

GIPS BOE Regular Meeting
Thursday, August 11, 2022 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER

Speaker(s): Board President

2. ROLL CALL

Speaker(s): Mrs. Dibbert

3. MISSION STATEMENT

4. CONSENT AGENDA

Speaker(s): Board President

4.1. Minutes from the previous month's meeting

4.2. Acceptance of Agendas From Standing Committees

4.3. Educator Professional Growth and Evaluation System-Renewal of iObservation

Speaker(s): Ms. Kristen Irely or Dr. Toni Palmer

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

4.4. Claims as submitted

4.5. Staff Adjustments as submitted

4.6. Treasurer's Report as submitted

4.7. Approval of Agenda as submitted

5. SPECIAL RECOGNITION

5.1. Special Recognition of Zach Cloutier by Mr. Jeff Gilbertson.

Speaker(s): Mr. Gilbertson

5.2. AP Recognition for high school level students from 2021-22 AP Testing

Speaker(s): Dr. Jonathan Doll

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

6. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

7. RECESS

Speaker(s): Board President

8. RECONVENE FROM RECESS

Speaker(s): Board President

9. INFORMATION ITEMS

9.1. Grand Island Public Schools Foundation

Speaker(s): Mrs. Traci Skalberg and Mrs. Kari Hooker-Leep

9.2. GIPS Summer Programs 2022 Update

Speaker(s): Jill Buettner, Kyle Beaman, Ken DeFrank

9.3. Presentation on FIT 2022 Summer Programs Support

Speaker(s): Amy Hanna and Nancy Jimenez

9.4. Request for changes to the GIPS/Hall County Truancy Agreement

- Speaker(s):** Dr. Dexter
- 9.5. Request to add FTE
Speaker(s): Kristen Irely
- 9.6. Adding FTE request- Lead Campus Monitor at GISH
Speaker(s): Kristen Irely Lee Jacobsen
- 9.7. Request to authorize GIPS to enter into a contract with Red Thread Creative LLC to create a comprehensive long-term recruitment solutions campaign.
Speaker(s): Ms. Kristen Irely
- 9.8. Substitute Daily Rate Increase
Speaker(s): Ms. Kristen Irely
- 9.9. GIPS 2022-2023 Staffing update
Speaker(s): Kristen Irely Brian Kort
- 9.10. Construction Update
Speaker(s): Mr. Petsch
- 9.11. Superintendent Report
Speaker(s): Dr. Grover
10. ACTION ITEMS
- 10.1. Senior Construction House Realtor Request for Qualifications
Speaker(s): Dr. Schroeder
- 10.2. Request for changes to the GIPS/Hall County Truancy Agreement
Speaker(s): Dr. Dexter
11. Request to add FTE
Speaker(s): Kristen Irely
12. Request to authorize GIPS to enter into a contract with Red Thread Creative LLC to create a comprehensive long-term recruitment solutions campaign.
13. Substitute Daily Rate Increase
Speaker(s): Kristen Irely
14. REPORTS
- 14.1. NASB Monthly Update
Speaker(s): Board President
15. EXECUTIVE SESSION FOR THE PURPOSE OF GIEA LITIGATION BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION
16. RECONVENE FROM EXECUTIVE SESSION
- 16.1. Discuss, consider, and take all necessary action to approve the agreement reached by and between Grand Island Public Schools and the Grand Island Education Association to resolve and dismiss the pending litigation in the Commission of Industrial Relations regarding substitute teachers.
Speaker(s): Mrs. Albers
17. NOTIFICATION OF UPCOMING BOARD MEETINGS
18. ADJOURNMENT

*** Proof of Publication ***

State of Nebraska)
County of Hall) SS.

GRAND ISLAND PUBLIC SCHOOL/Classified

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

ORDER NUMBER 1094163

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, August 11, 2022 at 6:30 P.M., at the Kneale Administration Building, 123 S Webb Road, Grand Island, Nebraska, where the meeting will be open to the public. An agenda for such a meeting, kept continuously current, is available for inspection at the Office of the Superintendent.

Dr. Robin R. Dexter,
Board Secretary
29 ZNEZ

[Signature], being first duly sworn on oath, says that he/she is employed by The GRAND ISLAND INDEPENDENT, a newspaper printed and published in Grand Island, in Hall County, Nebraska, and of general circulation in Hall County, Nebraska, and as such has charge of the records and files of the GRAND ISLAND INDEPENDENT, and affiant knows of his/her own personal knowledge that said newspaper has a bonafide circulation of more than 500 copies of each issue, has been published at Grand Island, Nebraska, for more than 52 weeks successively prior to the first publication of the annexed printed notice, and is a legal newspaper under the statutes of the State of Nebraska; that the annexed printed notice was published on the dates listed below.

Section: Class Legals
Category: 0099 LEGALS
PUBLISHED ON: 07/29/2022

TOTAL AD COST: 16.73
FILED ON: 7/29/2022

Subscribed in my presence and sworn to before me this 29 day
of July, 2022

My commission expires November 8, 2025

[Signature: Casey Harvey]
Notary Public

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

Regular Meeting of the Grand Island Board of Education

The regular meeting of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was convened and called to order by President Lisa Albers in open and public session on Monday, July 18, 2022 at 5:30 PM at the Kneale Administration Building - Board Room, 123 S Webb Road, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the *Grand Island Independent*, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 5:30 PM.

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

AGENDA

1. CALL TO ORDER

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

2. ROLL CALL

3. MISSION STATEMENT

The Mission Statement was read by Erika Wolfe.

4. CONSENT AGENDA

4.1. Minutes from the previous month's meeting

4.2. Acceptance of Agendas From Standing Committees

Finance and Facilities Committee

Next Meeting Date: August 2, 2022 at 7:30 am

Leading for Learning Committee

Next Meeting Date: August 9, 2022 at 4:00 pm

Personnel Committee

Next Meeting Date: August 4, 2022 at 7:30 am

Policy Committee

Next Meeting Date: August 8, 2022 at 4:30 pm

Public Relations and Partnership Development Committee

Next Meeting Date: August 5, 2022 at 8:00 am

Governance Committee

Next Meeting Date: August 3, 2022 at 7:30 am

GNSA/Legislative Committee

Next Meeting Date: not scheduled

4.3. Claims as submitted

Mr. Barcenas, Mrs. Jurgens, and Ms. Wolfe abstained from voting on check number 83462, but approved all other consent agenda items as submitted.

4.4. Bid Proposals as submitted

4.5. Staff Adjustments as submitted

4.6. Treasurer's Report as submitted

4.7. Contracts

4.7.1. Contract between Grand Island Public Schools and Amie Gamboian - The Table Group.

4.7.2. Grand Island Public Schools Fresh Service 3yr Agreement

4.7.3. Grand Island Public Schools - AppStream 2.0

4.7.4. Grand Island Public Schools - Bark+ 3 Year

4.8. Policy

4.8.1. 8720 GRADING AND REPORTING on Final Read

4.9. Approval of Agenda as submitted

Approve the agenda as submitted. Passed with a motion by Carlos Barcenas and a second by Bonnie Hinkle.

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

5. SPECIAL RECOGNITION

5.1. 2022 High School Principal of the Year

Dr. Palmer recognized Mr. Jeff Gilbertson, Executive Principal for the Academies of Grand Island Senior High School. The Nebraska State Association of Secondary School Principals has selected Jeff Gilbertson as the 2022 High School Principal of the Year. This award is presented annually to a principal who has demonstrated outstanding leadership in their school, region, and at the state level.

6. REQUESTS TO ADDRESS THE BOARD none

7. RECESS none

8. RECONVENE FROM RECESS none

9. INFORMATION ITEMS

9.1. Proposal for Secondary PASS Program - 4

Mr. Bishop talked about the MTSS process, students with Tier 2 or 3 behavior needs are lacking

additional support, which often creates situations where students are in Tier 1 environments that do not have the support that some of these students require. Secondary Admin identified the need for a transition program for students experiencing dysregulated behavior on a continual basis in classrooms, activities, and before/after school interactions. These students do not qualify for Success, OMB, or Skills programs and may have the need for special education and English Learner support.

9.2. Fuel Purchase Credit for Holiday Express Transportation Services

Dr. Schroeder talked about the fuel costs have soared to exorbitant levels, since the time that the school district entered into a transportation service contract with Holiday Express. As a result, the Facilities & Finance Committee discussed providing a one-time credit to Holiday Express to help subsidize the increased fuel costs for school year 2022-23 for regular student transportation routes.

9.3. Adding FTE to 2022-2023 school year

Ms. Irey talked about the past year, the district has twice not had a full-time payroll administrator, due to a maternity leave and then due to a resignation. This has a crippling effect on the Business Office Staff, as the Business Office has to shuffle personnel and responsibilities when the Payroll Administrator position is not filled. This situation also presents the opportunity for significant errors in the payroll process and in the potential for errors in other Business Office functions. The district should develop a contingency plan for this position and should have a staff member who can step in and assume the payroll administrator's responsibilities.

9.4. GICSA Administration and Central Office Administration Compensation for the 2022-23 Contract Term

Dr. Schroeder talked about the Facilities & Finance Committee and the superintendent of schools review and adjust compensation for the administration of Grand Island Public Schools in advance of the upcoming contract term. The proposed total compensation increase for both the GICSA and Central Office Staff Administration is 3%.

9.5. Classified Staff Compensation for the 2022-23 School Year

Dr. Schroeder talked about the Facilities & Finance Committee and the superintendent of schools review and adjust compensation for the classified staff of Grand Island Public Schools in advance of the upcoming contract term. The proposed total compensation increase for the classified staff is 3.2%.

9.6. Senior Construction House Realtor Request for Qualifications

Dr. Schroeder talked about GIPS was approached by a local realtor about a partnership that would result in the seller's commission from the Senior Construction House being donated back to the GIPS Education Foundation to start a scholarship for students pursuing construction related postsecondary programs. This RFQ allows all realtors in Grand Island to submit a proposal to be the qualified realtor for the sale of the Senior Construction Home for a five-year period.

9.7. Tango Flight MOU

Mr. Wichman presented the GIPS is proposing a partnership with Tango Flight to incorporate their Aviation Maintenance curriculum in our Aviation - Technician pathway. This partnership would also transfer ownership of our RV-12 is plane kit and provide annual training on the plane

build. Upon completion of the plane build, Tango Flight would provide us a brand new kit to build, and they would then be responsible for selling the completed plane.

9.8. Superintendent Report

Dr. Grover presented the superintendent report.

10. ACTION ITEMS

10.1. Additions to Extra Standard Schedule for 2022-2023

Motion to approve the Extra Standard Schedule as presented Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

10.2. Proposal for Secondary PASS Program - 4

Motion to approve the Secondary PASS Program as presented Passed with a motion by Carlos Barcenas and a second by Erika Wolfe.

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

10.3. 2022-23 School Year Student Transportation Services

Motion to approve the 2022-23 school year school transportation schedule and corresponding costs as presented. Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

10.4. Tango Flight MOU

Motion to approve the Tango Flight MOU as presented. Passed with a motion by Carlos Barcenas and a second by Dan Brosz.

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

10.5. Adding FTE to 2022-2023 school year

Motion to approve additional FTE Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

11. REPORTS

11.1. Grand Island Public Schools Foundation Report

Mrs. Jurgens no report for the GIPS Foundation.

11.2. NASB Monthly Update

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

12. EXECUTIVE SESSION FOR THE PURPOSE OF ADMINISTRATIVE COMPENSATION INCREASE FOR 2022-2023 FY, CLASSIFIED COMPENSATION INCREASE FOR 2022-2023 FY, AND LEGAL COUNSEL CONSULTATION BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION

The Board convened to Executive Session at 6:44 p.m.

The recommendation for the Board to convene to executive session for the purpose of discussing Administrative Compensation increase for 2022-2023 FY and Classified Compensation increase for 2022-2023 FY, and Legal Counsel Consultation. Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

13. RECONVENE FROM EXECUTIVE SESSION

The Board reconvened from Executive Session at 7:39 p.m.

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

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

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

15. GICSA Administration and Central Office Administration Compensation for the 2022-23 Contract Term

Motion to approve a 3% total compensation increase for GICSA Administration and Central Office Administration for the 2022-23 contract term. Passed with a motion by Carlos Barcenas and a second by Joshua Hawley.

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

16. Classified Staff Compensation for the 2022-23 School Year

Motion to approve a 3.2% total compensation increase for classified staff for the 2022-23 school year. Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

17. NOTIFICATION OF UPCOMING BOARD MEETINGS

Regular Board of Education Meeting, Thursday, August 11, 2022 at 5:30 PM

18. ADJOURNMENT

All business having been completed, the meeting was adjourned at 7:41 p.m.

