Relocation	01/08/21
Raelyn Brewer	Skills Academy Paraprofessional/.94 FTE/Westridge	Personal	12/04/20
Gabriel Chavez	Campus Monitor/1.0 FTE/Senior	Termination	12/16/20
Paige Corr	Skills Academy Paraprofessional/.94 FTE/Westridge	New position	12/18/20
Karen Hannon	Skills Academy Paraprofessional/.94 FTE/Dodge	Personal	12/18/20
David Krolikowski	Yard Worker/1.0 FTE/Admin. Bldg.	End of Season	12/02/20
Yuridiana Moreno	Special Education Paraeducator/.94 FTE/Walnut	Personal	12/04/20
Enedina Rodriguez	ELL Paraeducator/.44 FTE/Paraeducator/.44 FTE/ Noon Monitor/.12 FTE/Jefferson	Personal	12/02/20
Grecia SanRoman	Technology Assistant/1.0 FTE/Stolley Park	New position	11/13/20

**Classified Resignations (cont.)**

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Cindy Vazquez Rodriguez	Paraeducator/.44 FTE/Westridge	Job abandonment	12/04/20
Pamela Wetzel	Secretary to Elementary Principal/1.0 FTE/Wasmer	Retirement	01/18/21
Maria Wyatt	Technology Assistant/1.0 FTE/Wasmer	Personal	11/24/20

**Certified Changes**

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Alexandra Tjaden	Fourth Grade/1.0 FTE/ West Lawn	Intervention Specialist/ 1.0 FTE/West Lawn	01/04/21	Approved by Board

**Classified Changes**

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Suzanne Amerson	Nutrition Services Assistant/ .88 FTE/Walnut	Nutrition Services Assistant/ 1.0 FTE/Walnut	12/05/20	Change in hours
Krystal Andreasen	Special Education Paraprofessional/.94 FTE/ Shoemaker	Special Education Paraprofessional/.94 FTE/ Crossing Guard/.31 FTE/ Shoemaker	12/05/20	L. Addison

**Classified Changes (cont.)**

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Krystal Andreasen	Special Education Paraprofessional/.94 FTE/ Crossing Guard/.31 FTE/ Shoemaker	Special Education Paraprofessional/.94 FTE/ Shoemaker	01/08/21	Employee request
Sayirel Alejandre Sanchez	Special Education Paraeducator/.94 FTE/Walnut	ELL Paraeducator/.94 FTE/ Walnut	12/02/20	K. Trujillo
Trina Corretjer	Nutrition Services Assistant/ .75 FTE/Barr	Nutrition Services Assistant/ .81 FTE/Barr	11/05/20	Change in hours
Jessica Esquivel	Paraeducator/.34 FTE/Noon Monitor/.22 FTE/Howard	Paraeducator/.28 FTE/ELL Paraeducator/.50 FTE/Noon Monitor/.22 FTE/Howard	12/01/20	M. Valdez
Lori Forsythe	Payroll Administrator/ 1.0 FTE/Admin. Bldg.	Secretary to the Elementary Principal/1.0 FTE/Wasmer	01/18/21	P. Wetzel
Robin Harmon	Head Food Server/.69 FTE/ Stolley Park	Head Food Server/.63 FTE/ Stolley Park	12/05/20	Reduction in hours due to student need
Marjorie Holcher	Human Resources Secretary/ 1.0 FTE/Admin. Bldg.	Secretary-Substitute Caller/ 1.0 FTE/Admin. Bldg.	11/30/20	J. Jones
Janet Kuta	Nutrition Services Assistant/ .94 FTE/CNC	Preschool Paraeducator/ 1.0 FTE/Early Learning Center	12/07/20	R. Atkins
Patrick Martin	Painter/1.0 FTE/Admin. Bldg.	Head Painter/1.0 FTE/ Admin. Bldg.	01/18/21	W. Scott
Valerie Schaaf	Satellite Clerk/.50 FTE/ Starr	Satellite Clerk/.56 FTE/ Starr	11/05/20	Student need

**Classified Changes (cont.)**

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Becky Smith	Head Food Server/.66 FTE/ Jefferson	Head Food Server/.72 FTE/ Jefferson	12/05/20	Student need
Jill Valderaz	Preschool Paraeducator/ .68 FTE/Early Learning Center	Preschool Paraeducator/ 1.0 FTE/Early Learning Center	11/05/20	Student need

**Certified Changes/Extra Standard Assignments**

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

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

## Grand Island Public Schools

### Fund Balances

Fiscal Year: 2020-2021

Month: January

Year: 2021

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	General	\$26,130,902.55	\$39,859,783.92	(\$40,386,236.50)	\$0.00	\$25,604,449.97
02	Depreciation	\$1,467,189.42	\$0.00	(\$1,018,508.44)	\$0.00	\$448,680.98
03	Employee Benefit	\$3,109,831.94	\$7,720.78	(\$8,154.51)	\$0.00	\$3,109,398.21
04	Contingency	\$1,056,207.38	\$11,622.28	\$0.00	\$0.00	\$1,067,829.66
05	Activities	\$2,090,257.79	\$499,983.67	(\$599,501.16)	\$0.00	\$1,990,740.30
06	School Nutrition	\$1,105,134.25	\$1,452,004.18	(\$2,088,796.68)	\$0.00	\$468,341.75
07	Bond	\$7,134,429.57	\$2,221,238.70	(\$4,913,547.44)	\$0.00	\$4,442,120.83
08	Special Building	\$4,679,204.68	\$117,601.57	(\$2,420,989.81)	\$0.00	\$2,375,816.44
09	Qualified Capitol Purpose Undertaking	\$849,021.27	\$1,729,708.76	(\$1,927,596.97)	\$0.00	\$651,133.06
10	Cooperative	\$807,128.39	\$0.00	\$0.00	\$0.00	\$807,128.39
Grand Total:		\$48,429,307.24	\$45,899,663.86	(\$53,363,331.51)	\$0.00	\$40,965,639.59

End of Report

## GRAND ISLAND PUBLIC SCHOOLS

### 6313 STAFF PAYMENTS DURING CLOSURE

In the event of inclement weather, a pandemic, or other unexpected or extraordinary circumstances, the Board of Education or the Superintendent may close school or a particular school building in order to protect staff and students from harm, and will establish a reopen date when it is safe to return. If such closure extends for a long period of time as determined by the Superintendent, then the Superintendent may implement procedures, agreements, or other requirements to compensate staff during a closure to ensure staff return to employment after the closure. The District may consistently pay staff according to School District policies and procedures already established by salaries or wages.

Under federal regulations, schools are required to have a policy in place to be reimbursed for certain expenses under certain federal grants. If the federal government were to audit a district without such a policy in place, the district may be deemed out of compliance. This policy gives the administration the *option* of paying staff during a closure but does not require such payments.

Legal Reference:                      Neb. Statute 79-8,106  
    2 C.F.R. § 200.430

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

8312 EXCESSIVE ABSENTEEISM

The Grand Island Public Schools strongly advocates that regular attendance is essential for all students to obtain maximum opportunities from the education program. Parents and students alike are encouraged to ensure an absence from school is a necessary and unavoidable absence. Students shall attend school unless excused by the principal or designee. This policy, developed in collaboration with the county attorney, is written to address the problem of excessive absenteeism.

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

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

If any student has accumulated absences of a total of more than 5% of the days, or the hourly equivalent, of the current required attendance days for the previous and current semester, the school shall render all services in its power to compel the student's attendance. These services include but are not limited to the following:

1. Verbal or written communication by school officials with the person or persons who have legal or actual charge or control of any child; and
2. A meeting or meetings between the building administrator (school attendance officer) or designee, and/or school social worker, the student's parent/guardian and the student (if necessary) to develop a plan to solve the excessive absenteeism problem

The plan shall consider but not be limited to:

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

If the parent/guardian refuses to participate in such meeting, the refusal will be documented in the child's attendance records.

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



6335 INJURY LEAVE

A School District staff member who believes they have been physically injured within the employee's scope of employment by another individual who intentionally, knowingly, or recklessly causes bodily injury to such employee must report such injury to the employee's administrator as soon as practical. An administrator will then investigate the circumstances to determine if the employee qualifies for paid injury leave. The employee may be required to provide confirmation from a physician regarding the causation and the period of time for which an employee is unable to work. If the administrator determines that the employee qualifies for paid injury leave, then the employee will receive up to seven calendar days of paid injury leave to cover the amount of time that the employee was otherwise scheduled to work. Such paid injury leave will not count against the employee's other available leave.

If the administrator determines that the employee does not qualify for paid injury leave, then the employee may be required to use other available leave. There is no appeal process for an employee who has been denied a request for paid injury leave.

Legal Reference: LB 1186 (2020)

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

## 4415 DEBT MANAGEMENT

### **PURPOSE**

This Debt Policy sets forth a comprehensive guideline for the financing of capital expenditures by Grand Island Public Schools (District). The primary objectives of the policy are as follows;

- (1) Establishing debt issuance practices for obtaining financing when needed
- (2) Setting an efficient process for identifying the timing for and amount of debt or other financing
- (3) Obtaining optimal interest rates, controlling other issuance costs and reducing risk where possible
- (4) Conforming to all applicable state and federal laws and contractual obligations

### **USE OF DEBT FINANCING**

Debt financing, to include general obligation bonds, certificates of participation, lease/purchase agreements, and other obligations permitted to be issued or incurred by school districts under Nebraska law, shall be used only to: purchase equipment, acquire real property, construct facility additions or renovations, or other similar improvements. The useful life of the asset or project shall exceed the maximum average life of any debt the District incurs in order to acquire the asset or project.

### **RESPONSIBILITY**

The primary responsibility for developing financing recommendations rests with the Chief Financial Officer (CFO). No less than annually, the CFO, or designee, shall prepare for the Facilities and Finance Committee (or full Board of Education) a written report on the status of Capital Improvements Program (CIP) financing. The report shall include a projection of near-term financing needs compared with available resources, an analysis of the impact of contemplated financings on the Long-Range Financial Plan and the CIP, and financing recommendations. In developing financing recommendations, the CFO, or designee, shall consider the following:

- (1) The expected spend time of bond or other proceeds, and any related carrying cost
- (2) Options for interim financing, including near-term and interfund borrowing, taking into consideration federal tax reimbursement regulations
- (3) Trends in interest rates
- (4) Other factors as may be appropriate

### **INVOLVEMENT OF ADVISORS**

The District recognizes the importance of engaging legal counsel and possibly other professionals in connection with complex financial matters. Accordingly, the District will engage counsel to represent the District in connection with most financings in order for the District to have proper representation.

#### **Bond Counsel**

Bond Counsel shall be selected by the District and engaged to represent the District, and shall be nationally recognized in matters of Nebraska municipal law and federal tax-exempt law. Bond Counsel will issue an opinion as to the validity and tax-exempt status of interest on all obligations issued as tax- exempt indebtedness. In coordination with the CFO, Bond Counsel will be responsible for preparing the Board resolution authorizing issuance of obligations; drafting any bond purchase agreement, installment contract or other operative instrument; drafting all of the documents required at closing; and providing other services as determined by the CFO. In addition, the CFO, or designee, may seek the advice of Bond Counsel on other types of financings and from time to time on any other questions involving state law or federal tax law or regulations.

#### **Disclosure Counsel**

The District may engage Disclosure Counsel to assist the District with preparation of the Official Statement (as described below). Disclosure Counsel shall be nationally recognized in matters of federal municipal securities law. In coordination with the CFO, Disclosure Counsel will assist the District with drafting the Official Statement and coordinate disclosure due diligence matters.

## GRAND ISLAND PUBLIC SCHOOLS

The CFO, or designee, also may seek the advice of Disclosure Counsel from time to time on questions involving federal securities matters.

### **Financial Advisor**

The District may engage a Financial Advisor if determined appropriate. The Financial Advisor will advise the District on the structuring of obligations to be issued, inform the District of various options, advise the District as to how certain choices will impact the marketability of the District's obligations, and provide the District other services as determined by the Board of Education (Board). The District's Financial Advisor shall meet the definition of a "municipal advisor" within the meaning of federal securities laws and shall accordingly owe the District a fiduciary duty.

## **SHORT-TERM DEBT**

### **General**

Short-term obligations may be issued to finance projects or portions of projects for which the District ultimately intends to issue long-term debt; i.e., it will be used to provide interim financing that eventually will be refunded with the proceeds of long-term obligations. Short-term obligations may be supported by a tax pledge, or a pledge of other available funds of the District as in each case may be permitted by Nebraska law.

### **Interim**

Interim financing may be appropriate when long-term interest rates are expected to decline in the future. In addition, some forms of short-term obligations can be obtained more quickly than long-term obligations and, thus, can be used in emergencies until long-term financing can be obtained. In some cases when the amount of financing required in the immediate future is relatively small, it may be more cost-effective for the District to issue a small amount of short-term obligations to provide for its immediate needs than to issue a larger amount of long-term obligations to provide financing for both immediate and future needs when the carrying costs of issuing obligations that are not immediately needed are taken into account.

### **Cash Flow Borrowing**

The District may incur short-term obligations if tax revenues are expected to result in a period where the District will experience a negative cash position in one or more of its funds. If possible, the conditions which necessitate any such borrowing should be corrected in order to avoid any such cash flow borrowings in the future.

## **LONG-TERM DEBT**

### **General**

Long-term obligations will not be used for operating purposes, and the life of the obligations will not exceed the useful life of the projects financed. Debt service structure will approximate level annual debt service unless it is determined appropriate by the Board to otherwise structure the amortization to fit with the amortization of other obligations outstanding or expected to be incurred. The District will strive to limit its annual issuance of long-term tax-exempt obligations to \$10 million to take advantage of federal tax rules for bank-qualified debt. Should subsequent changes in federal tax law increase applicable bank-qualified limits, the District's policies will be adjusted accordingly.

The cost of taxable bonds is typically higher than for tax-exempt bonds. However, the issuance of taxable debt is necessary in certain instances that would allow the District valuable flexibility related to the use of a financed facility or covenant structures. Therefore, the District will typically issue tax- exempt obligations but may issue taxable obligations.

### **Bonds**

Long-term general obligation bonds may be issued to finance significant capital improvements for purposes set forth by the Board when authorized by voters in a properly called election or as otherwise permitted under Nebraska law. Bonds will have a maximum average life of the lesser

## GRAND ISLAND PUBLIC SCHOOLS

of (a) the average useful life of the facility being financed and (b) 25 years. Outstanding general obligation bonds of the District shall never exceed in the aggregate 5 percent of the assessed valuation of all taxable property in the District.

Call provisions for bond issues shall be made as short as possible, consistent with the lowest interest cost to the District, and as may be required by Nebraska law. When feasible, all bonds shall be callable at par.

### **Method of Sale**

Debt obligations may be issued by either negotiated sale, competitive sale or privately placed directly with a purchaser. From time to time and at the sole direction of the District, but prior to issuing debt, the District will select an underwriter via a due diligence process to be utilized for negotiated sales. The District and the Financial Advisor, if applicable, will participate together in the selection of the underwriter. If the District determines to utilize a competitive sale process, the sale will be structured to ensure the most favorable bid for the District, upon the advice of the Financial Advisor, taking into account market conditions and other prevailing factors.

### **Sale Parameters**

Parameters to be examined in connection with any bond issue may include the following:

- Limits between lowest and highest coupons
- Coupon requirements relative to the yield curve
- Method of underwriter compensation
- Use of true interest cost (TIC) versus net interest cost (NIC)
- Use of bond insurance or other credit enhancement vs. a standalone individual bond rating
- Permissible amount of original issue discount or premium
- Call provisions

### **REFUNDING**

The District shall consider refunding debt whenever an analysis indicates the potential for minimum net present value savings of approximately 4 percent of the principal being refunded or at least \$750,000. The District will not refund less than 5 percent of its outstanding debt at one time except in unusual circumstances, such as when it intends to change bond covenants or for other favorable business objectives.

### **CAPITAL LEASING**

Capital leasing or lease/purchase agreements may be used for the acquisition of a capital asset with a cost of less than \$2,000,000.

Whenever a lease is arranged with a private entity, a tax-exempt interest rate shall be sought. When a lease is arranged with a government or other tax-exempt entity, the interest rate should be taxable and the obligation should likewise not be subject to federal tax-exempt bond rules or regulations.

The lease agreement shall permit the District to refinance the lease at no more than reasonable cost should the District decide to do so. In assessing a lease arrangement, the District will consider call and acceleration provisions to achieve the most favorable approach.

Since the market for lease financings is relatively inefficient, the interest rates available at any one time may vary widely. Therefore, the District shall seek competitive proposals for any major lease financing. The net present value of competitive bids shall be compared, taking into account whether payments are in advance or in arrears and the frequency of payments. In addition, the District will consider the cost of lease financings compared with other financing potentials. If possible and cost-effective, the purchase price of equipment shall be bid competitively and separately from the financing cost.

The District's Bond Counsel shall be engaged to review any leasing arrangement proposed to be structured as tax-exempt, and may be engaged to review taxable leasing arrangements if determined

appropriate by the CFO. The District may consider issuing certificates of participation to finance large projects.

### **OTHER TYPES OF FINANCINGS**

From time to time, other types of financings may become available, such as debt pools with other entities and low-interest loans from state agencies. The CFO, or designee, will prepare a written analysis of such options. This report will include consideration of the legal advice of the District's Bond Counsel and, if applicable, the advice of the District's Financial Advisor.

### **OFFICIAL STATEMENT**

An Official Statement is the disclosure document prepared by the District for an offering of municipal securities in the aggregate amount of \$1 million or more. It is used by the underwriter to market the District's bonds, and typically describes the District, the financing plan, certain tax matters, and the security for the bonds or other obligations being offered pursuant to the Official Statement.

#### **Responsibility**

The preparation of the Official Statement is the responsibility of the District, but completion of the Official Statement will be managed by the CFO, with input from departments and divisions throughout the District as determined appropriate. The District's counsel, Financial Advisor, or underwriter may provide additions or suggest changes to the District's Official Statement. The District will participate in due diligence sessions with underwriters and counsel, and may consult with Disclosure Counsel on matters that may require disclosure in an Official Statement.

#### **Timing**

The CFO, or designee, will begin assembling the information needed to update the Official Statement as soon as reasonably practical when a bond issue is contemplated. If Disclosure Counsel is engaged, Disclosure Counsel will coordinate the preparation of the Official Statement with the financing team.

#### **Auditor's Involvement**

The District may include but is not required to include a review of its Official Statement in the contract for services with its independent external auditor. No consent of the independent external auditor shall be required for inclusion of the District's audited financial statements in an Official Statement.

### **RATINGS**

The District's goal is to establish and maintain a respectable bond rating. Accordingly, prudent financial management policies will be adhered to in all areas. Full disclosure of operations shall be made to the bond rating agencies. The District staff, with the assistance of the Financial Advisor and underwriter and others, will prepare the necessary materials for a presentation to the rating agencies. If requested by the District, Disclosure Counsel may review rating agency presentations for consistency with the Official Statement.

The District shall maintain lines of communication with the rating agencies (Standard and Poor's, Moody's, et al.) informing them of major financial events in the District as they occur. The AFR shall be distributed to the rating agencies after it has been accepted by the Board.

For bond issues that are expected to be rated, the rating agency or rating agencies will be notified that a debt issue is being prepared. After the initial contact, a formal ratings application will be prepared and, along with any other requested documentation, sent to the rating agency. This application and related documentation should be sent as soon as possible within the expected financing timeline to permit the rating agencies sufficient time to perform their review.

A meeting or call with representatives of the rating agencies will be scheduled as needed upon the recommendations of the Financial Advisor or as determined by the CFO.

### **CREDIT ENHANCEMENTS**

Credit enhancements are mechanisms that guarantee or support principal and interest payments. They include bond insurance or a letter of credit. A credit enhancement, while costly, may bring a lower interest rate on debt and a higher rating from the rating agencies, thus lowering overall borrowing costs.

During debt issuance planning, the Financial Advisor or the underwriter, as applicable, will advise the District whether a credit enhancement is cost effective under the circumstances. In a negotiated sale and if determined appropriate by the CFO, bids for credit enhancement will be taken during the period prior to the pricing date. In a competitive sale, bond insurance may be provided by the purchaser if the issue qualifies for bond insurance.

### **CONTINUING DISCLOSURE**

The District is committed to compliance with its continuing disclosure undertakings. The District's continuing disclosure obligations require annual provision of certain financial information and operating data to the Municipal Securities Rulemaking Board's EMMA website, and filing of event notices for certain enumerated events within 10 business days after their occurrence. The CFO is the "Compliance Officer" for purposes of continuing disclosure compliance. At the direction of the CFO, the District may engage external counsel or another organization to assist with its annual filing obligations, or to assist from time to time with any event notices that may need to be filed.

### **TAX COMPLIANCE**

It is the District's policy to minimize the cost of arbitrage rebate and yield restriction while strictly complying with the federal tax laws and regulations.

#### **General**

Federal tax laws and regulations are intended to discourage municipal entities such as the District from issuing tax-exempt obligations unnecessarily or too early. In compliance with the spirit of federal tax laws and regulations, the District will not issue obligations except for identifiable projects with very good prospects of timely initiation.

#### **Responsibility**

Because of the complexity of federal tax laws and regulations and the severity of noncompliance penalties, the advice of Bond Counsel or other qualified experts will be sought when questions about tax compliance arise. The CFO shall be responsible for promoting compliance with the District's ongoing tax covenants and obligations, as set forth in the District's tax compliance policy adopted August 9, 2012 and attached hereto as Exhibit A.

#### **Internal Interim Financing; Reimbursement**

In order to defer the issuance of obligations and reduce interest cost, when sufficient nonrestricted reserve funds are on hand, consideration shall be given to appropriating funds to provide interim financing for large construction contracts or parts of contracts. When the appropriations are subsequently refinanced with the proceeds of obligations or other resources, the nonrestricted reserve funds shall be repaid. When expenditures are reimbursed from the proceeds of tax-exempt bonds, applicable state law and Internal Revenue Service rules on reimbursement will be complied with so that the reimbursements may be considered permissible expenditures for federal tax purposes. In such connection, the District may ask Bond Counsel to prepare a resolution of the Board declaring its intent to reimburse itself from tax-exempt bond proceeds for expenditures made.

### **MODIFICATION TO POLICY**

This policy and its provisions will be reviewed annually by the Board of Education Facilities and Finance Committee.

The Committee may approve minor changes of a housekeeping or corrective nature, or on advice of counsel, that conflict with federal or state laws or regulations. Significant policy changes will be presented to the Board for confirmation.

GRAND ISLAND PUBLIC SCHOOLS

Legal Review – February 26, 2019  
BOE Facilities and Finance Committee Review – February 26,  
2019 Board Adoption – March 7, 2019

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

Exhibit A

Tax-exempt bond compliance  
procedure

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**HALL COUNTY SCHOOL DISTRICT 0002  
(GRAND ISLAND PUBLIC SCHOOLS)**

**TAX-EXEMPT FINANCING COMPLIANCE PROCEDURE**

**Dated as of \_\_\_\_\_, 2019**

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**TAX-EXEMPT FINANCING COMPLIANCE PROCEDURE**

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Exhibit A – List of Tax-Exempt Bonds Covered by this Compliance Procedure

\* \* \*

## TAX-EXEMPT FINANCING COMPLIANCE PROCEDURE

### ARTICLE I

#### DEFINITIONS

**Section 1.1. Definitions.** Capitalized words and terms used in this Compliance Procedure have the following meanings:

**“Annual Compliance Checklist”** means a questionnaire and/or checklist described in **Section 6.1** hereof that is completed each year for the Tax-Exempt Bonds.

**“Bond Compliance Officer”** means the Issuer’s Chief Financial Officer or, if the position of Chief Financial Officer is vacant, the person filling the responsibilities of the Chief Financial Officer for the Issuer.

**“Bond Counsel”** means a law firm selected by the Issuer to provide a legal opinion regarding the tax status of interest on the Tax-Exempt Bonds as of the issue date or the law firm selected to advise the Issuer on matters referenced in this Compliance Procedure.

**“Bond Restricted Funds”** means the funds, accounts, and investments that are subject to arbitrage rebate and/or yield restriction rules that have been identified in the Tax Compliance Agreement for the Tax-Exempt Bonds.

**“Bond Transcript”** means the “transcript of proceedings” or other similarly titled set of transaction documents assembled by Bond Counsel following the issuance of the Tax-Exempt Bonds.

**“Code”** means the Internal Revenue Code of 1986, as amended.

**“Compliance Procedure”** means this Tax-Exempt Financing Compliance Procedure.

**“Cost”** or **“Costs”** means all costs and expenses paid for the acquisition, design, construction, equipping or improvement of a Project Facility or costs of issuing Tax-Exempt Bonds for a Project Facility.

**“Final Written Allocation”** means the Final Written Allocation of Tax-Exempt Bond proceeds prepared pursuant to **Section 5.4** of this Compliance Procedure.

**“Financed Assets”** means that part of a Project Facility treated as financed with Tax-Exempt Bond proceeds as reflected in a Final Written Allocation or, if no Final Written Allocation was prepared, the accounting records of the Issuer and the Tax Compliance Agreement for the Tax-Exempt Bonds.

**“Governing Body”** means the Board of Education of the Issuer.

**“Intent Resolution”** means a resolution of the Issuer stating (1) the intent of the Issuer to finance all or a portion of the Project Facility, (2) the expected maximum size of the financing and (3) the intent of the Issuer to reimburse Costs of the Project Facility paid by the Issuer from proceeds of the

Tax-Exempt Bonds.

“**IRS**” means the Internal Revenue Service.

“**Issuer**” means the Hall County School District 0002 (Grand Island Public Schools).

“**Placed In Service**” means that date (as determined by the Bond Compliance Officer) when the Project Facility is substantially complete and in operation at substantially its design level.

“**Project Facility**” means all tangible or intangible property financed in whole or in part with Tax-Exempt Bonds that are (1) functionally related or integrated in use, (2) located on the same physical site or proximate sites, and (3) expected to be Placed In Service within a one-year period of each other.

“**Rebate Analyst**” means the rebate analyst for the Tax-Exempt Bonds selected pursuant to the Tax Compliance Agreement.

“**Regulations**” means all regulations issued by the U.S. Treasury Department to implement the provisions of Code §§ 103 and 141 through 150 and applicable to tax-exempt obligations.

“**Tax Compliance Agreement**” means the Federal Tax Certificate, Tax Compliance Agreement, Arbitrage Agreement, or other written certification or agreement of the Issuer setting out representations and covenants for satisfying the post-issuance tax compliance requirements for the Tax-Exempt Bonds.

“**Tax-Exempt Bonds**” means any bond, note, installment sale agreement, lease or certificate intended to be a debt obligation of the Issuer or another political subdivision or government instrumentality, the proceeds of which are to be loaned or otherwise made available to the Issuer, and the interest on which is excludable from gross income for federal income tax purposes. A list of all Tax-Exempt Bonds outstanding and subject to this Compliance Procedure as of \_\_\_\_\_, 2019, is attached as **Exhibit A**.

“**Tax-Exempt Bond File**” means documents and records which may consist of paper and electronic medium, maintained for the Tax-Exempt Bonds. Each Tax-Exempt Bond File will include the following information if applicable:

- (a) Intent Resolution.
- (b) Bond Transcript.
- (c) Final Written Allocation and/or all available accounting records related to the Project Facility showing expenditures allocated to the proceeds of the Tax-Exempt Bonds and expenditures (if any) allocated to other sources of funds.
- (d) All rebate and yield reduction payment calculations performed by the Rebate Analyst and all investment records provided to the Rebate Analyst for purposes of preparing the calculations.
- (e) Forms 8038-T together with proof of filing and payment of rebate.
- (f) Investment agreement bid documents (unless included in the Bond Transcript) including:
  - (1) bid solicitation, bid responses, certificate of broker;
  - (2) written summary of reasons for deviations from the terms of the

- solicitation that are incorporated into the investment agreement; and
- (3) copies of the investment agreement and any amendments.
  - (g) Any item required to be maintained by the terms of the Tax Compliance Agreement involving the use of the Project Facility or expenditures related to tax compliance for the Tax-Exempt Bonds.
  - (h) Any opinion of Bond Counsel regarding the Tax-Exempt Bonds not included in the Bond Transcript.
  - (i) Amendments, modifications or substitute agreements to any agreement contained in the Bond Transcript.
  - (j) Any correspondence with the IRS relating to the Tax-Exempt Bonds including all correspondence relating to an audit by the IRS of the Tax-Exempt Bonds or any proceedings under the Tax-Exempt Bonds Voluntary Closing Agreement Program (VCAP).
  - (k) Any available questionnaires or correspondence substantiating the use of the Project Facility in accordance with the terms of the Tax Compliance Agreement for the Tax-Exempt Bonds.
  - (l) For refunding bond issues, the Tax-Exempt Bond File for the refunded Tax-Exempt Bonds.

## ARTICLE II

### PURPOSE AND SCOPE

#### **Section 2.1. Purpose of Compliance Procedure.**

(a) Issuer's Use of Tax-Exempt Bonds. The Issuer uses Tax-Exempt Bonds to fund Costs of a Project Facility. The Issuer understands that in exchange for the right to issue Tax-Exempt Bonds at favorable interest rates and terms, the Code and Regulations impose ongoing requirements related to the proceeds of the Tax-Exempt Bonds and the Project Facility financed by the Tax-Exempt Bonds. These requirements focus on the investment, use and expenditure of proceeds of the Tax-Exempt Bonds and related funds as well as restrictions on the use of the Project Facility.

(b) IRS Recommends Separate Written Procedures. The Issuer recognizes that the IRS has stated that all issuers of Tax-Exempt Bonds should have separate written procedures regarding ongoing compliance with the federal tax requirements for Tax-Exempt Bonds.

**Section 2.2. Scope of Compliance Procedure; Conflicts.** This Compliance Procedure applies to all Tax-Exempt Bonds currently outstanding and all Tax-Exempt Bonds issued in the future. If the provisions of this Compliance Procedure conflict with a Tax Compliance Agreement or any other specific written instructions of Bond Counsel, the terms of the Tax Compliance Agreement or specific written instructions of Bond Counsel will supersede and govern in lieu of this Compliance Procedure. Any exception to this Compliance Procedure required by Bond Counsel as part of a future issue of Tax-Exempt Bonds will be incorporated in the Tax Compliance Agreement for the future issue. Any requirements imposed on the Issuer in the Tax Compliance Agreement, will be noted by the Bond Compliance Officer and incorporated into the Annual Compliance Checklist.

#### **Section 2.3. Amendments and Publication of Compliance Procedure.** This Compliance

Procedure may be amended from time-to-time by the Governing Body. Copies of this Compliance Procedure and any amendments will be included in the permanent records of the Issuer.

### ARTICLE III

#### BOND COMPLIANCE OFFICER; TRAINING

**Section 3.1. Bond Compliance Officer Duties.** The Bond Compliance Officer is responsible for implementing this Compliance Procedure. The Bond Compliance Officer will work with other employees that use the Project Facility to assist in implementing this Compliance Procedure. The Bond Compliance Officer will consult with Bond Counsel, legal counsel to the Issuer, accountants, tax return preparers and other outside experts to the extent necessary to carry out the purposes of this Compliance Procedure. The Bond Compliance Officer will report to the Governing Body as necessary, and at least annually, regarding implementation of this Compliance Procedure and any recommended changes or amendments to this Compliance Procedure.

**Section 3.2. Training.** When appropriate, the Bond Compliance Officer and/or other employees of the Issuer under the direction of the Bond Compliance Officer will attend training programs offered by the IRS or other industry professionals regarding tax-exempt financing that are relevant to the Issuer. At the time the individual acting as the Bond Compliance Officer passes the responsibilities for carrying out the provisions of this Compliance Procedure to another individual, the outgoing Bond Compliance Officer is responsible for training the incoming individual acting as Bond Compliance Officer to ensure the Issuer's continued compliance with the provisions of this Compliance Procedure and all Tax Compliance Agreements for any outstanding Tax-Exempt Bonds.

### ARTICLE IV

#### TAX-EXEMPT BONDS CURRENTLY OUTSTANDING

**Section 4.1. Tax-Exempt Bonds Covered by Article IV Procedures.** This Article IV applies to all Tax-Exempt Bonds issued prior to the date of this Compliance Procedure that are currently outstanding. These Tax-Exempt Bonds are listed on **Exhibit A**.

**Section 4.2. Tax-Exempt Bond File.** As soon as practical, the Bond Compliance Officer will attempt to assemble as much of the Tax-Exempt Bond File as is available for the Tax-Exempt Bonds listed on **Exhibit A**.

**Section 4.3. Annual Compliance Checklists.** As soon as practical following the adoption of this Compliance Procedure, the Bond Compliance Officer will work with Bond Counsel and/or legal counsel to the Issuer and cause Annual Compliance Checklists to be completed for all outstanding Tax-Exempt Bonds and will follow the procedures specified in Article VI to complete the Annual Compliance Checklists and thereafter include each completed Annual Compliance Checklist in the Tax-Exempt Bond File.

**Section 4.4. Correcting Prior Deficiencies in Compliance.** In the event the Bond Compliance Officer determines any deficiency in compliance with a Tax Compliance Agreement for an outstanding

Tax-Exempt Bond listed on **Exhibit A**, the Bond Compliance Officer will follow the procedures described in the Regulations or the Tax-Exempt Bonds Voluntary Closing Agreement Program (VCAP) to remediate the noncompliance. If remediation of the noncompliance requires the Issuer to submit a request under VCAP, the Bond Compliance Officer will undertake this step only after reporting the violation to the Governing Body and obtaining its approval.

## ARTICLE V

### COMPLIANCE PROCEDURE FOR NEW TAX-EXEMPT BOND ISSUES

**Section 5.1. Application.** This Article V applies to Tax-Exempt Bonds issued on or after the date of this Compliance Procedure.

**Section 5.2. Prior to Issuance of Tax-Exempt Bonds.**

(a) Intent Resolution. The Governing Body will authorize and approve the issuance of Tax-Exempt Bonds. Prior to or as a part of the authorizing resolution or ordinance, the Governing Body may adopt an Intent Resolution.

(b) Directions to Bond Counsel. The Bond Compliance Officer will provide a copy of this Compliance Procedure to Bond Counsel with directions for Bond Counsel to structure the documentation and procedural steps taken prior to issuing the Tax-Exempt Bonds so that they conform to the requirements of this Compliance Procedure, except to the extent Bond Counsel determines that different procedures are required. The Bond Compliance Officer will consult with Bond Counsel so that appropriate provisions are made to fund or reimburse the Issuer's costs and expenses incurred to implement this Compliance Procedure.

(c) Tax Compliance Agreement. For each issuance of Tax-Exempt Bonds, a Tax Compliance Agreement will be signed by the Bond Compliance Officer. The Tax Compliance Agreement will (1) describe the Project Facility and the anticipated Financed Assets, (2) identify all Bond Restricted Funds and provide for arbitrage and rebate compliance, (3) for new money financings, require a Final Written Allocation, and (4) contain a form of the Annual Compliance Checklist for the Tax-Exempt Bonds. The Bond Compliance Officer will confer with Bond Counsel and the Issuer's counsel regarding the meaning and scope of each representation and covenant contained in the Tax Compliance Agreement.

(d) Preliminary Cost Allocations. For each issuance of Tax-Exempt Bonds, the Bond Compliance Officer in consultation with Bond Counsel, will prepare a preliminary cost allocation plan for the Project Facility. The preliminary cost allocation plan will identify the assets and expected costs for the Project Facility, and when necessary, will break-out the portions of Costs that are expected to be financed with proceeds of the Tax-Exempt Bonds (the "Financed Assets") and the portions, if any, expected to be financed from other sources.

(e) Tax Review with Bond Counsel. Prior to the sale of Tax-Exempt Bonds, the Bond Compliance Officer and Bond Counsel will review this Compliance Procedure together with the draft Tax Compliance Agreement to ensure that any tax compliance issues in the new financing are adequately addressed by this Compliance Procedure and/or the Tax Compliance Agreement. If Bond Counsel determines that this Compliance Procedure conflicts with the Tax Compliance Agreement, or must be

supplemented to account for special issues or requirements for the Tax-Exempt Bonds, the Bond Compliance Officer will ask Bond Counsel to include the written modifications or additions in the final Tax Compliance Agreement. The Bond Compliance Officer will request Bond Counsel to prepare a form of Annual Compliance Checklist for use in monitoring the ongoing compliance requirements for the Tax-Exempt Bonds.

### **Section 5.3. Accounting and Recordkeeping.**

(a) Accounting for New Money Projects. The Bond Compliance Officer will be responsible for accounting for the investment and allocation of proceeds of the Tax-Exempt Bonds. The Bond Compliance Officer will establish separate accounts or subaccounts to record expenditures for Costs of the Project Facility. Where appropriate, the Bond Compliance Officer may use accounts established as part of the Issuer's financial records for this purpose. In recording Costs for the Project Facility, the Bond Compliance Officer will ensure that the accounting system will include the following information: (1) identity of person or business paid, along with any other available narrative description of the purpose for the payment, (2) date of payment, (3) amount paid, and (4) invoice number or other identifying reference.

(b) Accounting for Refunded Bonds and Related Refunded Bond Accounts. For Tax-Exempt Bonds that are issued to refund prior Tax-Exempt Bonds, the Tax Compliance Agreement will set out special accounting and allocation procedures for the proceeds of the financing, and if necessary proceeds of the refinanced Tax-Exempt Bonds.

(c) Tax-Exempt Bond File. The Bond Compliance Officer will be responsible for assembling and maintaining the Tax-Exempt Bond File.

### **Section 5.4. Final Allocation of Bond Proceeds.**

(a) Preparation of Final Written Allocation; Timing. The Bond Compliance Officer is responsible for making a written allocation of proceeds of Tax-Exempt Bonds to expenditures and identifying the Financed Assets. This process will be memorialized in the Final Written Allocation. For a new money financing, the Bond Compliance Officer will commence this process as of the earliest of (1) the requisition of all Tax-Exempt Bond proceeds from any segregated Tax-Exempt Bond funded account, (2) the date the Project Facility has been substantially completed or (3) four and one-half years following the issue date of the Tax-Exempt Bonds. For Tax-Exempt Bonds issued only to refund a prior issue of Tax-Exempt Bonds, the Bond Compliance Officer will work with Bond Counsel to prepare and/or document the Final Written Allocation for the Project Facility financed by the refunded Tax-Exempt Bonds and include it in the Tax Compliance Agreement.

(b) Contents and Procedure. The Bond Compliance Officer will consult the Tax Compliance Agreement and, if necessary, contact Bond Counsel to seek advice regarding any special allocation of Tax-Exempt Bond proceeds and other money of the Issuer to the Costs of the Project Facility. If no special allocation is required or recommended, the Bond Compliance Officer will allocate Costs of the Project Facility to the proceeds of the Tax-Exempt Bonds in accordance with the Issuer's accounting records. Each Final Written Allocation will contain the following: (1) a reconciliation of the actual sources and uses to Costs of the Project Facility, (2) the percentage of the cost of the Project Facility financed with proceeds of the Tax-Exempt Bonds (sale proceeds plus any investment earnings on those sale proceeds), (3) the Project Facility's Placed in Service date, (4) the estimated economic useful life of

the Project Facility, and (5) any special procedures to be followed in completing the Annual Compliance Checklist (e.g., limiting the Annual Compliance Checklist to specific areas of the Project Facility that the Final Written Allocation or the Tax Compliance Agreement treats as having been financed by Tax-Exempt Bonds).

(c) Finalize Annual Compliance Checklist. As part of the preparation of the Final Written Allocation, the Bond Compliance Officer will update the draft Annual Compliance Checklist contained in the relevant Tax Compliance Agreement. The Bond Compliance Officer will include reminders for all subsequent arbitrage rebate computations required for the Tax-Exempt Bonds in the Annual Compliance Checklist.

(d) Review of Final Written Allocation and Annual Compliance Checklist. Each Final Written Allocation and Annual Compliance Checklist will be reviewed by legal counsel to the Issuer or Bond Counsel for sufficiency and compliance with the Tax Compliance Agreement and this Compliance Procedure. Following the completion of the review, the Bond Compliance Officer will execute the Final Written Allocation.

## ARTICLE VI

### ONGOING MONITORING PROCEDURES

**Section 6.1. Annual Compliance Checklist.** An Annual Compliance Checklist will be completed by the Bond Compliance Officer each year following completion of the Final Written Allocation. Each Annual Compliance Checklist will be designed and completed for the purpose of identifying potential noncompliance with the terms of the Tax Compliance Agreement or this Compliance Procedure and obtaining documents (such as investment records, arbitrage calculations, or other documentation for the Project Facility) that are required to be incorporated in the Tax-Exempt Bond File. The Bond Compliance Officer will refer any responses indicating a violation of the terms of the Tax Compliance Agreement to legal counsel to the Issuer or Bond Counsel and, if recommended by counsel, will follow the procedure set out in **Section 4.4** hereof to remediate the non-compliance.

**Section 6.2. Arbitrage and Rebate Compliance.** The Bond Compliance Officer will monitor the investment of Bond Restricted Funds and provide investment records to the Rebate Analyst on a timely basis. The Bond Compliance Officer will follow the directions of the Rebate Analyst with respect to the preparation of and the timing of rebate or yield reduction computations.

ADOPTED BY THE BOARD OF EDUCATION OF  
HALL COUNTY SCHOOL DISTRICT 0002  
(GRAND ISLAND PUBLIC SCHOOLS)  
\_\_\_\_\_, 2019

**EXHIBIT A**

**LIST OF TAX-EXEMPT BONDS CURRENTLY COVERED BY THIS COMPLIANCE PROCEDURE**

\$21,340,000 General Obligation Refunding Bonds, Series 2012  
\$51,215,000 General Obligation Bonds, Series 2014  
\$4,445,000 Limited Tax Refunding Building Bonds, Series 2015  
\$4,710,000 Limited Tax Building Bonds, Series 2016  
\$18,685,000 General Obligation Bonds, Series

## 4416 FINANCIAL INVESTMENT MANAGEMENT

### **PURPOSE**

This Investment Policy sets forth the investment guidelines to guide investment decisions for funds of Grand Island Public Schools (District). The Board of Education Facilities and Finance Committee oversees management of the District's investment activity.

### **DELEGATION OF AUTHORITY**

Authority to manage the investment program is granted to the Chief Financial Officer of the District (which may hereinafter be referred to as the CFO or investment officer). Responsibility for the operation of the investment program is hereby delegated to the CFO, who shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this Policy. The CFO shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of any subordinate officials.

### **GENERAL INVESTMENT OBJECTIVES**

The primary objectives of investment activities for the District shall be safety, liquidity, and return:

#### *1. Safety*

Investments shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. The objective will be to mitigate credit risk and interest rate risk.

##### *a. Credit Risk*

The District will minimize credit risk, which is the risk of loss of all or part of the investment due to the failure of the security issuer or backer, by:

- Limiting investments to the types of securities listed under the heading "SUITABLE AND AUTHORIZED INVESTMENTS" of this Investment Policy.
- Pre-qualifying and conducting ongoing due diligence of the financial institutions, broker/dealers, intermediaries, and advisers with which the District will do business.
- Diversifying the investment portfolio so that the impact of potential losses from any one type of security or from any one individual issuer will be minimized.

##### *b. Interest Rate Risk*

The District will minimize interest rate risk, which is the risk that the market value of securities in the portfolio will fall due to changes in market interest rates, by:

- Structuring the investment portfolio so that security maturities match cash requirements for ongoing operations, thereby avoiding the need to sell securities on the open market prior to maturity.
- Investing operating funds primarily in shorter-term securities, money market mutual funds, or similar investment pools and limiting individual security maturity as well as the average maturity of the portfolio in accordance with this policy.

#### *2. Liquidity*

The investment portfolio shall remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated. This is accomplished by structuring the portfolio so that securities mature concurrent with cash needs to meet anticipated demands (static liquidity). Furthermore, since all possible cash demands cannot be anticipated, the portfolio should consist largely of securities with active secondary or resale markets (dynamic liquidity). Alternatively, a portion of the portfolio may be placed in money market mutual funds or local government investment pools which offer same-day liquidity for short-term funds.

#### *3. Return*

The investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk

constraints and liquidity needs. Return on investment is of secondary importance compared to the safety and liquidity objectives described above. The core investments are limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed. Securities shall generally be held until maturity with the following exceptions:

- A security with declining credit may be sold early to minimize loss of principal;
- Selling a security and reinvesting the proceeds that would improve the quality, yield, or target duration in the portfolio may be undertaken; and
- Unanticipated liquidity needs of the portfolio require that the security be sold.

## **STANDARDS OF CARE**

### *1. Prudence*

The standard of prudence to be used by District officials and employees under these guidelines shall be the "prudent investor rule" and shall be applied in the context of managing an overall portfolio. The District's funds shall be invested in such investments which individuals of prudence, discretion, and intelligence acquire or retain in dealing with the property of another.

### *2. Ethics and Conflicts of Interest*

District officials and employees involved in the investment process shall refrain from personal business activity that could conflict with the proper execution and management of the investment program, or that could impair their ability to make impartial decisions. District officials and employees involved in the investment of District funds shall disclose any material interests in financial institutions with which they conduct business, in accordance with applicable laws. They shall further disclose any personal financial/investment positions that could be related to the performance of the investment portfolio. District officials and employees involved in the investment of District funds shall refrain from undertaking personal investment transactions with the same individual with whom business is conducted on behalf of the District.

## **SUITABLE AND AUTHORIZED INVESTMENTS**

District funds will be invested in such investments which individuals of prudence, discretion, and intelligence acquire or retain in dealing with the property of another. Included in permitted investments for the District are the following:

1. Deposits in demand deposit accounts, including checking accounts and non-negotiable certificates of deposit, in amounts (a) not to exceed FDIC insurance limits or (b) which are fully collateralized.
2. United States of America federal government securities or securities backed by the federal government such as treasury bills, treasury notes, treasury bonds, GNMA, etc.
3. United States of America federal government sponsored enterprises such as FNMA, FHLB, FHLMC, FFCB, etc.
4. Mutual funds comprised of any of the above mentioned government backed investments.
5. Investment Grade commercial paper with the highest rating range (AAA through A-) established by Standard & Poor's or Moody's (Aaa through A3) at the time of purchase and which have a maximum duration of twelve (12) months.
6. All investment methods available within the Nebraska Liquid Asset Fund.

## **MODIFICATION TO POLICY**

This policy and its provisions will be reviewed annually by the Board of Education Facilities and Finance Committee.

The Committee may approve minor changes of a housekeeping or corrective nature, or on advice of counsel, that conflict with federal or state laws or regulations. Significant policy changes will be presented to the Board for confirmation.

Grand Island Public Schools

This policy is current as of October 10, 2019, the date of adoption by the Board.

Legal Review – August 12, 2019

BOE Facilities and Finance Committee Review – August 27, 2019

Board Adoption –Thursday, October 10, 2019

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



## 4417 ASSET MANAGEMENT

### INTRODUCTION

Capital assets have a major impact on the quality of the District's ability to educate students. The purpose of this policy is to provide guidelines to help the District make better capital asset investment and management decisions.

### CAPITAL IMPROVEMENT PLAN (CIP) SCOPE

Annually District staff shall develop a long-range capital improvement plan that describes and prioritizes the major capital projects that the District intends to undertake in both the near and long term.

- A. Definition of a capital project.** For the purposes of the CIP the definition of a capital project is a project with a useful life of at least 3-5 years and a cost of at least \$5,000.
- B. Link to needs assessments.** Projects in the CIP, with minor and occasional exceptions, should be based on needs assessments conducted to determine the benefit of the asset relative to its potential cost.

### ROLES IN THE CIP PROCESS

The Director of Buildings and Grounds, is responsible for coordinating the CIP process and compiling the CIP document. Other key roles include:

- A. Review of Capital Project Proposals.** The Chief Financial Officer will coordinate a capital project review process within the annual budget calendar.
- B. Capital Financing.** The Business Office will work with the Director of Buildings and Grounds to develop a capital financing strategy to support the CIP.
- C. Approval of the CIP.** The Board shall review and approve the final CIP annually.

### CIP PROJECT IDENTIFICATION

Annually, District staff will propose projects for potential inclusion in the CIP, using a procedure developed by the Director of Buildings and grounds. At minimum, this procedure shall provide for the following:

- A. Long-term operating and maintenance costs.** A proposal will identify the cost to operate and maintain the asset over the lifecycle of the asset.
- B. Anticipated source of funding.** A proposal shall describe where the funding to acquire the asset and to operate and maintain the asset is expected to come from.
- C. Proposed timing of the project.** A proposal will identify the proposed schedule for planning, bidding, construction, and other relevant milestones in acquiring the asset.

### CIP PROJECT SELECTION

The Director of Buildings and Grounds will develop a procedure to assess and evaluate project proposals. The principles and practices that should be reflected in the selection process include:

- A. Long-term forecasts.** Long-term forecasts should be prepared to better understand the resources available for capital spending and to assess operational impacts and eventual replacement costs.
- B. Impact on other projects.** Projects should not be considered in isolation. One project's impact on others should be recognized and costs shared between projects where appropriate.
- C. Allow for funding of preliminary activities.** A policy should recognize that, for some projects, it may be wise to fund only preliminary engineering/planning before committing to funding the whole project. However, even these expenditures can be considerable, so should be evaluated and prioritized appropriately.
- D. Full Consideration of Operating and Maintenance Costs.** Adequate resources should be identified to operate and maintain an asset before allocating resources to build the new asset.
- E. Full lifecycle costing.** Analysis of the cost of a proposed project should encompass the entire life of the asset, from planning and acquisition to disposal.

- F. Predictable project timing and scope.** Schedule and scope estimates should be practical and achievable within the requested financial and human resources.

### **BALANCED CIP**

The CIP Plan is a balanced five-year plan. This means that for the entire five-year period, revenues will be equal to projected expenditures in the CIP. It is possible that the plan will have more expenditures than revenues in any single year of the Plan (with the exception of the first year of the plan which is intended to become an appropriation plan for the District). However, over the life of the five-year plan all expenditures will be provided for with identified revenues. Staff may record, on an appended document, projects that are deemed important but cannot fit into a balanced CIP. The Board may choose to examine the unfunded projects and defund an existing project in favor of another.

### **CIP FUNDING STRATEGY**

The District may elect to use debt financing to acquire an asset, or pay-as-you-go (i.e., cash financing). Guidelines are provided below to guide the District in making the best choice between debt and pay-as-you-go financing.

- A.** Factors which favor pay-as-you-go financing include circumstances where:
  - 1.** The project can be adequately funded from available current revenues and fund balances (reserves);
  - 2.** The project can be completed in an acceptable timeframe given the available revenues;
  - 3.** Additional debt levels could adversely affect the District's credit rating or repayment sources; or,
  - 4.** Market conditions are unstable or suggest difficulties in marketing a debt.
- B.** Factors which favor long-term debt financing include circumstances where:
  - 1.** Revenues available for debt issues are considered sufficient and reliable so that long- term financing can be marketed with an appropriate credit rating, which can be maintained;
  - 2.** Market conditions present favorable interest rates and demand for District debt financing;
  - 3.** A project is mandated by state or federal government and current revenues or fund balances are insufficient to pay project costs;
  - 4.** A project is immediately required to meet or relieve capacity needs and existing un- programmed cash reserves are insufficient to pay project costs; or,
  - 5.** The life of the project or asset financed is five years or longer.
  - 6.** The capital project or asset lends itself to debt financing rather than pay-as-you-go funding based on the expected useful life of the project and based on the District's ability to pay debt service.

### **CAPITAL BUDGET**

Each year the Director of Buildings and Grounds and the Chief Financial Officer will develop a capital budget which will be the spending plan for capital. The first year of the adopted capital improvement plan will be an important input into the capital budget for the fiscal year.

### **CAPITAL PROJECT MANAGEMENT**

Good management of capital projects is essential to create the best value for taxpayers through capital spending. The following policies shall be observed in order to help ensure the best project management possible.

- A. Project manager.** Every CIP project will have a project manager who will prepare the project proposal, develop a project budget and cash flow forecast prior to project commencement, ensure that required phases are completed on schedule, authorize all project expenditures, monitor project cash flows, ensure that all regulations and laws are observed, and periodically report project status.

- B. Regular progress reviews.** Regular capital project and program reviews are to be conducted to monitor existing project performance. Each project manager must actively manage each project and will provide regular reports on the physical and financial status of each project to the superintendent.
- C. Limits on amendments.** For an appropriated capital project, the total cost of the project, including all change orders, shall not exceed the amount of appropriation. All amendments shall be reviewed and evaluated by the Facilities and Finance Committee. Each project manager must manage capital projects within certain time and cost constraints. If an amendment is necessary, proper documentation explaining why the amendment should be presented to the Facilities and Finance Committee and the Board of Education for final approval.

#### **ESTABLISHMENT OF AN ASSET INVENTORY**

District staff shall develop a comprehensive asset inventory that projects equipment replacement and maintenance needs for the next five years and will update this projection annually. The asset inventory will describe the current condition of the District's assets compared to an established standards for asset condition, account for the complete cost to maintain assets up to standard condition over their lifecycle, and account for risks associated with assets that are below condition standards. Departments shall have responsibility for inventorying and assessing the assets within their purview, and ensuring that it reconciles with Department of Finance's capital asset records.

#### **PRIORITIZATION OF ASSET MAINTENANCE AND REPLACEMENT**

It is the policy of the District to maintain its assets at a level that protects capital investment and minimizes future maintenance and replacement costs. Based on an asset inventory, risk assessment staff shall develop and recommend to the Board a prioritized asset maintenance spending plan for each year.

#### **FUNDING OF ASSET MAINTENANCE**

It is the District's policy to ensure that adequate resources are allocated to preserve the District's existing assets to the best of its ability before targeting resources to build new facilities or acquire additional assets that also have operating and maintenance obligations. This policy addresses the need to protect the District's historical investment in capital assets. It helps the District to avoid embarking on an asset enhancement program, which when coupled with the existing asset requirements, the District cannot afford to adequately maintain.

#### **MODIFICATION TO POLICY**

This policy and its provisions will be reviewed annually by the Board of Education Facilities and Finance Committee. The Committee may approve minor changes of a housekeeping or corrective nature, or on advice of counsel, that conflict with federal or state laws or regulations. Significant policy changes will be presented to the Board for confirmation.

BOE Facilities and Finance Committee Review – Tuesday, November 3, 2020

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



## 4418 STRUCTURALLY BALANCED BUDGET

The Grand Island Public Schools shall endeavor to adopt a structurally balanced budget. Generally, this means that recurring expenditures should be covered by recurring revenues and that non-recurring revenues should be used to fund non-recurring expenditures. On occasion, the recurring revenues may cover the non-recurring expenditures when revenues increase due to property values or state funding. Conversely, on occasion, non-recurring revenues may cover recurring expenditures when revenues decrease due to property values, state funding, or general economic conditions. The District's finance staff shall develop a budget presentation that shows the District's progress in achieving a structurally balanced budget.

### STURCTUALLY BALANCED BUDGET DIRECTIVES

While it is the District's intent to provide the board and staff with flexibility on how to pursue and achieve a structurally balanced budget, there are some points which the District should observe very closely when developing a budget.

- **Employee compensation and non-recurring revenues.** Except in extreme circumstances, non-recurring revenues and especially reserves should not be used to fund employee compensation. One such exception might be a severe economic downturn where non-recurring revenues are temporarily used to ease the transition to an expenditure structure that is in line with new economic realities. Even this should only be done in the context of plan to return to structure balance and replenish any reserves that had been used.
- **Operating and maintenance costs of capital assets purchased with non-recurring revenues.** While capital assets are often a good thing to fund with non-recurring revenues, the District shall be observant of the long-term operating and maintenance costs of such purposes, lest it create new on-going expenditures that it can't maintain.
- **Replacement of short-lived assets and non-recurring revenues.** The District shall give preference to using non-recurring revenues to replace assets that have outlived their useful lives over purchasing entirely new assets, where the replacement of the obsolete or expired assets is critical to the maintenance of the District's core priorities and programs. A replacement schedule for such assets is a good indicator of when to budget for these items.

### MODIFICATION TO POLICY

This policy and its provisions will be reviewed annually by the Board of Education Facilities and Finance Committee. The Committee may approve minor changes of a housekeeping or corrective nature, or on advice of counsel, that conflict with federal or state laws or regulations. Significant policy changes will be presented to the Board for confirmation.

Policy Adopted: ????.??



## 6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS

The Grand Island Public Schools staff are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Staff are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred.

GIPS supports the use of technology to communicate with students for legitimate educational purposes. However, school district staff are responsible for conducting themselves professionally, exercising appropriate judgment, and teaching and modeling high standards of behavior and civic values, regardless of location. This applies to staff conduct and interactions with students and to material they post on personal web sites, blogs, and other social networking sites including, but not limited to, Facebook, YouTube, Twitter, and Other. District staff are prohibited from inappropriate technological communication including but not limited to texting, online socializing or social networking (including but not limited to Facebook, Twitter, and Other), internet use, e-mail, blogging, or any other electronic communication that violates the law, district policies, or the Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education ("Rule 27").

Unless an employee has a legitimate educational purpose, the following behaviors are a violation of this policy. The following list is intended to be illustrative and does not describe every kind of prohibited behavior.

- Communicating with students about sex unless the student is reporting abuse or assault which is appropriately reported by the employee.
- Joking with students about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Sharing, showing, displaying or otherwise exposing a student or students to sexually inappropriate material or objects with students.
- Displaying or otherwise exposing a student to pornography.
- Making any sexual advance or engaging in any activity of a sexual or romantic nature with a student.
- Engaging in any type of dating, romantic or sexual contact with a current student of the district, regardless of the age of the student.
- **Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.**
- **"Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.**
- Kissing of any kind with a student.
- "Friending" or otherwise authorizing or requesting student access to personal social media accounts. This prohibition shall not apply to social media accounts created solely for class or educationally related matters to which all of the employees' students are allowed or offered access.
- Intruding on a student's personal space such as, by touching unnecessarily, positioning too closely, or staring at a portion of the student's body such as, breasts, buttocks, or similar body parts.
- Initiating unwanted physical contact with a student.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems with a student.

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- Providing counseling for, attempting to solve, or solving a student's personal problems or issues without engaging trained personnel.
- Giving a student a gift of a personal nature.
- Engaging in activities with a student one-on-one not sponsored by the school without express permission of a school administrator.
- Any other behavior that exploits or attempts to exploit the special position of trust and authority between an employee and student.
- Transporting a student in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Disclosing confidential student records or information.
- Disclosing confidential personnel records or information of other school district employees, agents, or volunteers.
- Behaving in any manner that results in a disruption to the school environment or that impairs the employee's ability to perform his or her employment duties or to be an effective employee.
- Using an employment title or including any reference to the employee's affiliation with the school district unless the communication is school related and in compliance with the law, district policies, or Rule 27.
- Including school mascots, symbols, logos, or other district trademarks in non-school related communications.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District. A staff member seeking an exception must receive advance approval from his or her administrator. If a staff member is unable to communicate with an administrator in advance (such as in the event of an emergency), the staff member must notify the administrator as soon as possible, but not later than 24 hours immediately following the event.

Any person (student, parent, staff) who suspects a District employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Superintendent or designee as soon as practical. School district employees are required to immediately notify an administrator if they become aware of any situation that may constitute a violation of this policy.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Nothing in this policy should be construed to (1) limit an employee's right to speak as a citizen about matters of public concern, (2) prohibit an employee from communicating with students about non-school organizations or activities for which the employee is a coach or supervisor as long as the employee's communication is in compliance with the non-school organization's standards of conduct and Rule 27 or (3) regulate any communication that is unrelated to the employee's position of employment with the school district and otherwise protected by the United States Constitution and the Nebraska Constitution.

Legal 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)

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The Freedom of Information Act (FOIA)  
5 U.S.C. § 552, As Amended by Public Law No. 104-231, 110 Stat. 3048  
Neb. Rev. Stat. § 79-866  
Title 92, Nebraska Administrative Code, Chapter 27 Nov. 12, 2003(Rule 27  
Regulations and Standards for Professional Practices Criteria)  
LB 1080 (2020)

Cross Reference: 8550 CHILD ABUSE  
8551 ABUSE OF STUDENTS BY STAFF  
8451 PHYSICAL RESTRAINT AND SECLUSION  
6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS  
1311 BULLYING AND HARASSMENT (Staff)

Policy Adopted: 7.12.2012  
Policy Revised: 03.10.2016  
Policy Revised: 03.07.2019  
Policy Revised: 03.16.2020  
Policy Revised: ???.???.??

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

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

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

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



## **Memorandum of Understanding**

This Memorandum of Understanding clarifies the roles and pledges of support between the Grand Island Public Schools Gear Up Promise! Project and the Partnering Entities that have pledged the following support to make this project successful and to comply with the requirements of Higher Education Act of 1965, Division 2 – Gaining Early Awareness and Readiness for Undergraduate Programs, §1070a-23(b)(c).

### **I. Mission Statement**

The GEAR UP PROMISE! project aims to create highly effective learners that graduate from high school and achieve success in postsecondary education and the workplace.

### **II. Goals and Objectives of the Partnership**

The project activities will:

- (a) Support students to obtain postsecondary credentials through apprenticeships, industry certifications, and online learning;
- (b) Provide work-based learning experiences including apprenticeships, job shadowing, mentoring, certifications, resume building, and interview preparation;
- (c) Support student mastery of key prerequisites through enrichment and tutoring in STEM and English Language Arts (ELA), project-based learning (PBL), dual enrollment, Advanced Placement (AP) classes, GIPS Academies, computer programming, study skills, and transition supports; and
- (d) Build knowledge of higher education financing, student financial literacy/aid through Free Application for Federal Student Aid (FAFSA), scholarship availability, loans, financial planning and goal setting through counseling, mentoring, college visits, and partnerships with institutions of higher education and community organizations.

### **III. Outcomes for the Partnership**

The long-term outcomes established for GEAR UP PROMISE!'s plan are related to the goals and objectives of the project and include:

1. Increase the academic performance and preparation for postsecondary education for students;

2. Increase the rate of high school graduation and participation in postsecondary education for students; and
3. Increase educational expectations of students and their families and their knowledge of postsecondary education options, preparation, and financing.

#### **IV. Term**

This agreement shall have a term of the duration of the GEAR UP PROMISE! Grant, ending October 31, 2026. This MOU will run from October 1, 2020 through September 30, 2021. At the end of each year, GEAR UP Director, NCPA Director, and Associate Vice Chancellor for ASEM will meet to review the agreement and make modifications as needed. The Partnering Entities shall make substantial progress towards meeting the pledge in support in each year of the grant award period.

#### **V. Local Education Agency**

Grand Island Public Schools will serve as the Local Education Agency and fiscal agent.

They will be responsible for:

- Serving as the coordinator and fiscal manager of the GEAR UP grant;
- Joining with local partners to establish an Executive Leadership Council to strengthen and enhance the GEAR UP PROMISE! Project;
- Maintaining communication with Executive Leadership Council and providing information to parents and students regarding GEAR UP programming.

#### **VI. Roles and Responsibilities of Partner Entity:**

Board of Regents, University of Nebraska - Lincoln, the Partnering Entity, agrees to pledge support of the GEAR UP PROMISE! Project in the following ways:

- Host two (2) Virtual Campus Tours. Students will have the opportunity to experience what life is like as a student at Nebraska and learn how to prepare. Participating students will receive a Nebraska T-shirt (limit 700).
- Host one (1) Spanish Visit Day. Families who prefer to receive presentations in Spanish will have the opportunity to experience what life is like as a student at Nebraska and learn how to prepare.
- Host at least two (2) virtual workshops for parents and students on “How to go to College” and “How to Pay for College”. UNL staff will coordinate with GEAR UP staff on available dates and times.
- Host one (1) virtual math and science summer camp. The goal of this camp is to expose students to a college campus environment through academic and social workshops. Students will also interact with UNL faculty and staff.
- Reserve seats for GIPS faculty in the Summer Institute for Online Teaching online course offered through UNL’s Center for Transformative Teaching. The three-week Summer Institute is designed to guide instructors through the steps of course planning and development and to explore the unique opportunities and challenges of the online learning environment.

- Working alongside Teaching, Learning, & Teacher Education faculty and instructors, coordinate tutoring services in spring 2021 to provide direct support to students needing academic support in Science, Math, English, and History.
- The Associate Vice Chancellor for Enrollment Management, Director of Admissions, and Director of the Nebraska College Preparatory Academy will each provide up to 16 hours annually to consult on GEAR UP related matters, projects, and activities.

**VII. Confidentiality of Student Information – Compliance with Law**

Partnering Entities will not disclose confidential student information to unauthorized persons, or participate in conversations in which confidential student information is discussed. Examples of such confidential student information include a student’s identity, education records, grades or other measures of academic performance, class standing, standardized or other test scores, attendance records, disciplinary history, personality and interest test scores, individualized education plans, or health information. Partnering Entities will comply with the Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA), and all statutes, laws, and ordinances.

Grand Island Public Schools GEAR UP Project Director:

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Print name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Grand Island Public Schools Gear Up Promise! Project  
 Grand Island Public Schools

Signature of Partnering Entity:

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Print name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Associate Vice Chancellor for Enrollment Services  
 University of Nebraska-Lincoln

## UNL - Gear Up Collaboration -- Tutoring Pilot for Spring 2021 for AoFE

*(Note: An MOU amendment to the original UNL-GU Partnership is forthcoming; this is the draft plan).*

**Narrative:** As part of their match commitment to Gear Up, UNL College of Teaching and Learning will provide tutors who are pre-service teachers enrolled in TEAC 161, TEAC 451P, & TEAC 851P. Approximately 90 tutors will be provided over an 8 week period via Zoom Breakout Rooms facilitated by GearUp/AoFE staff Monday, Tuesday, Wednesday, and Thursday evenings from 6-8 p.m. Each evening a Zoom link will be provided for four Zooms: English, US History, Math, and Science/FL/Technology; students and tutors will enter the room where the facilitator will record attendance, preview the learning target(s) for the tutoring session, and assign tutors and students to a breakout room. Since tutors are pre-service teachers, they have already passed background checks and are authorized to work in schools. Zoom facilitators will ensure that high school students are not alone in a breakout room with a tutor; all communications between tutors and high school students should be through official GIPS channels. The tutoring model will be small groups with a ratio of 1 upper level tutor + 1 foundational level tutor to 3-5 students which provides the opportunity for services to 180-300 9th grade students. All tutors are enrolled in content area specific secondary education courses for the content they are teaching. Tutors with Special Education focus will be available in the Math zoom sessions; tutors with a Technology focus will be available in the Science zoom sessions. A breakout room for students needing practice with foreign language learning will be provided in the Science/FL/Technology zoom. Participation data will be collected through Gear Up's SCRIBE tracking system for students and tutors; information about tutor participation will be shared with college professors. All data will be shared with PSA, Gear Up's external evaluators, who will develop and implement the evaluation plan. Dr. Morales will provide instructional materials to college professors/tutors on mentoring aspects of the tutoring experience, facilitate the near peer mentoring aspect of the upper level/foundational level college students partnering experience, and assist with the evaluation of the effectiveness of the pilot program. Dr. Males will coordinate the course credit aspects of the tutoring pilot with secondary education college professors. Dr. Bailey will oversee GIPS staff, communicate with parents, teachers, and administrators, organize students into tutoring groups, and monitor technology needs for all participants.

**Pilot Organizers:** Dr. Allison Bailey, Gear Up GIPS, Dr. Amanda Morales, UNL Mentoring Program, & Dr. Lorraine Males, UNL Secondary Education Coordinator

**College Instructors:** (providing instruction and oversight through college course learning activities and discussions) Lorraine Males, Scott Block, Lauren Gatti, Aaron Johnson, and other teaching graduate assistants.