Angela A. Dibbert, Recording Secretary

Robin R. Dexter, Secretary to the Board

Kneale Administration Building



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

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

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

NEW BUSINESS:

1. Activity Fund Claims – Mr. Schroeder
2. Community Redevelopment Authority & Regional Planning Commission Notices
3. Request for Proposals
4. IObservation Renewal - Dr. Palmer & Ms. Irey - **Board Agenda Item**
5. Annual Plan & Investment Review - **Kevin Kelch & Joe Recker @ 8:30**
6. Medical Pathways Fundraising Update - **Mrs. Skalberg & Mrs. Hooker-Leep @ 8:50**
7. Information Technology Update – Mr. Gearhart
8. Nutrition Services Update – Mrs. Spellman
9. Construction Tech Home Request for Qualifications for Realtors Follow Up - Mr. Schroeder - **Board Agenda Item**
10. Fuel Credit for Holiday Express - Mr. Schroeder - **Board Agenda Item**
11. Annual Audit Dates - September 26 & 27 - Mr. Schroeder
12. Leave Committee Report Update - Ms. Irey & Mr. Schroeder
 - Next Meeting Planned for Mid-September According to GIEA
13. Officer Luncheon at Elementary Schools Proposal - Mr. Petsch
14. F & F Meeting Date for September
 - August 30th not available - Consulting with The Table Group
 - Alternate Date - August 25th
15. Construction Manager at Risk Delivery Model Policy Review
16. LB 644 “The Postcard Bill” Update - Mr. Schroeder
17. ESSERs III Building Project Update – Mr. Petsch & Mr. Schroeder
 - Knickrehm Elementary
 - GISH
 - Walnut Security Vestibule
 - Howard Security Vestibule

18. Building Projects\Ten Year Plan Update – Mr. Petsch
 - Medical Academies Pathway Project Update - Mr. Petsch
19. Project List Update - Mr. Petsch
20. Review of Depreciation, Special Building, General Fund Cash Flow, & Payroll Summary
– Mr. Schroeder
21. Federal Programs Update and Financial Report(s) – Mr. Schroeder
22. Open Agenda Items as Necessary – F&F Team

NEXT MEETING: **Thursday, August 25th @ 7:30 a.m.**

Students who thrive.



To: Leading for Learning BOE Committee
From: Dr. Toni Palmer
RE: Meeting: August 9th, 2022, Virtual
4:00 PM-5:30 PM

New Business:

- G&T update-Mrs. Kuhl
- New Teacher Training-Dr. Tomjack
- Mentor Programming-Mr. Kort-Dr. Tomjack
- Task Force Summer Work-Dr. Tomjack
- Expected Grading Practices/NSCAS Assessment-Dr. Doll

Next Meeting: September 13th: @ 4:00 Zoom

Kneale Administration Building

Dr. Grover, Superintendent



Agenda Governance Committee Meeting August 2, 2022

ATTENDING:

AGENDA:

1. PAC Discussion
2. Conference Attendance
3. NASB – New Rep for our area
4. Members – attendance/review data
5. Book Study Look Back
6. Governance Items - review spreadsheet
7. Next Meeting -- **08/31/2022 @7:30am**

Kneale Administration Building

Public Relations and Partnership Development Committee

Agenda

Friday, August 5, 2022

8:00 - 9:30 a.m.



Beat on the Street - *All*

Welcome Back - *Roush*

- Updated plans
- BoE suggested roles for discussion
 - Greet and hand out bags and/or help with photo frames
 - Lisa speaks on behalf of the board
 - Photos and a quote in the pre-show slide deck
 - Reserved parking

Principal for a Day - *Worthington*

Board of Education Presentation - *Worthington*

State of the Academy Debrief - *Worthington*

Communication Analytics - *Roush*

- New Collateral
- Notable Media Coverage
- Timely Communications

LEAD GIPS Community Connections - *Worthington*

Next Meeting: Friday, September 2, 2022 - 8:00 AM

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

Every Student, Every Day, a Success

Personnel Committee Agenda

August 4th, 2022 7:00 AM

In attendance: TBD Kristen Irely District Lead

Dr. Dan Brosz

Bonnie Hinkle

Dr. Tawana Grover

Terry Brown

Mackenzie Wetzel (Note taker)

October meeting change? October 4th

HR Projects and Initiatives

Staffing

Request 1.0 FTE- Request attached- HR

Request 1.0 FTE- Request attached- Facilities/Safety- TABLED until September

Update on Certified Recruitment

Substitute Rate Increase

Sign Language interpreters- increase to \$27 from \$23, increase to \$28 from \$24, Third party contract rate \$75 an hour (Classified)

Recruitment Contract with Red Thread Creative LLC (Budgeted expense)



Students who *thrive*.



Benefits

RFP for Short term disability policy



www.gips.org | 123 S. Webb Rd. PO Box 4904, Grand Island, NE 68802-4904 | (308) 385-5900 | @GIPublicSchools

Every Student, Every Day, a Success!

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

BOE Policy Committee Meeting – **August 8, 2022** – 4:30pm – Zoom

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

Empower - Personalize - Design - Partner

- 1. Review Notes from June 6, 2021 – 1.1.**
- 2. Review Agenda for changes or additions – 2.1.**
- 3. NEXT MEETING:**
Sept 12 – 4:30 – Zoom – Labor Day conflict
- 4. Board role in policy adoption/approval processes:**
 - Board adopts or approves policy based on federal, state, and/or local statute requirements
 - Board adopts or approves policy based on the need for formal guidance for certain issues with input from staff /students/community as appropriate
- 5. Policy for review:**
 - 5.1. 7551 GRAND ISLAND SENIOR HIGH ONLINE POLICY FOR CREDIT RECOVERY
 - 5.2. 8740 GRADUATION REQUIREMENTS
 - 5.3. 8456 STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES (ECDs)
 - 5.4. Review Perry Law Firm Policy recommendations
 - 5.4.1. 8512 SEIZURE SAFE SCHOOLS
 - 5.4.2. 6462 CERTIFIED STAFF RESIGNATION
 - 5.4.3. 2470 MEETING MINUTES
 - 5.4.4. 4312 INTERNAL CONTROLS FOR FEDERAL AND STATE AWARDS
 - 5.4.5. 4555 BIDDING REQUIREMENTS
 - 5.4.6. 6233 DRUG FREE SCHOOL AND COMMUNITY (Staff)
 - 5.4.6.1. Managers Checklist Form
- 6. Policy Questions and Discussion:**
 - 6.1. 8455 BULLYING AND HARASSMENT (Students)
 - 6.1.1. Incident Data
 - 6.2. GIPS Bullying Definition April 16 2020.docx
 - 6.3. Bully_assessment_flowchart-kk
 - 6.4. 1311 BULLYING AND HARASSMENT
 - 6.5. 8450 STUDENT DISCIPLINE
 - 6.6. Attendance Hearing
 - 6.6.1. JV Justice Initiative Referral Form
 - 6.6.2. 8312 EXCESSIVE ABSENTEEISM
 - 6.7. Dress Code
 - 6.7.1. 8430 STUDENT APPEARANCE
- 7. Moved to Board Governance Committee**
 - 7.1. None**

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

8. Working on:

8710 and 6242 – Staff Communication

4315 Activity Accounts and Relationships with Supporting Entities

6205/8505 Title IX Grievance Policy – waiting on Fed revisions

7705 Special Education – waiting on Fed revisions

LB 644 Property Tax Request Joint Hearing – waiting on policy from Perry Law Firm

4554 Construction Manager at Risk – working with Dr. Schroeder

GIPS NEEDS ANALYSIS



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

Proposal: Maintain iObservation as the Professional growth goal and Evaluation data system for Certified and Administrative staff

Submitted By: Kristen Irely/Toni Palmer

Date: 8/1/22

1. What is the identified need?

Rule 10 Requirement: AQuESTT Tenet: Students are surrounded by effective and qualified educators throughout every learning experience, and every school and district develops effective teachers and leaders to establish a culture of success. 007.06A The school district has a written board policy for the evaluation of certificated-employees. The policy is approved by the Commissioner or designee as required by 79-318 (5)(h) R.R.S. Sections 007.06A through 007.06B are based on statute and cannot be waived under the provisions of Section 013 of 92 NAC 10.

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

iObservation is an instructional and leadership improvement system. It collects, manages and reports longitudinal data from classroom walkthroughs, teacher evaluations and teacher observations. Teacher growth and leadership practices inform professional development differentiated to individual learning needs for every teacher and leader to increase his/her classroom effectiveness each year. Staff are also able to capture and monitor professional growth goals- All teachers and school leaders submit and reflect on goals 3 times per year.

3. Proposed Action

Approve funds to continue using iObservation as our professional growth goal and evaluation data system. This is the system that we have been using since 2015. We renew on an annual basis.

4. Data/Research Assessed

The iObservation suite includes 40 years of meta-analysis research by Dr. Marzano. This Suite includes tools and supports for districts based on the Art and Science of Teaching-National standards for teachers, school and district.

We can run reports to monitor observations, feedback, and effectiveness.

5. Stakeholder Group(s) Involved

District certificated staff, school leaders, and district leaders

6. Summary

Applying innovative technology in an intuitive and customizable system, iObservation

supports districts to:

- Establish a common understanding of effective classroom instruction
- Create a singular focus on enhancing teaching to increase student learning
- Develop trust with teachers through a focused and fair walkthrough, evaluation and observation process
- Help principals and administrators monitor and support effective teaching

7. Fiscal Impact

Amount: \$41,097

Source: L4L Budget

Details: This is an evaluation model that focuses on professional growth. It is a state requirement that all schools have a system and model that is approved through the Nebraska Department of Education.

8. Person(s) Responsible for Implementation

Kristen Irey with support from Dr. Palmer

9. Implementation Plan

▲ Monitor/ Evaluate

Actions:

Timeline:

▲ Board Report/Follow-Up

Actions:

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

MARZANO

Evaluation Center

Quotation

Company Address	Marzano Evaluation Center 175 Cornell Rd., Suite 18 Blairsville, PA 15717 US	Quote Number	Q-28338
Vendor Account No.		Expiration Date	
Program Partner	Claire Erwin	Payment Terms	Net 30
Phone		Make checks payable to: Marzano Evaluation Center Fax Signed Quote to: (724) 299-8133	
Bill To Name	Grand Island Public Schools	Contact Name	Toni Palmer
Bill To	Accounts Payable PO Box 4904 Grand Island, NE 68802-4904 US	Phone	308-385-5900
		Email	tpalmer@gips.org

NOTE: On-site Professional Development sessions require a minimum of a **30-day** advance notice. Purchase Orders must be received prior to any date or staff developer requests can be honored. Any Professional Development requested with less than 30-day's notice is subject to Staff Developer availability and a \$500 expediting fee.

QTY	PRODUCT	CODE	DESCRIPTION	UNIT PRICE	TOTAL PRICE
19.00	iObservation Annual License, Marzano (Building) - Renewal	TEC-iO-R1y-Bdg-102-Marz	iObservation Annual License, Marzano (Building) - Renewal. 1-year license including up to 102 user licenses. <ul style="list-style-type: none"> • Grand Island School District iObservation renewal 22-23 • Renewal term: 9.1.22 - 8.31.23 	USD 2,163.00	USD 41,097.00
TOTAL:					USD 41,097.00

Notes:

Marzano Evaluation Center Terms & Conditions

Customer Acknowledgment

Customer acknowledges agreement with these Terms & Conditions of Sale by placement of an order to purchase products or services from Marzano Evaluation Center, LLC.

Prices

Prices quoted are good for 30 days from the date of proposal or quote, unless otherwise stated in writing. All prices stated in USD unless otherwise noted.

Payment

Purchase order or payment is required prior to order fulfillment. Make checks payable in USD to "Marzano Evaluation Center" and submit to 175 Cornell Road, Suite 18, Blairsville, PA 15717.

Purchase Orders

Please reference quote number (shown above) on all purchase orders. Purchase orders should be sent to Marzano Evaluation Center, 175 Cornell Road, Suite 18, Blairsville, PA 15717 or faxed to (724) 299-8133 or emailed to: orders@marzanoevaluationcenter.com

Terms

Standard payment terms are net 30 from date of invoice. Seller reserves the right to charge interest at the rate of 0.5% per month on past due balances. Seller also reserves the right to submit invoices greater than 90 days past due to a third party agency for collection.

Scheduling

On-site training and professional development sessions requires 30 days advance notice. Purchase order or payment must be received before training dates can be reserved. Trainings scheduled at the Customer’s request with less than 30 days advance notice are subject to availability and a \$500 expediting fee. All training sessions must be scheduled no later than 12 months following receipt of purchase order.