**Content Area Tutors:** (N = 92 based on current enrollment for Spring 2021)

TEAC 451/851	Math = 13, SE = 5, English = 20, Social Studies = 23(tentative)
TEAC 161	Math = 4, English = 8, Science = 5, Social Studies = 9, Foreign Language = 3, Technology = 2

**Timeline:**

Week of	Notes
1/25	Orientation for College Students during Classes Marketing to 9th grade Students, Teachers, & Parents
2/1	Training for College Students on Tutoring/Mentoring by College Instructors Sign-up for Tutoring Services IT create GIPS log-in for Tutors
2/8	Tutoring M-R 6-8 PM
2/15	Tutoring M-R 6-8 PM (No School GIPS 2/18)
2/22	Tutoring M-R 6-8 PM
3/1	Tutoring M-R 6-8 PM
3/8	GIPS Spring Break -- College Students No Required Tutoring this Week
3/15	Tutoring M-R 6-8 PM
3/22	Tutoring M-R 6-8 PM
3/29	Tutoring M-R 6-8 PM
4/5	Evaluation: Survey of 9th grade tutoring recipient satisfaction (No School GIPS 4/5)
4/12	Evaluation: Tutor Perception of the Work
5/3	Evaluation: Instructor Input on Tutor Excellence -- Considerations for Paid Mentor Program Evaluation: Classroom Teacher/Staff Perception of Effectiveness
6/30	Evaluation: Data Analysis of End of Term Scores/Spring MAP/Participation in Tutoring Discussion on Pilot Effectiveness and Desire to Continue/Modify for Fall 2021 & beyond

**Student Engagement & Learning Targets Protocol:**

All 9th grade students currently enrolled at AoFE will be eligible to receive tutoring services via Zoom using their GIPS provided laptop. With parent permission and student signed contract for participation in tutoring services; students will be given the option to sign up for 1 or more tutoring sessions per week in content area zooms. A student who needs intensive tutoring to pass Algebra 1 may choose to sign up for math all four evenings if they wish; likewise, a student may choose to only attend one night of tutoring in the content area where they need the most assistance or up to one content area per night if they need assistance in all content areas.

Classroom teachers will provide learning targets for their content area for each week. This is not intended to be a list of homework assignments to do, but more skills or content knowledge based targets aligned with standards and success criteria, so that the tutors can be prepared to provide assistance. Students may choose to ask for homework help for assignments that align with these learning targets, but tutors should avoid the appearance that they are providing homework answers and focus on skills and knowledge. Zoom facilitators will communicate with classroom teachers to confirm learning targets and to provide any feedback on student participation in order to enhance classroom learning.

**Technology Considerations:**

1. Zoom tutoring sessions will not be recorded.
2. All UNL Tutors will receive a GIPS log-in for Zoom and Google Drive for communication purposes.
3. GIPS Google Drive/Canvas will be used for sharing learning activities with students.

4. GIPS staff will communicate with students and their families outside of the Zoom Sessions.
5. College instructors, classroom teachers, and AoFE administrators will have access to tutoring Zoom links for the purpose of conducting observations as needed.
6. Classroom teachers will post the Zoom tutoring links within their Canvas course to help students access tutoring.

**Memorandum of Understanding  
Heartland Health Center /Grand Island Public Schools  
Behavioral Health Services**

This Memorandum of Understanding ("MOU") is entered into as of November 13, 2020 between Heartland Health Center (HHC) and Grand Island Public Schools (GIPS).

1. **Services Provided.** HHC agrees to provide individual and family mental health services to students referred by personnel at GIPS. These services will be provided by a licensed master's level therapist with assessment and case supervision provided by a licensed psychologist or by a LIMHP/LMHP. The therapist(s) assigned to the school will also receive supervision by HHC's clinical supervisory staff. HHC will provide training specific to the services provided by the therapist.
2. **Assignment of HHC's services in the schools:** HHC will interview, vet and employ a Therapist assigned to GIPS. Background checks will be completed prior to hire and on an annual basis. Placement of specific therapists will be solely within the purview of HHC. Supervision, both administrative and clinical will be provided by a licensed therapist supervisor(s). Concerns related to the performance of a therapist assigned to a designated school should be reported to the Heartland Health Center's CEO. Performance will be monitored by the therapist supervisor(s) based on stringent clinical and administrative standards delineated by mental health licensure and by the therapist with input from the designated school(s). HHC agrees to provide GIPS with assurances that, during the term of this referral agreement, it and, as applicable, its individual healthcare practitioners furnishing the services are and will remain: 1) duly licensed, certified and/or otherwise qualified to provide services hereunder, with appropriate training, education and experience in their particular field; 2) appropriately credentialed and privileged; and 3) eligible to participate in federal health care programs including Medicaid and Medicare.
3. **Access to Education Records:** Therapist and its employees will be given access to education records as needed to perform the mental health functions to the extent GIPS determines such is permissible under law (Please see pg. 4, #1 for specific guidelines).
4. **GIPS Access to Mental Health Information:** A consent and an authorization from the client/student's parent/guardian to share information between HHC's therapist and GIPS will be a requirement in order to provide services. Information which will be shared by the therapist with school personnel regarding a student's participation in mental health services will be limited to a need to know, i.e., information that would be helpful in terms of classroom behavior and achievement. Information specific to interactions in the therapeutic session and/or information regarding family history, mental health diagnoses, trauma history, etc. will not be shared with GIPS personnel.

5. **Limitations on Access and use of Mental Health Records:** All mental health records will be the sole responsibility and sole ownership of the Therapist and will not be available to GIPS without an authorization by the client/student's parent/guardian. HHC's therapist agrees to establish and maintain medical records which records shall be the property of HHC.
6. **Grand Island Public Schools Responsibilities:** School building at which Therapist will provide services ("designated schools") will provide a consistent, private room for provision of mental health services, a locked cabinet to protect therapeutic supplies provided by Therapist, access to the school Wi-Fi and a telephone in the room where service is provided. Access to a printer to generate safety plans and other documents that require a student copy and copies of intake paperwork for parents will be provided.
7. **Indemnification.** Each party shall be responsible for its own acts and omissions and shall be liable for payment of that portion of any and all claims, liabilities, injuries, suits, and demands and expenses of all kinds that may result or arise out of any alleged malfeasance or neglect caused or alleged to have been caused by said party, its employees, agents, or subcontractors, in the performance or omission of any act or responsibility of said party. It is agreed that GIPS is not responsible for mental health services provided by Therapist and, as such, that Therapist shall indemnify, defend and hold GIPS, its officers, agents and employees, harmless from and against claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the provision of mental health services by Therapist. This provision survives termination of this Agreement.
8. **Payment for Services:** HHC patients who receive services from HHC Provider shall be considered patients of the HHC. Accordingly, HHC agrees to be solely responsible for billing and collecting all payments from patients and any appropriate third party payers. All patients will have access to the Sliding Fee Discount Program implemented and developed by HHC.
9. **Provider Contracting Monitoring & Data Reporting Expectations:** Monitoring of Provider will be completed through Peer Review and chart closure timeliness.
10. **Record retention, access and audit and property Management:** HHC will ensure that Electronic Medical Records are stored for seven years. GIPS understands that HHC possesses Confidential Information which is important to its business and that this Agreement creates a relationship of confidence and trust between GIPS and HHC with regard to Confidential Information. GIPS and HHC agree that all Confidential Information shall at all times be the sole and exclusive property of HHC, and shall be kept in confidence.

**11. Termination.** This MOU shall terminate or services will be reduced under the following circumstances:

- Inability of the designated school to provide the required number of referrals.
- Failure of GIPS to provide a safe and secure environment for the Heartland Health Center Therapist.
- Failure of Therapist to comply with GIPS policies, rules, regulations, practices, and procedures.
- Upon notice of termination given by either party.
- By mutual written agreement of the parties; such termination to be effective as specified in such written agreement;
  - By either party without cause, upon 30 days' prior written notice to the other party; or
  - By either party if the other party commits a material breach of any term of this MOU, by sending notice of intent to terminate in writing to the other party with reasonable specificity of the breach; such termination shall be effective if such material breach has not been cured within 15 days of the delivery of such notice.

This MOU, when executed copies have been exchanged (including without limitation by facsimile or email) by the parties, is binding upon the parties as of the date first written above.

**Grand Island Public Schools:**

By: Robin R. Dexter  
Name: Robin R. Dexter  
Title: Assoc Supt GIPS

11.13.2020  
Date

**Heartland Health Center:**

By: Tami Smith  
Name: Tami Smith  
Title: CEO

11/13/2020  
Date

**Memorandum of Understanding re: Access to Education Records  
Grand Island Public Schools/Third Party**

This Memorandum of Understanding (“MOU”) is entered into as of February 4, 2020 between Grand Island Public Schools (“GIPS”) and Heartland Health Center (Therapist), (Third Party) related to Lincoln Elementary, Walnut Middle School, and Barr Middle School.

1. **Access to Education Records.** Third Party and its employees may be given access to education records as needed to perform activities that would otherwise be performed by GIPS personnel (the Activities) and accordingly may be granted access from time to time for FERPA protected education records.
  
2. **Limitations on Access and Use of Education Records.**
  - a. Personally Identifiable Information. Third Party acknowledges and agrees that the records to which it will have access include certain Personally Identifiable Information, as such term is defined in the Family Education Rights and Privacy Act of 1974 at 20 U.S.C. 12.34(g) and regulations at 34 C.F.R. 99.3 (collectively, “FERPA”; such information, “Personally Identifiable Information”) and that Third Party shall at all times fully comply with FERPA and any other applicable laws. Third Party agrees that it shall be under the direct control of GIPS with respect to the use and maintenance of the education records.
  
  - b. Use of Personally Identifiable Information. Third Party shall hold Personally Identifiable Information in confidence and shall disclose Personally Identifiable Information only to employees (including temporary employees) and contractors who have a need to know such Personally Identifiable Information for the purpose of conducting Activities mentioned previously and who have signed an appropriate non-disclosure agreement with Third Party. Third Party shall use such Personally Identifiable Information only in connection with the Activities and shall not use such Personally Identifiable Information for any other purpose without the prior written consent of GIPS. Third Party shall not disclose Personally Identifiable Information to any non-employee third party (including any contractor) except with the prior written consent of GIPS.
  
  - c. Protection of Personally Identifiable Information. Third Party shall protect Personally Identifiable Information by using the same degree of care, but not less than a reasonable degree of care, to prevent the unauthorized access to or use, dissemination, or disclosure of Personally Identifiable Information as it uses to protect its own confidential information. Third Party shall also comply with applicable legal requirements with respect to the use and security of such Personally Identifiable Information.
  
  - d. Notice of Disclosure. Third Party agrees to notify GIPS in writing within three business days after Third Party becomes aware of any event that presents a reasonable probability of any unauthorized acquisition of, access to or use of Personally Identifiable Information.

- e. Subpoena. Third Party may disclose Personally Identifiable Information to the extent required by law pursuant to any order or decree of any court or governmental body or agency, provided that in connection with any such disclosure, Third Party shall (where reasonably possible and unless prohibited by law) give GIPS notice prior to such disclosure.
- f. Return and Destruction of Data. Following a request by GIPS at any time, but in any event upon the termination of this MOU, or when Personally Identifiable Information is no longer needed for purposes of performing the Activities, Third Party shall destroy Personally Identifiable Information in its control. Destroy means Third Party shall promptly, but in no event more than fifteen (15) days following such request, such termination, or when the Personally Identifiable Information is no longer needed, return to GIPS all Personally Identifiable Data (or any portion thereof requested by GIPS) or, at GIPS's election, destroy all or any part of the Personally Identifiable Data, that is within the possession or control of Third Party, and shall, upon request by GIPS, provide certification of such destruction; provided that, notwithstanding the foregoing, Third Party may retain one copy of the Data to comply with applicable laws and regulations.
- g. Indemnification. Third Party agrees to indemnify and hold harmless GIPS for any damages GIPS incurs, including reasonable attorneys' fees, in the event of a breach by Third Party of its data security obligations under this Agreement.
3. **Assignment**. This MOU and the duties and obligations under this MOU are not transferable or assignable by a party under any circumstance without the express prior written consent of the other party. Any attempt to transfer or assign this MOU or any of the rights, duties or obligations under this MOU without such consent is void.
4. **Independent Contractor**. For the purposes of this MOU and all services to be provided hereunder, each party shall be, and shall be deemed to be, an independent contractor and not an agent or employee of the other party. Neither party shall have authority to make any statements, representations or commitments of any kind, or to take any action which shall be binding on the other party.
5. **Termination**. This MOU shall terminate upon the earlier of the following:
- Inability of the designated school to provide the required number of referrals.
  - Hiring of any school therapist by GIPS during the 2019-2020 school year for the school(s) without consent of Therapist.
  - Failure of GIPS to provide a safe and secure environment for the Heartland Health Center Therapist.
  - Failure of Therapist to comply with GIPS policies, rules, regulations, practices, and procedures.
  - Upon notice of termination given by either party.
  - By mutual written agreement of the parties; such termination to be effective as specified in such written agreement;

- By either party without cause, upon 30 days' prior written notice to the other party; or
  - By either party if the other party commits a material breach of any term of this MOU, by sending notice of intent to terminate in writing to the other party with reasonable specificity of the breach; such termination shall be effective if such material breach has not been cured within 15 days of the delivery of such notice.
6. **Survival.** The provisions of this MOU which by their explicit terms or their manifest intent are to survive, including without limitation those which relate to confidentiality and nondisclosure of Personally Identifiable Information shall survive expiration or termination of this MOU.
  7. **Severability.** If any term, provision or covenant of this MOU shall be held to be invalid or unenforceable for any reason (i) the remaining provisions shall continue to be valid and enforceable, and (ii) the remainder of this MOU shall be interpreted in the manner that most closely effectuates the parties' intent in entering into this MOU.
  8. **Governing Law.** All questions concerning the validity, interpretation and performance of this MOU shall be governed by and decided in accordance with the laws of Nebraska, without regard to any conflicts of laws and principles thereof.
  9. **Waiver.** A waiver of a breach or default under this MOU or a consent to modify its terms shall be in a writing that specifically references this MOU, and shall not be a waiver of any other or subsequent breach or default or a consent to any other or future modification. The failure or delay in enforcing compliance with any term or condition of this MOU shall not constitute a waiver of such term or condition unless such term or condition is expressly waived in writing.
  10. **Modifications and Amendments.** This MOU may be modified or amended only by a writing that specifically identifies itself as a modification or amendment to this MOU, signed by duly authorized representatives of the parties.
  11. **Counterparts.** This MOU may be executed in one or more counterparts, each of which shall be deemed an original but all of which taken together shall constitute one and the same instrument.

This MOU, when executed copies have been exchanged (including without limitation by facsimile or email) by the parties, is binding upon the parties as of the date first written above.

**Grand Island Public Schools:**

By: Robin R. Dexter  
 Name: Robin R. Dexter  
 Title: Assoc Supt. GIPS

11.13.2020  
 Date

**Third Party:**

By: Tami Smith  
Name: Tami Smith  
Title: CEO

11/13/2020  
Date

**COST REIMBURSEMENT FUNDING AWARD BETWEEN**

**Walnut Middle School and Heartland Health Center**

This agreement (the "funding award") is made and entered into as of the date last signed, between Walnut Middle School, located at 1600 N Custer Avenue, Grand Island, NE 68803 and the **Heartland Health Center** ("Recipient"), located at 3307 Capital Ave Grand Island, NE 68803.

**WHEREAS**, Walnut Middle School has received an Award from the NE Dept of Education Title 1 ESSA Funds, and

**WHEREAS**, Walnut Middle School desires that Recipient perform Behavioral Health Services and

**WHEREAS**, it is not the intent of the Walnut Middle School nor Recipient to re-delegate the responsibilities of this funding award;

**NOW THEREFORE IT IS AGREED AS FOLLOWS:**

**Article I. WORK TO BE PERFORMED**

The Recipient shall furnish all necessary labor, materials, and facilities to fulfill obligations under this funding award. Recipient shall conduct its services in accordance with all applicable laws and regulations, within this Funding award.

**Article II. PROJECT PERIOD**

The "Project Period" for this Subaward shall be Dec. 7, 2020 – September 15, 2021. The term of this Subaward shall run until September 15, 2021 unless earlier terminated or extended by written amendment.

**Article III. COST REIMBURSEMENT**

The total amount payable to Subrecipient for its performance under this funding award shall not exceed \$32,080.00

**A. Budget Information:**

**Total Direct Costs:** \$32,080.00

**B. Invoice Information:**

Recipient shall submit invoices not more often than monthly and not less frequently than quarterly for allowable costs incurred. Upon the receipt of proper invoices, Walnut Middle School agrees to process payment in accordance with this funding award. All invoices shall be submitted using standard invoice.

**Article IV. CHANGES**

Any changes made to the terms of this funding award, including changes made in the scope of this work must be made as an amendment to this funding award and signed by both parties.

#### **Article VIII. TERMINATION**

If recipient fails to fulfill in timely and proper manner its obligations under this funding award, or if recipient shall violate any of the terms of this Funding award, WALNUT MIDDLE SCHOOL will provide recipient a written notice ten (10) days in advance of proposed termination. Recipient shall attempt to cure such failure in the time proceeding termination. If Recipient fails to cure such failure within this time, termination will proceed as scheduled. Additionally, this funding award may be terminated with written notice by WALNUT MIDDLE SCHOOL should the funding become terminated for any reason. Upon any termination by WALNUT MIDDLE SCHOOL, recipient will immediately cease further performance of the SOW.

The terms and provisions of this funding award hereunder shall survive any termination or expiration of this funding award as are intended to survive by their intent or meaning or as are required in accordance with the terms and provisions of this award

#### **Article IX. HOLD HARMLESS AND INSURANCE**

Each party shall be responsible for its negligent acts or omissions and the negligent acts or omissions of its employees, officers, or directors, to the extent allowed by law.

Each party shall maintain adequate and appropriate insurance or be self-insured with respect to its activities and indemnity obligations in connection with the conduct of this SOW. Each party may request copies of documentation evidencing the existence of such insurance and agree to provide prior written notice of any change or cancellation of such insurance coverage.

#### **Article X. REGULATORY COMPLIANCE**

The rules and regulations applicable to the SOW shall apply to this Subaward; applicable laws, regulations, and policies referred to in the Terms and Conditions are hereby incorporated by reference as they may be amended from time to time.

#### **Article XI. CERTIFICATIONS AND ASSURANCES**

##### **A. Credentialing and Privileging**

Recipient agrees to provide Funding Awardee with assurances that, during the term of this referral agreement, it and, as applicable, its individual healthcare practitioners furnishing the Referral Services to health center patients are and will remain: 1) duly licensed, certified and/or otherwise qualified to provide services hereunder, with appropriate training, education and experience in their particular field; 2) appropriately credentialed and privileged; and 3) eligible to participate in federal health care programs including Medicaid and Medicare.

##### **B. Certification Regarding Debarment and Suspension**

Recipient certifies by signing this funding award that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any federal department or agency.

**C. Certification Regarding Access to Records**

Recipient certifies by signing this funding award that it complies with the Uniform Guidance, will provide notice of the completion of required audits and any adverse findings which impact this funding award as required by 2 CFR § 200.501 - 200.521, and will provide access to records as required by parts 200.336, 200.337, and 200.201 as applicable.

**D. Use of Name**

Neither party shall use the other party's name, trademarks, or other logos in any publicity, advertising, or news release without the prior written approval of an authorized representative of that party. The parties agree that each party may use factual information regarding the existence and purpose of the relationship of the relationship that is the subject of this Subaward for legitimate business purposes, to satisfy any reporting and funding obligations, or as required by applicable law or regulations without permission from the other party. In any such statement, the relationship of the parties shall be accurately and appropriately described.

**Grand Island Public Schools:**

By: Robin R. Dexter  
Name: Robin R. Dexter  
Title: Assoc. Supt. GIPS

12/09/2020  
Date

**Heartland Health Center:**

By: Tami Smith  
Name: Tami Smith  
Title: CEO

12/9/2020  
Date



GIPS Stolley Park Elementary New Construction  
Change Order Listing

Change Order Number	Date	Change Order Explanation	Amount	Current Contract Amount	Date Approved Dir Bldgs & Grnds	Date Approved Fac/Fin Committee	Date Approved Board of Ed
		Original Contract Amount		<b>12,072,635.00</b>			
001	1/30/2018	Item 1: Add additional storm pipe	1,652.00	12,074,287.00			
001	1/30/2018	Item 2: Change indicated water coolers to bottle filling stations	1,841.00	12,076,128.00			
001	12/14/2015	Item 3: Reroute fiber line	3,508.00	12,079,636.00			
001	12/14/2015	Item 4: Add floor drain at Toilet Room A137	375.00	12,080,011.00			
001	12/14/2015	Item 5: Revise electrical circuiting for kitchen hood	923.00	12,080,934.00			
001	12/14/2015	Item 6: Add new LED monument sign	59,915.00	12,140,849.00	2/16/2018	2/27/2018	3/8/2018
002	10/2/2018	Item 1: Remove outlets for short-throw projector.	(1,088.00)	12,139,761.00			
002	10/2/2018	Item 2: Add power for auto door operator.	945.00	12,140,706.00			
002	10/2/2018	Item 3: Add additional signs at gym	446.00	12,141,152.00			
002	10/2/2018	Item 4: Change playground tether ball to funnel ball	1,314.00	12,142,466.00			
002	10/2/2018	Item 5: Revisions to sitework, including driveways	38,840.00	12,181,306.00			
002	10/2/2018	Item 6: Change from irrigation well to booster pump	7,688.00	12,188,994.00			
002	10/2/2018	Item 7: Change to sitework due to Williams Street project	(2,405.00)	12,186,589.00			
002	10/2/2018	Item 8: Install control joints in kitchen gypsum board	1,027.00	12,187,616.00			
002	10/2/2018	Item 9: Eliminate painting of Mechanical Room B200	(4,070.00)	12,183,546.00			
002	10/2/2018	Item 10: Revised grading at east parking lot	(202.75)	12,183,343.25			
003	10/17/2019	Item 1: Add stoop at Administration door	3,268.00	12,186,611.25			
003	10/17/2019	Item 2: Cleaning and restoration of existing brick piers	2,268.00	12,188,879.25			
003	10/17/2019	Item 3: Lower existing manholes	1,634.00	12,190,513.25			

GIPS Stolley Park Elementary New Construction  
Change Order Listing

003	10/17/2019	Item 4: Modify storm drain and sprinkler system	5,700.00	12,196,213.25			
003	10/17/2019	Item 5: Modify irrigation system	825.00	12,197,038.25			
003	10/17/2019	Item 6: Credit for gas bill	(8,806.00)	12,188,232.25			
003	10/17/2019	Item 7: Eliminate work at east parking lot	(2,685.00)	12,185,547.25			
003	10/17/2019	Item 8: Add additional lawn seeding at Williams Street	4,023.00	12,189,570.25			
004	12/16/2020	Item 1: Credit for accepting subcontractors non-conforming work	(10,450.00)	12,179,120.25			
004	12/16/2020	Item 2: Add for GIPS agreed portion of boiler cleaning	3,952.00	12,183,072.25			
			Totals	% of Total			
		Original Contract	\$12,072,635	99.09351%			
		Total Change Orders Amount and as a % of Total Spending	\$110,438	0.90649%			
		<b>Grand Total</b>	<b>\$12,183,073</b>	<b>100.00000%</b>			
		CHANGE ORDERS AS A PERCENTAGE OF ORIGINAL CONTRACT		0.91478%			



# AIA Document G701™ – 2017

## Change Order

**PROJECT:** *(Name and address)*  
New Stolley Park Elementary School  
Grand Island, NE

**CONTRACT INFORMATION:**  
Contract For: General Construction  
Date: March 3, 2017

**CHANGE ORDER INFORMATION:**  
Change Order Number: 4  
Date: December 16, 2020

**OWNER:** *(Name and address)*  
Grand Island Public Schools  
P.O. Box 4904  
Grand Island, NE 68802-4904

**ARCHITECT:** *(Name and address)*  
CMBA Architects  
208 N. Pine St., Suite 301  
Grand Island, NE 68801

**CONTRACTOR:** *(Name and address)*  
Kingery Construction  
201 N. 46<sup>th</sup> St.  
Lincoln, NE 68503

**THE CONTRACT IS CHANGED AS FOLLOWS:**

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

Item 1: Credit for accepting subcontractors non-conforming work.	DEDUCT (\$10,450.00)
Item 2: Add for GIPS agreed portion of boiler cleaning.	ADD \$3,952.00

<b>TOTAL DEDUCT THIS CHANGE ORDER</b>	<b>(\$6,498.00)</b>
---------------------------------------	---------------------

The original Contract Sum was	\$ 12,072,635.00
The net change by previously authorized Change Orders	\$ 116,935.25
The Contract Sum prior to this Change Order was	\$ 12,189,570.25
The Contract Sum will be decreased by this Change Order in the amount of	\$ 6,498.00
The new Contract Sum including this Change Order will be	\$ 12,183,072.25

The Contract Time will be unchanged by Zero (0) days.  
The new date of Substantial Completion will be unchanged.

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

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

CMBA Architects  
**ARCHITECT** *(Firm name)*

Kingery Construction  
**CONTRACTOR** *(Firm name)*

Grand Island Public Schools  
**OWNER** *(Firm name)*

**SIGNATURE**

**SIGNATURE**

**SIGNATURE**

James R. Brisnehan  
**PRINTED NAME AND TITLE**

Rick Wintermute  
**PRINTED NAME AND TITLE**

Dan O. Petsch  
**PRINTED NAME AND TITLE**

**DATE**

**DATE**

**DATE**



Plibrico Company, LLC - Omaha  
 2815 N. 11th Street  
 Omaha, NE 68110

TEL: 402-345-3223  
 FAX: 402-345-7933

SEND REMITTANCE PAYABLE TO:  
 Plibrico Company LLC  
 23416 Network Place  
 CHICAGO, IL 60673-1234  
 TEL: 312-337-9000  
 FAX: 312-337-9003

**INVOICE**

Page: 1

Invoice Number: 104777  
 Invoice Date: 12/16/2020

Bill  
 To: JERRY'S SHEETMETAL HEATING & COOLING INC  
 907 WEST OKLAHOMA  
 GRAND ISLAND, NE 68801

Ship  
 To: STOLLEY PARK ELEMENTARY SCHOOL  
 1700 W STOLLEY PARK RD  
 GRAND ISLAND, NE 68801

Customer ID	P.O. Number	SalesPerson	Job No.	Terms	Due Date
OM3042	STOLLEY PARK BOILER	MIKE WINKELMANN	HV00776	Net 30 Days	1/15/2021

NOTES: CONTRACT FOR 2 YEAR INSPECTION & FIRESIDE CAUSTIC SODA CLEANING ON  
 TWO AERCO BOILERS @ \$5,150.00 EACH & REPLACEMENT OF ONE EXHAUST  
 MANIFOLD @ \$2,875.00 AT STOLLEY PARK ELEMENTARY IN GRAND ISLAND.

DESCRIPTION	CURRENT BILLING
CONTRACT	\$13,175.00

Amount Subject to Sales Tax USD 0  
 Amount Exempt from Sales Tax 13,175.00

<b>Subtotal:</b>	<b>13,175.00</b>
Invoice Discount:	0.00
	0.00
<b>Total USD:</b>	<b>13,175.00</b>

Stolley Park Punchlist Review 11/2/2020

( \* As Builts  
# O + M )

- \$150- Classroom 200 - glazing gasket too short - EAST WINDOW
- \$500- " 212 - gouge in aluminum framing
- \$100- Media Center 104 - door gasket damaged.
- \$2,000- North Vestibule A123 - Aluminum doors & frame, damaged.

~~Main Entrance - Plaque - level looks bad caused to ok  
false joints in precast.~~

- \$2,500- " " damage/scratches in Aluminum doors & frames
- \$700- " " scratches to glass
- \$2,000- " " scratch in aluminum door to office
- \$100- see Vestibule million holder

- \$150- Door 12 - West door @ classrooms - replace brush
- \$1,500- Door 17 - East door @ classrooms - damaged bent metal.  
closer metal

Outside North Vestibule - grind sidewalk for positive drainage

- Outside ~~Etched Aluminum frames Entrance~~
- \$500- Hot pour low @ west drive outside door 12
- \$250- Grind walk @ North vestibule for positive drainage

same

\$10,450-

Precast marred e head of Entrance Window.  
 1 above main canopy e red plaster  
 2 windows 2 above NW & SW rooms - leaking

## Laurie Gress

---

**From:** Jim Brisnehan  
**Sent:** Wednesday, December 16, 2020 2:37 PM  
**To:** Laurie Gress  
**Subject:** FW: FW: Stolley Final Change Order  
**Attachments:** 104777 - HV00776 - JERRY'S SHEETMETAL @ STOLLEY PARK ELEMENTARY.pdf; Stolley Park-Punch List Cost Assessment-11-19-2020.pdf

*\*\*Please note: CMBA Architects is taking precautionary measures to ensure the safety, health and well-being of our employees, customers, clients and the community to reduce the impact of COVID-19. Our offices will remain temporarily closed to the general public until further notice. CMBA Architects remains fully operational and will do our best to accommodate your needs.*

**JAMES BRISNEHAN** AIA  
PRINCIPAL

**CMBA ARCHITECTS**  
P 308.384.4444 ext 2025  
M 308.379.5126

[WWW.CMBAARCHITECTS.COM](http://WWW.CMBAARCHITECTS.COM)

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**From:** Dan Petsch <dpetsch@gips.org>  
**Sent:** Wednesday, December 16, 2020 2:23 PM  
**To:** Jim Brisnehan <brisnehan.j@cmbaarchitects.com>  
**Cc:** Virgil Harden <vharden@gips.org>  
**Subject:** Fwd: FW: Stolley Final Change Order

Hi Jim.  
Please issue a final change order for Stolley for these last few items.  
Questions, let me know.

----- Forwarded message -----

**From:** Rick Wintermute <RickW@kccobuilders.com>  
**Date:** Wed, Dec 16, 2020 at 2:12 PM  
**Subject:** FW: Stolley Final Change Order  
**To:** Dan Petsch <dpetsch@gips.org>  
**Cc:** Chris Foged <ChrisF@kccobuilders.com>

Dan,

Will need a final change order as follows:

Credit for accepting subcontractors non-conforming work	-10,450.00
Add for GIPS agreed portion of Boiler cleaning	<u>3,952.00</u>
CO amount	-6,498.00

I am not aware of anything else that did not get implemented into a CO unless you know of anything

rick



**RICK L. WINTERMUTE**  
Vice President  
Kingery Construction Co.  
RickW@kccobuilders.com  
direct 531.739.9533    main 402.465.4400  
cell 402.525.8702    fax 402.465.4529  
201 N 46th St, Lincoln NE 68503  
www.kccobuilders.com

**From:** KC <[kc@jerryssheetmetal.com](mailto:kc@jerryssheetmetal.com)>  
**Sent:** Wednesday, December 16, 2020 12:13 PM  
**To:** Rick Wintermute <[RickW@kccobuilders.com](mailto:RickW@kccobuilders.com)>  
**Cc:** [bj@oharaplumbing.net](mailto:bj@oharaplumbing.net); [pat@oharaplumbing.net](mailto:pat@oharaplumbing.net); Dan Petsch <[dpetsch@gips.org](mailto:dpetsch@gips.org)>  
**Subject:** FW: Stolley

Rick please see attached.

I believe the agreement was.

O'Hara Plumbing 25%

Jerry's S/M 25%

Kingery 20%

GIPS 30%

Thank you,

K. C. Hehnke

Jerry's Sheetmetal

907 West Oklahoma

Grand Island NE 68801

308-384-2881

308-384-6267 (Fax)

308-380-6559 (Mobile)

---

**From:** Pamela Hendry [<mailto:phendry@plibrico.com>]

**Sent:** Wednesday, December 16, 2020 11:43 AM

**To:** KC

**Cc:** Mike Winkelmann

**Subject:** RE: Stolley

K.C

Please see attached.

Thank you

**Pamela Hendry**

Office Manager

**Plibrico Company, LLC**

2815 N. 11th Street

Omaha, NE 68110  
Office: (402) 345-3223

Direct: (402) 952-3802

Fax: (402) 345-7933

[www.plibrico.com](http://www.plibrico.com)



**From:** Mike Winkelmann <[mwinkelmann@plibrico.com](mailto:mwinkelmann@plibrico.com)>  
**Sent:** Wednesday, December 16, 2020 10:34 AM  
**To:** Pamela Hendry <[phendry@plibrico.com](mailto:phendry@plibrico.com)>  
**Cc:** KC <[kc@jerryssheetmetal.com](mailto:kc@jerryssheetmetal.com)>  
**Subject:** FW: Stolley  
**Importance:** High

Pam,

PLEASE send KC a copy of the invoice by email today, this is the one I sent you and Rai last week and he needs this invoice so they can get paid from the original installation project.

Mike Winkelmann

Mechanical Services G.M.

**Plibrico Company, L.L.C.**

2815 N 11<sup>th</sup> Street

Omaha, NE 68110

[mwinkelman@plibrico.com](mailto:mwinkelman@plibrico.com)

(402) 952-3801 Direct

(402) 345-3223 Office

(402) 345-7933 Fax

(402) 630-2477 Cell

[www.plibrico.com](http://www.plibrico.com)

[www.plibrico.com/mechanical/](http://www.plibrico.com/mechanical/)

REFRACTORIES • ENGINEERING • CONSTRUCTION



**From:** KC <[kc@jerrysheetmetal.com](mailto:kc@jerrysheetmetal.com)>

**Sent:** Wednesday, December 16, 2020 8:34 AM

**To:** 'Rick Wintermute' <[RickW@kccobuilders.com](mailto:RickW@kccobuilders.com)>; Mike Winkelmann <[mwinkelman@plibrico.com](mailto:mwinkelman@plibrico.com)>

**Cc:** [bj@oharaplumbing.net](mailto:bj@oharaplumbing.net)

**Subject:** RE: Stolley

Mike, Can you please check on your invoice? We have not seen it yet.