Cancellation/Rescheduling

Virtual Sessions may be cancelled or rescheduled 7 or more calendar days before the scheduled date of the event without a penalty. Customers who cancel/reschedule the virtual session within 1-6 calendars days prior to the event, will be charged 50% of the event price. If a customer does not show up for the event or cancels the event on the day of the training, will still be responsible for 100% of the event price.

On-Site Trainings may be cancelled or rescheduled 14 or more calendar days before the scheduled training date without a penalty. Customers who cancel/reschedule the on-site training up to 3 calendar days prior to the training, will be charged 50% of the training price after 3 days will be 100% of the training. If a customer does not show up for training or cancels the training on the day it was scheduled, will be responsible for 100% of the training price.

All cancellation or rescheduling requests, should be emailed to: scheduling@marzanevaluationcenter.com or call: 888-235-6555 ext. 0.

FORCE MAJEURE. Neither Party will be liable for any failure or delay in performing an obligation under this Agreement that is due to any of the following causes, to the extent beyond its reasonable control: acts of God, accident, riots, war, terrorist act, epidemic, pandemic, quarantine, civil commotion, breakdown of communication facilities, breakdown of web host, breakdown of internet service provider, natural catastrophes, governmental acts or omissions, changes in laws or regulations, national strikes, fire, explosion.

Shipping and Handling

Shipping and Handling for print materials shown at standard ground rates. Please allow 7-10 business days for order processing and delivery. Expedited or overnight shipping available for some items. Additional fees may apply.

Marzano Evaluation Center will fulfill your order based on the quantity of materials shown on your purchase order. Should you request additional copies of materials, you will be invoiced for the materials plus shipping and handling. Expedited or overnight shipping may apply.

Sales, Use, Value Add and other Taxes

Customers exempt from sales taxes must provide a copy of their current exemption certificate, if applicable. Marzano Evaluation Center reserves the right to charge sales, use, and/or value added tax in addition to quoted product prices as required by taxing authorities, if applicable. Actual sales tax billed will be based on Seller’s sales tax collection requirements and Customer’s current jurisdiction rates in effect on the date of invoice.

Materials Reprint Licenses

Professional development sessions and related materials are revised periodically to reflect most current research and provide the best possible experience for the learners. Updates to materials covered under reprint licenses will be provided free of charge upon request during the terms of the license. Customers are advised to print only sufficient quantities to cover their immediate training needs.

Recording of Presentations

All audio and video recording is prohibited without written consent from Marzano Evaluation Center, LLC.

iObservation Terms of Use

iObservation terms of use can be found at www.effectiveeducators.com.

Signature: _____

Effective Date: ____/____/____

Name (Print): _____

Title: _____

Please sign and return with Purchase Order.

THANK YOU FOR YOUR BUSINESS!

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83679	First Bankcard Center/Visa	General Supplies	\$670.47
83680	First Bankcard Center/Visa	Miscellaneous Expenditures	\$96.82
83681	First Bankcard Center/Visa	Travel	\$490.44
83682	First Bankcard Center/Visa	Miscellaneous Expenditures	\$43.22
83683	First Bankcard Center/Visa	Travel	\$13,445.34
83684	First Bankcard Center/Visa	General Supplies	\$143.14
83685	First Bankcard Center/Visa	Dues and Fees	\$54.00
83686	First Bankcard Center/Visa	General Supplies	\$866.60
83687	First Bankcard Center/Visa	Dues and Fees	\$5,136.50
83688	First Bankcard Center/Visa	Travel	\$2,200.78
83689	First Bankcard Center/Visa	Employee Training and Development Services	\$147.55
83690	First Bankcard Center/Visa	General Supplies	\$311.75
83691	First Bankcard Center/Visa	Miscellaneous Expenditures	\$36.75
83692	First Bankcard Center/Visa	General Supplies	\$294.85
83693	First Bankcard Center/Visa	Professional Education Services	\$717.64
83694	First Bankcard Center/Visa	Employee Training and Development Services	\$225.00
83695	First Bankcard Center/Visa	General Supplies	\$240.84
83696	First Bankcard Center/Visa	Audio-Visual Materials	\$104.00
83697	First Bankcard Center/Visa	General Supplies	\$631.05
83698	First Bankcard Center/Visa	Books & Periodicals	\$43.10
83699	First Bankcard Center/Visa	Employee Training and Development Services	\$397.00
83700	First Bankcard Center/Visa	Travel	\$2,303.20
83701	First Bankcard Center/Visa	Advertising	\$510.25
83702	First Bankcard Center/Visa	Travel	\$2,942.75
83703	First Bankcard Center/Visa	Travel	\$538.42
83704	First Bankcard Center/Visa	Dues and Fees	\$150.00
83705	First Bankcard Center/Visa	Travel	\$1,445.20
83706	First Bankcard Center/Visa	Employee Training and Development Services	\$900.00
83707	First Bankcard Center/Visa	Miscellaneous Expenditures	\$32.25
83708	Perry Guthery Haase & Gessford PC	Contracted Legal Services	\$18,221.17
83709	First Bankcard Center/Visa	General Supplies	\$33.26
83710	Hiland Dairy Foods Company LLC	Food - Milk	\$1,410.33
83711	Lanie Holbrook	Professional Services	\$500.00
83712	Brian Lee	Miscellaneous Expenditures	\$171.90
83713	Daniel Phillips	Travel	\$396.64
83714	Grand Island Public Schools	Miscellaneous Expenditures	\$7,156.72
83715	Project Search CCHMC	Employee Training and Development Services	\$1,125.00
83716	Virgil Harden	Professional Services	\$2,500.00
83717	Bio Rad Laboratories Inc	General Supplies	\$328.44
83718	Cline Williams Wright Johnson	Contracted Legal Services	\$55.00
83719	City of Grand Island	Refuse Disposal	\$43.36
83720	Grand Island Utilities Dept	Electricity	\$123,984.10
83721	Amazon Cap Services Inc	General Supplies	\$9,102.83
83722	Allison Bailey	Travel	\$202.00
83723	Capital Business Systems Inc	Technical Services	\$11,645.18
83724	Charter Communications Holdings LLC	Distance Ed and Telecom	\$59.99
83725	Clearly Communications	Distance Ed and Telecom	\$1,042.59
83726	DAS State Accounting - Central Finance	Distance Ed and Telecom	\$259.49
83727	Joana Reyes	Travel	\$202.00
83728	Julie Klahn	Miscellaneous Expenditures	\$603.96
83729	Kimberly Madison	Travel	\$363.50

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83730	Mayra Ramallo	Travel	\$203.64
83731	Michael Persampieri	Travel	\$350.56
83732	Shalee Lindsey	Travel	\$202.00
83733	Unite Private Networks LLC	Distance Ed and Telecom	\$25,868.30
83734	Almquist Maltzahn Galloway & Luth	Other Emp Benefits - Non-Instructional	\$612.00
83735	Amazon Cap Services Inc	General Supplies	\$2,460.99
83736	Capital Business Systems Inc	Technical Services	\$302.43
83737	Century Link	Technical Services	\$956.72
83738	Cline Williams Wright Johnson	Contracted Legal Services	\$6,360.00
83739	Eakes Office Solutions	General Supplies	\$10,450.26
83740	Essential Personnel Inc	Cleaning Services	\$3,693.92
83741	Grand Island Utilities Dept	Electricity	\$44,497.05
83742	Legacy Outdoor Advertising LLC	Advertising	\$760.00
83743	Midwest Connect LLC	Postage	\$1,000.00
83744	Northwestern Energy	Utility Services	\$27.49
83745	Office Depot	General Supplies	\$2,848.10
83746	Paper Tiger Shredding Inc	Refuse Disposal	\$345.00
83747	Quill Corporation	General Supplies	\$3,763.03
83748	Rons Music	Equipment	\$11,175.48
83749	Social Thinking	General Supplies	\$179.14
83750	Super Saver Five Points	General Supplies	\$194.66
83751	Tyler Technologies Inc	Employee Training and Development Services	\$750.00
83752	Verizon Wireless	Distance Ed and Telecom	\$120.03
83753	Verizon Wireless	Distance Ed and Telecom	\$195.30
83754	Verizon Wireless	Distance Ed and Telecom	\$866.32
83755	Verizon Wireless	Distance Ed and Telecom	\$518.27
83756	Verizon Wireless	Hardware	\$463.75
83757	Cash-Wa Distributing	Food	\$6,781.73
83758	Culligan of Grand Island	General Supplies	\$310.75
83759	Gayle Metcalf	General Supplies	\$9.94
83760	Midwest Restaurant Supply LLC	Repairs and Maintenance Services	\$1,459.23
83761	Mighty Ducts	Professional Services	\$5,140.00
83762	NAPA Auto Parts of Grand Island	General Supplies	\$18.91
83763	US Foods - Grand Island	Food	\$207.55
83764	Brand's	General Supplies	\$2,261.77
83765	Cassie Blase	Travel	\$221.50
83766	Jordyn Hubbard	Travel	\$221.50
83767	Julie L Jarzynka	Travel	\$221.50
83768	Julie Molt	Travel	\$221.50
83769	Kurpgeweit Jennifer	Travel	\$221.50
83770	Eakes Office Solutions	General Supplies	\$3,522.67
83771	Elizabeth Boyle	Travel	\$363.50
83772	First Bankcard Center/Visa	Travel	\$7,870.46
83773	First Bankcard Center/Visa	General Supplies	\$52.56
83774	ACP Direct	General Supplies	\$64.43
83775	Agricultural Service	General Supplies	\$2,964.00
83776	AKRS Equipment Solutions Inc	General Supplies	\$1,036.88
83777	Amanda Smith	Mileage Paid to Staff	\$17.35
83778	American Fence Co Western Ne	Technical Services	\$893.00
83779	American Red Cross	Technical Services	\$513.00
83780	Anneris Shafer	Mileage Paid to Staff	\$32.52

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83781	Aramark Uniform Services	Technical Services	\$623.22
83782	Arbor Scientific	General Supplies	\$137.75
83783	Associated Staffing Inc	Cleaning Services	\$2,256.98
83784	Awards Plus	General Supplies	\$49.00
83785	B & H Photo-Video Inc	General Supplies	\$782.80
83786	Banner Solutions	General Supplies	\$537.37
83787	Bark Technologies Inc	Web Based Software	\$21,375.00
83788	Barnes And Noble Bookstore	Books & Periodicals	\$217.26
83789	Becky Gdowski	Mileage Paid to Staff	\$42.54
83790	Booksource	Books & Periodicals	\$105.04
83791	Border States Industries Inc	General Supplies	\$199.27
83792	Brian Kort	Travel	\$69.00
83793	Brittney Bills	Mileage Paid to Staff	\$44.30
83794	Cara Kuhl	Mileage Paid to Staff	\$7.13
83795	Communications Engineering	Technical Services	\$254.00
83796	Comstock Corporation	Student Transportation	\$2,230.00
83797	Construction Rental	Technical Services	\$347.60
83798	Copycat Instant Printing	General Supplies	\$2,619.16
83799	Crescent Electric Supply	General Supplies	\$2,064.67
83800	Dan Petsch	Mileage Paid to Staff	\$74.76
83801	Daniel Phillips	Mileage Paid to Staff	\$49.52
83802	Diana Orozco	Mileage Paid to Staff	\$2.28
83803	Educational Theatre Association	Dues and Fees	\$229.00
83804	Embi Tec	General Supplies	\$1,706.00
83805	Essential Personnel Inc	Professional Services	\$10,353.20
83806	ESU Coordinating Council	Technology Supplies	\$330.00
83807	Evan Lee	Mileage Paid to Staff	\$39.92
83808	Father Flanagan's Boys' Home	Technical Services	\$1,278.40
83809	Flinn Scientific	General Supplies	\$2,299.75
83810	Follett School Solutions Inc	Books & Periodicals	\$61.08
83811	Google LLC (77-0493581)	Web Based Software	\$52.59
83812	Gottlob Asphalt, LLC	Technical Services	\$3,092.00
83813	Grand Island Public Schools Activity Fun	Miscellaneous Expenditures	\$25,268.66
83814	Grand Island Public Schools Foundation	General Supplies	\$551.00
83815	Grand Island Utilities Dept	Electricity	\$29,251.07
83816	Great Lakes Sports	General Supplies	\$314.67
83817	Gustave A Larson Company	General Supplies	\$19,395.95
83818	Head Start Family Dev Program	Professional Services	\$21,864.54
83819	Heartland United Way	Miscellaneous Expenditures	\$250.00
83820	Holiday Express	Student Transportation	\$13,650.00
83821	Interstate All Battery Center	General Supplies	\$78.30
83822	Island Indoor Climate	Technical Services	\$230.00
83823	Jaehyun Kim	Travel	\$95.73
83824	Janet Dobbins	General Supplies	\$60.43
83825	Jennifer Hahn	Mileage Paid to Staff	\$29.84
83826	Jonathan Doll	Travel	\$311.25
83827	Jordan Engle	Employee Training and Development Services	\$181.72
83828	Julie Molt	Travel	\$221.50
83829	Just Rite Printing	Printing & Binding	\$1,962.40
83830	Karisa Dubbs	Mileage Paid to Staff	\$63.05
83831	Karrie Layher	Miscellaneous Expenditures	\$99.70