Thanks,

K. C. Hehnke

Jerry's Sheetmetal

907 West Oklahoma

Grand Island NE 68801

308-384-2881

308-384-6267 (Fax)

308-380-6559 (Mobile)

---

**From:** Rick Wintermute [<mailto:RickW@kccobuilders.com>]  
**Sent:** Wednesday, December 09, 2020 2:45 PM  
**To:** KC; 'Mike Winkelmann'  
**Cc:** [bj@oharaplumbing.net](mailto:bj@oharaplumbing.net)  
**Subject:** RE: Stolley

Thanks KC



**RICK L. WINTERMUTE**  
Vice President  
Kingery Construction Co.  
[RickW@kccobuilders.com](mailto:RickW@kccobuilders.com)  
direct 531.739.9533    main 402.465.4400  
cell 402.525.8702    fax 402.465.4529  
201 N 46th St, Lincoln NE 68503  
[www.kccobuilders.com](http://www.kccobuilders.com)

**From:** KC <[kc@jerryssheetmetal.com](mailto:kc@jerryssheetmetal.com)>  
**Sent:** Wednesday, December 9, 2020 2:44 PM  
**To:** Rick Wintermute <[RickW@kccobuilders.com](mailto:RickW@kccobuilders.com)>; 'Mike Winkelmann' <[mwinkelmann@plibrico.com](mailto:mwinkelmann@plibrico.com)>  
**Cc:** [bj@oharaplumbing.net](mailto:bj@oharaplumbing.net)  
**Subject:** RE: Stolley

Mike,

We REALLY need your bill for the boiler repair at Stolley Park School.

We are waiting on final payment of \$125,000.00 for two years and cannot get it until we have your bill due to this boiler issue. Please send your bill ASAP.

Can you also please send us any documentation that the boilers are fine.

Thanks,

K. C. Hehnke

Jerry's Sheetmetal

907 West Oklahoma

Grand Island NE 68801

308-384-2881

308-384-6267 (Fax)

308-380-6559 (Mobile)

---

**From:** Rick Wintermute [<mailto:RickW@kccobuilders.com>]

**Sent:** Wednesday, December 09, 2020 2:36 PM

**To:** KC

**Cc:** [bj@oharaplumbing.net](mailto:bj@oharaplumbing.net)

**Subject:** RE: Stolley

In order to get the final payment from GIPS, I need the \$ for the boiler repair so I can do the final change order and final billing.

If I can get the costs, then I can do what I need to do.

Would like to get all this done and everyone paid by end of year.



**RICK L. WINTERMUTE**

Vice President

Kingery Construction Co.

RickW@kccobuilders.com

direct 531.739.9533 main 402.465.4400

cell 402.525.8702 fax 402.465.4529

201 N 46th St, Lincoln NE 68503

www.kccobuilders.com

**From:** KC <[kc@jerryssheetmetal.com](mailto:kc@jerryssheetmetal.com)>  
**Sent:** Wednesday, December 9, 2020 2:31 PM  
**To:** Rick Wintermute <[RickW@kccobuilders.com](mailto:RickW@kccobuilders.com)>  
**Cc:** [bj@oharaplumbing.net](mailto:bj@oharaplumbing.net)  
**Subject:** RE: Stolley

Rick,

We have not been paid these two invoices.

I have been asking the boiler guy for his invoice and have never received it.

Are we looking to get paid soon?

Thanks,

K. C. Hehnke

Jerry's Sheetmetal

907 West Oklahoma

Grand Island NE 68801

308-384-2881

308-384-6267 (Fax)

308-380-6559 (Mobile)

---

**From:** Rick Wintermute [<mailto:RickW@kccobuilders.com>]

**Sent:** Friday, November 27, 2020 2:42 PM

**To:** [kc@jerryssheetmetal.com](mailto:kc@jerryssheetmetal.com)

**Subject:** Stolley

KC,

Working on finalizing contract sums and want to make certain we have all the changes incorporated.

I haven't seen anything on the final cost for the boiler work.

Please send me what you show as balance outstanding and the cost of the boiler work.

Thanks

rick



**RICK L. WINTERMUTE**

Vice President

Kingery Construction Co.

[RickW@kccobuilders.com](mailto:RickW@kccobuilders.com)

direct 531.739.9533 main 402.465.4400

cell 402.525.8702 fax 402.465.4529

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Dan O. Petsch  
Director Of Buildings & Grounds  
123 South Webb Rd.  
P.O. Box 4904  
Grand Island, NE 68802-4904  
308/385-5900  
Fax: 308/385-5568  
[dpetsch@gips.org](mailto:dpetsch@gips.org)

GRAND ISLAND PUBLIC SCHOOLS

ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT Form

In order to make sure that all members of the Grand Island Public Schools community understand and agree to these rules of conduct for use of the e-mail and Internet systems of the school district, the Grand Island Public Schools asks that you, as an administrator, faculty member, or staff members user, sign the following statement:

I have received a copy of, and have read, the Internet Safety and Acceptable Use Policy adopted by the Grand Island Public Schools, and I understand and will abide by those district guidelines and conditions for the use of the facilities of Grand Island Public Schools and access to the Internet. I further understand that any violation of the district guidelines is unethical and may constitute a criminal offence. Should I commit any violation, my access privileges will be revoked. School disciplinary action and/or appropriate legal action will be taken.

I agree not to hold the Grand Island Public Schools, any of its employees, or any institution providing network access to Grand Island Public Schools responsible for the performance of the system or the content or any material accessed through it.

Employee's Name Erika Wolfe

Employee's Signature Erika P Wolfe Date 1-14-2001

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

Grand Island Public Schools

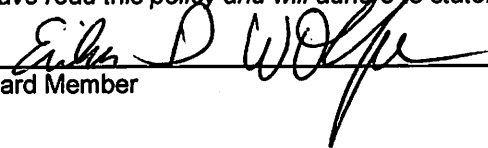
- E. The Board of Education will:
  - a. Hire and evaluate the Superintendent's performance. The Superintendent is the only employee the Board oversees.
  - b. Adopt, review, and revise policy.
  - c. Establish the strategic plan goals for the District.
  - d. Establish a budget to reflect/support the strategic plan.
  - e. Advocate for public education.
- F. The Board of Education will have the opportunity to participate in professional development:
  - a. Attend one national conference of their choosing for the budget year.
  - b. Attend conferences as presenters as appropriate.
  - c. Attend local, regional, and state BOE conferences.

**VI. Board of Education Collaboration**

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

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

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

  
Board Member

1-14-2021  
Date

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

GRAND ISLAND PUBLIC SCHOOLS

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Employee's Name JOSHUA HAWLEY

Employee's Signature [Signature] Date 1-14-21

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Grand Island Public Schools

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\_\_\_\_\_  
Board Member

*1-14-21*  
\_\_\_\_\_  
Date

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

Grand Island Public Schools

BOARD MEMBER OATH OF OFFICE

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

I, Joshua Hawley, do solemnly swear that I will support the constitution of the United States and the constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Education of the School District of Grand Island, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position, I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

  
 \_\_\_\_\_  
 Ward C Board Member

  
 \_\_\_\_\_  
 Dr. Robin R. Dexter, Secretary of the Board

1/14/21  
 \_\_\_\_\_  
 Date

1/14/2021  
 \_\_\_\_\_  
 Date

GRAND ISLAND PUBLIC SCHOOLS

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Employee's Name Lisa M Albers  
Employee's Signature [Signature] Date YITH

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

Grand Island Public Schools


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Board Member

1/14/21  
\_\_\_\_\_  
Date

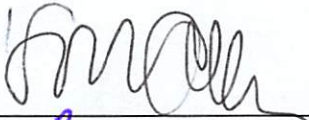
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Grand Island Public Schools

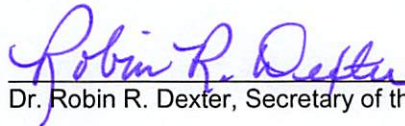
BOARD MEMBER OATH OF OFFICE

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

I, Lisa Albers, do solemnly swear that I will support the constitution of the United States and the constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Education of the School District of Grand Island, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.



Ward B Board Member

  
Dr. Robin R. Dexter, Secretary of the Board

1/14/21

Date

1/14/2021

Date

## 2111 BOARD OPERATING PRINCIPLES

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

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

### **I. Educational Advocate**

#### **Vision:**

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

#### **Mission Statement:**

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

#### **Student Commitments:**

Within the school district of Grand Island

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

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

#### **Public**

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

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

#### **Board Member**

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

- A. The Superintendent will be notified of issues that are causing concern for the board member, including individual or collected board concerns regarding staff or district operations.

## Grand Island Public Schools

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

### **III. Meeting Format**

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

#### ***Board Meetings***

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

#### ***Board of Education Committees***

- A. Standing committees will be established to allow issues to be reviewed in great length, so the regular monthly meetings are run efficiently and timely. The committees are:
  - 1. Personnel
  - 2. Policy Review
  - 3. Facilities and Finance
  - 4. Leading for Learning (Americanism)
- B. The district will establish and maintain additional committees as needed to include Ad hoc committees, task forces, and/or advisory councils or coalitions (see policy 2231). The Board President will ask for interested participants, and provide opportunities for all board members to participate in these additional committees.
- C. Ad hoc committees are formed on an annual basis and may include:
  - 1. Legislative and Greater Nebraska School Association (GNSA)
  - 2. Calendar
  - 3. Grand Island Public Schools Education Foundation
  - 4. Extra Standard

5. Labor Relations
  6. Safety
- D. Advisory Councils or Coalitions are formed to assist the Board in carrying out their work by providing expertise and advice in selected areas. These groups do not have any governance responsibilities. Examples are:
1. Public Relations and Partnership Development
    - a. The Board President, Vice President, and two Board Members will serve on the Public Relations and Partnership Development Advisory Council as well as Cabinet Representative, Superintendent, and Community Representatives
  2. Parent Advisory Council
  3. Key Communicators
  4. Teacher Leader Coalition
- E. All board committee agendas and minutes will be posted to an electronic Board Committee folder for all board members to view.
- F. The committees do not have power to take formal action on issues without a full vote of the Board of Education.
- G. Non-committee board members wishing to attend specific committee meetings will make their request through the Superintendent's office.
- H. Board committees will report regularly at Board of Education meetings to ensure that information discussed in committee is made public.
- I. Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education:
1. What is the identified need?
  2. Administrative Rationale for BOE Agenda
  3. Proposed Action
  4. Data/Research Assessed
  5. Stakeholder Group(s) Involved
  6. Summary
  7. Fiscal Impact
  8. Persons Responsible for Implementation
  9. Implementation Plan: Monitor/Evaluate – Board Report/Follow-up

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

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

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

**Statement:**

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

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

## V. Board Leadership

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

### A. Board President and Board Vice-President Positions

- a. The positions of Board President and Board Vice-President shall be elected annually at the January Board of Education meeting.
- b. Within two days following the November board meeting, the current Board President and Board Vice-President will notify the Board Secretary and the Board of Education of their interest and willingness to be considered for re-election of their positions.
- c. Board members interested in being considered for Board President or Board Vice-President shall make their intentions known to the Board Secretary and the Board of Education on or before December 1<sup>st</sup>.
- d. All board members expressing an interest in the positions will be subject to nomination for office at the January meeting.
- e. The Board Secretary will facilitate the election process at the January meeting.

### B. The Board President will:

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

### C. Board Vice-President will:

- a. Plan and participate in orientation sessions for new board members.
- b. Meet monthly with the Board President and Superintendent to plan meeting agendas.
- c. Serve as Board President in all capacities in the absence of the Board President.

### D. Board Members (including President & Vice-President) will:

- a. Attend all school board meetings.
- b. Attend and participate in meetings on assigned committees.
- c. Attend special meetings/functions of the district as requested or required (for example, graduation, specific school programs, etc).
- d. Represent the Board of Education at official school, community, state and national functions.
- e. Read and study all necessary documentation prior to discussion on issues or action items.
- f. Participate in continual professional development and attendance at NASB, NSBA, and other national conferences or meetings as agreed upon by the Board.
- g. Personally uphold these operating principles, and hold fellow board members accountable.

## GRAND ISLAND PUBLIC SCHOOLS

### 6213 STAFF USE OF ELECTRONIC COMMUNICATION DEVICES AND ADMINISTRATIVE GUIDELINES FOR NETWORK USE

The Grand Island Public Schools may assign portable laptop computers and/or other electronic devices such as an iPad or camera to staff in order to facilitate instructional and administrative duties. These devices will be collectively referred to as Electronic Communication Devices or ECDs. All district ECDs are provided to staff members for a non-specified period of time as deemed appropriate by the district administration. District policies governing the use of technology apply to the use of all district-owned equipment at all times whether inside or outside the school premises. District assigned district ECDs will be formatted with the Grand Island Public Schools' standard image, including the basic operating system, Grand Island Public Schools' licensed software, and access to Grand Island Public Schools networks.

All staff members must sign ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT form before checking out a district ECD.

Grand Island Public Schools has the obligation to ensure that its computer resources are used properly and within the guidelines established by the district. Grand Island Public Schools' staff members assigned district ECDs must adhere to the following guidelines:

1. ECDs are to be utilized to support school-related activities.
2. ECDs are for the sole use of staff members, and not for use by family members or any other person.
3. The staff member is responsible for the safety and security of the ECD at all times. The equipment must be secured when not in use.
4. The assigned ECD is the property of Grand Island Public Schools and will be managed by the technology department staff.
5. If the staff member should resign from the district or the administration determines that the equipment is no longer necessary to the staff member's position, the equipment will be returned to the technology department.
6. Software may not be installed on or removed from the assigned portable ECD without specific permission from technology department staff.
7. Grand Island Public Schools reserves the right to monitor the systems of the ECD at any time without notice for signs of illegal or unauthorized activity and may access electronic files of users at any time without notice.
8. The assigned ECD will need periodic upgrades and/or repairs. Staff members must make the assigned equipment available to technology department staff at the requested time for upgrades and repairs.
9. If software/hardware problems arise, the ECD may need to be restored to its original settings and work files may be lost during the restore process. Documents, folders, and desktop files must be synchronized with the building server. Staff members are responsible for backing up data stored on the computer hard drive. Backups can be made on a server provided by the district or on local devices.
10. The assigned ECD must be maintained in clean condition. Food, drink, and dirty hands should be kept away from the equipment.
11. Any problem with the equipment must be reported immediately to the technology department staff.
12. Staff members will not be held responsible for ECD problems resulting from normal school-related use; however, staff members may be held personally responsible and liable for the total cost of repair or replacement of the device when loss or damages ~~problems~~ are caused by abuse or negligence as deemed by building and district administration.
13. Staff members must immediately report any damage or loss of the device to an administrator. If the ECD is lost or stolen the staff member responsible for the device shall file a police report and provide a copy to district administration.
14. Any questions, concerns, or interpretations of this policy not covered in this statement will be resolved at the discretion of Grand Island Public Schools' Director of Technology.

## GRAND ISLAND PUBLIC SCHOOLS

### Use of Personal ECDs by Staff Members:

1. Staff members may use personal ECDs (e.g., laptops, smart phones, personal digital assistants); however, these devices are acceptable for use only on the public unsecured network and, due to scarce technical resources, will have limited support of district technology staff. Once the device is used to access the network it is subject to all the network guidelines.
2. Use of the ECD is prohibited for personal use if that use:
  - results in the interruption of others during the scheduled school day; and
  - has an adverse effect on the proper operation of the network.
3. Personal use of the network is allowed during the following times:
  - before and after school or duty hours
  - during the workday but during non-duty time (e.g. uninterrupted lunch period); and
  - brief, but not extensive use (limited duration), during a planning period.

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  
1311–BULLYING AND HARRASSMENT  
5521–COPYRIGYT COMPLIANCE  
6213.1-Administrative Guidelines for Acceptable Use Agreement-Staff  
8456-STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES

Policy Approved: 6.12.2012  
Policy Reviewed: 02.11.2016  
Policy Revised: 07.12.2018

6213.1 Administrative Guidelines for Acceptable Use Agreement (Staff)

**General Regulations**

The Grand Island Public Schools network, the Internet, and other on-line resources provided by the district, hereafter "network", are intended to be used to support the instructional program and further student learning. The Grand Island Public Schools' network is to be used in a responsible, efficient, ethical, and legal manner in accordance with the mission of the district. All persons using the Grand Island Public Schools network must sign the *Acceptable Use Agreement Form-Staff* before using the Grand Island Public Schools' network.

**User Obligations and Responsibilities**

Users are authorized to use the district's network in accordance with user obligations and responsibilities specified below and in accordance with Board Policies 6213, 6251, and 7352.

1. Users shall log in and out of the computers and network resources using only their own username and password, additionally users will not share nor solicit usernames and passwords from others.
2. Users will not attempt to access, manipulate, or destroy other users' files or personal data, nor shall they impersonate another user during electronic communications. Users are also prohibited from intentionally uploading or downloading computer viruses in order to destroy data or acquire unrestricted access to files and network resources.
3. Users are prohibited from accessing, posting, sending, submitting, publishing, or displaying harmful matter or material that is threatening, obscene, disruptive, or sexually explicit, or that could be viewed as harassment or disparagement of others based on their race, national origin, sex, sexual orientation, age, disability, religion, or political beliefs.
4. Users shall not use the system to encourage the use of drugs, alcohol, or tobacco, nor shall they promote unethical practices or any activity prohibited by law or District policy.
5. Users will report any misuse of the network or computer resources to their supervisor, teacher, or building administrator immediately without alerting others.
6. Users are prohibited from using the network for corporate financial gain or political use. Additionally use of the network is prohibited for personal use if that use:
  - Results in the interruption of others during the scheduled school day; and
  - Has an adverse effect on the proper operation of the network.
7. Personal use of the network is allowed during the following times:
  - before and after school or duty hours;
  - during the workday but during non-duty time (e.g. uninterrupted lunch period); and
  - brief, but not extensive use (limited duration), during a planning period.
8. Due to the responsibilities of their role, users may have access to information that is highly sensitive or confidential and as such are prohibited from unauthorized disclosure, use, and dissemination of personal information regarding students and staff members.
9. The district has the right to monitor the activities of users on any electronic device that accesses the network. Additionally, electronic communications, created and downloaded material, current and deleted files, may be archived and monitored or read by district officials.

**Consequences of Violation of the Acceptable Use Agreement**

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.

**Review of Acceptable Use Agreement-Staff**

Appropriate and acceptable use of the Grand Island Public Schools' network and access to the Internet are taken very seriously. All new staff members must read and sign the *ADMINISTRATORS, FACULTY,*

GRAND ISLAND PUBLIC SCHOOLS

*AND STAFF AGREEMENT Form (Policy 6213.1) during the new employee orientation process. This agreement will be kept on file during the staff members' employment with the district.*

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
  - 1311-BULLYING AND HARASSMENT
  - 5521-COPYRIGHT COMPLIANCE
  - 6213-STAFF USE OF ELECTRONIC COMMUNICATION DEVICES
  - 6213.2-Acceptable Use Agreement Form - Staff
  - 8456-STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES
  - 8457-INTERNET SAFETY

## GRAND ISLAND PUBLIC SCHOOLS

### 2112 BOARD MEMBER CODE OF ETHICS

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

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

#### AS A SCHOOL BOARD MEMBER:

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

Legal Reference:       Neb. Statute 79-526

Policy Adopted: 08.09.2018

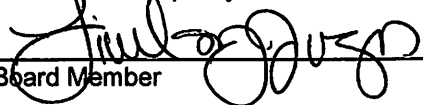
- E. The Board of Education will:
  - a. Hire and evaluate the Superintendent's performance. The Superintendent is the only employee the Board oversees.
  - b. Adopt, review, and revise policy.
  - c. Establish the strategic plan goals for the District.
  - d. Establish a budget to reflect/support the strategic plan.
  - e. Advocate for public education.
- F. The Board of Education will have the opportunity to participate in professional development:
  - a. Attend one national conference of their choosing for the budget year.
  - b. Attend conferences as presenters as appropriate.
  - c. Attend local, regional, and state BOE conferences.

**VI. Board of Education Collaboration**

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

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

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

  
Board Member

01/14/2021  
Date

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

Grand Island Public Schools

BOARD MEMBER OATH OF OFFICE

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

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

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

  
 \_\_\_\_\_  
 Ward A Board Member

  
 \_\_\_\_\_  
 Dr. Robin R. Dexter, Secretary of the Board

01/14/2021  
 \_\_\_\_\_  
 Date

1/14/2021  
 \_\_\_\_\_  
 Date

BOARD MEMBER OATH OF OFFICE

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

I, Lindsey Jurgens, do solemnly swear that I will support the constitution of the United States and the constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Education of the School District of Grand Island, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Lindsey Jurgens  
Ward A Board Member  
Date 01/14/2021

John R. Dexter  
Dr. Robin R. Dexter, Secretary of the Board  
Date 1/14/2021

Board Member Copy

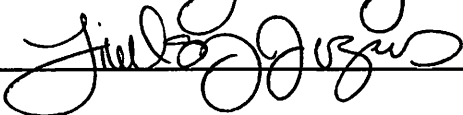
GRAND ISLAND PUBLIC SCHOOLS

ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT Form

In order to make sure that all members of the Grand Island Public Schools community understand and agree to these rules of conduct for use of the e-mail and Internet systems of the school district, the Grand Island Public Schools asks that you, as an administrator, faculty member, or staff members user, sign the following statement:

I have received a copy of, and have read, the Internet Safety and Acceptable Use Policy adopted by the Grand Island Public Schools, and I understand and will abide by those district guidelines and conditions for the use of the facilities of Grand Island Public Schools and access to the Internet. I further understand that any violation of the district guidelines is unethical and may constitute a criminal offence. Should I commit any violation, my access privileges will be revoked. School disciplinary action and/or appropriate legal action will be taken.

I agree not to hold the Grand Island Public Schools, any of its employees, or any institution providing network access to Grand Island Public Schools responsible for the performance of the system or the content or any material accessed through it.

Employee's Name Lindsey Jurgens  
Employee's Signature  Date 01/14/2021

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

## GRAND ISLAND PUBLIC SCHOOLS

### 6213 STAFF USE OF ELECTRONIC COMMUNICATION DEVICES AND ADMINISTRATIVE GUIDELINES FOR NETWORK USE

The Grand Island Public Schools may assign portable laptop computers and/or other electronic devices such as an iPad or camera to staff in order to facilitate instructional and administrative duties. These devices will be collectively referred to as Electronic Communication Devices or ECDs. All district ECDs are provided to staff members for a non-specified period of time as deemed appropriate by the district administration. District policies governing the use of technology apply to the use of all district-owned equipment at all times whether inside or outside the school premises. District assigned district ECDs will be formatted with the Grand Island Public Schools' standard image, including the basic operating system, Grand Island Public Schools' licensed software, and access to Grand Island Public Schools networks.

All staff members must sign ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT form before checking out a district ECD.

Grand Island Public Schools has the obligation to ensure that its computer resources are used properly and within the guidelines established by the district. Grand Island Public Schools' staff members assigned district ECDs must adhere to the following guidelines:

1. ECDs are to be utilized to support school-related activities.
2. ECDs are for the sole use of staff members, and not for use by family members or any other person.
3. The staff member is responsible for the safety and security of the ECD at all times. The equipment must be secured when not in use.
4. The assigned ECD is the property of Grand Island Public Schools and will be managed by the technology department staff.
5. If the staff member should resign from the district or the administration determines that the equipment is no longer necessary to the staff member's position, the equipment will be returned to the technology department.
6. Software may not be installed on or removed from the assigned portable ECD without specific permission from technology department staff.
7. Grand Island Public Schools reserves the right to monitor the systems of the ECD at any time without notice for signs of illegal or unauthorized activity and may access electronic files of users at any time without notice.
8. The assigned ECD will need periodic upgrades and/or repairs. Staff members must make the assigned equipment available to technology department staff at the requested time for upgrades and repairs.
9. If software/hardware problems arise, the ECD may need to be restored to its original settings and work files may be lost during the restore process. Documents, folders, and desktop files must be synchronized with the building server. Staff members are responsible for backing up data stored on the computer hard drive. Backups can be made on a server provided by the district or on local devices.
10. The assigned ECD must be maintained in clean condition. Food, drink, and dirty hands should be kept away from the equipment.
11. Any problem with the equipment must be reported immediately to the technology department staff.
12. Staff members will not be held responsible for ECD problems resulting from normal school-related use; however, staff members may be held personally responsible and liable for the total cost of repair or replacement of the device when loss or damages ~~problems~~ are caused by abuse or negligence as deemed by building and district administration.
13. Staff members must immediately report any damage or loss of the device to an administrator. If the ECD is lost or stolen the staff member responsible for the device shall file a police report and provide a copy to district administration.
14. Any questions, concerns, or interpretations of this policy not covered in this statement will be resolved at the discretion of Grand Island Public Schools' Director of Technology.

## GRAND ISLAND PUBLIC SCHOOLS

### Use of Personal ECDs by Staff Members:

1. Staff members may use personal ECDs (e.g., laptops, smart phones, personal digital assistants); however, these devices are acceptable for use only on the public unsecured network and, due to scarce technical resources, will have limited support of district technology staff. Once the device is used to access the network it is subject to all the network guidelines.
2. Use of the ECD is prohibited for personal use if that use:
  - results in the interruption of others during the scheduled school day; and
  - has an adverse effect on the proper operation of the network.
3. Personal use of the network is allowed during the following times:
  - before and after school or duty hours
  - during the workday but during non-duty time (e.g. uninterrupted lunch period); and
  - brief, but not extensive use (limited duration), during a planning period.

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  
1311–BULLYING AND HARRASSMENT  
5521–COPYRIGYT COMPLIANCE  
6213.1-Administrative Guidelines for Acceptable Use Agreement-Staff  
8456-STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES

Policy Approved: 6.12.2012  
Policy Reviewed: 02.11.2016  
Policy Revised: 07.12.2018

# GRAND ISLAND PUBLIC SCHOOLS

## 6213.1 Administrative Guidelines for Acceptable Use Agreement (Staff)

### General Regulations

The Grand Island Public Schools network, the Internet, and other on-line resources provided by the district, hereafter "network", are intended to be used to support the instructional program and further student learning. The Grand Island Public Schools' network is to be used in a responsible, efficient, ethical, and legal manner in accordance with the mission of the district. All persons using the Grand Island Public Schools network must sign the *Acceptable Use Agreement Form-Staff* before using the Grand Island Public Schools' network.

### User Obligations and Responsibilities

Users are authorized to use the district's network in accordance with user obligations and responsibilities specified below and in accordance with Board Policies 6213, 6251, and 7352.

1. Users shall log in and out of the computers and network resources using only their own username and password, additionally users will not share nor solicit usernames and passwords from others.
2. Users will not attempt to access, manipulate, or destroy other users' files or personal data, nor shall they impersonate another user during electronic communications. Users are also prohibited from intentionally uploading or downloading computer viruses in order to destroy data or acquire unrestricted access to files and network resources.
3. Users are prohibited from accessing, posting, sending, submitting, publishing, or displaying harmful matter or material that is threatening, obscene, disruptive, or sexually explicit, or that could be viewed as harassment or disparagement of others based on their race, national origin, sex, sexual orientation, age, disability, religion, or political beliefs.
4. Users shall not use the system to encourage the use of drugs, alcohol, or tobacco, nor shall they promote unethical practices or any activity prohibited by law or District policy.
5. Users will report any misuse of the network or computer resources to their supervisor, teacher, or building administrator immediately without alerting others.
6. Users are prohibited from using the network for corporate financial gain or political use. Additionally use of the network is prohibited for personal use if that use:
  - Results in the interruption of others during the scheduled school day; and
  - Has an adverse effect on the proper operation of the network.
7. Personal use of the network is allowed during the following times:
  - before and after school or duty hours;
  - during the workday but during non-duty time (e.g. uninterrupted lunch period); and
  - brief, but not extensive use (limited duration), during a planning period.
8. Due to the responsibilities of their role, users may have access to information that is highly sensitive or confidential and as such are prohibited from unauthorized disclosure, use, and dissemination of personal information regarding students and staff members.
9. The district has the right to monitor the activities of users on any electronic device that accesses the network. Additionally, electronic communications, created and downloaded material, current and deleted files, may be archived and monitored or read by district officials.

### Consequences of Violation of the Acceptable Use Agreement

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.

### Review of Acceptable Use Agreement-Staff

Appropriate and acceptable use of the Grand Island Public Schools' network and access to the Internet are taken very seriously. All new staff members must read and sign the *ADMINISTRATORS, FACULTY,*

**GRAND ISLAND PUBLIC SCHOOLS**

**AND STAFF AGREEMENT Form (Policy 6213.1) during the new employee orientation process. This agreement will be kept on file during the staff members' employment with the district.**

**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  
1311-BULLYING AND HARRASSMENT  
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6213-STAFF USE OF ELECTRONIC COMMUNICATION DEVICES  
6213.2-Acceptable Use Agreement Form - Staff  
8456-STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES  
8457-INTERNET SAFETY**

GRAND ISLAND PUBLIC SCHOOLS


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In order to make sure that all members of the Grand Island Public Schools community understand and agree to these rules of conduct for use of the e-mail and Internet systems of the school district, the Grand Island Public Schools asks that you, as an administrator, faculty member, or staff members user, sign the following statement:

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I agree not to hold the Grand Island Public Schools, any of its employees, or any institution providing network access to Grand Island Public Schools responsible for the performance of the system or the content or any material accessed through it.

Employee's Name Terry A. Brown

Employee's Signature  Date 1/14/21

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

## 2111 BOARD OPERATING PRINCIPLES

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

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

### **I. Educational Advocate**

#### **Vision:**

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

#### **Mission Statement:**

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

#### **Student Commitments:**

Within the school district of Grand Island

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

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

#### **Public**

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

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

#### **Board Member**

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

- A. The Superintendent will be notified of issues that are causing concern for the board member, including individual or collected board concerns regarding staff or district operations.

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

### **III. Meeting Format**

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

#### ***Board Meetings***

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

#### ***Board of Education Committees***

- A. Standing committees will be established to allow issues to be reviewed in great length, so the regular monthly meetings are run efficiently and timely. The committees are:
  - 1. Personnel
  - 2. Policy Review
  - 3. Facilities and Finance
  - 4. Leading for Learning (Americanism)
- B. The district will establish and maintain additional committees as needed to include Ad hoc committees, task forces, and/or advisory councils or coalitions (see policy 2231). The Board President will ask for interested participants, and provide opportunities for all board members to participate in these additional committees.
- C. Ad hoc committees are formed on an annual basis and may include:
  - 1. Legislative and Greater Nebraska School Association (GNSA)
  - 2. Calendar
  - 3. Grand Island Public Schools Education Foundation
  - 4. Extra Standard

5. Labor Relations
  6. Safety
- D. Advisory Councils or Coalitions are formed to assist the Board in carrying out their work by providing expertise and advice in selected areas. These groups do not have any governance responsibilities. Examples are:
1. Public Relations and Partnership Development
    - a. The Board President, Vice President, and two Board Members will serve on the Public Relations and Partnership Development Advisory Council as well as Cabinet Representative, Superintendent, and Community Representatives
  2. Parent Advisory Council
  3. Key Communicators
  4. Teacher Leader Coalition
- E. All board committee agendas and minutes will be posted to an electronic Board Committee folder for all board members to view.
- F. The committees do not have power to take formal action on issues without a full vote of the Board of Education.
- G. Non-committee board members wishing to attend specific committee meetings will make their request through the Superintendent's office.
- H. Board committees will report regularly at Board of Education meetings to ensure that information discussed in committee is made public.
- I. Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education:
1. What is the identified need?
  2. Administrative Rationale for BOE Agenda
  3. Proposed Action
  4. Data/Research Assessed
  5. Stakeholder Group(s) Involved
  6. Summary
  7. Fiscal Impact
  8. Persons Responsible for Implementation
  9. Implementation Plan: Monitor/Evaluate – Board Report/Follow-up

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

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

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

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

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

## V. Board Leadership

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

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

# Grand Island Public Schools


- E. The Board of Education will:
- a. Hire and evaluate the Superintendent's performance. The Superintendent is the only employee the Board oversees.
  - b. Adopt, review, and revise policy.
  - c. Establish the strategic plan goals for the District.
  - d. Establish a budget to reflect/support the strategic plan.
  - e. Advocate for public education.
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- a. Attend one national conference of their choosing for the budget year.
  - b. Attend conferences as presenters as appropriate.
  - c. Attend local, regional, and state BOE conferences.

## VI. Board of Education Collaboration

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

- A. We each have the freedom, opportunity, and responsibility to express his or her own beliefs about quality education.
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- F. While we all have a personal point of view, our decisions will be based on the best interests of students.
- G. We will engage only in designated meetings and not in "meetings before the meetings" or "meetings after the meetings".
- H. We will channel personal requests for information through the Superintendent's office.

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

  
\_\_\_\_\_  
Board Member

*1/14/21*  
\_\_\_\_\_  
Date

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

BOARD MEMBER OATH OF OFFICE

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

I, Terry Brown, do solemnly swear that I will support the constitution of the United States and the constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Education of the School District of Grand Island according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Ward A Board Member

Terry Brown

Date

1/14/2021

Date

1/14/2021

Dr. Robin R. Dexter, Secretary of the Board

Robin R. Dexter

District copy

GRAND ISLAND PUBLIC SCHOOLS


ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT Form

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I agree not to hold the Grand Island Public Schools, any of its employees, or any institution providing network access to Grand Island Public Schools responsible for the performance of the system or the content or any material accessed through it.

Employee's Name B. David Hurlinster

Employee's Signature  Date 1-11-21

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

Grand Island Public Schools

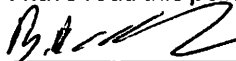
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Board Member

1-14-21  
\_\_\_\_\_  
Date

Policy Adopted: 10-5-00  
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Grand Island Public Schools

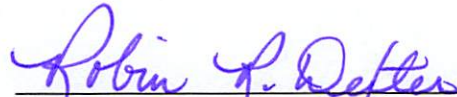
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I, Dave Hulinsky, do solemnly swear that I will support the constitution of the United States and the constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Education of the School District of Grand Island according to law, to the best of my ability. And I do further swear that I do not advocate nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.