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83832	Kelly Supply Co	General Supplies	\$25.61
83833	Kristin M Schultz	Mileage Paid to Staff	\$9.54
83834	Kronos Inc	Web Based Software	\$21,941.70
83835	Lakeshore Learning Materials	General Supplies	\$5,704.69
83836	LEGO Education US	General Supplies	\$2,749.50
83837	LUNA Language Services	Technical Services	\$192.50
83838	Maria Vasquez Melchor	Mileage Paid to Staff	\$48.26
83839	Marks Plumbing Parts	General Supplies	\$1,043.68
83840	Matheson Tri Gas Inc	General Supplies	\$143.55
83841	McGraw-Hill School Education	Books & Periodicals	\$15,358.50
83842	Mechanical Sales Inc	Technical Services	\$1,103.00
83843	Menards	General Supplies	\$2,738.78
83844	Midwest Alarm Services	Technical Services	\$911.82
83845	Midwest Hydraulic	Repairs and Maintenance Services	\$1,520.41
83846	Mitchell Miller	Employee Training and Development Services	\$167.72
83847	MRL Crane & Equipment Rental	Technical Services	\$180.00
83848	NAPA Auto Parts of Grand Island	General Supplies	\$3,423.12
83849	Nasco	General Supplies	\$1,285.50
83850	NASSP/NHS/NJHS	Dues and Fees	\$480.00
83851	Nebraska Council of School Administrator	Dues and Fees	\$4,975.00
83852	Nebraska Fire Sprinkler Corp	General Supplies	\$223.00
83853	Nebraska State Fair	General Supplies	\$120.00
83854	Northwestern Energy	Utility Services	\$215.68
83855	Northwestern Energy	Utility Services	\$21.65
83856	Northwestern Energy	Utility Services	\$115.53
83857	O Reilly Auto Parts	General Supplies	\$45.96
83858	Office Depot	General Supplies	\$293.21
83859	One Source	Technical Services	\$802.00
83860	Parco Scientific Company	General Supplies	\$10,320.00
83861	Positive Promotions Inc	General Supplies	\$742.35
83862	Prime Communications Inc	Hardware	\$32,356.10
83863	Push Pedal Pull	General Supplies	\$296.00
83864	Quality Logo Products Inc	General Supplies	\$648.90
83865	RapidWristBands	General Supplies	\$135.00
83866	Really Good Stuff Inc	General Supplies	\$205.51
83867	Really Great Reading Company LLC	Books & Periodicals	\$840.00
83868	Reams Sprinkler Supply Co	General Supplies	\$479.40
83869	redthread	Professional Services	\$5,000.00
83870	Rentokil North America Inc	Technical Services	\$1,502.00
83871	Riverside Technologies Inc	Technology Supplies	\$40,102.00
83872	Robin Dexter	Travel	\$210.48
83873	Rons Music	General Supplies	\$674.99
83874	Rosemary Gomez	Mileage Paid to Staff	\$55.24
83875	Sapp Bros Petroleum Inc	General Supplies	\$2,825.00
83876	Sarah K Henry	Mileage Paid to Staff	\$41.65
83877	Savvas Learning Company	Books & Periodicals	\$5,841.24
83878	School Specialty Inc	General Supplies	\$1,450.59
83879	Sherwin Williams Company	General Supplies	\$542.30
83880	Shiffler Equipment Sales Inc	General Supplies	\$3,765.85
83881	SitSpots	General Supplies	\$36.36
83882	Sonova USA Inc	General Supplies	\$94.99

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83883	Stefanie Novotny	Mileage Paid to Staff	\$46.80
83884	Stelling Brass & Winds	Professional Services	\$670.00
83885	Steven Scott	Miscellaneous Expenditures	\$65.30
83886	Striv AV LLC	Technology Supplies	\$8,694.00
83887	SyllaSense Publishing	Books & Periodicals	\$1,000.00
83888	Symmetry Energy Solutions LLC	Utility Services	\$559.33
83889	Symmetry Energy Solutions LLC	Utility Services	\$376.43
83890	Symmetry Energy Solutions LLC	Utility Services	\$5,352.74
83891	Symmetry Energy Solutions LLC	Utility Services	\$126.34
83892	Symmetry Energy Solutions LLC	Utility Services	\$40.93
83893	Symmetry Energy Solutions LLC	Utility Services	\$1,193.36
83894	Symmetry Energy Solutions LLC	Utility Services	\$1,641.90
83895	Symmetry Energy Solutions LLC	Utility Services	\$542.79
83896	Symmetry Energy Solutions LLC	Utility Services	\$110.38
83897	Symmetry Energy Solutions LLC	Utility Services	\$175.16
83898	Symmetry Energy Solutions LLC	Utility Services	\$3,350.42
83899	Symmetry Energy Solutions LLC	Utility Services	\$2,534.23
83900	Symmetry Energy Solutions LLC	Utility Services	\$446.86
83901	Symmetry Energy Solutions LLC	Utility Services	\$43.33
83902	Symmetry Energy Solutions LLC	Utility Services	\$297.18
83903	Symmetry Energy Solutions LLC	Utility Services	\$1,025.60
83904	Symmetry Energy Solutions LLC	Utility Services	\$216.58
83905	Symmetry Energy Solutions LLC	Utility Services	\$39.71
83906	Symmetry Energy Solutions LLC	Utility Services	\$236.17
83907	Symmetry Energy Solutions LLC	Utility Services	\$1,979.39
83908	Symmetry Energy Solutions LLC	Utility Services	\$132.38
83909	Symmetry Energy Solutions LLC	Utility Services	\$1,013.70
83910	Symmetry Energy Solutions LLC	Utility Services	\$94.55
83911	Symmetry Energy Solutions LLC	Utility Services	\$3,026.30
83912	Symmetry Energy Solutions LLC	Utility Services	\$3,641.61
83913	Symmetry Energy Solutions LLC	Utility Services	\$1,054.78
83914	Symmetry Energy Solutions LLC	Utility Services	\$347.20
83915	Symmetry Energy Solutions LLC	Utility Services	\$55.54
83916	Symmetry Energy Solutions LLC	Utility Services	\$302.58
83917	Symmetry Energy Solutions LLC	Utility Services	\$3,577.98
83918	Teacher Created Resource	General Supplies	\$136.95
83919	Teacher Direct	General Supplies	\$73.34
83920	Theresa Beck	Mileage Paid to Staff	\$126.71
83921	Toni Palmer	Mileage Paid to Staff	\$22.39
83922	Voyager Sopris Learning Inc	Books & Periodicals	\$3,201.00
83923	West Music Co	General Supplies	\$211.12
83924	Grand Island Utilities Dept	Electricity	\$52,376.68
83925	Amazon Cap Services Inc	General Supplies	\$46,127.92
83926	Danny Oberg	Rentals	\$3,100.00
83927	First Bankcard Center/Visa	General Supplies	\$1,395.20
83928	Networkfleet Inc.	Repairs and Maintenance Services	\$1,688.72
83929	Woodwards Disposal Service Inc	Refuse Disposal	\$295.00
83930	Wells Fargo Bank Nebraska	Miscellaneous Expenditures	\$692.10
83931	Ashley Tomjack	Mileage Paid to Staff	\$12.70
83932	Barbara Yager Wach	Travel	\$339.60
83933	Chelsea Turek	General Supplies	\$83.36

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83934	First Bankcard Center/Visa	General Supplies	\$83.46
83935	Grand Island Utilities Dept	Electricity	\$31,075.56
83936	Jolyne Zigler	Travel	\$282.50
83937	Lee Wolfe	General Supplies	\$26.22
83938	Maria Vasquez Melchor	Mileage Paid to Staff	\$42.28
83939	Nebraska Assoc of Curriculum	Dues and Fees	\$50.00
83940	Northwestern Energy	Utility Services	\$40.43
83941	Office Depot	General Supplies	\$193.92
83942	Quill Corporation	General Supplies	\$871.60
83943	Rebecca Waind	Web Based Software	\$15.00
83944	School Mate	General Supplies	\$3,410.00
83945	Teacher Synergy LLC	General Supplies	\$69.69
83946	Teachers Curriculum Institute	Books & Periodicals	\$38,367.00
83947	The Happy Brush	General Supplies	\$1,760.00
83948	The Hearing Clinic Inc	Professional Education Services	\$1,239.00
83949	The Home Depot Pro	Custodial Supply Warehouse	\$7,258.17
83950	Titan Machinery Inc	Equipment	\$1,188.00
83951	TK Elevator Corporation	Technical Services	\$1,692.90
83952	Tom Dinsdale Chevrolet Cadillac	Repairs and Maintenance Services	\$1,440.15
83953	Toofast Supply	General Supplies	\$40.54
83954	Tools 4 Reading LLC	Books & Periodicals	\$165.00
83955	Tools of the Mind	Web Based Software	\$8,000.00
83956	Top 20 Training LLC	Employee Training and Development Services	\$140.00
83957	Transeo	Web Based Software	\$20,224.00
83958	Tri-Cities Roofing and Sheet Metal	Technical Services	\$1,444.03
83959	Uline	General Supplies	\$1,058.54
83960	UniFirst Corporation	Technical Services	\$523.24
83961	Urban Superintendents Assoc of America	Dues and Fees	\$525.00
83962	Village Cleaners	Technical Services	\$277.92
83963	Voyager Sopris Learning Inc	Books & Periodicals	\$3,064.60
83964	Wayside Publishing	Books & Periodicals	\$1,635.38
83965	Whole Phonics Inc	Books & Periodicals	\$3,687.33
83966	Wholeness Healing Center PC	Professional Services	\$340.00
83967	Winsupply of Grand Island	General Supplies	\$9,135.51
83968	Yandas Music	General Supplies	\$115.50
83969	Ziller Tile Center	Technical Services	\$670.00
83970	Alexis M Alvarez	Professional Services	\$105.00
83971	Alyssa Seamann	Professional Services	\$100.00
83972	Andrew Moss	Professional Services	\$105.00
83973	Angel Chaulk	Professional Services	\$50.00
83974	Ann M Schleicher	Professional Services	\$50.00
83975	Antonia Rodriguez	Professional Services	\$50.00
83976	April Sundberg	Professional Services	\$993.75
83977	Audrey Reimers	Professional Services	\$25.00
83978	Beth Brandt	Professional Services	\$50.00
83979	Caroline Voss	Professional Services	\$50.00
83980	Christina Mullins	Professional Services	\$25.00
83981	Deborah Renae Meyer	Professional Services	\$25.00
83982	Gina Lou O'Neill	Professional Services	\$50.00
83983	Gracie Schied	Professional Services	\$105.00
83984	Hannah Karabel	Professional Services	\$50.00