Ward B Board Member



Dr. Robin R. Dexter, Secretary of the Board

1-14-21

Date

1/14/2021

Date

GRAND ISLAND PUBLIC SCHOOLS

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I agree not to hold the Grand Island Public Schools, any of its employees, or any institution providing network access to Grand Island Public Schools responsible for the performance of the system or the content or any material accessed through it.

Employee's Name DAN BROSI

Employee's Signature  Date 1-14-21

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

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*David Brozy*  
Board Member

*1-14, 2021*  
Date

Policy Adopted: 10-5-00  
Policy Revised: 7-10-03  
Policy Revised: 1-11-07  
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Employee's Name Bonnie M. Hinkle

Employee's Signature Bonnie M. Hinkle Date 1/14/2021

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

Grand Island Public Schools

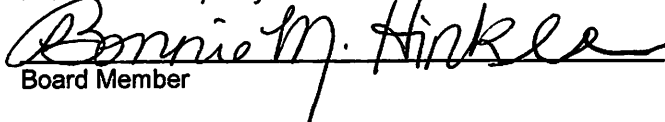
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Board Member

11/14/2021  
Date

Policy Adopted: 10-5-00  
Policy Revised: 7-10-03  
Policy Revised: 1-11-07  
Policy Revised: 10.14.2010  
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\_\_\_\_\_  
Ward \_\_ Board Member

\_\_\_\_\_  
Dr. Robin R. Dexter, Secretary of the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## 2111 BOARD OPERATING PRINCIPLES

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

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

### **I. Educational Advocate**

#### **Vision:**

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

#### **Mission Statement:**

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

#### **Student Commitments:**

Within the school district of Grand Island

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

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

#### **Public**

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

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

#### **Board Member**

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

- A. The Superintendent will be notified of issues that are causing concern for the board member, including individual or collected board concerns regarding staff or district operations.

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

### **III. Meeting Format**

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

#### ***Board Meetings***

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

#### ***Board of Education Committees***

- A. Standing committees will be established to allow issues to be reviewed in great length, so the regular monthly meetings are run efficiently and timely. The committees are:
  - 1. Personnel
  - 2. Policy Review
  - 3. Facilities and Finance
  - 4. Leading for Learning (Americanism)
- B. The district will establish and maintain additional committees as needed to include Ad hoc committees, task forces, and/or advisory councils or coalitions (see policy 2231). The Board President will ask for interested participants, and provide opportunities for all board members to participate in these additional committees.
- C. Ad hoc committees are formed on an annual basis and may include:
  - 1. Legislative and Greater Nebraska School Association (GNSA)
  - 2. Calendar
  - 3. Grand Island Public Schools Education Foundation
  - 4. Extra Standard

5. Labor Relations
  6. Safety
- D. Advisory Councils or Coalitions are formed to assist the Board in carrying out their work by providing expertise and advice in selected areas. These groups do not have any governance responsibilities. Examples are:
1. Public Relations and Partnership Development
    - a. The Board President, Vice President, and two Board Members will serve on the Public Relations and Partnership Development Advisory Council as well as Cabinet Representative, Superintendent, and Community Representatives
  2. Parent Advisory Council
  3. Key Communicators
  4. Teacher Leader Coalition
- E. All board committee agendas and minutes will be posted to an electronic Board Committee folder for all board members to view.
- F. The committees do not have power to take formal action on issues without a full vote of the Board of Education.
- G. Non-committee board members wishing to attend specific committee meetings will make their request through the Superintendent's office.
- H. Board committees will report regularly at Board of Education meetings to ensure that information discussed in committee is made public.
- I. Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education:
1. What is the identified need?
  2. Administrative Rationale for BOE Agenda
  3. Proposed Action
  4. Data/Research Assessed
  5. Stakeholder Group(s) Involved
  6. Summary
  7. Fiscal Impact
  8. Persons Responsible for Implementation
  9. Implementation Plan: Monitor/Evaluate – Board Report/Follow-up

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

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

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

**Statement:**

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

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

## V. Board Leadership

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

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

### 6213 STAFF USE OF ELECTRONIC COMMUNICATION DEVICES AND ADMINISTRATIVE GUIDELINES FOR NETWORK USE

The Grand Island Public Schools may assign portable laptop computers and/or other electronic devices such as an iPad or camera to staff in order to facilitate instructional and administrative duties. These devices will be collectively referred to as Electronic Communication Devices or ECDs. All district ECDs are provided to staff members for a non-specified period of time as deemed appropriate by the district administration. District policies governing the use of technology apply to the use of all district-owned equipment at all times whether inside or outside the school premises. District assigned district ECDs will be formatted with the Grand Island Public Schools' standard image, including the basic operating system, Grand Island Public Schools' licensed software, and access to Grand Island Public Schools networks.

All staff members must sign ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT form before checking out a district ECD.

Grand Island Public Schools has the obligation to ensure that its computer resources are used properly and within the guidelines established by the district. Grand Island Public Schools' staff members assigned district ECDs must adhere to the following guidelines:

1. ECDs are to be utilized to support school-related activities.
2. ECDs are for the sole use of staff members, and not for use by family members or any other person.
3. The staff member is responsible for the safety and security of the ECD at all times. The equipment must be secured when not in use.
4. The assigned ECD is the property of Grand Island Public Schools and will be managed by the technology department staff.
5. If the staff member should resign from the district or the administration determines that the equipment is no longer necessary to the staff member's position, the equipment will be returned to the technology department.
6. Software may not be installed on or removed from the assigned portable ECD without specific permission from technology department staff.
7. Grand Island Public Schools reserves the right to monitor the systems of the ECD at any time without notice for signs of illegal or unauthorized activity and may access electronic files of users at any time without notice.
8. The assigned ECD will need periodic upgrades and/or repairs. Staff members must make the assigned equipment available to technology department staff at the requested time for upgrades and repairs.
9. If software/hardware problems arise, the ECD may need to be restored to its original settings and work files may be lost during the restore process. Documents, folders, and desktop files must be synchronized with the building server. Staff members are responsible for backing up data stored on the computer hard drive. Backups can be made on a server provided by the district or on local devices.
10. The assigned ECD must be maintained in clean condition. Food, drink, and dirty hands should be kept away from the equipment.
11. Any problem with the equipment must be reported immediately to the technology department staff.
12. Staff members will not be held responsible for ECD problems resulting from normal school-related use; however, staff members may be held personally responsible and liable for the total cost of repair or replacement of the device when loss or damages ~~problems~~ are caused by abuse or negligence as deemed by building and district administration.
13. Staff members must immediately report any damage or loss of the device to an administrator. If the ECD is lost or stolen the staff member responsible for the device shall file a police report and provide a copy to district administration.
14. Any questions, concerns, or interpretations of this policy not covered in this statement will be resolved at the discretion of Grand Island Public Schools' Director of Technology.

## GRAND ISLAND PUBLIC SCHOOLS

### Use of Personal ECDs by Staff Members:

1. Staff members may use personal ECDs (e.g., laptops, smart phones, personal digital assistants); however, these devices are acceptable for use only on the public unsecured network and, due to scarce technical resources, will have limited support of district technology staff. Once the device is used to access the network it is subject to all the network guidelines.
2. Use of the ECD is prohibited for personal use if that use:
  - results in the interruption of others during the scheduled school day; and
  - has an adverse effect on the proper operation of the network.
3. Personal use of the network is allowed during the following times:
  - before and after school or duty hours
  - during the workday but during non-duty time (e.g. uninterrupted lunch period); and
  - brief, but not extensive use (limited duration), during a planning period.

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  
1311-BULLYING AND HARRASSMENT  
5521–COPYRIGYT COMPLIANCE  
6213.1-Administrative Guidelines for Acceptable Use Agreement-Staff  
8456-STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES

Policy Approved: 6.12.2012

Policy Reviewed: 02.11.2016

Policy Revised: 07.12.2018

## GRAND ISLAND PUBLIC SCHOOLS

### 6213.1 Administrative Guidelines for Acceptable Use Agreement (Staff)

#### General Regulations

The Grand Island Public Schools network, the Internet, and other on-line resources provided by the district, hereafter "network", are intended to be used to support the instructional program and further student learning. The Grand Island Public Schools' network is to be used in a responsible, efficient, ethical, and legal manner in accordance with the mission of the district. All persons using the Grand Island Public Schools network must sign the *Acceptable Use Agreement Form-Staff* before using the Grand Island Public Schools' network.

#### User Obligations and Responsibilities

Users are authorized to use the district's network in accordance with user obligations and responsibilities specified below and in accordance with Board Policies 6213, 6251, and 7352.

1. Users shall log in and out of the computers and network resources using only their own username and password, additionally users will not share nor solicit usernames and passwords from others.
2. Users will not attempt to access, manipulate, or destroy other users' files or personal data, nor shall they impersonate another user during electronic communications. Users are also prohibited from intentionally uploading or downloading computer viruses in order to destroy data or acquire unrestricted access to files and network resources.
3. Users are prohibited from accessing, posting, sending, submitting, publishing, or displaying harmful matter or material that is threatening, obscene, disruptive, or sexually explicit, or that could be viewed as harassment or disparagement of others based on their race, national origin, sex, sexual orientation, age, disability, religion, or political beliefs.
4. Users shall not use the system to encourage the use of drugs, alcohol, or tobacco, nor shall they promote unethical practices or any activity prohibited by law or District policy.
5. Users will report any misuse of the network or computer resources to their supervisor, teacher, or building administrator immediately without alerting others.
6. Users are prohibited from using the network for corporate financial gain or political use. Additionally use of the network is prohibited for personal use if that use:
  - Results in the interruption of others during the scheduled school day; and
  - Has an adverse effect on the proper operation of the network.
7. Personal use of the network is allowed during the following times:
  - before and after school or duty hours;
  - during the workday but during non-duty time (e.g. uninterrupted lunch period); and
  - brief, but not extensive use (limited duration), during a planning period.
8. Due to the responsibilities of their role, users may have access to information that is highly sensitive or confidential and as such are prohibited from unauthorized disclosure, use, and dissemination of personal information regarding students and staff members.
9. The district has the right to monitor the activities of users on any electronic device that accesses the network. Additionally, electronic communications, created and downloaded material, current and deleted files, may be archived and monitored or read by district officials.

#### Consequences of Violation of the Acceptable Use Agreement

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.

#### Review of Acceptable Use Agreement-Staff

Appropriate and acceptable use of the Grand Island Public Schools' network and access to the Internet are taken very seriously. All new staff members must read and sign the *ADMINISTRATORS, FACULTY,*

## GRAND ISLAND PUBLIC SCHOOLS

*AND STAFF AGREEMENT Form* (Policy 6213.1) during the new employee orientation process. This agreement will be kept on file during the staff members' employment with the district.

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  
1311-BULLYING AND HARRASSMENT  
5521–COPYRIGYT COMPLIANCE  
6213-STAFF USE OF ELECTRONIC COMMUNICATION DEVICES  
6213.2-Acceptable Use Agreement Form - Staff  
8456-STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES  
8457-INTERNET SAFETY

GRAND ISLAND PUBLIC SCHOOLS

ADMINISTRATORS, FACULTY, AND STAFF AGREEMENT Form

In order to make sure that all members of the Grand Island Public Schools community understand and agree to these rules of conduct for use of the e-mail and Internet systems of the school district, the Grand Island Public Schools asks that you, as an administrator, faculty member, or staff members user, sign the following statement:

I have received a copy of, and have read, the Internet Safety and Acceptable Use Policy adopted by the Grand Island Public Schools, and I understand and will abide by those district guidelines and conditions for the use of the facilities of Grand Island Public Schools and access to the Internet. I further understand that any violation of the district guidelines is unethical and may constitute a criminal offence. Should I commit any violation, my access privileges will be revoked. School disciplinary action and/or appropriate legal action will be taken.

I agree not to hold the Grand Island Public Schools, any of its employees, or any institution providing network access to Grand Island Public Schools responsible for the performance of the system or the content or any material accessed through it.

Employee's Name \_\_\_\_\_

Employee's Signature \_\_\_\_\_ Date \_\_\_\_\_

This form will be retained on file by authorized faculty designee for duration of applicable computer/network/Internet use.

Revised: 07.12.2018

## GRAND ISLAND PUBLIC SCHOOLS

### 2112 BOARD MEMBER CODE OF ETHICS

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

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

#### AS A SCHOOL BOARD MEMBER:

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

Legal Reference: Neb. Statute 79-526

Policy Adopted: 08.09.2018



2445 M Street NW | Washington DC 20037  
P 202.747.1000 | F 202.747.1010 | eab.com

November 24, 2020

Dr. Tawana Grover  
Superintendent  
Grand Island Public School District  
PO Box 4904  
Grand Island, NE 68802-4904

**Program Order Form: District Leadership Forum**

EAB Global, Inc. (“EAB” or “we”) appreciates the opportunity to work with Grand Island Public School District (“Organization” or “you”) in the District Leadership Forum (the “Program”) pursuant to the terms and conditions set forth in this Program Order Form.

**I. Terms of Coverage**

The following educational facilities will have access to the Program services, which are described in greater detail in the “Scope of Services” attached to and a part of this Program Order Form:

Grand Island Public School District

The term of the Program is outlined in the table below (the “Program Term(s)” and each year therein, a “Year”), provided that the parties may begin planning and preparing for the Program as of the execution of this Program Order Form:

	Start Date	End Date
District Leadership Forum	September 1, 2021	August 31, 2024

**II. Financial Terms**

EAB is pleased to provide the Program for the following fees:

**Annual Fees**

Program	Annual Program Fee Year 1	Annual Travel & Administrative Fee
District Leadership Forum	\$24,889	waived

**Invoicing:**

On or before the Start Date of the Program Term, you will make an initial payment of \$24,889, which represents the Annual Fees for Year 1. The subsequent Annual Fees, for each subsequent 12-month period, will be billed annually in advance. The Annual Program Fees for each Year beyond Year 1 of the Program Term, will increase by 2%.

This Program Order Form, together with the Master Agreement, available at <http://eab.com/terms/master> and incorporated herein by reference, forms the entire agreement between the parties with respect to the Program (and together with any other applicable

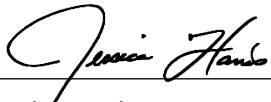


agreements or supplements, the “**Agreement**”). Each of the individuals executing this Program Order Form represents and warrants that he or she is authorized to execute the Agreement on behalf of Organization or EAB, as applicable. Notwithstanding anything to the contrary in any purchase order or other document provided by Organization, any Program provided by EAB to Organization in connection with a purchase order related to this Program Order Form is conditioned upon Organization's acceptance of the Agreement. Any additional, conflicting or different terms proffered by Organization in a purchase order or otherwise shall be deemed null and void.

To initiate Organization’s involvement in the Program, please sign this Program Order Form and return it to Allie Glenn at [aglenn@eab.com](mailto:aglenn@eab.com) no later than **December 4, 2020** (after which fees and terms set forth above are subject to change).

**EAB Global, Inc.:**

**Grand Island Public School District:**

Signature:   
Name: Jessica Harris  
Title: Chief Accounting Officer  
Date: 11/24/2020

Signature: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_



## District Leadership Forum

### Scope of Services

The District Leadership Forum provides district leaders and their staff innovative solutions to their biggest strategic and management challenges. From helping to educate key stakeholders across the district to accelerating consensus to supporting implementation of breakthrough ideas, the District Leadership Forum aims to achieve a tangible impact for every organization it serves.

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### Program Services

The District Leadership Forum program includes complete, unlimited access to the services listed below:

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**Strategy and Best Practice Research Studies**—Comprehensive reports containing detailed profiles of dozens of innovative practices and strategies, implementation road maps, and advice. Organization facilities have unlimited access to studies.

**Executive Briefings**—Condensed studies meant for broad distribution to key leadership constituencies at Organization districts. Briefings will be available in unlimited quantity.

**Annual Superintendent Roundtable**—Two half-day sessions designed for Forum staff to present the major research findings from the year and facilitate discussion amongst superintendents on how to introduce these ideas to their own districts. Held several times throughout the year.

**District Leadership Summit**—Typically, a one-day session for district leaders to review our research on selected hot topics from the current year’s research and to network with peers.

**On-Demand Research**—Organization may assign our staff short-answer research projects on topics of interest to their districts. Organization may request as many projects as they like across the year, though the Forum requires that Organization allow us to complete a project before assigning the next.

**Dedicated Advisor**—An EAB staff member who serves as a primary point of contact and oversees ongoing value delivery. Your Dedicated Advisor will help you navigate EAB resources and achieve your goals for the Program.

**Access to Our Experts**—Forum research staff is available for unlimited telephone consultations on the terrains covered in our reports, providing hands-on support for implementation and troubleshooting. Researcher time is available at no additional cost.

**Annual Webinar Series**—Hour-long educational intensives facilitated by Forum staff to provide discussion and implementation support on District Leadership Forum research, without the burden of travel. Webinars are open to all employees at Organization districts.

**Private Webinars**—Customized educational intensives for Forum organizations on any best practice study, research topic, or implementation challenge.

**The District Onsite**—Once each Year, a senior Forum staff will travel to the Organization’s district to present Forum research or facilitate discussion on a particular topic or terrain to the audience of your choosing.

**Online Research Database**—Dedicated website for subscribing organizations, providing full access to all District Leadership Forum research as well EAB’s online archive of the more than 50 best practice studies, 2,100 research briefs, 100+ webconferences, and dozens of toolkits we have completed for postsecondary institutions.



# Grand Island Public Schools

Facilities Project Costs Planning Tool

As of Thursday, July 23, 2020

## MEDICAL PATHWAYS ACADEMY @ CHI ST. FRANCIS

Projected Construction Start Date           TBD  
 Projected Construction End Date           TBD

<u>Project Revenue Source</u>			<u>Per Sq. Ft.</u>
Donation	\$2,675,000		\$127.27
Donation - JBS	\$500,000		\$23.79
Special Building Fund	\$1,000,000		\$47.58
Cares Act Grant	\$1,750,000	\$5,925,000	\$83.26
			<u>\$281.90</u>
 <b><u>Base Bid &amp; Alternates</u></b>			
Base Bid (less self performed) 20,510 Sq. Ft.	\$3,913,308		\$186.19
Alternate 1 - Parking Lot @ CHI St. Francis (06/12/2019)	\$629,497	\$4,542,805	\$29.95
 <b><u>Self Performed Work</u></b>			
IT Infrastructure	\$80,000		\$3.81
Temperature Controls	\$65,000		\$3.09
Testing	\$25,000		\$1.19
Printing	\$25,000		\$1.19
Air Balancing	\$40,000	\$235,000	\$1.90
 <b><u>Change Orders/Contingency</u></b>			
10% of Base Bid & Alt. - Change Orders	\$454,280.54		\$21.61
To Balance Project - Contingency	\$20,253	\$474,534	\$0.96
 <b><u>Architectural &amp; MEP</u></b>			
CMBA @ 5.81% (BB+Alt+CO+Contingency)	\$305,161		\$14.52
ETI (MEP) \$1,000,000	\$67,500	\$372,661	\$3.21
PROJECT SUBTOTAL		<u>\$5,625,000</u>	
 <b><u>Furniture &amp; Equipment</u></b>			
Furniture and Equipment		<u>\$300,000</u>	\$14.27
Project All In Costs		<u>\$5,925,000</u>	\$281.90
Variance Between Funding and Costs		<u>\$0</u>	

# Grand Island Public Schools

## Funding Issues

As of January 14, 2021

### **Principal Building**

Grand Island Public Schools (GIPS) has entered into a Real Estate Sale and Purchase Agreement for the Principal Building. This real estate transaction closed on Thursday, January 7, 2021. GIPS is paying for this via a seven year (eight payments; down payment on closing and seven annual payments thereafter) lease purchase agreement. This purchase is being funded by a one cent levy GIPS has levied for prior to this purchase (no increase in taxes). The down payment was paid on 01/07/2021 and the balance of annual payments will be slightly higher than the amount generated by the one cent levy (e.g.  $\$3M/8 = \$375,000$ ) and the levy generates approximately  $\$352,550$  which results in a  $\$22,450$  per payment ( $\$179,600$ ). The Special Building Fund has sufficient fund balance to cover the variance. Additionally, as valuation increases the amount generated will increase but the payment amount is static. Therefore, decreasing the variance over time. The stress on the District is these funds are being diverted away from funding on-going facility needs for the duration of the lease purchase and the increased unfunded building needs that this diversion causes.

### **Early Childhood Education at the O'Connor Early Learning Center**

During the 2019-2020 school year Grand Island Public Schools (GIPS) and Educational Service Unit 10 (ESU10) entered into an Interlocal Agreement creating the Central Nebraska Educational Agency (CNEA). A public private partnership (e.g. 3P) between Ray O'Connor, and CNEA is currently engaged in the repurposing of the old "ShopKo" building into the Early Childhood Education at the O'Connor Learning Center. The project will be built out and ready for closing around July 1, 2021. GIPS and CNEA will need to enter into a twenty-five year (plus) lease agreement with monthly payments of approximately  $\$37,000$  ( $\$444,000$  annually  $\times 25 = \$11.1M$ ). CNEA will then use that lease agreement to secure financing so CNEA can purchase the property. The value to the District is approximately  $\$0.35$  on the dollar (of remodeling cost) as Mr. O'Connor is selling the real estate involved for only  $\$500,000$  well below the market value. The stress on the District is the monthly lease payment will become a General Fund obligation. Of note is GIPS will pay from the General Fund to the Cooperative Fund and the Cooperative Fund will pay the lease. There is just below  $\$1M$  fund balance in the Cooperative Fund available to make the initial partial and one full year lease payments. Also this is a lease not a lease purchase. CNEA, not GIPS, will own the building. There are no set plans for what happens after the twenty-five year lease agreement elapses. At the end of the twenty-five year lease GIPS will not owe or have rights to any asset.

### **Memorial Stadium**

The Grand Island Public Schools (GIPS) has a large receivable (amount due GIPS  $\$1.326M$ ) outstanding for the completion of the Memorial Stadium project with the Grand Island Public Schools Foundation (GIPSF). With close to  $\$500,000$  still needing to be raised by pledges or donations. Therefore, currently the District is financing  $\$1.076M$  with an additional  $\$250K$  remaining to be paid to the general contractor. Actually receiving these financial resources is critical to GIPS' ability to complete the Memorial Stadium project and other District projects underway. The recent AMERISCO Facilities

# **Grand Island Public Schools**

## **Funding Issues**

As of January 14, 2021

Condition Index says we need to invest over \$7M annually to keep our facilities at the current standard. The Display Board is not part of these financial figures in any way.

### **Academy of Medical Sciences**

During the development of the Academies of Grand Island Senior High School one of the five upper academies identified was the Academy of Medical Sciences consisting of three pathways; Emergency Services, Healthcare, Sports Medicine/Therapy. The Academy of Medical Sciences has received the most interest from students based upon the number of pupils expressing this academy as their first choice of Academy placement. The idea of reducing the overcrowding at Grand Island Senior High School (GISH) by housing programs at other locations (CPI, OMB, Coffeehouse, Wyandotte, etc.) is not new but the idea of locating an Academy of Medical Sciences within a hospital is certainly new to GIPS. With the help of outside partners CHI-Saint Francis applied for and received a conditional Pre Grant Award Notice (GAN) for \$1.75M. In order to have enough time to work with our partner who might support the project and lock in the \$1.75M Federal GAN Traci Skalberg & Virgil Harden talked with Michael Rogers (legal counsel from Cline Williams) about the idea of a (renewable) one-year draw down loan agreement. We have verified with the Federal officials that a (renewable) one-year draw down loan agreement would satisfy their standard for cash (or cash equivalent) in the bank and for the duration of the project timeline. GIPS intent is to never use the (renewable) one-year draw down loan agreement but to bridge the gap between the March 18, 2021 Federal GAN deadline for cash (or cash equivalent) in the bank and for the duration of the project timeline and GIPS ability to work with our other funding partners timelines. At risk is any amount of interest needing to be paid if we would utilize the (renewable) one-year draw down loan agreement. This would be a General Fund obligation.

### **TEEOSA**

Tax Equity and Educational Opportunities Support Act or (TEEOSA) is the State of Nebraska's equalized state aid to schools financing model. Grand Island Public Schools (GIPS) already knows we will receive \$877,495 less in TEEOSA due to a 2020-2021 prior year correction. This is a normally functioning part of TEEOSA formula. Pre certified TEEOSA is not out for public information yet but it's predictable that GIPS will most likely be faced with yet another decrease due to increased spending (loss of averaging adjustment) and flat or slightly decreased membership (e.g. enrollment). The official Nebraska Department of Education (NDE) release of preliminary TEEOSA for the 2021-2022 school year is expected in mid to late January 2021. Additionally, the state of the economy due to COVID and other unforeseen factors could play an additional role in decreasing State funding this year more than most.

### **Negotiations and Staffing Plans**

Any amounts spent on negotiations or staffing plans for the 2021-2022 school year will have to be met with associated decreases in spending to net to a zero sum or risk spending additional cash reserves. Cash reserves are doubly hard to replace because you must lower spending to eliminate the deficit and to then replenish overspent funds also.

# Grand Island Public Schools

Funding Issues  
As of January 14, 2021

## **CODIV-19 CARES ACT 2.0**

On a, at least temporarily, basis it is highly likely that the second round of COVID19 CARES Act money will be significant in amount for Grand Island Public Schools (GIPS). Preliminary numbers indicate, if verified by the Federal and State agencies, that GIPS could be looking at receiving upwards of \$7M in funding. It's critical to note the Board is set to pass a financial policy calling for the District to maintain a "Structurally Balanced Budget". This simply means the GIPS cannot allocate one-time resources (like Federal CARES Act resources) to ongoing expenditures like permanent staff, supports, or other such expenditures. The specific timeline for when these funds will be approved, applied for, spent, and reimbursed has yet to be determined.

**CONTRACT  
BETWEEN  
NEBRASKA CHILDREN AND FAMILIES FOUNDATION  
AND  
GRAND ISLAND PUBLIC SCHOOLS**

This Contract is entered into by and between the Nebraska Children and Families Foundation (hereinafter “Nebraska Children”), and Grand Island Public Schools (hereinafter “Contractor”).

PURPOSE: The purpose of this Contract is as follows: Grand Island Public Schools (the Contractor) will partner with Beyond School Bells (BSB) to provide three specific, targeted Expanded Learning Opportunity (ELO) professional development and activities across all grade levels, K-12 within the school district.

These funds are **not** to be used to provide compensation for ongoing staff or operational supports of individual programs.

**I. TERM AND TERMINATION**

A. TERM.

This Contract is in effect from **July 1, 2020** the effective date, **June 30, 2021**, the completion date.

B. TERMINATION.

This Contract may be terminated at any time upon mutual written consent or by either Party for any reason upon submission of written notice to the other Party at least thirty (30) days prior to the effective date of termination. Nebraska Children may also terminate this Contract for cause, convenience, and in accord with the provisions designated “BANKRUPTCY PROCEEDING OR TRUSTEESHIP,” “FUNDING AVAILABILITY,” and “BREACH OF CONTRACT.” In the event that either Party terminates this Contract, the Contractor shall provide to Nebraska Children all work in progress, work completed, and materials provided to it by Nebraska Children in connection with this Contract immediately and final reports must be submitted by the Contractor within 60 days of the termination date.

**II. CONSIDERATION**

A. TOTAL PAYMENT.

Nebraska Children shall pay the Contractor a total amount, not to exceed **\$155,000.00** (one hundred fifty-five thousand dollars) for the activities specified herein.

- i. For item A listed in the Scope of Services, Nebraska Children shall pay the Contractor a maximum amount of **\$30,000.00** (thirty thousand dollars).

- ii. For item B listed in the Scope of Services, Nebraska Children shall pay the Contractor a maximum amount of **\$50,000.00** (fifty thousand dollars).
- iii. For item C listed in the Scope of Services, Nebraska Children shall pay the Contractor a maximum amount of **\$75,000.00** (seventy-five thousand dollars)

B. PAYMENT STRUCTURE.

Payment shall be structured as follows:

- i. As consistent with all applicable federal statutes, regulations, and policies, Nebraska Children shall make payment to the Contractor for its actual, allowable, reasonable, and allocable costs.
- ii. Nebraska Children shall make two payments to the Contractor as follows:
  - 1. One payment of **\$77,500.00** (seventy-seven thousand five hundred dollars) will be made upon Nebraska Children's receipt of this fully executed Contract, in addition to, receipt and approval of a budget and detailed budget justification for the 2020/21 funds and receipt and approval of prior year-end reporting.
  - 2. One payment **\$77,500.00** (seventy-seven thousand five hundred dollars) will be made upon Nebraska Children's receipt and approval of the 6-month progress report and detailed budget expenditure report.
  - 3. Once all required materials have been received and approved, please allow 30 days from date of approval for payment processing.
- iii. **Final reports must be submitted no later than July 31, 2021.**
- iv. Nebraska Children will only make payment to the Contractor for approved activities that are between July 1, 2020 to June 30, 2021.
- v. Payment is contingent upon the receipt and appropriation of funds.

C. BUDGET CHANGES.

Amendments to an approved budget are allowed when:

- 1. There are any changes in the approved budget that exceed fifteen percent (15%) of any line item. Budget modification requests must be submitted in writing and approved in advance by Nebraska Children. Requests should briefly explain why the modification is needed and how the changes relate to the original Scope of Services. A revised budget

form must also accompany the submitted request.

### **III. SCOPE OF SERVICES**

The Contractor will partner with Nebraska Children's Beyond Schools Bells initiative to implement the following services / activities:

#### **A. ELO Center of Excellence – Think Make Create (TMC) Labs.**

1. Build on current programming and staff expertise, the Contractor will become a center of excellence in the use of the TMC Labs to support ELO programming for communities across Nebraska;
2. Build on and enhance GIPS expertise in TMC Labs use to facilitate sharing best practices with other ELO programs;
3. Develop on-line training and teaching resources that can support other communities use of the TMC Labs platform;
4. Host 2-3 on-site summer / fall workshops, providing participants with an overview of how they can use TMC Labs to enhance their ELO program;
5. Share activities on-line with photos and videos to provide an overview to the activities that make up a successful TMC Labs program, and;
6. Will be available to field questions from educators looking to start TMC Labs in their community's ELO program.

#### **B. Initiate Jumpstart 6 / *Thriving Minds* - summer learning program**

1. Create programming that will include both a transition element for rising 6<sup>th</sup> grade students at all three GIPS Middle Schools (Jumpstart 6) and targeted summer / transition to fall programming for older youth (Thriving Minds);
  - i. Programming will have a whole child focus and will be designed to be delivered in either an on-line, in-person or blended format to give youth a strong start to their 6<sup>th</sup> grade, including tools to deal with middle school expectations, social issues, drama, behavior, etc.;
2. Create activities that will focus on STEM / makerspace, team building, mindfulness, and arts activities. Common Outcomes at all three middle schools include:
  - i. Incoming students will understand common routines, habits for school success
  - ii. Development of relationships between students and with teachers/staff
  - iii. Understand what is expected of a 6th grader in GIPS
3. Contractor will provide BSB with basic demographic / socioeconomic information about student participants. Contractor will work with BSB to develop a pre - / post survey of the impact of this program on student attitudes about school success

- C. **ELO Innovation Network Incubator / *Thriving Minds***– School year programming.
1. Contractor will initiate new ELO programming at the Elementary (2), Middle and High School levels. In addition to regular programming opportunities for students participating in these programs, these sites will partner with BSB to:
    - i. Pilot new educational experiences, clubs, and curriculum, including in-person, on-line and blended learning experiences,
    - ii. Test new staffing innovations and partnership building activities that will be evaluated to collect lessons learned shared with communities across the state.
- D. For these three programming strands, Contractor agrees to partner with BSB to:
1. Monitor and ensure activities/services are in accordance with Nebraska Children guidance and all other applicable law, specifically that all expenses are limited to those that are reasonable and applicable to this project; and
  2. Maintain continuous communication via email, phone calls, and/or in person meetings with Nebraska Children.
- A. Nebraska Children shall provide the following deliverables:
1. Review all reports received from Contractor.
  2. Be responsible for administrative guidance, policy, and monitoring of services performed by the Contractor under this Contract.
  3. Provide on-going TA to Contractor and/or approved Subcontractor in meeting Contract requirements.
  4. Communicate with the Contractor on a regular basis through emails, phone calls, and in person meetings.
- B. REPORTING REQUIREMENTS:
1. The Contractor shall submit a six and twelve month progress report indicating progress on deliverables.
  2. The Contractor shall submit a six and twelve month expenditure report that includes the submission of a budget expenditure report along with supporting documentation for allowable, and reasonable expenditures in accordance with the Contract and approved budget according to the below schedule:
  3. Reports will be submitted to Zoe Streckfuss, Grant Coordinator, via email at [zstreckfuss@nebraskachildren.org](mailto:zstreckfuss@nebraskachildren.org) with a cc to Anna Bromberg at [abromberg@nebraskachildren.org](mailto:abromberg@nebraskachildren.org).

Report Name	Due on or Before	Covering the Period of
Six Month Progress Report	January 31, 2021	July 1, 2020 – December 31, 2020
Six Month Expenditure Report	January 31, 2021	July 1, 2020 – December 31, 2020
Twelve Month Progress Report	July 31, 2021	July 1, 2020 – June 30, 2021
Twelve Month Expenditure Report	July 31, 2021	July 1, 2020 – June 30, 2021

\* For Communities with a Community Well Being contract, reports and timelines will align with that contract

\*\*A general ledger detail report generated directly from the Contractor’s fiscal agent is required in addition to the Contractor’s Budget Expenditure Report.