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
83985	Heidi Dahlke	Professional Services	\$50.00
83986	Holly Schurman	Professional Services	\$3,008.74
83987	Janalee M Hudiburgh	Professional Services	\$50.00
83988	Jaycee Gentleman	Professional Services	\$25.00
83989	Jenna Robinson	Professional Services	\$25.00
83990	Jennifer J Nickel	Professional Services	\$1,442.50
83991	Jordan Gydesen	Professional Services	\$50.00
83992	Katheryn Noziska	Miscellaneous Expenditures	\$21.63
83993	Kayla Ensz Darrough	Professional Services	\$105.00
83994	Kylie Yendra	Professional Services	\$50.00
83995	Leisa Gracia	Professional Services	\$25.00
83996	Lori L Eastwood	Professional Services	\$50.00
83997	Lrene Jo Braun	Professional Services	\$1,181.16
83998	Makenna Smallcomb	Professional Services	\$50.00
83999	Maria R Muir	Professional Services	\$50.00
84000	Maria Tibbetts	Miscellaneous Expenditures	\$175.85
84001	Maribel Strong	Professional Services	\$50.00
84002	Mica Malone	Professional Services	\$50.00
84003	Michelle Enck	Mileage Paid to Staff	\$31.66
84004	Mindy Moyer	Professional Services	\$1,455.00
84005	Nicole Zulkoski	Professional Services	\$50.00
84006	Nikkia Anders	Professional Services	\$80.00
84007	Panchita Portillo	Miscellaneous Expenditures	\$9.60
84008	Robin Richelle Seim	Professional Services	\$50.00
84009	Samantha Lynn Smith	Professional Services	\$50.00
84010	Sams Club Direct	General Supplies	\$480.10
84011	Sandra K Scherbarth	Professional Services	\$50.00
84012	Sarah Ellen Gumb	Professional Services	\$50.00
84013	Sarah Rogers	Professional Services	\$50.00
84014	Shanna J Taylor	Professional Services	\$25.00
84015	Shannon Hardenberger	Professional Services	\$50.00
84016	Shannon Major	Professional Services	\$100.00
84017	Stacy Klassen	Professional Services	\$50.00
84018	Verizon Wireless	Distance Ed and Telecom	\$120.03
84019	Abante Marketing	Miscellaneous Expenditures	\$2,495.37
84020	Ace Hardware	General Supplies	\$832.30
84021	Amazon Cap Services Inc	General Supplies	\$8,690.68
84022	Apple Computer Inc	Technology Supplies	\$24,815.75
84023	Aramark Uniform Services	Technical Services	\$449.91
84024	Associated Staffing Inc	Cleaning Services	\$763.25
84025	Awards Plus	Technical Services	\$79.00
84026	B & H Photo-Video Inc	Technology Supplies	\$449.76
84027	Bailey Aupperlee	General Supplies	\$56.04
84028	Banner Solutions	General Supplies	\$170.76
84029	Blick Art Materials	General Supplies	\$783.99
84030	Border States Industries Inc	General Supplies	\$3,428.70
84031	Bosselman Energy Inc	General Supplies	\$64.82
84032	Capital Business Systems Inc	Technical Services	\$339.05
84033	CDW Government	Technology Supplies	\$370.32
84034	Chamber Of Commerce	Dues and Fees	\$850.00
84035	City of Grand Island	Refuse Disposal	\$28.61

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
84036	Clair Schmidt	Mileage Paid to Staff	\$55.58
84037	Communications Supply Corp	General Supplies	\$979.44
84038	Construction Rental	Technical Services	\$146.30
84039	Copycat Instant Printing	General Supplies	\$255.05
84040	Creative Leadership Solutions	Employee Training and Development Services	\$20,500.00
84041	Creative Sites LLC	General Supplies	\$513.95
84042	Crescent Electric Supply	General Supplies	\$5,001.61
84043	Culligan of Grand Island	Technical Services	\$52.25
84044	DAS State Accounting - Central Finance	Distance Ed and Telecom	\$259.49
84045	Devin Duren	Mileage Paid to Staff	\$11.75
84046	EAI Education	General Supplies	\$102.42
84047	Eakes Office Solutions	General Supplies	\$22,596.33
84048	Eberl Plumbing & Drain	General Supplies	\$227.50
84049	Edmentum Inc	Web Based Software	\$23,650.00
84050	Educational Services Unit 2	Web Based Software	\$12,900.00
84051	Edupoint Educational Systems LLC	Travel	\$4,760.00
84052	Freshworks Inc	Web Based Software	\$7,938.00
84053	Grones Outdoor Power & Battery	General Supplies	\$333.12
84054	Hello Hero	Professional Services	\$52,704.00
84055	Holiday Express	Student Transportation	\$2,625.00
84056	Interstate All Battery Center	General Supplies	\$346.60
84057	Island Sprinkler Supply	General Supplies	\$2,295.17
84058	Johnson Hardware	General Supplies	\$4,713.00
84059	Jon-Eric Sell	Mileage Paid to Staff	\$52.65
84060	Kelly Supply Co	General Supplies	\$62.91
84061	Kris McMullen	General Supplies	\$298.30
84062	Larrys Appliance	General Supplies	\$735.00
84063	Laser Works	General Supplies	\$7.50
84064	Leadership Tomorrow	Advertising	\$1,000.00
84065	Mechanical Sales Inc	General Supplies	\$14,262.00
84066	Menards	General Supplies	\$1,781.76
84067	Meredith Davis	Mileage Paid to Staff	\$59.12
84068	Midwest Alarm Services	Technical Services	\$3,101.18
84069	Midwest Floor Specialist	Technical Services	\$14,425.00
84070	NAPA Auto Parts of Grand Island	General Supplies	\$406.79
84071	Nebraska Truck Center Inc	Repairs and Maintenance Services	\$159.50
84072	No Tears Learning Inc	General Supplies	\$1,152.25
84073	O Reilly Auto Parts	Repairs and Maintenance Services	\$48.37
84074	Odeys Inc	General Supplies	\$406.54
84075	Overhead Door Of Grand Island	General Supplies	\$629.00
84076	Pomp's Tire Service Inc	Repairs and Maintenance Services	\$152.57
84077	Quill Corporation	General Supplies	\$100.65
84078	Really Good Stuff Inc	General Supplies	\$60.40
84079	Soliant Health LLC	Professional Education Services	\$1,228.50
84080	Southwest Plastic Binding Company	General Supplies	\$5,834.40
84081	State Glass Inc	General Supplies	\$851.57
84082	Stuhr Museum Of The Prairie Pioneer	General Supplies	\$310.00
84083	The Prophet Corporation	General Supplies	\$170.74
84084	Toni Palmer	Employee Training and Development Services	\$500.00
84085	Vianey Sotelo	Mileage Paid to Staff	\$58.15
84086	Ace Hardware	General Supplies	\$144.48

Grand Island Public Schools

Claims Listing

August 11, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
84087	Amazon Cap Services Inc	General Supplies	\$77.38
84088	Gayle Metcalf	Mileage Paid to Staff	\$62.44
84089	Jennifer Renner	Mileage Paid to Staff	\$25.51
84090	Lauren Rathman	Travel	\$111.31
84091	Lori Lemburg	Mileage Paid to Staff	\$11.23
84092	Midwest Restaurant Supply LLC	Repairs and Maintenance Services	\$711.06
84093	MJM Marketing	Food	\$7,783.20
84094	Oscar Garcia	Mileage Paid to Staff	\$24.33
84095	Tipper Tie Inc	Repairs and Maintenance Services	\$1,157.26
ACH	MedSurety	Employee Benefits	\$436.00
Wire	Cannon Moss Brygger & Assoc	Professional Services	\$142,958.00
Wire	Engineering Technologies Inc	Professional Services	\$66,719.90
Wire	Central Nebraska Education Agency	Rentals of Land and Buildings	\$40,000.00
Wire	Grapple Institute LLC	Professional Services	\$35,056.00
Wire	Head Start Family Dev Program	Professional Services	\$51,935.72
Wire	Teachers Curriculum Institute	Web Based Software	\$368,444.00
		July Claims	<u>\$1,985,924.19</u>
		Payroll July 15, 2022	<u>\$7,903,158.72</u>
		Total	<u><u>\$1,985,924.19</u></u>

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

**STAFF ADJUSTMENT ADDENDUM
August 11, 2022**

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>
Keyle Alcorn	Public Safety/Senior High	08/09/22	BA		J. Boyd
Kay Obermiller	Science/Senior High	08/09/22	BA+27		M. Albrecht

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
None.			

Classified New Hires

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Haylee Barnard	Special Education Paraeducator/Shoemaker	.9375	08/10/22	B. Fieldgrove
Carry Cornelius	Paraprofessional/Success Academy	.9375	08/10/22	Approved by Board
Shayla Esquivel	Nutrition Services Assistant/Senior High	.75	08/10/22	W. Dickson
Kenia Fregoso	Bilingual Paraeducator/Starr	.9375	08/10/22	Y. Chavez Mazariegos
Lavon Glines	Staff Accountant/Kneale	1.0	07/25/22	M. Enck
Dina Goscha	Head Cook/CNC	1.0	08/01/22	G. Smith
Krystal Harris	Assistant Custodian/Westridge	1.0	07/12/22	K. Trussel

Classified New Hires(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Alan Hemmelman	Crossing Guard/West Lawn	1.0	08/10/22	L. Polansky
Emely Martin	Bilingual Paraeducator/O'Connor Learning Center	1.0	08/10/22	T. Guzman
Patty Mortiz	Nutrition Services Server/Knickrehm	.5313	08/10/22	E. Ramos
Sandra Niemeyer	Nutrition Services Satellite Clerk/Lincoln	.50	08/10/22	C. Hemmann
Roger Derickson	Nutrition Services Satellite Clerk/Seedling Mile	.5312	08/10/22	A. Velasquez
Ayli Sanchez	Bilingual Preschool Paraeducator/O'Connor Learning Center	1.0	08/10/22	J. Cardoza
Charlie Scholfield	Special Education Paraeducator/Senior High	.9375	08/10/22	Z. Johansen
Eddie Thomas	Assistant Custodian/Shoemaker	1.0	07/25/2	K. Souliman

Certified Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
None.			

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>
Sayirel Alejandre Sanchez	Bilingual Paraeducator/.9375 FTE/Walnut	Personal	05/20/22
Julissa Cardoza	Bilingual Paraeducator/1.0 FTE/O'Connor Learning Center	Personal	05/20/22
Michelle Enck	Staff Accountant//1.0 FTE/Kneale	Personal	07/14/22
Tristen Hemmer Hinricksen	Paraprofessional/.9375 FTE/Westridge	Personal	05/19/22
Teresa Guzman	Bilingual Paraeducator/1.0 FTE/O'Connor Learning Center	Personal	05/20/22
Marvin Kosmicki	Head Custodian/1.0 FTE/West Lawn	Personal	07/18/22
Samantha Morales	Special Education Paraeducator/.9375 FTE/Shoemaker	Personal	05/20/22
Raelena Oblinger	Secretary to Principal/1.0 FTE/Westridge	Personal	07/27/22
Heather Olin	Nutrition Services Manager/1.0 FTE/Barr	Personal	07/12/22
Hannah Overmiller	Nutrition Services Assistant/.9375 FTE/CNC/Walnut	Personal	05/20/22
Hannah Sisson	Special Education Paraeducator/.9375 FTE/Gates	Personal	05/20/22
Katherine Stern	Paraeducator/.75 FTE/Engleman	Personal	06/22/22
Beverly Wiebebrown	Accompanist/.7625 FTE/Westridge	Personal	05/19/22
Jessica Zavala	Study Tutor/.9375 FTE/Walnut	Personal	05/19/22

Certified Changes

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

Certified Changes/Extra Standard Assignments

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

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Maria Acuna	Nutrition Services Assistant/ 1.0 FTE/CNC	Nutrition Services Assistant/ .8750 FTE/CNC	08/10/22	Approved by Board
Misty Bremer	Preschool Paraeducator/ 1.0 FTE/O'Connor Learning Center	Preschool Paraeducator/ 1.0 FTE/Howard	08/10/22	C. Scholl
Wilma Dickson	Nutrition Services Assistant/ .75 FTE/ Senior High	Nutrition Services Assistant/ 1.0 FTE/Senior High	08/10/22	A. Gappa
Amy Gappa	Nutrition Services Assistant/ 1.0 FTE/Senior High	Nutrition Services Assistant Substitute/Varies/Senior High	05/13/22	Personal
Ana Garcia	Assistant Custodian/1.0 FTE/ Engleman	Head Custodian/1.0 FTE/ Engleman	07/11/22	J. Gyenes
Tammi Garrels	Preschool Paraeducator/1.0 FTE/Starr	Preschool Paraeducator/1.0 FTE/O'Connor Learning Center	08/10/22	M. Bremer
Kylie Horne	Special Education Paraeducator/.9375 FTE/Gates	Special Education Paraeducator Substitute/Varies/Varies	07/27/22	Staff Request
Jaqueline Hudson	Nutrition Services Satellite Clerk/.4375 FTE/Stolley Park	Nutrition Services Satellite Clerk/.6785 FTE/Stolley Park	08/10/22	B. Wilson J. Stammers
Lisa Mayer	Nutrition Services Assistant/ .50 FTE/Westridge	Nutrition Services Assistant Substitute/Varies/Varies	05/20/22	Staff Request
Thersa McCarthy	Nutrition Services Assistant/ .50 FTE/Senior High	Nutrition Services Assistant/ .9375 FTE/CNC/Senior High	08/10/22	S. Adams

Classified Changes(Continued)

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Diana Orozco	Bilingual Paraeducator/.50 FTE/Howard	Bilingual Paraeducator/1.0 FTE/Howard	08/10/22	M. Villalobos
Dulce Pantoja-Fernandez	Bilingual Preschool Paraeducator/.50 FTE/Starr	Bilingual Preschool Paraeducator/.50 FTE/O'Connor Learning Center	08/10/22	C. Macias
Maria Parra	Bilingual Paraeducator/1.0 FTE/Wasmer	Secretary to Principal/1.0 FTE/Wasmer	08/10/22	P. Wetzel

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

Grand Island Public Schools

Fund Balances

Fiscal Year: 2022-2023

Month: August

Year: 2022

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	General	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
02	Depreciation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
03	Employee Benefit	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
04	Contingency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
05	Activities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
06	School Nutrition	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
07	Bond	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
08	Special Building	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
09	Qualified Capitol Purpose Undertaking	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10	Cooperative	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

End of Report

AP Recognition

August 11, 2022 BOE Meeting



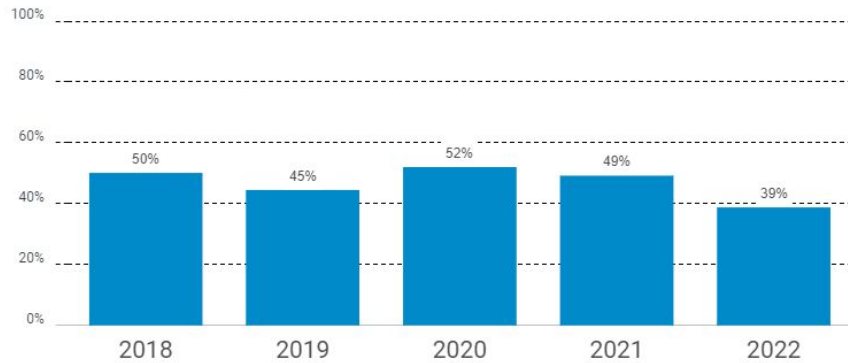
WE ARE BOLDLY GIPS '22-'23

AP Exams

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

5 Year Score Summary

 % OF TOTAL AP STUDENTS WITH SCORES 3+



 SCHOOL SUMMARY

	2018	2019	2020	2021	2022
Total AP Students	268	218	175	175	212
Number of Exams	445	331	274	290	311
AP Students with Scores 3+	134	97	91	86	82
% of Total AP Students with Scores 3+	50.00	44.50	52.00	49.14	38.68

2022 Score Summary

Total # of AP Students who tested: 311 tests, 212 students (up from 175 students in 2021)

Totals for this view	Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Total Exams
Number of Exams	93	89	76	40	13	311
Percentage of Total Exams	30%	29%	24%	13%	4%	100%
Number of AP Students: 2020-21	51	70	66	33	9	229
Number of AP Students: 2021-22	83	81	63	31	11	269

Student Recognition

AP 4s, 5s, and Scholars	2022	Scholars
Students with a Score of 4	8	5**
Students with a Score of 5	2	3**
AP Scholars	20	
AP Scholars with Honor	4	
AP Scholars with Distinction	6	

AP 4/5s &
Scholars: 40 total
students

**** = Additional recognition as well**

AP Student Recognition

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

Score of 4 on an AP Test

1 AP Test with a Score of 4		2 AP Tests with a Score of 4
Eli Fausett	Lizeth Salgado	Alan Gonzalez
Brandon Fox	Jacob Schager**	Charles Phillips**
Simon Javorsky	Hailey Schochenmaier	
Angel Morales**	Shawnee Urbauer	3 AP Tests with a Score of 4
Zoey Roundy**	Daniela Venegas	
		Emma Smith**

** = *Additional recognition as well*

Score of 5 on an AP Test

1 AP Test with a Score of 5		3 AP Tests with a Score of 5
Sage McCallum**	Elizabeth Priess	Mason Messmer**
Lilian Miller**	Alexander Roeser	

**** = Additional recognition as well**

AP Scholar Award

Bode Albers	Alejandro Amador	Bailey Brooks	Cameron Carlson
Jake Goscha	Daniel Gutierrez	Alexander Hornady	Ayva LaBrie
Hannah Madison	Alieka Matzner	Sage McCallum	Angel Morales
Kenny Morales	Charles Phillips	Isabela Prado-Gomez	Zoey Roundy
Jacob Schager	Timothy Troxel	Roehm Van Winkle	Jack Voss

AP Scholar with Honor

John Comer	Porter Dickenson
Annemarie Martinez	Aubrey Pikop

AP Scholar with Distinction

Zacharie Cloutier	Rylei Degen
Mason Messmer	Lilian Miller
Bryce Sidders	Emma Smith

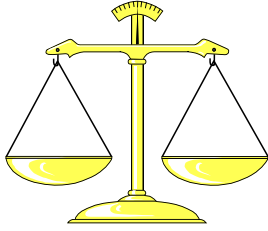
Congratulations!

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



Grand Island Public Schools Foundation
Notes for Board of Education
8-2022

1. Traci Skalberg introduction of Kari Hooker-Leep
2. The Foundation was pleased to present the 2022 Teacher of the Year (Teacher/ Staff Member/ Administrator of the Year.) at the District Welcome Back Ceremony August 10th.
3. Presentations of Legacy Grant Checks and Scholarships
4. Announcement of GIPS Foundation Harvest event September 22, 2022



Hall County Attorney

MARTIN KLEIN

231 South Locust Street
Grand Island NE 68801
Telephone (308) 385-5150
Fax (308) 385-5111
Child Support (308) 385-5160

July 25, 2022

Grand Island Public Schools
Attn: Lisa Albers, President, Board of Education,
Grand Island Public Schools
Sent via email to: boe_lalbers@gips.org
Michael S. Kneale Administration Building
123 S. Webb Rd
Grand Island NE 68803

Dear Lisa Albers, President, Board of Education for Grand Island Public Schools,

I am writing to you on behalf of the Hall County Attorney's Office and Hall County Board of Commissioners. This letter serves to communicate with you about attorney services and planning for the 2022-2023 school year for the Truancy Prevention program and corresponding Interlocal Cooperation Agreement between Grand Island Public Schools (GIPS), Hall County Board of Commissioners (County Board), and the Hall County Attorney (County Attorney). Further, this letter is to put Grand Island Public Schools and its Board of Education on notice that the County Board and County Attorney seek to modify or terminate the Interlocal Cooperation Agreement.

The Interlocal Cooperation Agreement states that the "agreement may be modified by mutual agreement of the parties hereto." (See paragraph 9) Additionally, the Interlocal Cooperation Agreement states that the agreement may be terminated with or without cause at any time. The terminating party shall provide written notice of termination delivered not less than 90 days prior to the date of termination." (See paragraph 2)

The County Board and County Attorney are putting Grand Island Public Schools and its Board of Education on notice of termination as of October 31, 2022. It is the hope of the County Board and County Attorney that this matter can be resolved amicably prior to that date through mutually agreed upon modifications to the existing Interlocal Cooperation Agreement.

As County Attorney I welcome any questions or requests for further discussion on modifying the Agreement. Please contact me by email at martink@hallcountyne.gov or via cell phone at 402-770-1672.

Sincerely,

A handwritten signature in black ink, appearing to read "Marty Klein". The signature is fluid and cursive, with the first name "Marty" being more prominent than the last name "Klein".

Marty Klein
Hall County Attorney

On Behalf of:
Hall County Board of Commissioners
& Hall County Attorney's Office

CC: Kim Dugan, Hall County Board Assistant
kimd@hallcountyne.gov

Dr. Tawana Grover, Superintendent Grand Island Public Schools
tgrover@gips.org

Dr. Robin Dexter, Associate Superintendent Grand Island Public Schools
rdexter@gips.org

Nebraska Juvenile Restorative Justice & Family Intervention Initiative

Youth



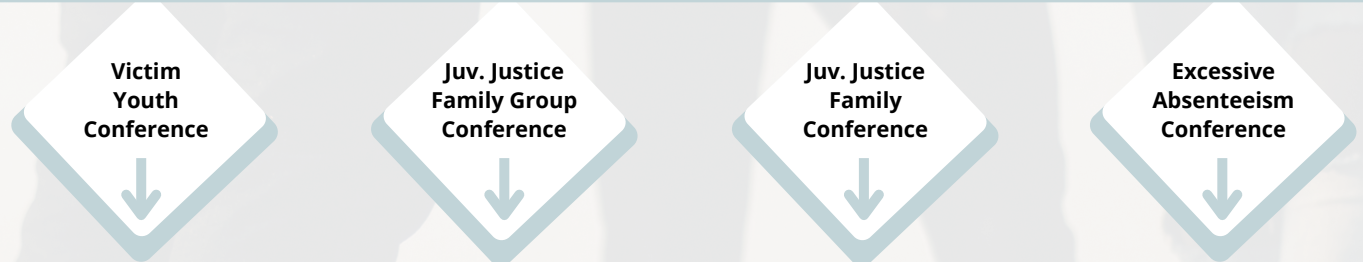

Who May Refer



- Schools
- County Attorney / Pre-court
- Legal Representation / Guardians ad Litem
- Human Service Organizations
- Court / Diversion (pre-adjudication)

Restorative processes available to youth, and when possible their families, to actively engage in remedying issues to reduce system involvement.

Processes

Overview



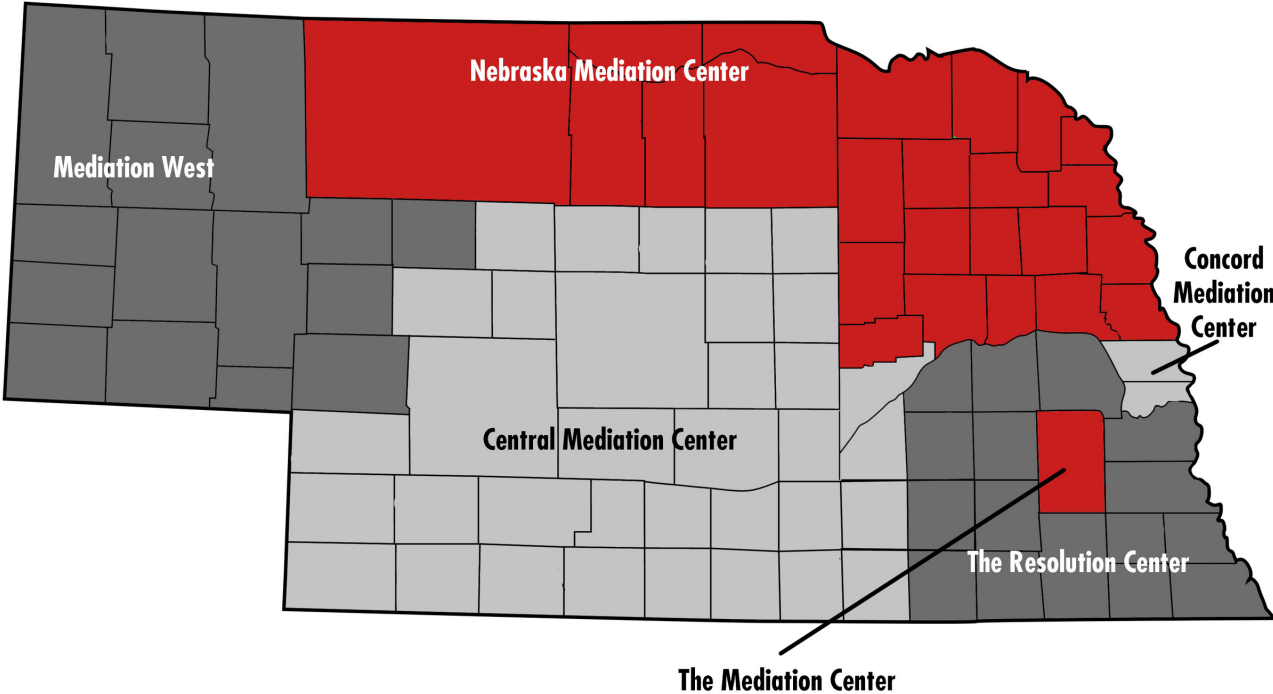
<p>Victim Youth Conference</p> <p>Issue to address:</p> <ul style="list-style-type: none"> Minor, low-level offenses <p>Engagement with:</p> <ul style="list-style-type: none"> Youth Victim or surrogate <p>Collaboratively Develop:</p> <ul style="list-style-type: none"> Reparation plan 	<p>Juv. Justice Family Group Conference</p> <p>Issue to address:</p> <ul style="list-style-type: none"> Higher-level offenses <p>Engagement with:</p> <ul style="list-style-type: none"> Youth Youth's family/support Victim Victim's family/support <p>Collaboratively Develop:</p> <ul style="list-style-type: none"> Reparation plan 	<p>Juv. Justice Family Conference</p> <p>Issue to address:</p> <ul style="list-style-type: none"> Family dynamics <p>Engagement with:</p> <ul style="list-style-type: none"> Youth Youth's family <p>Collaboratively Develop:</p> <ul style="list-style-type: none"> Family interaction plan 	<p>Excessive Absenteeism Conference</p> <p>Issue to address:</p> <ul style="list-style-type: none"> School absences <p>Engagement with:</p> <ul style="list-style-type: none"> Youth Youth's parents/guardians School staff <p>Collaboratively Develop:</p> <ul style="list-style-type: none"> Attendance plan
--	---	--	---

Approved Providers



The Office of Dispute Resolution contracts with six regional nonprofit mediation centers to provide services in accordance with the Nebraska Dispute Resolution Act. For more information on the juvenile restorative justice processes, contact an approved provider. A map of the centers, their service areas, and contact information is on the reverse side.