**IV. GENERAL PROVISIONS**

**A. ACCESS TO RECORDS AND AUDIT RESPONSIBILITIES.**

1. All Contractor books, records, and documents regardless of physical form, including data maintained in computer files or on magnetic, optical or other media, relating to work performed or monies received under this Contract shall be subject to audit at any reasonable time upon the provision of reasonable notice by Nebraska Children. Contractor shall maintain all records for five (5) years from the date of final payment, except that records that fall under the provisions of the Health Insurance Portability and Accountability Act (HIPAA) shall be maintained for six (6) full years from the date of final payment. In addition to the foregoing retention periods, all records shall be maintained until all issues related to an audit, litigation or other action are resolved to the satisfaction of Nebraska Children. All records shall be maintained in accordance with generally accepted business practices.
2. The Contractor shall follow all federal audit requirements. Audits must be prepared and issued by an independent certified public accountant licensed to practice. A copy of the Contractor’s audit is to be made electronically available or sent to:

***Nebraska Children and Families Foundation  
215 Centennial Mall South, Suite 200  
Lincoln, NE 68508***

Contractor shall provide Nebraska Children any and all written communications received by Contractor from an auditor related to Contractor’s internal control over financial reporting requirements and communication with those charged with governance including those in compliance with or related to Statement of Auditing Standards (SAS) 122. The Contractor agrees to provide Nebraska Children with a copy of

all such written communications immediately upon receipt or instruct any auditor it employs to deliver copies of such written communications to Nebraska Children at the same time copies are delivered to Contractor, in which case Contractor agrees to verify that Nebraska Children has received a copy.

In addition to, and in no way in limitation of any obligation in this Contract, the Contractor shall be liable for audit exceptions, and shall return to Nebraska Children all payments made under this Contract for which an exception has been taken or which has been disallowed because of such an exception, upon demand from Nebraska Children.

B. AMENDMENT.

This Contract may be modified only by written amendment executed by both Parties. No alteration or variation of the terms and conditions of this Contract shall be valid unless made in writing and signed by the Parties.

C. ANTI-DISCRIMINATION.

The Contractor shall comply with all applicable local, state and federal statutes and regulations regarding civil rights and equal opportunity employment, including **but not limited to**: Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d et seq.; the Rehabilitation Act of 1973, 29 U.S.C. §§ 794 et seq.; the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 et seq.; the Age Discrimination in Employment Act, 29 U.S.C. § 621 and the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. §§ 48-1101 to 48-1125. Violation of said statutes and regulations will constitute a material breach of this Contract. The Contractor shall insert a similar provision into all subcontracts.

D. ASSIGNMENT.

Unless previously approved, the Contractor shall not assign or transfer any interest, rights, or duties under this Contract to any person, firm, or corporation without prior written consent of Nebraska Children. In the absence of such written consent, any assignment or attempt to assign shall constitute a breach of this Contract.

E. ASSURANCE.

If Nebraska Children, in good faith, has reason to believe that Contractor does not intend to, is unable to, has refused to, or discontinues performing material obligations under this Contract, Nebraska Children may demand in writing that Contractor give a written assurance of intent to perform. Failure by Contractor to provide written assurance within the number of days specified in the demand may, at Nebraska Children's discretion, be the basis for terminating this Contract.

F. BANKRUPTCY PROCEEDING OR TRUSTEESHIP.

Nebraska Children may immediately terminate this Contract if:

1. The filing of a petition by or against the Contractor or its Subcontractor for adjudication as a bankrupt under the United States Bankruptcy Act; or
2. The commencement of any action or proceeding for the appointment of a receiver or trustee for the Contractor.

G. BREACH OF CONTRACT.

Nebraska Children may terminate the Contract, in whole or in part, if the Contractor fails to perform its obligations under the Contract in a timely and proper manner. Nebraska Children may, by providing a written notice of default to the Contractor, allow the Contractor to cure a failure or breach of contract within a period of thirty (30) days or longer at Nebraska Children's discretion considering the gravity and nature of the default. Said notice shall be delivered by Certified Mail, Return Receipt Requested or in person with proof of delivery. Allowing the Contractor time to cure a failure or breach of contract does not waive Nebraska Children's right to immediately terminate the Contract for the same or different contract breach which may occur at a different time. Nebraska Children may, at its discretion, contract for any services required to complete this Contract and hold the Contractor liable for any excess cost caused by Contractor's default. This provision shall not preclude the pursuit of other remedies for breach of contract as allowed by law.

H. COMPLIANCE WITH LAW.

The Contractor shall comply with all applicable law, including but not limited to all applicable federal, state, county and municipal laws, ordinances, rules, and regulations in the performance of this Contract.

I. CONFIDENTIALITY.

Any and all confidential or proprietary information gathered in the performance of this Contract, either independently or through Nebraska Children, shall be held in the strictest confidence and shall be released to no one other than Nebraska Children without the prior written authorization of Nebraska Children, provided that contrary Contract provisions set forth herein shall be deemed to be authorized exceptions to this general confidentiality provision. This provision shall survive the termination of this Contract.

J. CONFLICTS OF INTEREST.

In the performance of this Contract, Contractor shall avoid all conflicts of interest and all appearances of conflicts of interest. Contractor shall not acquire an interest either directly or indirectly which will conflict in any manner or degree with performance and shall immediately notify Nebraska Children in writing of any such instances encountered.

K. DATA OWNERSHIP AND COPYRIGHT.

All data collected as a result of this project shall be the property of Nebraska Children. The Contractor shall not copyright any of the material produced in conjunction with the performance required under this Contract without written consent from Nebraska Children. Nebraska Children hereby reserves a royalty-free, nonexclusive, and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use any copyrightable material for federal or state government purposes. This provision shall survive termination of this Contract.

L. DEBARMENT, SUSPENSION OR DECLARED INELIGIBLE.

The Contractor certifies that neither it nor its principals are debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any state or federal department or agency.

M. DOCUMENTS INCORPORATED BY REFERENCE.

All references in this Contract to laws, rules, regulations, guidelines, directives, and attachments which set forth standards and procedures to be followed by Contractor in discharging its obligations under this Contract shall be deemed incorporated by reference and made a part of this Contract with the same force and effect as if set forth in full text, herein.

N. DRUG-FREE WORKPLACE.

Contractor certifies that it maintains a drug-free workplace environment to ensure worker safety and workplace integrity. Contractor shall provide a copy of its drug-free workplace policy at any time upon request by Nebraska Children.

O. FORCE MAJEURE.

Neither party shall be liable for any costs or damages resulting from its inability to perform any of its obligations under this Contract due to a natural disaster, or other similar event outside the control and not the fault of the affected party ("Force Majeure Event"). A Force Majeure Event shall not constitute a breach of this Contract. The party so affected shall immediately give notice to the other party of the Force Majeure Event. Upon such notice, all obligations of the affected party under this Contract which are reasonably related to the Force Majeure Event shall be suspended, and the affected party shall do everything reasonably necessary to resume performance as soon as possible. Labor disputes with the impacted party's own employees will not be considered a Force Majeure Event and will not suspend performance requirements under this Contract.

P. FRAUD OR MALFEASANCE.

Nebraska Children may immediately terminate this Contract for fraud, misappropriation, embezzlement, malfeasance, misfeasance, or illegal conduct

pertaining to performance under the Contract by Contractor, its employees, officers, directors, volunteers, shareholders, or subcontractors.

Q. FUNDING AVAILABILITY.

Nebraska Children may terminate the Contract, in whole or in part, in the event funding is no longer available. Should funds not be appropriated, Nebraska Children may terminate the Contract with respect to those payments for the fiscal years for which such funds are not appropriated. Nebraska Children shall give Contractor written notice thirty (30) days prior to the effective date of any termination. The Contractor shall be entitled to receive just and equitable compensation for any authorized work which has been satisfactorily completed as of the termination date. In no event, shall Contractor be paid for a loss of anticipated profit.

R. COMPLETION OF CONTRACT.

1. The Contractor shall not incur new obligations after the termination or completion of the Contract, and shall cancel as many outstanding obligations as possible. Nebraska Children shall give full credit to Contractor for the federal share of non-cancelable obligations properly incurred by Contractor prior to termination, and costs incurred on, or prior to, the termination or completion date.
2. Within a maximum of 30 days following the date of expiration or completion, Contractor shall submit all financial, performance, and related reports required by Contractor Reporting Requirements. Nebraska Children reserves the right to extend the due date for any report and may waive, in writing, any report it considers to be unnecessary.
3. The Contractor shall assist and cooperate in the orderly transition and transfer of Contract activities and operations with the objective of preventing disruption of services.
4. Completion of this Contract shall not affect the retention period for, or state or federal rights of access to, Contractor records, or Contractor's responsibilities regarding property or with respect to any program income for which Contractor is still accountable under this Contract.

S. GOVERNING LAW.

The Contract shall be governed in all respects by the laws and statutes of the United States and the State of Nebraska. Any legal proceedings against Nebraska Children or the State of Nebraska regarding this Contract shall be brought in Nebraska administrative or judicial forums as defined by Nebraska State law.

T. HOLD HARMLESS.

1. The Contractor shall defend, indemnify, hold, and save harmless Nebraska Children and its employees, volunteers, agents, and its elected

and appointed officials (“the indemnified parties”) from and against any and all claims, liens, demands, damages, liability, actions, causes of action, losses, judgments, costs, and expenses of every nature, including investigation costs and expenses, settlement costs, and attorney fees and expenses (“the claims”), sustained or asserted against Nebraska Children, arising out of, resulting from, or attributable to the willful misconduct, negligence, error, or omission of Contractor, its employees, subcontractors, consultants, representatives, and agents, except to the extent such Contractor’s liability is attenuated by any action of Nebraska Children that directly and proximately contributed to the claims.

2. The Contractor shall, at its sole cost and expense, defend, indemnify, and hold harmless the indemnified parties from and against any and all claims, to the extent such claims arise out of, result from, or are attributable to, the actual or alleged infringement or misappropriation of any patent, copyright, trade secret, trademark, or confidential information of any third party by the Contractor or its employees, subcontractors, consultants, representatives, and agents; provided, however, Nebraska Children gives the Contractor prompt notice in writing of the claim. The Contractor may not settle any infringement claim that will affect the Nebraska Children’s use of the intellectual property used in the performance of this Contract without the Nebraska Children’s prior written consent, which consent may be withheld for any reason. If a judgment or settlement is obtained or reasonably anticipated against Nebraska Children’s use of any intellectual property for which the Contractor has indemnified Nebraska Children, the Contractor shall, at the Contractor’s sole cost and expense, promptly modify the item or items which were determined to be infringing, acquire a license or licenses on Nebraska Children’s behalf to provide the necessary rights to Nebraska Children to eliminate the infringement, or provide Nebraska Children with a non-infringing substitute that provides Nebraska Children the same functionality. At Nebraska Children’s election, the actual or anticipated judgment may be treated as a breach of warranty by the Contractor, and Nebraska Children may receive the remedies provided under this Contract.
3. Nebraska Children’s liability is limited to the extent provided by the Nebraska Tort Claims Act, the Nebraska Contract Claims Act, the Nebraska Miscellaneous Claims Act, and any other applicable provisions of law. Nebraska Children does not assume liability for the action of its Contractors.

U. INDEPENDENT CONTRACTOR.

The Contractor is an Independent Contractor and neither it nor any of its employees shall, for any purpose, be deemed employees of Nebraska Children.

The Contractor shall employ and direct such personnel, as it requires, to perform its obligations under this Contract, exercise full authority over its personnel, and comply with all workers' compensation, employer's liability and other federal, state, county, and municipal laws, ordinances, rules and regulations required of an employer providing services as contemplated by this Contract.

V. CONTRACT WORK HOURS AND SAFETY STANDARDS.

Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

W. INTEGRATION.

This written Contract represents the entire agreement between the Parties, and any prior or contemporaneous representations, promises, or statements by the Parties, that are not incorporated herein, shall not serve to vary or contradict the terms set forth in this Contract.

X. LOBBYING.

Contractor certifies that no Federal or State appropriated funds shall be paid, by or on behalf of Contractor, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of U.S. Congress or State Legislature, an officer or employee of U.S. Congress or State Legislature, or an employee of a Member of U.S. Congress or State Legislature in connection with this Contract for: (a) the awarding of any Federal or State agreement; (b) the making of any Federal or State grant; (c) the entering into of any cooperative agreement; and (d) the extension, continuation, renewal, amendment, or modification of any Federal or State agreement, grant, loan, or cooperative agreement.

Y. INSURANCE.

1. *General Requirement.* The Contractor shall not commence work under

this Contract until all the insurance required herein has been obtained. The Contractor shall maintain all required insurance for the life of this Contract and shall ensure that Nebraska Children has the most current certificate of insurance throughout the life of this Contract.

- a. If by the terms of any insurance a mandatory deductible is required, or if the Contractor elects to increase the mandatory deductible amount, the Contractor shall be responsible for payment of the amount of the deductible in the event of a paid claim.
  - b. Insurance coverages shall function independent of all other clauses in the Contract, and in no instance shall the limits of recovery from the insurance be reduced below the limits required by this paragraph.
2. *Workers' Compensation Required.* The Contractor shall take out and maintain during the life of this Contract the statutory Workers' Compensation and Employer's Liability Insurance for all of the contractor's employees to be engaged in work on the project under this Contract and, in case any such work is sublet, the Contractor shall require the subcontractor similarly to provide Worker's Compensation and Employer's Liability Insurance for all of the subcontractor's employees to be engaged in such work. This policy shall be written to meet the statutory requirements for the state in which the work is to be performed, including Occupational Disease. This policy shall include a waiver of subrogation in favor of Nebraska Children. The amounts of such insurance shall not be less than the following limits:

3.

<b>WORKERS' COMPENSATION</b>	
Employers Liability Limits	\$500K/\$500K/\$500K
Statutory Limits – All States	Statutory – State of Nebraska
Voluntary Compensation	Statutory
<b>SUBROGATION WAIVER</b>	
"Workers' Compensation policy shall include a waiver of subrogation in favor of Nebraska Children."	

4. Any additional required coverages set forth in this Contract shall be subject to the same requirements of paragraph 1, subject to additional requirements contained therein.

A copy of the Contractor's certificate of insurance is to be made electronically available or sent to:

**Nebraska Children and Families Foundation**  
**215 Centennial Mall South, Suite 200**  
**Lincoln, NE 68508**

Z. NEBRASKA NONRESIDENT INCOME TAX WITHHOLDING.

Contractor acknowledges that Nebraska law requires Nebraska Children to withhold Nebraska income tax if payments for personal services are made in excess of six hundred dollars (\$600) to any Contractor who is not domiciled in Nebraska or has not maintained a permanent place of business or residence in Nebraska for a period of at least six months. This provision applies to: individuals; to a corporation, if 80% or more of the voting stock of the corporation is held by the shareholders who are performing personal services, and to a partnership or limited liability company, if 80% or more of the capital interest or profits interest of the partnership or limited liability company is held by the partners or members who are performing personal services.

The Parties agree, when applicable, to properly complete the Nebraska Department of Revenue Nebraska Withholding Certificate for Nonresident Individuals Form W-4NA or its successor. The form is available at: [http://www.revenue.ne.gov/tax/current/fill-in/f\\_w-4na.pdf](http://www.revenue.ne.gov/tax/current/fill-in/f_w-4na.pdf).

AA. NEBRASKA TECHNOLOGY ACCESS STANDARDS.

The Contractor shall review the Nebraska Technology Access Standards, found at <http://www.nitc.nebraska.gov/standards/2-201.html> and ensure that products and/or services provided under the Contract comply with the applicable standards. In the event such standards change during Contractor's performance, Nebraska Children may create an amendment to the Contract to request that Contractor comply with the changed standard at a cost mutually acceptable to the Parties.

BB. NEW EMPLOYEE WORK ELIGIBILITY STATUS.

The Contractor shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. § 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

If Contractor is an individual or sole proprietorship, the following applies:

1. The Contractor must complete the United States Citizenship Attestation Form, available on the Department of Administrative Services website at [www.das.state.ne.us](http://www.das.state.ne.us).
2. If Contractor indicates on such attestation form that he or she is a qualified alien, Contractor agrees to provide the U.S. Citizenship and

Immigration Services documentation required to verify Contractor's lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program.

3. The Contractor understands and agrees that lawful presence in the United States is required and Contractor may be disqualified or the Contract terminated if such lawful presence cannot be verified as required by Neb. Rev. Stat. § 4-108.

CC. PROGRAMMATIC CHANGES.

The Contractor shall request in writing to Nebraska Children for approval of programmatic changes. Nebraska Children shall approve or disapprove in whole or in part in writing within thirty (30) days of receipt of such request.

DD. RESEARCH.

The Contractor shall not engage in research utilizing the information obtained through the performance of this Contract without the express written consent of Nebraska Children. The term "research" shall mean the investigation, analysis, or review of information, other than aggregate statistical information, which is used for purposes unconnected with this Contract.

EE. SEVERABILITY.

If any term or condition of this Contract is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if this Contract did not contain the particular provision held to be invalid.

FF. SMOKE FREE.

Public Law 103-227, also known as the Pro-Children Act of 1994 (Act), requires that smoking not be permitted in any portion of any indoor facility owned or leased or contracted for by an entity and used routinely or regularly for the provision of health, day care, early childhood development services, education or library services to children under the age of 18, if the services are funded by Federal programs either directly or through State or local governments, by Federal grant, contract, loan, or loan guarantee. The law also applies to children's services that are provided in indoor facilities that are constructed, operated, or maintained with such federal funds. The law does not apply to children's services provided in private residences; portions of facilities used for inpatient drug or alcohol treatment; service providers whose sole source of applicable Federal funds in Medicare or Medicaid; or facilities where WIC coupons are redeemed. Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. By signing, Contractor certifies that Contractor will comply

with the requirements of the Act and will not allow smoking within any portion of any indoor facility used for the provision of services for children as defined by the Act.

GG. SUBCONTRACTORS.

The Contractor may subcontract any portion of this Contract without prior written consent of Nebraska Children. The Contractor shall ensure that all subcontractors comply with all requirements of this Contract and applicable federal, state, county and municipal laws, ordinances, rules, and regulations.

HH. SURVIVAL.

All provisions hereof that by their nature are to be performed or complied with following the expiration or termination of this Contract, including but not limited to those clauses that specifically state survival, survive the expiration or termination of this Contract.

II. TIME IS OF THE ESSENCE.

Time is of the essence in this Contract. The acceptance of late performance with or without objection or reservation by Nebraska Children shall not waive any rights of Nebraska Children nor constitute a waiver of the requirement of timely performance of any obligations on the part of Contractor remaining to be performed.

JJ. WHISTLEBLOWER PROTECTIONS.

The Contractor shall comply with the provisions of 41 U.S.C. § 4712, which states an employee of a contractor, subcontractor, grantee, or Contractor may not be discharged, demoted or otherwise discriminated against as a reprisal for "whistleblowing." In addition, whistleblower protections cannot be waived by any agreement, policy, form, or condition of employment.

1. The Contractor's employees are encouraged to report fraud, waste, and abuse. The Contractor shall inform their employees in writing they are subject to federal whistleblower rights and remedies. This notification must be in the predominant native language of the workforce.
2. The Contractor shall include this requirement in any agreement made with a subcontractor or Contractor.

KK. NOTICES.

Notices shall be in writing and shall be effective upon mailing. Unless otherwise set forth herein, all Contractor reporting under the Contract shall be sent to the Nebraska Children Contract Manager as identified below. Written notices regarding termination of this Contract or breach of this Contract shall also be sent to the Nebraska Children Contract Manager identified, and to the following addresses:

**NEBRASKA CHILDREN CONTRACT MANAGER:**

Anna Bromberg  
Director of Strategic Learning  
Beyond School Bells  
Nebraska Children and Families Foundation  
215 Centennial Mall South, Suite 200  
Lincoln, NE 68508  
(402) 476-9401  
abromberg@nebraskachildren.org

**FOR CONTRACTOR:**

Jennifer Worthington  
Chief Innovation and Engagement Officer  
Grand Island Public Schools  
123 S Webb Rd  
Grand Island, NE 68803  
(308) 385-5900 ex. 1124  
jworthington@gips.org

Nebraska Children may change the Nebraska Children Contract Manager to be notified under this section via letter to Contractor sent by U.S. Mail, postage prepaid, or via email.

IN WITNESS THEREOF, the Parties have duly executed this Contract hereto, and acknowledge that the individual signing below has authority to legally bind the Party to this Contract.

**FOR NEBRASKA CHILDREN:**



\_\_\_\_\_  
Mary Jo Pankoke  
President and CEO

DATE: December 1, 2020

**FOR CONTRACTOR:**

\_\_\_\_\_  
Jennifer Worthington  
Chief Innovation and Engagement Officer

DATE: \_\_\_\_\_

FEDERAL TAX ID NUMBER:  
  
\_\_\_\_\_

**Nebraska Children and Families Foundation  
CONTRACT BUDGET FORM**

<b>Organization:</b>	Grand Island Public Schools				
<b>Project Title:</b>	ELO Innovation				
<b>Total Project Budget:</b>	\$155,000	<b>Budget Period:</b>	6/1/2020	through	6/30/2020
			<i>Date</i>		<i>Date</i>

BUDGET ITEM	TOTAL PROGRAM BUDGET	NC FUNDS REQUEST	OTHER FUNDS	SOURCES
<b>Direct Personnel</b>				
Wages:				
<b>TOTAL Wages</b>	\$ -	\$ 118,000.00		
Benefits & Payroll Taxes:				
<b>TOTAL Benefits &amp; Payroll Taxes</b>	\$ -		\$ -	
<b>Direct Expenses</b>				
Office Operation Expenses:				
<b>TOTAL Operation Expense</b>	\$ -	\$ -	\$ -	
Travel:				
<b>TOTAL Travel</b>	\$ -	\$ 1,500.00	\$ -	
Equipment:				
<b>TOTAL Equipment</b>	\$ -	\$ -	\$ -	
Supplies:				
<b>TOTAL Supplies</b>	\$ -	\$ 35,000.00		
Training & Outreach:				
<b>TOTAL Training &amp; Outreach</b>	\$ -	\$ -	\$ -	
Contract / Consulting:				
<b>TOTAL Contract / Consulting</b>	\$ -	\$ -	\$ -	
Other Expenses:				
<b>TOTAL Other Expenses</b>	\$ -	\$ -	\$ -	
<b>Administrative Expenses</b>				
Administrative Expenses:				
<b>TOTAL Administrative Expenses</b>	\$ -	\$ -	\$ -	
<b>TOTAL BUDGET</b>	\$ -	\$ 154,500.00	\$ -	



## BUDGET JUSTIFICATION TEMPLATE

The Budget Justification Template must correspond with the Budget Template spreadsheet.

Contractors must provide the following two elements as part of the budget submission:

- Budget
- Budget Justification

➤ In certain situations, a Time Study may also be required.

Nebraska Children requires your organization to complete the budget and budget justification utilizing the templates provided. The budget justification needs to be an explanation of each of the components of the budget, which "justifies" the cost in terms of the proposed work. The explanation should focus on how each budget item is required to achieve the aims of the project and how the estimated costs in the budget were calculated. The important thing to show in the narrative is: **How did you arrive at the numbers in the Budget?**

In some situations it might be necessary to explain why an expense is necessary and/or how it would be utilized for the project.

In order to provide further details to the Budget Template, please complete the tables below. Detailed instructions are included in each table.



--

**DIRECT PERSONNEL**

**Benefits and Payroll Taxes**

**Instructions:** Payroll Taxes include costs of benefit(s) for the project staff. Identify the types of fringe benefits to be covered and the costs of benefit(s) for each staff position. Allowable fringe benefits typically include FICA, Worker’s Compensation, Retirement, SUTA, Health and Life Insurance, IRA, and 401K. The Contractor may provide a calculation for total benefits as a percentage of the salaries to which they apply or list each benefit as a separate item. If a fringe benefit amount is over 30%, please list covered items separately and justify the high cost. Holidays, leave, and other similar vacation benefits are not included in the fringe benefit rates, but are absorbed into the personnel expenses (salary) budget line item. For example, fringe benefit rate = 28%: Direct Salaries of \$42,000 x .28 = \$11,760 in Fringe Benefits.

Component	Wage	Rate	Total NCF Funds	Total Match Funds
<b>TOTAL</b>				

**Justification:**

--

**DIRECT EXPENSES**

**Office Operation Expenses**

**Instructions:** List items (e.g., phone, Internet, rent, insurance, software licensing, equipment leases) by major type and show how the costs were calculated. For example, 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. **Expenses that are covered by an administrative rate cannot also be covered in this category.**

Item	Rate	Total NCF Funds	Total Match Funds
<b>TOTAL</b>			

**Justification:**

--





**DIRECT EXPENSES**

**Supplies**

**Instructions:** Include the funds for the purchase of consumable supplies and materials that do not fit the definition of “Equipment”. List any single item costing \$1,000 or more. Provide the calculation for cost determinations. Example: Consumable office supplies (e.g. paper, pens) @ \$250 and conference supplies (name badges, table tents) @ \$320 for a total of \$570.

Item	Rate	Total NCF Funds	Total Match Funds
Materials for 2-3 onsite or virtual workshops on the TMC lab		\$8,000	
Personal protection equipment for ELO programming		\$3,000	
Consumable supplies for ELO programming for 4 sites	\$6,000 / site for summer, fall and spring	\$24,000	
<b>TOTAL</b>		<b>\$35,000</b>	

**Justification:**  
 Grand Island will develop and disseminate electronic, online and print resources and training to use during the 2-3 workshops and that will subsequently be available to afterschool programs statewide on the Think Make Create Labs.

Grand Island will purchase personal protection equipment to offer safe protocols during the ELO programming.

Grand Island will purchase supplies to launch the ELO programming at four schools.

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<b>DIRECT EXPENSES</b>
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<b><u>Training and Outreach</u></b>
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**Instructions:** List activity (e.g., training, professional development, parent education/engagement). List items (e.g., registration fees, website development, marketing expenses, training materials, meeting expenses) by major type and show how you calculated the costs.

Item	Rate	Total NCFE Funds	Total Match Funds
<b>TOTAL</b>			

**Justification:**



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**DIRECT EXPENSES**

**Other Expenses**

**Instructions:** If applicable, list and describe any expenses that do not fit into the specified categories identified.

Item	Rate	Total NCF Funds	Total Match Funds
<b>TOTAL</b>			

**Justification:**



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**BUDGET JUSTIFICATION SUMMARY**

**Instructions:** Transfer the total of each budget category to this table. The Total Budget amount below must match the Total Budget amount on the budget template.

Budget Item	Total NCFE Funds	Total Match Funds
Wages	\$118,000	
Benefits and Payroll Taxes		
Office Operation Expenses		
Travel	\$1,500	
Equipment		
Supplies	\$35,000	
Training and Outreach		
Contract/Consulting		
Other Expenses		
Administrative Expenses		
<b>TOTAL BUDGET</b>	<b>\$154,500</b>	



# Hall County Election Office

Tracy Overstreet, Hall County Election Commissioner

121 South Pine Street, Grand Island, NE 68801

Phone (308) 385-5085 (308) 385-5071 fax

[tracyo@hallcountyne.gov](mailto:tracyo@hallcountyne.gov) [www.hallcountyne.gov](http://www.hallcountyne.gov)

State of Nebraska  
County of Hall

November 24, 2020

Tawana Grover, Superintendent  
Grand Island Public Schools  
PO Box 4904  
Grand Island, NE 68802

I, Tracy Overstreet, being the Election Commissioner of Hall County, Nebraska, do hereby certify the following is a true and complete abstract of the votes cast at the General Election held November 3, 2020, in this county, as canvassed by the canvassing board of Hall County, with respect to candidates, measures, propositions, and issues therein listed; and do further certify that to the best of my knowledge such ballots, including early voting and provisional, have been voted, counted and canvassed in the manner provided by law.

### Grand Island Public School Board of Education

	Hall	Merrick	Total	
<b><u>Ward A (vote for one)</u></b>				
Terry A. Brown	3,878	NA	3,878	
Lindsey Jurgens	4,002	NA	4,002	Elected
<b><u>Ward B (vote for two)</u></b>				
Lisa M. Albers	3,398	NA	3,398	Elected
Tim Mayfield	2,049	NA	2,049	
David Hulinsky	2,065	NA	2,065	Elected
<b><u>Ward C (vote for one)</u></b>				
Joshua L. Hawley	3,343	2	3,345	Elected

Witness my hand and official seal this 24th day of November 2020.

Tracy Overstreet  
Hall County Election Commissioner



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**CONTRACT  
BETWEEN  
NEBRASKA CHILDREN AND FAMILIES FOUNDATION  
AND  
GRAND ISLAND PUBLIC SCHOOLS**

This Contract is entered into by and between the Nebraska Children and Families Foundation (hereinafter “Nebraska Children”), and Grand Island Public Schools (hereinafter “Contractor”).

PURPOSE: The purpose of this Contract is as follows: Grand Island Public Schools (the Contractor) will partner with Beyond School Bells (BSB) to provide three specific, targeted Expanded Learning Opportunity (ELO) professional development and activities across all grade levels, K-12 within the school district.

These funds are **not** to be used to provide compensation for ongoing staff or operational supports of individual programs.

**I. TERM AND TERMINATION**

A. TERM.

This Contract is in effect from **July 1, 2020** the effective date, **June 30, 2021**, the completion date.

B. TERMINATION.

This Contract may be terminated at any time upon mutual written consent or by either Party for any reason upon submission of written notice to the other Party at least thirty (30) days prior to the effective date of termination. Nebraska Children may also terminate this Contract for cause, convenience, and in accord with the provisions designated “BANKRUPTCY PROCEEDING OR TRUSTEESHIP,” “FUNDING AVAILABILITY,” and “BREACH OF CONTRACT.” In the event that either Party terminates this Contract, the Contractor shall provide to Nebraska Children all work in progress, work completed, and materials provided to it by Nebraska Children in connection with this Contract immediately and final reports must be submitted by the Contractor within 60 days of the termination date.

**II. CONSIDERATION**

A. TOTAL PAYMENT.

Nebraska Children shall pay the Contractor a total amount, not to exceed **\$155,000.00** (one hundred fifty-five thousand dollars) for the activities specified herein.

- i. For item A listed in the Scope of Services, Nebraska Children shall pay the Contractor a maximum amount of **\$30,000.00** (thirty thousand dollars).

- ii. For item B listed in the Scope of Services, Nebraska Children shall pay the Contractor a maximum amount of **\$50,000.00** (fifty thousand dollars).
- iii. For item C listed in the Scope of Services, Nebraska Children shall pay the Contractor a maximum amount of **\$75,000.00** (seventy-five thousand dollars)

B. PAYMENT STRUCTURE.

Payment shall be structured as follows:

- i. As consistent with all applicable federal statutes, regulations, and policies, Nebraska Children shall make payment to the Contractor for its actual, allowable, reasonable, and allocable costs.
- ii. Nebraska Children shall make two payments to the Contractor as follows:
  - 1. One payment of **\$77,500.00** (seventy-seven thousand five hundred dollars) will be made upon Nebraska Children's receipt of this fully executed Contract, in addition to, receipt and approval of a budget and detailed budget justification for the 2020/21 funds and receipt and approval of prior year-end reporting.
  - 2. One payment **\$77,500.00** (seventy-seven thousand five hundred dollars) will be made upon Nebraska Children's receipt and approval of the 6-month progress report and detailed budget expenditure report.
  - 3. Once all required materials have been received and approved, please allow 30 days from date of approval for payment processing.
- iii. **Final reports must be submitted no later than July 31, 2021.**
- iv. Nebraska Children will only make payment to the Contractor for approved activities that are between July 1, 2020 to June 30, 2021.
- v. Payment is contingent upon the receipt and appropriation of funds.

C. BUDGET CHANGES.

Amendments to an approved budget are allowed when:

- 1. There are any changes in the approved budget that exceed fifteen percent (15%) of any line item. Budget modification requests must be submitted in writing and approved in advance by Nebraska Children. Requests should briefly explain why the modification is needed and how the changes relate to the original Scope of Services. A revised budget

form must also accompany the submitted request.

### **III. SCOPE OF SERVICES**

The Contractor will partner with Nebraska Children's Beyond Schools Bells initiative to implement the following services / activities:

#### **A. ELO Center of Excellence – Think Make Create (TMC) Labs.**

1. Build on current programming and staff expertise, the Contractor will become a center of excellence in the use of the TMC Labs to support ELO programming for communities across Nebraska;
2. Build on and enhance GIPS expertise in TMC Labs use to facilitate sharing best practices with other ELO programs;
3. Develop on-line training and teaching resources that can support other communities use of the TMC Labs platform;
4. Host 2-3 on-site summer / fall workshops, providing participants with an overview of how they can use TMC Labs to enhance their ELO program;
5. Share activities on-line with photos and videos to provide an overview to the activities that make up a successful TMC Labs program, and;
6. Will be available to field questions from educators looking to start TMC Labs in their community's ELO program.