Nebraska Juvenile Restorative Justice & Family Intervention Initiative's Approved Providers



Central Mediation Center
308.237.4692
info@centralmediationcenter.com

Mediation West
308.635.2002
info@mediationwest.org

Concord Mediation Center
402.345.1131
contact@concord-center.com

Nebraska Mediation Center
402.753.9415
nmc@nebraskamediationcenter.com

The Mediation Center
402.441.5740
info@themediationcenter.org

The Resolution Center
402.223.6061
info@theresolutioncenter.org

Interlocal Cooperation Agreement Between GIPS, Hall County, and Hall County Attorney for Truancy Prevention

THIS AGREEMENT is made and entered into this 10th day of June, 2010, by and between the County of Hall, a body politic and corporate and a political subdivision of the state of Nebraska, hereinafter referred to as the "county", Mark J. Young in his official capacity as County Attorney of Hall County, hereinafter referred to as the "County Attorney" and the Grand Island Public Schools, a school district, hereinafter referred to as "GIPS" for the provision of services by the County and County Attorney to GIPS.

WHEREAS, the Interlocal Cooperation Act, Nebr. Rev. Stat. Section 13-801, et seq. provides that units of local government of the State of Nebraska and Nebraska state agencies may enter into agreements for the joint and cooperative exercise of powers, privileges, or authority capable of being exercised by either agency; and

WHEREAS, Neb. Rev. Stat. Section 13-801 provides that any one or more public agencies may contract with any one or more public agencies to perform any governmental service, activity, or other undertaking which each public agency entering to the contract is authorized by law to perform; and

WHEREAS, the County and GIPS are public agencies as defined by neb. Rev. Stat. Section 13-803; and

WHEREAS, a coordinated plan for truancy monitoring and intervention services for the assessment, evaluation, and prevention of truancy would be beneficial to the County, the County Attorney and GIPS in helping them meet the requirements of Neb. Rev. Stat. Section 43-3501 to Section 43-3507, and Neb. Rev. Stat. Section 79-201 to Section 79-210; and

WHEREAS, GIPS has requested that the Hall County Board and the County Attorney enter into a contract with GIPS for the development of a program to reduce truancy to be provided by the county Attorney.

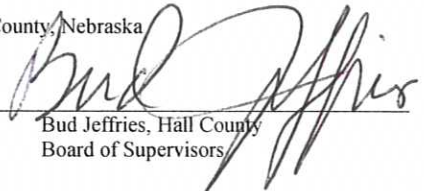
NOW, THEREFORE, the parties mutually covenant and agree as follows:

- 1) Term. This agreement shall have a term of one (1) year commencing September 1, 2010 and annually thereafter.
- 2) Termination. This agreement may be terminated with or without cause at any time. The terminating party shall provide written notice of termination delivered not less than 90 days prior to the date of termination.
- 3) Obligations of County and County Attorney. The county and the County Attorney, shall provide services, at the average service level of 18 hours per week within GIPS to include: working with school social workers in developing a school intervention plan for attendance for elementary and middle school students, identifying a target population for said program, developing and implementing a diversion program as a means of remedying student absenteeism, facilitating meetings between the child, parents and guardians, and school personnel in order to reduce excessive absenteeism, and working in conjunction with GPS's employees in developing and improving strategies to reduce unexcused absences among students. Supervision of the deputy county attorney assigned to said duties and ancillary management and administrative support shall be provided by the County but shall not be included within the man-hour totals.
- 4) Obligations of GIPS. GIPS shall on its premises furnish secretarial services, office space, file cabinets, photocopying facilities, desks, phone services, fax service, and supplies necessary for the County Attorney to carry out the function provided for herein.
- 5) Consideration. In consideration of the services provided by the county and County Attorney to GIPS, GIPS agrees to pay the County the sum of Forty Thousand Dollars (\$40,000) per year, payable upon issuance of a purchase order by GIPS and resulting invoice by county.
- 6) Indemnification. GIPS agrees to indemnify and hold harmless, to the fullest extent allowed by law, the County and the County Attorney, their agents and employees, against all losses, claims, damages, and expenses, including attorney's fees, arising out of or resulting from any negligent act or omission by GIPS, its agents or employees. The County and County Attorney agree to indemnify and hold harmless, to the fullest extent allowed by law, GIPS, its agents and employees, against all losses, claims, damages, and expenses, including attorney's fees, arising out of or resulting from any negligent act or omission of the County, County Attorney, or their agents and employees.
- 7) Deputy Not Employee of GIPS. It is the expressed intent of the parties that this Agreement shall not create an employer/employee relationship between GIPS and the County Attorney's deputy and other staff, who shall be directed and supervised by the County, and shall be a County employee for the purpose of compensation, fringe benefits, and all other personnel related matters.
- 8) Confidential Information. The County Attorney and his agents and employees shall not have access to student information, records or files that are privileged from disclosure under the Family Educational Rights and Privacy Act, (20 U.S.C. § 1232g; 34 C.R.F 99); the Health Insurance Portability Act, (45 C.F.R. 164.501), and/or Neb. Rev. Stat. Section 79-2 to Section 79-2-105 (dealing with Student Files).
- 9) Modification. This agreement may be modified by mutual agreement of the parties hereto.

- 10) No Separate Entity. There shall be no separate legal entity created through this interlocal cooperation agreement. Said agreement shall be jointly administered by GPS and the County.
- 11) Property. Any property acquired or made available by any party to this agreement for the purposes of this agreement shall remain the property of the party acquiring or making such property available and shall be disposed of by such party as provided by law, regulation, or ordinance governing the same.
- 12) Finances. This agreement shall be financed by funds available to the parties hereto.
- 13) Provision of Assistance. Pursuant to the Interlocal Cooperation Act, any party to this agreement, in the party's sole discretion, may appropriate funds and may sell, lease, give, or otherwise provide assistance, including personnel and services, as may be within the party's legal power to furnish.

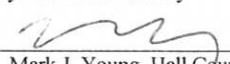
Hall County, Nebraska

By: _____


Bud Jeffries, Hall County
Board of Supervisors

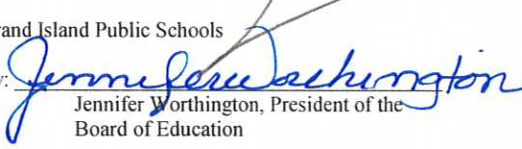
Hall County Nebraska Attorney

By: _____


Mark J. Young, Hall County Attorney

Grand Island Public Schools

By: _____


Jennifer Worthington, President of the
Board of Education

**Grand Island Public Schools
2022 – 2023 Staffing Request**

Department/Program/Building: Kneale Administration Building

Requestor: HR

Directions: Please complete one Staffing Request form for each specific request for additional staffing. Multiple FTE's can be grouped on one form if they fall under the same job title/function. Complete the proper form below for your level.

Description of new or additional staffing for the 2022 – 2023 school year:

1.0 FTE Benefits coordinator

No. of FTE's: **Estimated Annual Cost :**

1

Provide your rationale for making this request (describe the need that you have identified and how this request will meet that need):

In January 2022 all benefits functions were transferred to the HR department. Currently we have one part-time employee performing all benefits administration for over 1500 employees. This creates significant delays and potential for mistakes that represent a significant risk to the district.

HR has not had any additional FTEs over the past several years despite the challenges of administering programs for more employees each year. HR has reorganized internally to effectively manage resources. HR employees have been maximized and are cross training in all areas and functions.

Impact Statement (describe what impact not fulfilling this request will have):

Not having appropriate staff to administer all GIPS employee benefits efficiently and effectively creates potential scenarios for enrollment and claims mismanagement. This could lead to GIPS having to pay claims unnecessarily and or other expenses incurred due to a lack of consistent and correct information regarding benefits eligibility.

There are also significant reporting and compliance requirements for all employee benefits. GIPS has multiple benefits packages and eligibility based upon employee classification and hire date. This creates confusion between HR and Finance.

Funding Source (describe the specific source for funding the cost of this staffing request (i.e.name of federal fund, grant, general fund or reallocation of other existing funds):

General fund.

The targeted base salary for this position is 40-60k annual salary.

Lead Campus Monitor (Grand Island Senior High)

Position: Classified

Schedule: 12 month - 8 hour days

Pay: \$22.04/hour - \$45,840/year

Experience:

Law Enforcement Background

Preference:

Certified Law Enforcement Officer

Duties:

- Assist Senior High School Resource Officer with security
- Campus Monitor Duties
- Supervise Campus Monitors
 - Evaluations
 - Training
- Assist Student Services Principal at Grand Island Senior High
 - Campus security checks (Doors/Windows and Grounds)
 - Behavior Restorative Actions
 - Basic Investigations including camera review and monitoring
 - Safety Investigations
 - Security of students and staff
- Assist School Safety Coordinator
 - Building and Ground Safety Assessments (Summer Hours)
 - Safety Presentations (Summer Hours)
 - Security for Events (GISH and Summer Events)
 - Safety Drills, Tabletop Exercises and Practicums (GISH)
 - Reunification Events and Training (GISH)
 - Threat Assessment investigator (GISH)
 - Elementary School Responder (Summer Hours)

Reason:

Grand Island Police Department has become short staff with the retirement of several officers and an untimely death of another officer. This has caused a strain on their ability to operate at full capacity while maintaining a secondary School Resource Officer position at the High School. The need for a position that will assist the current School Resource Officer with the high number of calls requires the position to be staffed with someone that is qualified to deal with incidents that may go beyond behavioral restorative response. The staff member must be qualified to handle not only the culturally diverse student population but also be able to recognize when a matter goes beyond those restorative responsibilities. Former law enforcement have training in these matters and are also able to respond to those situations that activate Standard Response Protocol responses. The budgeted cost for the vacant School Resource Officer could be applied to this position along with the allowance of additional duties and responsibilities that the SRO cannot perform should be considered in the decision of creating this position.

RED THREAD CREATIVE LLC: ADVERTISING CONTRACT

1. **Parties.** This agreement (this "Agreement") is entered into by the following parties:

Red Thread Creative LLC ("redthread")
201 North 7th Street
Suite 208
Lincoln, NE 68508

Grand Island Public Schools ("Client")
123 South Webb Road
Box 4904
Grand Island, NE 68802-4904

2. **Services.** redthread will provide the services described in **Schedule A** (the "Services") on a non-exclusive basis to Client in accordance with the terms of this Agreement.

3. **Fees.** In consideration of the provision of the Services and the rights granted to Client under this Agreement, Client agrees to pay redthread at the rate and in the manner set forth in **Schedule B**.

4. **License to Certain Client Intellectual Property.** Subject to and in accordance with the terms and conditions of this Agreement, Client grants redthread and its independent contractors a limited, non-exclusive, royalty-free, non-transferable and non-sublicensable, license to Client's intellectual property to the extent reasonably necessary to perform the Services. Any use by redthread or any representative of redthread of any of Client's trademarks and all goodwill associated therewith shall inure to the benefit of Client.

5. **Representations and Warranties.** Client represents and warrants that it has full right, power, and authority to enter into this Agreement. Client further represents and warrants that any information provided by Client to redthread, including any information contained in any materials provided by Client to redthread, is true and correct. Client further represents and warrants that the provision or grant of any licenses, rights, or materials hereunder by Client to redthread do not, and will not, violate any right of, or conflict with, or violate any contract with or commitment made to, any person or entity, and that no consent or authorization from any third party is required. redthread represents and warrants that it has full right, power, and authority to enter into this Agreement. redthread further represents and warrants that any information provided by redthread to Client, including any information contained in any materials provided by redthread to Client, is true and correct. redthread further represents and warrants that the provision or grant of any licenses, rights, or materials hereunder by redthread to Client do not, and will not, violate any right of, or conflict with, or violate any contract with or commitment made to, any person or entity, and that no consent or authorization from any third party is required.