#### **B. Initiate Jumpstart 6 / *Thriving Minds* - summer learning program**

1. Create programming that will include both a transition element for rising 6<sup>th</sup> grade students at all three GIPS Middle Schools (Jumpstart 6) and targeted summer / transition to fall programming for older youth (Thriving Minds);
  - i. Programming will have a whole child focus and will be designed to be delivered in either an on-line, in-person or blended format to give youth a strong start to their 6<sup>th</sup> grade, including tools to deal with middle school expectations, social issues, drama, behavior, etc.;
2. Create activities that will focus on STEM / makerspace, team building, mindfulness, and arts activities. Common Outcomes at all three middle schools include:
  - i. Incoming students will understand common routines, habits for school success
  - ii. Development of relationships between students and with teachers/staff
  - iii. Understand what is expected of a 6th grader in GIPS
3. Contractor will provide BSB with basic demographic / socioeconomic information about student participants. Contractor will work with BSB to develop a pre - / post survey of the impact of this program on student attitudes about school success

- C. **ELO Innovation Network Incubator / *Thriving Minds***– School year programming.
1. Contractor will initiate new ELO programming at the Elementary (2), Middle and High School levels. In addition to regular programming opportunities for students participating in these programs, these sites will partner with BSB to:
    - i. Pilot new educational experiences, clubs, and curriculum, including in-person, on-line and blended learning experiences,
    - ii. Test new staffing innovations and partnership building activities that will be evaluated to collect lessons learned shared with communities across the state.
- D. For these three programming strands, Contractor agrees to partner with BSB to:
1. Monitor and ensure activities/services are in accordance with Nebraska Children guidance and all other applicable law, specifically that all expenses are limited to those that are reasonable and applicable to this project; and
  2. Maintain continuous communication via email, phone calls, and/or in person meetings with Nebraska Children.
- A. Nebraska Children shall provide the following deliverables:
1. Review all reports received from Contractor.
  2. Be responsible for administrative guidance, policy, and monitoring of services performed by the Contractor under this Contract.
  3. Provide on-going TA to Contractor and/or approved Subcontractor in meeting Contract requirements.
  4. Communicate with the Contractor on a regular basis through emails, phone calls, and in person meetings.
- B. REPORTING REQUIREMENTS:
1. The Contractor shall submit a six and twelve month progress report indicating progress on deliverables.
  2. The Contractor shall submit a six and twelve month expenditure report that includes the submission of a budget expenditure report along with supporting documentation for allowable, and reasonable expenditures in accordance with the Contract and approved budget according to the below schedule:
  3. Reports will be submitted to Zoe Streckfuss, Grant Coordinator, via email at [zstreckfuss@nebraskachildren.org](mailto:zstreckfuss@nebraskachildren.org) with a cc to Anna Bromberg at [abromberg@nebraskachildren.org](mailto:abromberg@nebraskachildren.org).

Report Name	Due on or Before	Covering the Period of
Six Month Progress Report	January 31, 2021	July 1, 2020 – December 31, 2020
Six Month Expenditure Report	January 31, 2021	July 1, 2020 – December 31, 2020
Twelve Month Progress Report	July 31, 2021	July 1, 2020 – June 30, 2021
Twelve Month Expenditure Report	July 31, 2021	July 1, 2020 – June 30, 2021

\* For Communities with a Community Well Being contract, reports and timelines will align with that contract

\*\*A general ledger detail report generated directly from the Contractor’s fiscal agent is required in addition to the Contractor’s Budget Expenditure Report.

**IV. GENERAL PROVISIONS**

**A. ACCESS TO RECORDS AND AUDIT RESPONSIBILITIES.**

1. All Contractor books, records, and documents regardless of physical form, including data maintained in computer files or on magnetic, optical or other media, relating to work performed or monies received under this Contract shall be subject to audit at any reasonable time upon the provision of reasonable notice by Nebraska Children. Contractor shall maintain all records for five (5) years from the date of final payment, except that records that fall under the provisions of the Health Insurance Portability and Accountability Act (HIPAA) shall be maintained for six (6) full years from the date of final payment. In addition to the foregoing retention periods, all records shall be maintained until all issues related to an audit, litigation or other action are resolved to the satisfaction of Nebraska Children. All records shall be maintained in accordance with generally accepted business practices.
  
2. The Contractor shall follow all federal audit requirements. Audits must be prepared and issued by an independent certified public accountant licensed to practice. A copy of the Contractor’s audit is to be made electronically available or sent to:

***Nebraska Children and Families Foundation  
215 Centennial Mall South, Suite 200  
Lincoln, NE 68508***

Contractor shall provide Nebraska Children any and all written communications received by Contractor from an auditor related to Contractor’s internal control over financial reporting requirements and communication with those charged with governance including those in compliance with or related to Statement of Auditing Standards (SAS) 122. The Contractor agrees to provide Nebraska Children with a copy of

all such written communications immediately upon receipt or instruct any auditor it employs to deliver copies of such written communications to Nebraska Children at the same time copies are delivered to Contractor, in which case Contractor agrees to verify that Nebraska Children has received a copy.

In addition to, and in no way in limitation of any obligation in this Contract, the Contractor shall be liable for audit exceptions, and shall return to Nebraska Children all payments made under this Contract for which an exception has been taken or which has been disallowed because of such an exception, upon demand from Nebraska Children.

B. AMENDMENT.

This Contract may be modified only by written amendment executed by both Parties. No alteration or variation of the terms and conditions of this Contract shall be valid unless made in writing and signed by the Parties.

C. ANTI-DISCRIMINATION.

The Contractor shall comply with all applicable local, state and federal statutes and regulations regarding civil rights and equal opportunity employment, including **but not limited to**: Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d et seq.; the Rehabilitation Act of 1973, 29 U.S.C. §§ 794 et seq.; the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 et seq.; the Age Discrimination in Employment Act, 29 U.S.C. § 621 and the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. §§ 48-1101 to 48-1125. Violation of said statutes and regulations will constitute a material breach of this Contract. The Contractor shall insert a similar provision into all subcontracts.

D. ASSIGNMENT.

Unless previously approved, the Contractor shall not assign or transfer any interest, rights, or duties under this Contract to any person, firm, or corporation without prior written consent of Nebraska Children. In the absence of such written consent, any assignment or attempt to assign shall constitute a breach of this Contract.

E. ASSURANCE.

If Nebraska Children, in good faith, has reason to believe that Contractor does not intend to, is unable to, has refused to, or discontinues performing material obligations under this Contract, Nebraska Children may demand in writing that Contractor give a written assurance of intent to perform. Failure by Contractor to provide written assurance within the number of days specified in the demand may, at Nebraska Children's discretion, be the basis for terminating this Contract.

F. BANKRUPTCY PROCEEDING OR TRUSTEESHIP.

Nebraska Children may immediately terminate this Contract if:

1. The filing of a petition by or against the Contractor or its Subcontractor for adjudication as a bankrupt under the United States Bankruptcy Act; or
2. The commencement of any action or proceeding for the appointment of a receiver or trustee for the Contractor.

G. BREACH OF CONTRACT.

Nebraska Children may terminate the Contract, in whole or in part, if the Contractor fails to perform its obligations under the Contract in a timely and proper manner. Nebraska Children may, by providing a written notice of default to the Contractor, allow the Contractor to cure a failure or breach of contract within a period of thirty (30) days or longer at Nebraska Children's discretion considering the gravity and nature of the default. Said notice shall be delivered by Certified Mail, Return Receipt Requested or in person with proof of delivery. Allowing the Contractor time to cure a failure or breach of contract does not waive Nebraska Children's right to immediately terminate the Contract for the same or different contract breach which may occur at a different time. Nebraska Children may, at its discretion, contract for any services required to complete this Contract and hold the Contractor liable for any excess cost caused by Contractor's default. This provision shall not preclude the pursuit of other remedies for breach of contract as allowed by law.

H. COMPLIANCE WITH LAW.

The Contractor shall comply with all applicable law, including but not limited to all applicable federal, state, county and municipal laws, ordinances, rules, and regulations in the performance of this Contract.

I. CONFIDENTIALITY.

Any and all confidential or proprietary information gathered in the performance of this Contract, either independently or through Nebraska Children, shall be held in the strictest confidence and shall be released to no one other than Nebraska Children without the prior written authorization of Nebraska Children, provided that contrary Contract provisions set forth herein shall be deemed to be authorized exceptions to this general confidentiality provision. This provision shall survive the termination of this Contract.

J. CONFLICTS OF INTEREST.

In the performance of this Contract, Contractor shall avoid all conflicts of interest and all appearances of conflicts of interest. Contractor shall not acquire an interest either directly or indirectly which will conflict in any manner or degree with performance and shall immediately notify Nebraska Children in writing of any such instances encountered.

K. DATA OWNERSHIP AND COPYRIGHT.

All data collected as a result of this project shall be the property of Nebraska Children. The Contractor shall not copyright any of the material produced in conjunction with the performance required under this Contract without written consent from Nebraska Children. Nebraska Children hereby reserves a royalty-free, nonexclusive, and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use any copyrightable material for federal or state government purposes. This provision shall survive termination of this Contract.

L. DEBARMENT, SUSPENSION OR DECLARED INELIGIBLE.

The Contractor certifies that neither it nor its principals are debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any state or federal department or agency.

M. DOCUMENTS INCORPORATED BY REFERENCE.

All references in this Contract to laws, rules, regulations, guidelines, directives, and attachments which set forth standards and procedures to be followed by Contractor in discharging its obligations under this Contract shall be deemed incorporated by reference and made a part of this Contract with the same force and effect as if set forth in full text, herein.

N. DRUG-FREE WORKPLACE.

Contractor certifies that it maintains a drug-free workplace environment to ensure worker safety and workplace integrity. Contractor shall provide a copy of its drug-free workplace policy at any time upon request by Nebraska Children.

O. FORCE MAJEURE.

Neither party shall be liable for any costs or damages resulting from its inability to perform any of its obligations under this Contract due to a natural disaster, or other similar event outside the control and not the fault of the affected party ("Force Majeure Event"). A Force Majeure Event shall not constitute a breach of this Contract. The party so affected shall immediately give notice to the other party of the Force Majeure Event. Upon such notice, all obligations of the affected party under this Contract which are reasonably related to the Force Majeure Event shall be suspended, and the affected party shall do everything reasonably necessary to resume performance as soon as possible. Labor disputes with the impacted party's own employees will not be considered a Force Majeure Event and will not suspend performance requirements under this Contract.

P. FRAUD OR MALFEASANCE.

Nebraska Children may immediately terminate this Contract for fraud, misappropriation, embezzlement, malfeasance, misfeasance, or illegal conduct

pertaining to performance under the Contract by Contractor, its employees, officers, directors, volunteers, shareholders, or subcontractors.

Q. FUNDING AVAILABILITY.

Nebraska Children may terminate the Contract, in whole or in part, in the event funding is no longer available. Should funds not be appropriated, Nebraska Children may terminate the Contract with respect to those payments for the fiscal years for which such funds are not appropriated. Nebraska Children shall give Contractor written notice thirty (30) days prior to the effective date of any termination. The Contractor shall be entitled to receive just and equitable compensation for any authorized work which has been satisfactorily completed as of the termination date. In no event, shall Contractor be paid for a loss of anticipated profit.

R. COMPLETION OF CONTRACT.

1. The Contractor shall not incur new obligations after the termination or completion of the Contract, and shall cancel as many outstanding obligations as possible. Nebraska Children shall give full credit to Contractor for the federal share of non-cancelable obligations properly incurred by Contractor prior to termination, and costs incurred on, or prior to, the termination or completion date.
2. Within a maximum of 30 days following the date of expiration or completion, Contractor shall submit all financial, performance, and related reports required by Contractor Reporting Requirements. Nebraska Children reserves the right to extend the due date for any report and may waive, in writing, any report it considers to be unnecessary.
3. The Contractor shall assist and cooperate in the orderly transition and transfer of Contract activities and operations with the objective of preventing disruption of services.
4. Completion of this Contract shall not affect the retention period for, or state or federal rights of access to, Contractor records, or Contractor's responsibilities regarding property or with respect to any program income for which Contractor is still accountable under this Contract.

S. GOVERNING LAW.

The Contract shall be governed in all respects by the laws and statutes of the United States and the State of Nebraska. Any legal proceedings against Nebraska Children or the State of Nebraska regarding this Contract shall be brought in Nebraska administrative or judicial forums as defined by Nebraska State law.

T. HOLD HARMLESS.

1. The Contractor shall defend, indemnify, hold, and save harmless Nebraska Children and its employees, volunteers, agents, and its elected

and appointed officials (“the indemnified parties”) from and against any and all claims, liens, demands, damages, liability, actions, causes of action, losses, judgments, costs, and expenses of every nature, including investigation costs and expenses, settlement costs, and attorney fees and expenses (“the claims”), sustained or asserted against Nebraska Children, arising out of, resulting from, or attributable to the willful misconduct, negligence, error, or omission of Contractor, its employees, subcontractors, consultants, representatives, and agents, except to the extent such Contractor’s liability is attenuated by any action of Nebraska Children that directly and proximately contributed to the claims.

2. The Contractor shall, at its sole cost and expense, defend, indemnify, and hold harmless the indemnified parties from and against any and all claims, to the extent such claims arise out of, result from, or are attributable to, the actual or alleged infringement or misappropriation of any patent, copyright, trade secret, trademark, or confidential information of any third party by the Contractor or its employees, subcontractors, consultants, representatives, and agents; provided, however, Nebraska Children gives the Contractor prompt notice in writing of the claim. The Contractor may not settle any infringement claim that will affect the Nebraska Children’s use of the intellectual property used in the performance of this Contract without the Nebraska Children’s prior written consent, which consent may be withheld for any reason. If a judgment or settlement is obtained or reasonably anticipated against Nebraska Children’s use of any intellectual property for which the Contractor has indemnified Nebraska Children, the Contractor shall, at the Contractor’s sole cost and expense, promptly modify the item or items which were determined to be infringing, acquire a license or licenses on Nebraska Children’s behalf to provide the necessary rights to Nebraska Children to eliminate the infringement, or provide Nebraska Children with a non-infringing substitute that provides Nebraska Children the same functionality. At Nebraska Children’s election, the actual or anticipated judgment may be treated as a breach of warranty by the Contractor, and Nebraska Children may receive the remedies provided under this Contract.
3. Nebraska Children’s liability is limited to the extent provided by the Nebraska Tort Claims Act, the Nebraska Contract Claims Act, the Nebraska Miscellaneous Claims Act, and any other applicable provisions of law. Nebraska Children does not assume liability for the action of its Contractors.

U. INDEPENDENT CONTRACTOR.

The Contractor is an Independent Contractor and neither it nor any of its employees shall, for any purpose, be deemed employees of Nebraska Children.

The Contractor shall employ and direct such personnel, as it requires, to perform its obligations under this Contract, exercise full authority over its personnel, and comply with all workers' compensation, employer's liability and other federal, state, county, and municipal laws, ordinances, rules and regulations required of an employer providing services as contemplated by this Contract.

V. CONTRACT WORK HOURS AND SAFETY STANDARDS.

Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

W. INTEGRATION.

This written Contract represents the entire agreement between the Parties, and any prior or contemporaneous representations, promises, or statements by the Parties, that are not incorporated herein, shall not serve to vary or contradict the terms set forth in this Contract.

X. LOBBYING.

Contractor certifies that no Federal or State appropriated funds shall be paid, by or on behalf of Contractor, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of U.S. Congress or State Legislature, an officer or employee of U.S. Congress or State Legislature, or an employee of a Member of U.S. Congress or State Legislature in connection with this Contract for: (a) the awarding of any Federal or State agreement; (b) the making of any Federal or State grant; (c) the entering into of any cooperative agreement; and (d) the extension, continuation, renewal, amendment, or modification of any Federal or State agreement, grant, loan, or cooperative agreement.

Y. INSURANCE.

1. *General Requirement.* The Contractor shall not commence work under

this Contract until all the insurance required herein has been obtained. The Contractor shall maintain all required insurance for the life of this Contract and shall ensure that Nebraska Children has the most current certificate of insurance throughout the life of this Contract.

- a. If by the terms of any insurance a mandatory deductible is required, or if the Contractor elects to increase the mandatory deductible amount, the Contractor shall be responsible for payment of the amount of the deductible in the event of a paid claim.
  - b. Insurance coverages shall function independent of all other clauses in the Contract, and in no instance shall the limits of recovery from the insurance be reduced below the limits required by this paragraph.
2. *Workers' Compensation Required.* The Contractor shall take out and maintain during the life of this Contract the statutory Workers' Compensation and Employer's Liability Insurance for all of the contractor's employees to be engaged in work on the project under this Contract and, in case any such work is sublet, the Contractor shall require the subcontractor similarly to provide Worker's Compensation and Employer's Liability Insurance for all of the subcontractor's employees to be engaged in such work. This policy shall be written to meet the statutory requirements for the state in which the work is to be performed, including Occupational Disease. This policy shall include a waiver of subrogation in favor of Nebraska Children. The amounts of such insurance shall not be less than the following limits:

3.

<b>WORKERS' COMPENSATION</b>	
Employers Liability Limits	\$500K/\$500K/\$500K
Statutory Limits – All States	Statutory – State of Nebraska
Voluntary Compensation	Statutory
<b>SUBROGATION WAIVER</b>	
"Workers' Compensation policy shall include a waiver of subrogation in favor of Nebraska Children."	

4. Any additional required coverages set forth in this Contract shall be subject to the same requirements of paragraph 1, subject to additional requirements contained therein.

A copy of the Contractor's certificate of insurance is to be made electronically available or sent to:

**Nebraska Children and Families Foundation**  
**215 Centennial Mall South, Suite 200**  
**Lincoln, NE 68508**

Z. NEBRASKA NONRESIDENT INCOME TAX WITHHOLDING.

Contractor acknowledges that Nebraska law requires Nebraska Children to withhold Nebraska income tax if payments for personal services are made in excess of six hundred dollars (\$600) to any Contractor who is not domiciled in Nebraska or has not maintained a permanent place of business or residence in Nebraska for a period of at least six months. This provision applies to: individuals; to a corporation, if 80% or more of the voting stock of the corporation is held by the shareholders who are performing personal services, and to a partnership or limited liability company, if 80% or more of the capital interest or profits interest of the partnership or limited liability company is held by the partners or members who are performing personal services.

The Parties agree, when applicable, to properly complete the Nebraska Department of Revenue Nebraska Withholding Certificate for Nonresident Individuals Form W-4NA or its successor. The form is available at: [http://www.revenue.ne.gov/tax/current/fill-in/f\\_w-4na.pdf](http://www.revenue.ne.gov/tax/current/fill-in/f_w-4na.pdf).

AA. NEBRASKA TECHNOLOGY ACCESS STANDARDS.

The Contractor shall review the Nebraska Technology Access Standards, found at <http://www.nitc.nebraska.gov/standards/2-201.html> and ensure that products and/or services provided under the Contract comply with the applicable standards. In the event such standards change during Contractor's performance, Nebraska Children may create an amendment to the Contract to request that Contractor comply with the changed standard at a cost mutually acceptable to the Parties.

BB. NEW EMPLOYEE WORK ELIGIBILITY STATUS.

The Contractor shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. § 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

If Contractor is an individual or sole proprietorship, the following applies:

1. The Contractor must complete the United States Citizenship Attestation Form, available on the Department of Administrative Services website at [www.das.state.ne.us](http://www.das.state.ne.us).
2. If Contractor indicates on such attestation form that he or she is a qualified alien, Contractor agrees to provide the U.S. Citizenship and

Immigration Services documentation required to verify Contractor's lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program.

3. The Contractor understands and agrees that lawful presence in the United States is required and Contractor may be disqualified or the Contract terminated if such lawful presence cannot be verified as required by Neb. Rev. Stat. § 4-108.

CC. PROGRAMMATIC CHANGES.

The Contractor shall request in writing to Nebraska Children for approval of programmatic changes. Nebraska Children shall approve or disapprove in whole or in part in writing within thirty (30) days of receipt of such request.

DD. RESEARCH.

The Contractor shall not engage in research utilizing the information obtained through the performance of this Contract without the express written consent of Nebraska Children. The term "research" shall mean the investigation, analysis, or review of information, other than aggregate statistical information, which is used for purposes unconnected with this Contract.

EE. SEVERABILITY.

If any term or condition of this Contract is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if this Contract did not contain the particular provision held to be invalid.

FF. SMOKE FREE.

Public Law 103-227, also known as the Pro-Children Act of 1994 (Act), requires that smoking not be permitted in any portion of any indoor facility owned or leased or contracted for by an entity and used routinely or regularly for the provision of health, day care, early childhood development services, education or library services to children under the age of 18, if the services are funded by Federal programs either directly or through State or local governments, by Federal grant, contract, loan, or loan guarantee. The law also applies to children's services that are provided in indoor facilities that are constructed, operated, or maintained with such federal funds. The law does not apply to children's services provided in private residences; portions of facilities used for inpatient drug or alcohol treatment; service providers whose sole source of applicable Federal funds in Medicare or Medicaid; or facilities where WIC coupons are redeemed. Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. By signing, Contractor certifies that Contractor will comply

with the requirements of the Act and will not allow smoking within any portion of any indoor facility used for the provision of services for children as defined by the Act.

GG. SUBCONTRACTORS.

The Contractor may subcontract any portion of this Contract without prior written consent of Nebraska Children. The Contractor shall ensure that all subcontractors comply with all requirements of this Contract and applicable federal, state, county and municipal laws, ordinances, rules, and regulations.

HH. SURVIVAL.

All provisions hereof that by their nature are to be performed or complied with following the expiration or termination of this Contract, including but not limited to those clauses that specifically state survival, survive the expiration or termination of this Contract.

II. TIME IS OF THE ESSENCE.

Time is of the essence in this Contract. The acceptance of late performance with or without objection or reservation by Nebraska Children shall not waive any rights of Nebraska Children nor constitute a waiver of the requirement of timely performance of any obligations on the part of Contractor remaining to be performed.

JJ. WHISTLEBLOWER PROTECTIONS.

The Contractor shall comply with the provisions of 41 U.S.C. § 4712, which states an employee of a contractor, subcontractor, grantee, or Contractor may not be discharged, demoted or otherwise discriminated against as a reprisal for "whistleblowing." In addition, whistleblower protections cannot be waived by any agreement, policy, form, or condition of employment.

1. The Contractor's employees are encouraged to report fraud, waste, and abuse. The Contractor shall inform their employees in writing they are subject to federal whistleblower rights and remedies. This notification must be in the predominant native language of the workforce.
2. The Contractor shall include this requirement in any agreement made with a subcontractor or Contractor.

KK. NOTICES.

Notices shall be in writing and shall be effective upon mailing. Unless otherwise set forth herein, all Contractor reporting under the Contract shall be sent to the Nebraska Children Contract Manager as identified below. Written notices regarding termination of this Contract or breach of this Contract shall also be sent to the Nebraska Children Contract Manager identified, and to the following addresses:

**NEBRASKA CHILDREN CONTRACT MANAGER:**

Anna Bromberg  
Director of Strategic Learning  
Beyond School Bells  
Nebraska Children and Families Foundation  
215 Centennial Mall South, Suite 200  
Lincoln, NE 68508  
(402) 476-9401  
abromberg@nebraskachildren.org

**FOR CONTRACTOR:**

Jennifer Worthington  
Chief Innovation and Engagement Officer  
Grand Island Public Schools  
123 S Webb Rd  
Grand Island, NE 68803  
(308) 385-5900 ex. 1124  
jworthington@gips.org

Nebraska Children may change the Nebraska Children Contract Manager to be notified under this section via letter to Contractor sent by U.S. Mail, postage prepaid, or via email.

IN WITNESS THEREOF, the Parties have duly executed this Contract hereto, and acknowledge that the individual signing below has authority to legally bind the Party to this Contract.

**FOR NEBRASKA CHILDREN:**



\_\_\_\_\_  
Mary Jo Pankoke  
President and CEO

DATE: December 1, 2020

**FOR CONTRACTOR:**

\_\_\_\_\_  
Jennifer Worthington  
Chief Innovation and Engagement Officer

DATE: \_\_\_\_\_

FEDERAL TAX ID NUMBER:  
  
\_\_\_\_\_

**Nebraska Children and Families Foundation  
CONTRACT BUDGET FORM**

<b>Organization:</b>	Grand Island Public Schools				
<b>Project Title:</b>	ELO Innovation				
<b>Total Project Budget:</b>	\$155,000	<b>Budget Period:</b>	6/1/2020	through	6/30/2020
			<i>Date</i>		<i>Date</i>

BUDGET ITEM	TOTAL PROGRAM BUDGET	NC FUNDS REQUEST	OTHER FUNDS	SOURCES
<b>Direct Personnel</b>				
<b>Wages:</b>				
<b>TOTAL Wages</b>	\$ -	\$ 118,000.00		
<b>Benefits &amp; Payroll Taxes:</b>				
<b>TOTAL Benefits &amp; Payroll Taxes</b>	\$ -		\$ -	
<b>Direct Expenses</b>				
<b>Office Operation Expenses:</b>				
<b>TOTAL Operation Expense</b>	\$ -	\$ -	\$ -	
<b>Travel:</b>				
<b>TOTAL Travel</b>	\$ -	\$ 1,500.00	\$ -	
<b>Equipment:</b>				
<b>TOTAL Equipment</b>	\$ -	\$ -	\$ -	
<b>Supplies:</b>				
<b>TOTAL Supplies</b>	\$ -	\$ 35,000.00		
<b>Training &amp; Outreach:</b>				
<b>TOTAL Training &amp; Outreach</b>	\$ -	\$ -	\$ -	
<b>Contract / Consulting:</b>				
<b>TOTAL Contract / Consulting</b>	\$ -	\$ -	\$ -	
<b>Other Expenses:</b>				
<b>TOTAL Other Expenses</b>	\$ -	\$ -	\$ -	
<b>Administrative Expenses</b>				
<b>Administrative Expenses:</b>				
<b>TOTAL Administrative Expenses</b>	\$ -	\$ -	\$ -	
<b>TOTAL BUDGET</b>	\$ -	\$ 154,500.00	\$ -	



## BUDGET JUSTIFICATION TEMPLATE

The Budget Justification Template must correspond with the Budget Template spreadsheet.

Contractors must provide the following two elements as part of the budget submission:

- Budget
- Budget Justification

➤ In certain situations, a Time Study may also be required.

Nebraska Children requires your organization to complete the budget and budget justification utilizing the templates provided. The budget justification needs to be an explanation of each of the components of the budget, which "justifies" the cost in terms of the proposed work. The explanation should focus on how each budget item is required to achieve the aims of the project and how the estimated costs in the budget were calculated. The important thing to show in the narrative is: **How did you arrive at the numbers in the Budget?**

In some situations it might be necessary to explain why an expense is necessary and/or how it would be utilized for the project.

In order to provide further details to the Budget Template, please complete the tables below. Detailed instructions are included in each table.



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**DIRECT PERSONNEL**

**Benefits and Payroll Taxes**

**Instructions:** Payroll Taxes include costs of benefit(s) for the project staff. Identify the types of fringe benefits to be covered and the costs of benefit(s) for each staff position. Allowable fringe benefits typically include FICA, Worker’s Compensation, Retirement, SUTA, Health and Life Insurance, IRA, and 401K. The Contractor may provide a calculation for total benefits as a percentage of the salaries to which they apply or list each benefit as a separate item. If a fringe benefit amount is over 30%, please list covered items separately and justify the high cost. Holidays, leave, and other similar vacation benefits are not included in the fringe benefit rates, but are absorbed into the personnel expenses (salary) budget line item. For example, fringe benefit rate = 28%: Direct Salaries of \$42,000 x .28 = \$11,760 in Fringe Benefits.

Component	Wage	Rate	Total NCF Funds	Total Match Funds
<b>TOTAL</b>				

**Justification:**









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<b>DIRECT EXPENSES</b>
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<b><u>Training and Outreach</u></b>
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**Instructions:** List activity (e.g., training, professional development, parent education/engagement). List items (e.g., registration fees, website development, marketing expenses, training materials, meeting expenses) by major type and show how you calculated the costs.

Item	Rate	Total NCFE Funds	Total Match Funds
<b>TOTAL</b>			

**Justification:**



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**DIRECT EXPENSES**

**Other Expenses**

**Instructions:** If applicable, list and describe any expenses that do not fit into the specified categories identified.

Item	Rate	Total NCF Funds	Total Match Funds
<b>TOTAL</b>			

**Justification:**

**ADMINISTRATIVE EXPENSES**

**Administrative Expenses**

**Instructions:** When applicable, administrative costs as allowable to ensure outcomes are achieved. Describe how the amount was calculated in the justification section below. 10% based on total direct expenses less program grants and contracted services. **Any line items that are already listed in other budget categories cannot also be covered by the administrative rate.** For example, if the administrative rate for the organization typically covers the cost of copies for meetings, copies should not be listed in "Office Operation Expenses" as its own line item as those expenses are already covered by the administrative rate.

Item	Rate	Total NCFE Funds	Total Match Funds
<b>TOTAL</b>			

**Justification:**

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**BUDGET JUSTIFICATION SUMMARY**

**Instructions:** Transfer the total of each budget category to this table. The Total Budget amount below must match the Total Budget amount on the budget template.

Budget Item	Total NCFE Funds	Total Match Funds
Wages	\$118,000	
Benefits and Payroll Taxes		
Office Operation Expenses		
Travel	\$1,500	
Equipment		
Supplies	\$35,000	
Training and Outreach		
Contract/Consulting		
Other Expenses		
Administrative Expenses		
<b>TOTAL BUDGET</b>	<b>\$154,500</b>	

# Kneale Administration Building

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TO: Facilities & Finance Committee  
RE: Minutes from Meeting, January 5, 2021

Mr. Virgil D. Harden, MBA, SFO  
Chief Financial Officer  
123 South Webb Road  
P.O. Box 4904  
Grand Island, NE 68802-4904

Attending: Dr. Dan Brosz, Mr. Terry Brown, Mr. Carlos Barcenas,  
Mrs. Bonnie Hinkle, Dr. Tawana Grover, Mr. Virgil Harden, Mr. Dan Petsch

## NEW BUSINESS:

Phone: (308) 385-5900 x 1144  
Fax: (308) 385-5949  
Email: [vharden@gips.org](mailto:vharden@gips.org)  
Web: [www.gips.org](http://www.gips.org)

1. Bills Listing – Mr. Harden
2. Request for Proposals – None
3. Nutrition Services Update: Mrs. Kris Spellman reported that Nutrition Services will be transitioning to a new software provider, Titan. This is being done at a cost equal to Meals Plus. Titan will be a better option for staff and parents. The plan is to go live after spring break. There was a steamer that failed at GISH last year. Mrs. Kris Spellman was able to use a grant to help purchase a new unit and it has been installed. Mrs. Kris Spellman reminded the committee that all meals are free through the end of the school year.
4. Information Technology Update: Mr. Cory Gearhart reported that the new network and systems engineer is on board and doing well. The IT department is working on a new handbook for the department. Such a handbook exists for the building integration specialists. This handbook for the department will assist with staff changes in the future. The department is currently working with Buildings and Grounds on a different work order ticketing system with Ameresco. Mr. Cory Gearhart reported that the Ameresco system seems like it might be a good fit for the ID department. Two of the bigger phone system upgrades have been completed. Those are KAB and GISH. Work is in progress to upgrade the Kronos time clock system due to the loss of support for Adobe Flash.
5. Review of Depreciation, Special Building, and General Fund, and Payroll: Mr. Virgil Harden reviewed the Depreciation Fund. Total Funds Available November 1, 2020, were \$801,892.98. There were Disbursements in November of \$153,386.15 and Encumbrances in December of \$195,144.45. There was an Available Balance on December 31, 2020, of \$453,362.38. Most notably, the GISH band uniforms have been received and paid for. Mr. Virgil Harden reviewed the General Fund. The General Fund revenue is up 2.16% and expenses are at 25.06%. Total payroll in December was \$8,378,423.35. This is up over last year but in line with the spending plan.
6. Federal Programs Financial Report: Mr. Virgil Harden reported that everything is going well with Federal Programs. The group continues to meet monthly. If there are any questions after reviewing the plan, please let Mr. Virgil Harden know.
7. Nebraska Children and Families Foundation Grant: Mrs. Jennifer Worthington was present and reviewed the Nebraska Children and Families Foundation Grant Contract. This contract will be on the Board Agenda for information and action in January. The contract is in effect from July 1, 2020, through June 30, 2021. The amount is \$155,000 and covers three services/activities. They are: A. Makerspace, B. Jumpstart 6/Thriving Minds, and C. ELO Innovation Network Incubator/Thriving Minds. ELO Innovation

Network Incubator will pilot new education experiences, clubs, and curriculum. This will be done virtually.

8. Review Custodial, Grounds, and Vehicle Five Year Plans: Mr. Dan Petsch reviewed the Five Year Custodial Equipment Plan. Currently on year 4 of 5. The needs for this year are due to age factors, and new buildings. We will move forward on purchases. The six replacement vacuums were purchased already due to need. The Grounds equipment list was also reviewed. We are on year 2 of the 5 year plan. Quotes are being obtained and equipment will start to be purchased. The Vehicle plan was also reviewed. The vehicles for year 2 have been purchased. Due to COVID, some of the vehicles that were purchased for year 1 did not arrive until this year. This caused us to change our plans and only three vehicles were able to be purchased.
9. Red Cross Facility Use Agreement (Revised): Mr. Dan Petsch reviewed the Red Cross Facility Use Agreement. A new form had to be completed for the buildings the Red Cross would be able to utilize. There are six buildings that are available and they are spread around town. With the forms that needed to be completed, the committee felt they did not need to be presented at the board meeting. The information to be completed consisted of the areas, sizes, etc.
10. EAB Three Year Contract: Mr. Virgil Harden reported on the renewal for the EAB District Leadership Forum. The coverage period will run from September 1, 2021, through August 31, 2024. The Annual Program Fee for Year 1 will be \$24,889. This will be an information item at the January Board Meeting with action in February.
11. GEAR Up MOU – Dr. Bailey--tabled
12. Five Year Multi-Function Devices (Copiers/Printers): Mr. Virgil Harden informed the committee that Mr. Cory Gearhart will take over the handling of the copiers/printers for the district. Mr. Cory Gearhart presented the draft of the Request for Proposal that will be sent out this month for the 5-year agreement. The important thing to remember is that service is the number one item of the agreement. When the RFPs are reviewed, they will be ranked with a numbering system. The intent is to approve the RFP at the April board meeting.
13. Sale of Mini Buses: Mr. Dan Petsch indicated that the SPED buses will be advertised for sale this year. The buses will remain in service through the school year. For next year and beyond, the district will contract with a provider for busing services. The buses will be available for inspection over Spring Break, and the sale will be approved in April. The buses will be sold as one lot.
14. Ameresco – Mr. Petsch—tabled
15. Transportation Services RFQ: Mr. Virgil Harden informed the committee that this RFQ was going to be done this last year but due to COVID it was postponed to this year. Mr. Virgil Harden will move forward with a request for qualifications and to determine who can provide the best service. This RFQ should be approved in May or June at the latest. The GIPS transportation needs a pretty unique with SpEd, activities, and regular bus stops. A good working relationship with the selected supplier is very important. This will be a 5-year agreement.
16. Drawdown Loan Agreement: Mrs. Traci Skalberg and Mr. Michael Rogers presented on the Drawdown Loan Agreement. This is for the CHI and GIPS Medical Pathway. A

\$1,750,000 grant plus \$1,000,000 for GIPS and a donation from JBS have been received toward the Medical Pathway at CHI. For the \$1,750,000 grant, the funds for the entire project have to be in the bank for the duration of the project. The intent of the loan agreement is to never draw on it—it is to show the district is committed. Mrs. Traci Skalberg indicated that CHI, St. Francis Foundation, CCC Foundation are all on board. The timeline of having funds is March 15, 2021. There is \$2,500,000 left to raise. In order to create the cash match, the drawdown loan agreement is necessary. A short term loan agreement is allowed by statute. This allows the loan documents to be in place in case funds are needed. Mr. Michael Roger is working on the legal documents that are needed. This will be an information item in January and action in February. The next steps: have the bank loan agreement (commercial type loan) negotiated with the bank prior to Feb meeting. This loan utilizes the bank's standard forms. Mrs. Traci Skalberg has talked to several local banks. If it would be necessary for the district to back the loan, funds would only be available in the General Fund.

17. TEEOSA FY2021-2022 school year: Mr. Virgil Harden reported that the district received notice of a State aid reduction of 877,495.
18. IRS Notice Dated 12-21-2020: Mrs. Katie Joseph reviewed the timeline of events that led to the IRS Notice. For the 2<sup>nd</sup> quarter of 2020, the district delayed sending in the tax payment for payroll dated June 16, 2020. Through the CARES act, the district was able to maneuver and move money to lessen the fine to \$28,000. There are very limited avenues for relief. There was 6.2% of Social Security tax deferred. There was \$111,722.46 saved in late deposit penalties. The recommendation is to ask for a Reasonable Cause Abatement (RCA). RCA grants are rare; however, Grand Island was hit hard by COVID and the IRS might be sympathetic. The committee felt the district should proceed with the RCA. The cost to do this will be \$3,000 to \$4,000.
19. CFO Transition Plan: Mr. Virgil Harden reported on the CFP Transition Plan. Mr. Virgil Harden is compiling a month by month list of items that need to be completed. These documents are in the rough draft stage and are continuing to be worked on.
20. Master Facilities Planning: Mr. Virgil Harden informed the committee that the next steps are to have a single topic master plan discussion with Key Communicators and Parent Advisory group. Based on their opinions, they will determine how to move forward to present the information to the community.
21. Regional Planning Commission Notices: These notices are attached. Please review and, if there are any questions, please let Mr. Virgil Harden know.
22. Final Change Order – Stolley Park Elementary School: Mr. Dan Petsch reviewed Change Order 4 with the committee. The change order is a credit of \$6,498. This includes a deduct to the district for accepting subcontractors non-conforming work, and an add for GIPS agreeing to cover a portion of the boiler cleaning since it could not be 100% determined why the cleaning was necessary (the contractor paid 1/3, GIPS paid 1/3, and the boiler contractor paid 1/3 of the costs).
23. Building Projects\Ten Year Plan Update – Mr. Petsch
  - Early Childhood Education at O'Connor Learning Center: Construction is moving well. Mr. Dan Petsch is working to get the press out to do story about the progress. Walls are up. Working on furniture. Looking at July move in.

- Principal: The district has acquired the property. It is going to take several months for connectivity. Now working to get systems turned around to run on our own district standard systems.
- NPBI: secondary large spaces are completed. GISH and Westridge are almost 100%. Barr almost complete. The project will be close to being finished by the end of January.

24. Open Agenda Items as Necessary – F&F Team

NEXT MEETING:      **Tuesday, February 2, 2021, at 7:30 a.m.**

*Dan, Kim, & Virgil review agenda items for BOE meeting.*

To: Leading for Learning BOE Committee  
From: Dr. Toni Palmer  
RE: Meeting Jan. 5, 2021, Virtual  
4:00 PM-5:30PM

New Business: [Link to Folder](#)

- ACT Update-
  - Kate Crowe provided an overview of the fall ACT data.
  - This ACT assessment was offered to 12th-grade students as a result of the cancellation of the spring state ACT due to covid-19.
  - This data is not state-reported
  - 494 students of the 602 seniors took advantage of the opportunity.
  - Students did not have the opportunity to complete the John Baylor course prior to the October 6 administration.
  - The Mean Score Composite was similar to the 2018-19 spring data
  - The 11 grade cohort are scheduled to take the spring assessment April 6th. Sophomores will take the
  
- Social Studies Pilot-Dr. Bills
  - Dr. Bills shared the plan for 6-12 social studies pilot.
  - A small task force of teachers will be part of the task force, however, all teachers will be piloting something and have voice in the selection process.
  - The selection process will continue to follow our policy and curriculum handbook process.
  - The pilot will occur the fall of 21 with selection of resources spring of 22 and implementation fall of 22.
  
- 8th Grade Math and Algebra Access-Math Team
  - Dr. Tomjack, and team members including Dr. Doll, Dr. Buhrman, Mrs. Kuhl, Miss Novotny, Mr. Phillips, Mr. Whichman, Mrs. Beberniss presented an update on the research and planning for student access to math and algebra.
  - Dr. Burhman shared the information about the new instructional resource adoption and current curriculum work. She described the core shifts and changes in mathematics
  - Classroom walks showed a lot of overlap between 8th grade math and 8th grade Algebra. The level of rigor is similar.
  - A description of how the 8th grade Algebra course structure differs from 9th grade course and the rationale for this difference. We are still responsible for teachers 8th grade standards in addition to Algebras standards in order to prepare students for future high school courses.
  - A description of the multi-tiered system in place to ensure students are prepared for their 8th grade math and Algebra courses.

- The Academies have created a math sequence for each pathway and have accessed advisory boards to verify what students need to be successful in college.
- This year we will be piloting course specific Math MAP Assessments to inform curriculum design, student interventions and monitor student growth.
- Students in Career Math have access to the MAP assessment which is a college entry assessment as well.
- Next Steps
  - Middle School will continue strengthening differentiated supports for learning in a systematic way and provide role-specific professional learning
  - GISH will expand the use of aligned course documents as students are selecting courses and identify tools to measure self-efficacy in mathematics.
  - GEAR UP is supporting 8th and 9th grade and providing direct support to students that need tutoring. They are tracking the data for the students receiving extra time and direct support. Continue to provide pre-algebra summer bridge course for students that need additional instruction to set them up for success in Algebra and Geometry.
  - All 4 9th grade teachers will be attending a professional learning opportunity through Stanford University in April.
  - Pk-12 task force will focus on visioning work, study of best practices and strengthening transitions
  - Focus groups with students and continued classroom visits will occur.
  - Will bring information from focus groups to a future meeting
- GEAR UP/UNL Project-Dr. Bailey
  - Dr. Bailey described how UNL can provide their match services to the grant and provide academic enrichment opportunities to students
    - Typically 9th-grade students would have toured UNL on campus-this was offered virtually and students received t-shirts, UNL popcorn and virtual tours.
    - Students in the education pathway at UNL will be providing virtual tutoring to 9th grade students. Approx. 20 tutors every evening will be supporting starting Feb. 8 for about 7 weeks. The course standards, pacing and curriculum sequence has been provided to the college professors so the tutoring is aligned.
    - The GEAR UP external evaluators will monitor effectiveness. IF effective, this will continue every fall and spring. Pre-service teachers in their last year prior to student teaching will be part of the course requirement.

Presenting of January. Summary: Carlos

Next Meeting: February 2nd

# Personnel Committee

Jan. 7, 2020

## Committee Report

**Covid Vaccinations for Staff** - The district surveyed all staff to determine how many would be interested in getting the covid vaccination when it is available to school staff. To date, 66% of all staff have responded to the survey, with 72% of the responses indicating in the affirmative, they are interested in receiving the vaccine.

**ARO and Strategic Budgeting Update** - The committee received an update on the Strategic Budgeting and ARO project. Administrators were surveyed and identified a list of potential funding priorities which align with the strategic plan and the equity commitments. Another PD session is scheduled on January 18 to develop more clarity and focus which would include specific investments that will need to be made. The BOE will have an opportunity to review this work once the recommendations have been finalized.

**Substitute Teacher fill rate** - The district has experienced a significant improvement in the substitute teacher fill rate since returning from christmas break. The January month to date fill rate is approximately 98%.

**Non-binding certified staff surveys** - Non-binding certified staff surveys will be distributed the week of Jan. 11th, to begin gathering information about staffing needs for the 2021-2022 school year.

### **Staffing Update:**

**Certified Staffing:** No new vacancies to report.

**Classified Staffing:** Human Resources is recruiting to fill the following classified vacancies: paras, custodians, crossing guards and a department secretary.

**Administrative Staffing:** The Chief Financial Officer position has been posted and advertised for national exposure. Screening interviews are anticipated to begin the week of January 18th.

### **Staff Adjustments**

Staff adjustments were reviewed and accepted as presented.

### **Next Meeting:**

· Febr 6, 2021 @ 7:00 AM.

· Reporter:

January: Dan Brosz  
February: Erika Wolfe  
March: Terry Brown

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

BOE Policy Committee Meeting – Monday, January 11, 2021 – 4:30pm – Zoom

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

Members present:

Lisa Albers  
Erika Wolfe  
Dr. Robin Dexter  
Dr. Tawana Grover

**Review minutes from December 7, 2020:** Suggested edit to date on the Policies for Final Reading from November 19 to December 7, 2020. Approved as edited.

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

**Policies for January 14, 2021 BOE Agenda for First Reading:** 4415 Debt Management, 4416 Financial Investment Management, 4417 Capital Asset Management, 4418 Structurally Balanced Budget, 6252 Professional Boundaries Between Staff and Students

**Policies for January 14, 2021 BOE Agenda for Final Reading:** 6313 Staff Payments During Closure, 6335 Injury Leave, 8312 Excessive Absenteeism

**Meeting dates and times:**

Monday February 8, 2021  
Monday March 8, 2021  
Monday April 13, 2021  
Monday May 5, 2021  
Monday June 7, 2021

**Policies for Review:**

**9311 Donations of Collectibles, Gifts, Grants, and Bequests, 9310 Fundraising Activities** - The revision of 9310 has led to the draft of 9311. Dr. Dexter and Traci Skalberg have worked on both policies, to consider GIPS current and future needs for donation policies. In summary, Policy 9310 provides guidance for activities within GIPS that seek to fundraise. Policy 9310 is to provide guidance when an entity seeks to donate materials, goods, or services to GIPS. GIPSF Gift Acceptance Policy was shared with the committee to view the GIPS Foundation guidance and procedures that are followed. Edits to Policy 9310 and Policy 9311 move to BOE for approval.

**GIPS BOE Needs Analysis and 1111.1 Policy Equity Analysis Checklist** - This item was for Policy committee discussion. Board Governance committee will also look at this. GIPS BOE Needs Analysis Template has been in place for nearly 2 years, with revisions recently proposed to bring forward connections to Strategic Plan objectives/success measures, consider equity in proposals, and follow-up measures in the implementation plan. Specifically considering equity in proposals, Dr. Dexter has been working on 1111.1 Policy Equity Analysis Checklist draft. Many of the questions proposed are used in the Policy Committee. The purpose of creating this

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

checklist is to consider proposed policies with intentionality, to take a step back and consider dedicating funding, making decisions or adopting policy from a deeper and equitable perspective. Similar to the Equity Task Force implemented by GIPS, the Policy Committee could designate individuals who are equity champions, specifically focused and trained to evaluate equity beyond the checklist if needed. This item will remain on agenda for future discussion.

GISH Online Learning Policy - This item was shared for Policy committee discussion and input. The pandemic has pushed online learning and policy definition to the forefront. NDE has been discussing how to evaluate classes. This document is composed from research done by Dr Dexter. In summary, the outline in this draft is to help develop a structure and rigor through policy for online learning. A team of staff from GISH will come together to work on what these categories mean and provide definition to them.

**Discussion:** None at this time.

**Policies to be Worked On:**

Online Learning - no further updates at this time.

**Tabled:**

These policies are still being reviewed by the Board Governance Committee.

2111 Board Operating Principles

2215 Board Membership

2311 Board Member Vacancies

3210 Qualifications and Duties of the Superintendent

3212 Superintendent Evaluation

Reporter for January 14, 2021 Board Meeting: Lisa Albers

Next meeting: February 8, 2021 at 4:30PM via Zoom

## Kneale Administration Building

Public Relations and Partnership Development Committee

Agenda

Friday, January 8, 2021

8:00 a.m.

Zoom link in your calendar invitation or <https://gips-org.zoom.us/j/4511336008>

In attendance: Julie Gortemaker , Carlos Barcenas , Kim Jensen, Dr. Dan. Brosz, Bonnie Hinkle, Dr. Grover, Jennifer Worthington, Josh Planos, Kelli Mayhew

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Beat on the Street - All

1. People are happy that kids are back in school after Winter Break.
2. Some area schools announced they have extended protocols for sports spectators.

Department Priorities 2020-2021 - Josh

3. The Communications Department refined some of the goals and will stay on track with those.

Analytics and Social Media calendar - Josh

4. The team reviewed the social media content calendar and the communications scoreboard to track social media statistics.

Communication and engagement plan with staff for vaccine - Jennifer

5. GIPS is working with the Central District Health Department to get the COVID-19 vaccine to all staff members who want it. The communications team will communicate with families about the process and the fluidity of the situation.

[The Heartbeat with Dr. Grover Episode 2](#) - Dr. Grover & Kelli

6. The second episode of The Heartbeat highlighted our school nurses. We received positive responses on the video with many heartwarming comments. Thank you to our GIPS nurses!

Annual Report draft - Josh

7. The group reviewed the draft of the annual report.

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**Every Student, Every Day, a Success**

What communication is needed at this time - Jennifer

- Live with Grover
  - Town Hall meeting
8. The group had a lengthy discussion about ways to continually engage with our internal and external stakeholders.

Reporter for Board Meeting: Carlos Barcenas

**Next Meeting: Friday, February 5, 2021 8:00 AM**

12/1/2020 (added to 12/15/2020)

## BoE Student Rep Role

1. Goal
  - a. BoE Student Rep -- needs to reflect the student voice and the student body
  - b. Defining the role -- what are experiences, what is value to both the student and the board
  - c. Create value for the role - can it be more than a line on a resume?
  - d. Determine how to measure & define the value
  - e. Why do we have Student Rep BoE?
    - i. Visible reminder of why BoE is sitting around the horseshoe
    - ii. Like to hear the student's point of view and planting seeds of what it takes to volunteer
    - iii. Picture of student body
    - iv. Important for students to know how BoE works and help with communication and experience -- teach about civic engagement
2. What works
  - a. Monthly report in the BoE meeting
  - b. Deep involvement in obtaining a good cross section of the student body
  - c. Opportunity to hear about "lived" experiences for the student based on the programs we have in place for GISH
  - d. Like one student for the school year to be present at the BoE (consistent) -- allows student to develop strong working relationship with the BoE members
  - e. Student is present at all regular meetings
  - f. Student is empowered to provide feedback and comments
  - g. Mentor for student rep -- student rep can check in with mentor before raising an issue or making comment to validate it's appropriate (filter through issues raised by students)
  - h. Student Rep -- becomes part Superintendent's Student Advisory Group
3. What needs enhancement
  - a. More participation in meetings, but needs tempered (mentor can provide guide rails)
  - b. Consistent way to gather student feedback -- consider bringing it to a committee on the BoE rather than in a meeting -- maybe the Governance meeting (avoid list of grievances)
  - c. Encourage other students to communicate with the district or board -- Let's Talk, speak at a BoE meeting, etc. Professional is key
  - d. Is there a way to allow the BoE to hear from more students w/out them coming to a BoE meeting? Also, BoE represents pre school through 12 -- how do we hear from all the students?
    - i. High School -- has Student Council and the Superintendent's group -- no other class has officers except the Senior Class
    - ii. Middle School -- each has Student Council

- e. Improve communication with and from students -- currently most input is rec'd via social media, some rec'd through personal conversations, and tried surveys through email.
  - f. Make sure we are hearing from all students (such as ELL) -- how do we create the culture so all students know about the role and why it is needed?
  - g. How do we make sure the student voice is being heard, but not just a list of grievances? Do we need to educate on the chain of command to make changes?
  - h. Customer service -- how do we make sure all students feel valued and comfortable?
  - i. Can the Student Rep visit middle school and elementaries?
  - j. Can we mimic the committee structure for students and have communication between committees? May have to be more focused and not so board -- may be particular topics they can participate and provide feedback.
  - k. Explore way for action to be taken on feedback rec'd from students (especially on surveys).
  - l. Define the role
  - m. Each Student Rep -- need to determine by student what skill set they possess and how they can contribute to the role (determine engagement level desired by each student rep)
    - i. After selection, hold a meeting with BoE and student rep to talk about expectations and availability
4. Decisions
- a. No need to have BoE Rep from each grade due to the Superintendent Advisory Group including all grade levels. Need to make sure there are clear roles for this group and "job description" of duties.
  - b. Research or consider creating a Student Reps Legislative committee -- work with the Policy and Leg Committee -- Student Rep may be a member of the committee
  - c. Items outlined in item 6 (Selection Process) item 7 (Role Definition) below
5. Action Items
- a. Create the Policy -- Governance Committee working with Dr. Dexter & Policy Comm
  - b. Market the Role
    - i. GIPS.org web site -- Governance Committee work with Kelli Mayhew
    - ii. GISH Activities Information (8th Graders) -- Mr. Gilbertson work with GISH Admin to include information
    - iii. Social Media -- Governance Committee work with Student Rep & PR/PD Committee
  - c. Capstone Project for Student Rep
    - i. Mr. Gilbertson work with GISH Admin to figure out how to implement
  - d. Student Legislative Committee
    - i. Consider creating a student legislative committee to collaborate with BoE efforts on legislative issues

ii. Governance Committee work with BoE Legislative committee to develop program

e. Superintendent Student Advisory Group

i. Dr. Grover and Mr. Gilbertson develop a job description for the students in the group

## 6. Selection Process

- i. Spring (same week as class office campaign): GISH Admin -- sends out email with information about the role and responsibilities (some of it is in the application) -- includes grade qualifications. The email is in both English and Spanish.
- ii. Spring
  1. Existing Juniors determine if they will run for class office or apply for the BoE Student Rep role
  2. [Applications](#) completed by all interested students
  3. Counselor reviews and narrows to five interviews (reviewed with Mr. Gilbertson and other Asst VPs)
  4. Interviews with BoE members is held
  5. BoE Governance Committee and GISH Admin make final determination
- iii. GISH Admin meets with students who don't qualify for interview or who are not selected, one on one -- they provide feedback and try to find them other leadership positions.
- iv. Proposed changes:
  1. Need to find other ways to communicate in addition to email. Not all students read emails. Need to "market" the position more often. Use social media platforms (Insta and others students utilize).
  2. Make student body aware of role even before their Junior year -- may want to make middle schools aware of the role.
  3. Gips.org site -- consider adding information about the role on the website to allow for Google searches (Kelli M is working on adding Superintendent Student Advisory Group now) -- consider adding the Student Rep's picture and profile on BoE page of web site.
  4. Activities information -- Mr. Gilbertson will work with his team to add information about the role going out this year since there will be no activities fair.

## 7. Role Definition (minimal expectations -- the rest is figured out each year)

- i. Attend the monthly BoE meetings and issue a report (working with GISH Admin to develop the report)
  1. Updates on Activities
  2. Updates on Academies
  3. The pulse of the student culture
  4. Opportunities to connect with OMB, Success & Skills -- both students and staff in the alternative schools (focus on student activities within the schools) -- may require Field Trip

5. Visits to Elementary and Middle School -- share about position
- ii. Student has opportunity to be the voice of all students and create culture
- iii. Member of Superintendent Student Advisory Group
- iv. Capstone project (start at beginning of year and final report in May) for example, the Unity Council -- Mr. Gilberston would have to work through this with other Administrators -- can it be made part of the Academies
- v. Other possibilities include:
  1. Surveys on topics as needed
  2. Participate in committees/discussions as needed on focus areas (such as equity/racial issues and mental health)
  3. Connection to legislative issues -- if GIPS has a bill or issue of interest, the student rep could attend legislative hearings to share the student voice.

# 2020 ANNUAL REPORT

**Extraordinary Times.  
Extraordinary Resilience.  
Extraordinary Opportunities.**



# \$2,319,636

Invested into Programs, Scholarships, and Grants  
Benefiting Students

Average of **\$230.35** per GIPS student

**Grand Island Public Schools Foundation**

123 South Webb Road, PO Box 4904, Grand Island, NE 68802-4904 • (308) 385-5900 • [www.gipsfoundation.org](http://www.gipsfoundation.org)

# This report is full of numbers.

But numbers alone only give us a surface understanding of the impact our donors are making on the lives of GIPS students. It is a heavy lift, but a lift worth investing in. The stories behind the numbers sometimes just take my breath away. All to reinforce, that this work, this investment in students, really matters. It does make a difference.

And, **our students are worth it!**

Traci Skalberg, GIPS Foundation Executive Director



All of this made possible by **1,817 Generous Donors.**



## Scholarships

The GIPS Foundation awarded **155** college scholarships totaling **\$531,058** to the class of 2020.



**\$32,970** was offered to **51** students for dual-credit scholarships at the Career Pathways Institute.



## Classroom Grants

**3,222** students benefited from **17** Classroom Mini-grants.

The GIPS Foundation awarded **\$19,322** in Classroom Mini-grants.

**13** school buildings in the Grand Island Public Schools district received one or more mini-grants in the 2019-2020 school year.



## Legacy Funds

The GIPS Foundation granted **100+** Legacy Grants totaling **\$45,924** this year.

Grants are awarded for class projects, school-wide initiatives, and on an individual basis.

“I am proud to know that if my students are in

need, I can turn to the Foundation for help.”

Amy Schley,  
Gates Elementary



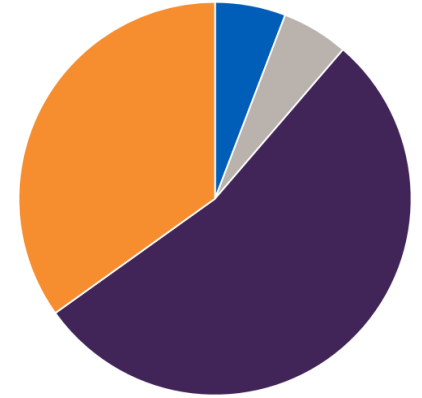
# Fiscal Year 2020 - Audited Financials

September 1, 2019 - August 31, 2020

## Assets

Restricted Funds	54%	\$4,601,328
Committed Scholarships/Grants	35%	\$2,981,982
Unrestricted	6%	\$497,689
Umbrella & Booster Organizations	5%	\$468,602

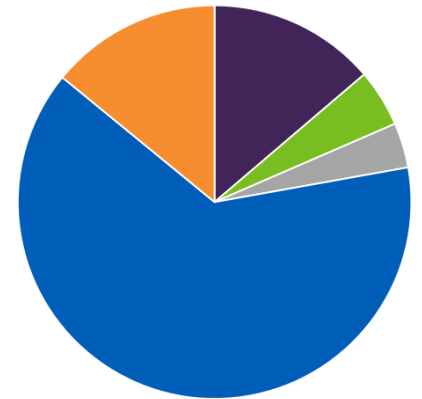
**Total Assets: \$8,549,601**



## Income

Contributions - Restricted	64%	\$2,132,838
Restricted Fund Income	14%	\$470,883
Umbrella & Booster Income	14%	\$460,225
Unrestricted Interest/Dividends/Administrative Fees/Capital Gains	5%	\$158,210
Contributions and Fundraising Income - Unrestricted	3%	\$123,438

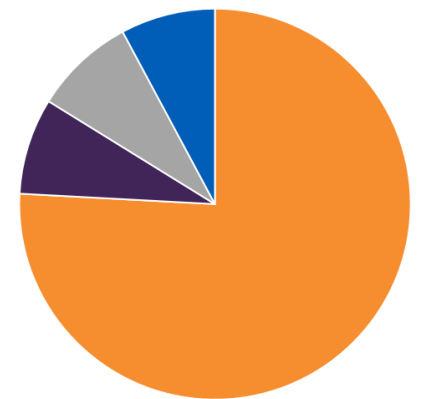
**Total Income: \$3,345,594**



## Expense

Program - Foundation Restricted and Unrestricted	76%	\$2,099,143
Program - Umbrella and Booster	8%	\$220,493
General & Administrative - Includes Umbrella, Booster Organizations	8%	\$231,353
Fundraising - Includes General, Umbrella, Booster Organizations	8%	\$216,381

**Total Expense: \$2,767,370**



## Teacher of the Year

**340** teachers, staff and administrators were nominated by **910** grateful students, parents and co-workers in 2020. **6** awards are made annually.

The program is sponsored by First National Bank.

**YOUR GIPS Foundation** has had a year like no other. With the help of our **Extraordinary Donors** (1,817 of you), we have charged into the moment to assist our students, families, and schools. In March we created a COVID-19 Emergency Fund to help our families with things like internet, mental health, and other bills. We also didn't stop our regular programming. The Class of 2020 was awarded scholarships and opportunities as in the past. This fall we opened our classroom grant program once again so that teachers would have the opportunity to fill gaps and meet the needs of their students in a reimagined way. We continue to do **Whatever It Takes** to pivot, navigate, and fulfill needs and opportunities during this pandemic.

Thank you for helping us invest in **Extraordinary Opportunities** for students!

Kirk Ramsey

GIPS Foundation Board President 2020



Your Grand Island Public Schools Foundation has received the **highest rating of four stars**, for sound fiscal management practices and commitment to accountability and transparency by national independent charity evaluator, Charity Navigator. Only 29 Nebraska charities are Four-Star rated.

### GIPS Foundation Board of Directors

Kirk Ramsey, President  
 Kim Jensen, Vice President  
 Tom Gdowski, Treasurer  
 Dr. Connie Allen  
 Bianca Ayala  
 Zach Butz  
 Kathie Degen  
 Vikki Deuel

Todd Enck  
 Jenna Grenier  
 Vince Hernandez  
 Jim Jeffries  
 Erin Marsh  
 Pam Price  
 Roger Schmidt  
 Dr. Rob Winter

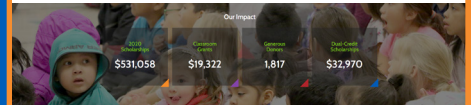
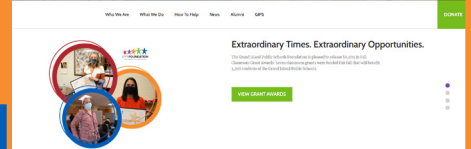
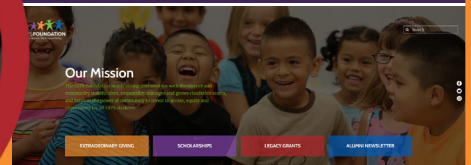
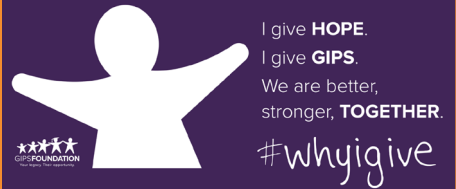
### GIPS Foundation Staff

Traci Skalberg, Executive Director, Certified Education Foundation Leader  
 Kari Price, Finance & Operations Coordinator  
 Candi Wiemers, Programs & Marketing Coordinator  
 Maggie McDermott, Office Coordinator/Executive Assistant  
 George Ayoub, Alumni Liaison

## Extraordinary Response to Extraordinary Times.

Fiscal Year 2020

Read more about our numbers at:  
[www.gipsfoundation.org/who-we-are-/annual-report.html](http://www.gipsfoundation.org/who-we-are-/annual-report.html)



**GIPS FOUNDATION**  
**GRAND ISLAND**  
*Better & Stronger*  
**TOGETHER**  
**EMERGENCY FUND**



**Thank you GIPS Staff**





Grand Island Public Schools Foundation  
Notes for Board of Education  
1-14-21

1. The Foundation's online scholarship application went "live" on December 1. Students will be able to apply for 160 scholarships through this one application. The application is due February 10, 2020.
2. At their January Board Meeting, the Foundation Board will induct new board members Audrey Lutz and KC Hehnke.

We will say goodbye to board members Kirk Ramsey and Jim Jeffries. We appreciate their service!

Additionally, the Foundation hosted a new board member orientation session on Thursday, January 14 from 2:30-4:00 via zoom.

3. The Foundation Board and Strategic Planning Team will hear the results of a perception survey and consultant recommendations on Thursday, January 7. The Foundation Board will then continue to work with the consultants from Match Non Profit Consulting to develop the strategic plan.
4. The Foundation has opened the online Classroom Mini-grant application. This round of grants shall be for Projects that will benefit students after March or during the spring or summer of 2021. Classroom grant requests will be accepted through January 28.

The Foundation awards mini-grants in two rounds on an annual basis. Mini-grants are designed to fund educational opportunities for students that are not available through the school district's general budget.

5. The Foundation is gearing up for a busy spring. The Annual Staff Campaign will begin in March and Scholarship Review will begin in late February. Anyone who would like to volunteer to be part of the scholarship review is welcome as long as he/she is not related to a GISH Senior this year.
6. After receiving our numbers from the Audit, the Foundation has published our mini-annual report. It is attached.



**NASB Monthly Update for Board Meetings - Agenda Item: January 2021**

**View the Monthly Update in video form now at:**

<http://members.nasbonline.org/index.php/news-resources/videos>

**[December Board Notes - Newsletter](#)**

**“NASB Update”**

As a board, some items you should doing, or have completed during **December** include:

**MISSION, VISION, & GOALS**

- Annual Leadership Team Planning Meeting (Set Date); Strategic Plan Update; District Goals Update;
- Annually review the District Mission, Vision, and Belief or Value Statements

**POLICY GOVERNANCE**

- Adopt board committee assignments per board policy.
- Review Board Code of Conduct Policy.
- Resolution to re-adopt all existing policies.
- Appoint (superintendent or other qualified district employee) as Non-discrimination Compliance Coordinator to meet federal Equal Employment Opportunity requirements.
- Appoint the district’s Title IX Coordinator.

**ACCOUNTABILITY & STUDENT ACHIEVEMENT**

- District Report Card
- District Assurance Statement Corrections. On or before February 1 corrections of violations must be submitted in writing to the NDE Office of Accountability, Accreditation, and Program Approval. \*Cross reference October.

**ADVOCACY**

- Review 2021 Legislative Calendar; Review the NASB Advocacy Handbook; Legislative representative and contact information; Appoint a Legislative Committee to monitor and support district response and action;

**DISTRICT/ESU RESOURCES [BUDGET]**

- Budget - Review Quarterly Financial Reports; Collective Bargaining on or before February 8. If an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission, unless the parties mutually agree, in writing, to forgo mandatory mediation or fact finding. NOTE: The negotiations process begins in August. § 48-818.01
- Board Finance Committee Report;

**REPORTS**

- Negotiations Committee; Superintendent; Administrators;

**BOARD OPERATIONS**

- **Reorganization Meeting: Election of Officers** - The superintendent shall assume chairmanship of the meeting for the purpose of electing a board president. Ballots for officers may be cast in secret ballot but the total vote for each candidate shall be recorded by the secretary.
- **Newly elected board members: Oath of Office** - 2021 Timeframe – Board Members who did not seek election to the board for another term and/or were not elected to continue service to the board terms expire Thursday, January 7, 2021. \*Note: The first Thursday after the first Tuesday of January.

- Sign and file NADC [Conflict of Interest form] with School District Board Secretary
- Adopt Annual Board Calendar and Board Meeting Schedule for 2021.

**BOARD – SUPERINTENDENT RELATIONS**

- Approve superintendent contract.
- \*Transparency Act Guidelines: Current superintendents or ESU Administrators, before approval of contract/amendment, board must publish a copy of the proposed contract/amendment three (3) days before approval along with estimate and description of all costs. § 79- 2402(1).
- New superintendents or ESU Administrators, the board must publish a copy of the contract two (2) days after the meeting at which the contract was approved, along with estimate and description of all costs. § 79-2402(2).
- Collaborate with superintendent/ESU Administrator to develop new/updated goals to align to evaluation.

**NASB's Video Resources:** <http://members.nasbonline.org/index.php/news-resources/videos>

- Legal Resources, NASB's Live & Learn Series, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!

**Networking & Events:** <http://members.nasbonline.org/index.php/events>

- ***New Board Member Workshops*** - Registration is Open, modules 3&4 resume January 4th, and will run through February, learn more at <http://members.nasbonline.org/index.php/new-board-member-workshops>
- ***Legislative Issues Conference*** - Registration is Open, join us and hear from and interact with Committee Chairs, state leaders, and more! Learn more at <http://members.nasbonline.org/index.php/legislative-issues-conference>
- ***School Board Member Week starts January 31<sup>st</sup>***

**Advocacy/2021 Legislative Session:**

- The 2021 legislative session begins January 6. Keep tabs with all things pertinent to your school at NASB's Govt Relations page at <http://members.nasbonline.org/index.php/government-relations>
- The ***2020 Delegate Assembly*** was held virtual on November 13. To view and download NASB's 2021 Advocacy Handbook visit <http://members.nasbonline.org/index.php/advocacy-handbook>
- The ***2021 Legislative Issues Conference*** is currently scheduled to be held in a virtual form on Monday, February 1 ... Mark Your Calendars!
- Stay engaged during the Session and follow along with the bills NASB is tracking at: <https://nasb.envisiams.com/legislative-bills> and through NASB's ***Legislative Notes*** e-updates.

Follow NASB on twitter at [www.twitter.com/NASBOnline](http://www.twitter.com/NASBOnline) using the hashtag #liveNASB  
and on facebook at [www.facebook.com/NASBOnline](http://www.facebook.com/NASBOnline)

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>



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To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the ***Board Notes newsletter*** for “This Month In ...” To access the latest newsletter, click here:  
<http://members.nasbonline.org/index.php/news-resources/board-notes>