6. **Ownership of and License to Deliverables.** Ownership and title to all intellectual property rights in the materials delivered to or prepared on behalf of Client by redthread (the "Deliverables") shall be as set forth below. Deliverables shall include, without limitation, whether finished or unfinished and whether used by Client or not, all advertising, marketing, promotion and merchandising materials, copy, storyboards, concepts, ideas, trademarks, trade names, domain names, logos, slogans, taglines, inventions, discoveries, website style, content, structure and look and feel, internet portals, press releases, research, videos, presentations and proposals, artwork, videos, telephone numbers for use by Client's consumers, and original music and lyrics, to the extent the same are actually delivered to and/or prepared on behalf of Client.

a. Upon payment in full, Client shall be the owner of all right, title and interest in and to the Deliverables, including all intellectual property therein. Any Deliverables that may qualify as "works made for hire" as defined in the Copyright Act (17 U.S.C. § 101), are hereby deemed owned by Client as "works made for hire." To the extent that any of the Deliverables do not constitute a "work made for hire," redthread hereby irrevocably assigns to Client, in each case without additional consideration, all right, title, and interest throughout the world in and to the Deliverables.

b. Except for the rights and licenses expressly granted in this Agreement, redthread retains all rights under its intellectual property (the "redthread Retained Intellectual Property"), including without limitation all rights to redthread trademarks, trade names, and goodwill, and no rights shall be deemed granted by redthread to Client by implication, estoppel, or otherwise. Without limiting the foregoing, the redthread Retained Intellectual Property shall include all materials owned by redthread prior to, or independent from, the performance of Services under this Agreement, and all methodologies, software, applications, processes or procedures used, created, or developed by redthread in the general conduct of its business, excluding the Deliverables.

c. Upon payment in full and the transfer of rights in the Deliverables to Client, Client shall grant redthread a perpetual, irrevocable, limited, royalty-free, non-transferable, non-sublicensable, worldwide license to use the Deliverables and any intellectual property therein for the purpose of promoting redthread's services and business.

d. Upon payment in full, redthread hereby grants Client a perpetual, irrevocable, limited, royalty-free, non-transferable, non-sublicensable, worldwide license to use, perform, display, execute, reproduce, distribute, transmit, modify (including to create derivative works), import, make, have made, sell, offer to sell and otherwise exploit redthread Retained Intellectual Property solely to the extent incorporated in, combined with, or otherwise necessary for the use of the Deliverables. All other rights in and to redthread Retained Intellectual Property are expressly reserved by redthread.

e. Notwithstanding anything herein to the contrary, Client's ownership of the Deliverables shall be subject to (a) the rights of third parties whose materials or services are contained in the Deliverables with Client's prior knowledge (e.g., stock footage, photos, music, software, etc.) and used under a license or other permission granted to redthread or Client, and (b) the rights of redthread to the redthread Retained Intellectual Property.

7. Confidentiality. Either party to this Agreement (as the "Disclosing Party") may disclose or make available to the other Party (as the "Receiving Party") information about invention descriptions, technical and business information relating to proprietary ideas and inventions, its business affairs and services, trade secrets, drawing or illustrations, patent searches, third-party confidential information and other sensitive or proprietary information, whether orally or in written, electronic or other form or media regardless of whether or not marked, designated, or otherwise identified as "confidential" (collectively, "Confidential Information").

a. The Receiving Party shall protect and safeguard the confidentiality of the Disclosing Party's Confidential Information with a commercially reasonable degree of care; not use the Disclosing Party's Confidential Information, or permit it to be accessed or used, for any purpose other than to exercise its rights or perform its obligations under this Agreement; and not disclose any such Confidential Information to any person, except to the Receiving Party's representatives who need to know the Confidential Information to assist the Receiving Party, or act on its behalf, to exercise its rights or perform its obligations under this Agreement.

b. Confidential Information does not include information that the Receiving Party can demonstrate by documentary evidence that either: (a) is or becomes generally available to the public other than through the Receiving Party's breach of this Agreement; (b) is communicated to the Receiving Party by a third party that had no confidentiality obligations concerning such information; or (c) was known to the Receiving Party at the time of the disclosure.

8. Indemnification. Client shall release, defend, indemnify, and hold redthread and its parent, affiliates, subsidiaries, officers, directors, agents, owners, employees, trustees, successors, and assigns harmless with respect to any claims, actions, causes of action, damages, fines, expenses, court costs, attorney fees, damages or judgments suffered by redthread or its agents, resulting from or attributable to any breach of Client's or its agent's responsibilities under this Agreement, any breach of the representations and warranties herein, willful misconduct, and all negligent acts or omissions of Client or its agents. redthread shall release, defend, indemnify, and hold Client and its parent, affiliates, subsidiaries, officers, directors, agents, owners, employees, trustees, successors, and assigns harmless with respect to any claims, actions, causes of action, damages, fines, expenses, court costs, attorney fees, damages or judgments suffered by Client or its agents, resulting from or attributable to any breach of redthread's or its agent's responsibilities under this Agreement, any breach of the representations and warranties herein, willful misconduct, and all negligent acts or omissions of redthread or its agents.

9. Limitation on Liability. In no event will redthread be liable to Client or to any third party for any loss of use, revenue, profit or loss of data or for any consequential, incidental, indirect, exemplary, special or punitive damages whether arising out of breach of contract, tort (including negligence), or otherwise, regardless of whether such damage was foreseeable and whether redthread has been advised of the possibility of such damages. In no event will redthread's liability arising out of or related to this agreement, whether arising out of or related to breach of contract, tort (including negligence), or otherwise, exceed the aggregate amounts paid to redthread pursuant to this agreement.

10. Term; Termination. This Agreement shall commence as of the date it is signed by both parties (the "Effective Date"). The term of this Agreement shall be until delivery of the Deliverables by redthread and payment in full by Client of all accrued fees and expenses set forth in **Schedule B**. If either party breaches its obligations under this Agreement, the non-breaching party shall give the breaching party written notice of such breach and the opportunity to cure such breach for a period of fifteen (15) days after delivery of the notice of breach with respect to a monetary breach, or thirty (30) business days after delivery of the notice of breach with respect to a non-monetary breach. Notwithstanding the foregoing, a party may terminate this Agreement with immediate effect on written notice to the other party if the other party becomes insolvent, dissolves, liquidates, files a petition for bankruptcy or commences or has commenced against it proceedings relating to bankruptcy, receivership, reorganization, or assignment for the benefit of creditors. The expiration or

termination of this Agreement, for any reason, shall not release either party from any obligation or liability to the other party, including any payment and delivery obligation that has already accrued hereunder.

11. Independent Contractors. redthread may retain third parties ("Independent Contractors") to furnish services to it in connection with the performance of its obligations hereunder. redthread may permit such Independent Contractors to have access to Confidential Information, but only to the extent and insofar as reasonably required in connection with the performance of redthread's obligations under this Agreement.

12. Compliance with Laws. In the performance of this Agreement, each party shall make commercially reasonable efforts to comply with all applicable governmental laws, statutes, ordinances, rules, regulations, orders, and other requirements. In the event that the other party's assistance is necessary to achieve such compliance, the party shall promptly notify such other party. In the event that Client is aware of any regulations known and applicable to the advertisement or marketing of Client's business, products or services, Client shall inform redthread.

13. Copyright and Trademark. Client is responsible for any copyright or trademark issues related to the creation and use of the Deliverables by Client. Client shall be solely responsible for any trademark or copyright searches pertaining to the Deliverables unless otherwise contracted. redthread will not knowingly copy other rightfully trademarked or copyrighted material.

14. Force Majeure. redthread shall not be liable or responsible to Client, nor be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement (except for any obligations to make payments to the other Party under this Agreement), when and to the extent such failure or delay is caused by or results from acts beyond the affected Party's reasonable control, including, without limitation: (a) acts of God; (b) flood, fire or explosion; (c) acts of war; (d) actions, embargoes or blockades in effect on or after the date of this Agreement; (e) national or regional emergency; (f) compliance with any law or governmental order, rule, regulation or direction, or any action taken by a governmental authority. Notwithstanding anything in this Agreement to the contrary, Client may terminate this Agreement if such failure or delay continues for a period of sixty (60) days or more.

15. Entire Agreement. This Agreement, including the related schedules attached hereto, constitutes the sole and entire agreement of the parties with respect to the subject matter contained herein and therein, and supersedes all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, with respect to such subject matter.

16. Severability. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Terms or provisions deemed invalid, illegal, or unenforceable shall be reformed to effectuate the intent of the parties to the maximum extent permitted by applicable law.

17. Assignment. Neither this Agreement nor any of the rights, interests, or obligations hereunder shall be assigned by any of the parties hereto without the prior written consent of the other party, which consent shall not be unreasonably withheld, conditioned, or delayed. Subject to the preceding sentence, this Agreement will be binding upon, inure to the benefit of, and be enforceable by the parties and their respective successors and assigns.

18. Amendment. This Agreement may only be amended or modified by a writing signed by authorized representatives of both parties.

19. Waiver. No waiver under this Agreement is effective unless it is in writing and signed by the party waiving its right.

20. Relationship of Parties. Nothing in this Agreement creates any agency, joint venture, partnership or other form of joint enterprise, employment or fiduciary relationship between the parties. redthread is an independent contractor pursuant to this Agreement. Neither party has any express or implied right or authority to assume or create any obligations on behalf of or in the name of the other party or to bind the other party to any contract, agreement, or undertaking with any third party.

21. Governing Law; Forum. All matters arising out of or relating to this Agreement are governed by and construed in accordance with the internal laws of the State of Nebraska without giving effect to any choice or conflict of law provision or rule that would cause the application of the laws of any jurisdiction other than those of the State of Nebraska. Any legal suit, action, or proceeding arising out of or relating to this Agreement shall be instituted in the federal courts of the United States

of America or the courts of the State of Nebraska in each case located in the City of Lincoln and County of Nebraska, and each party irrevocably submits to the exclusive jurisdiction of such courts in any such suit, action, or proceeding.

22. Survival. Provisions of this Agreement, which by their nature should apply beyond their terms, will remain in force after any termination or expiration of this Agreement, including without limitation Section 6, Section 7, Section 8, Section 9, and Section 21.

[Signature page follows]

In witness whereof, the parties hereto have executed this Agreement as of the date first written above.

Red Thread Creative LLC

By: Rhett Muller

Name: Rhett Muller

Title: Partner | COO

Date: 8-03-2022

Grand Island Public Schools

By: _____

Name: _____

Title: _____

Date: _____

Schedule A: Services

redthread agrees to provide the following services:

1. Social Media & Digital Ads \$50,960.00

Deliverable: Package of social ads sets and posts in various sizes for placement on Facebook/Instagram/LinkedIn, YouTube, and Google Display Network for a 6 month campaign.

redthread will provide:

- concepts
- calendar creation
- copywriting - 2 revisions
- graphic design - 2 revisions
- posting and scheduling

You will provide:

- Access to social media platforms
- social activity monitoring
- An open mind and honest, prompt feedback - that's it!

This price includes a recommended ad spend of \$26,000 to be split among the 6 months based on the campaign's strategy.

2. Motion Graphic Video \$20,940.00

Deliverable: One, 60-second motion graphic video

redthread will provide:

- video concept (1 revision)
- keyframes (2 revisions)
- A/V doc (2 revisions)
- editing (2 revisions)
- voice acting

You will provide:

- Your honest and prompt feedback - that's it!

3. Microsite \$14,980.00

Deliverable: A 1-2 page website, built on Webflow, including a contact form

redthread will provide:

- site strategy and structure outline (1 revision)
- copywriting (2 revisions)
- web design (2 revisions)
- web development (1 revision)
- a training session with your team for site updates and maintenance
- One year of hosting and domain registration
- Free SSL certificate
- Nightly site backups

You will provide:

- Updates to site design and content once we launch your site

4.

Brochure \$3,110.00

Deliverable: Designed tri-fold brochure

redthread will provide:

- copywriting (1 revision)
- graphic design (1 revision)

You will provide:

- Any original or stock imagery to be used in the graphic
- Printing of the brochures

Grand Island Public Schools
 Substitute Pay Rate History
 For The Fiscal Years 2020 - 2021 Through 2016 - 2017

CATEGORY	Fiscal Year 2022 - 2023	Fiscal Year 2021 - 2022	Fiscal Year 2020 - 2021	Fiscal Year 2019 - 2020	Fiscal Year 2018 - 2019	Fiscal Year 2017 - 2018	Fiscal Year 2016 - 2017
Substitute - Local Certificate - Regular ^	\$154.00	\$149.00	\$149.00	\$144.00	\$144.00	\$130.00	\$128.00
Substitute - Local Certificate - Long Term	\$164.00	\$159.00	\$159.00	\$154.00	\$154.00	\$140.00	\$138.00
Substitute - Full Certificate - Regular	\$154.00	\$149.00	\$149.00	\$144.00	\$144.00	\$137.00	\$135.00
Substitute - Full Certificate - Long Term	\$191.00	\$186.00	\$186.00	\$181.00	\$181.00	\$174.00	\$172.00
Substitute - Retired Teacher - Regular %	\$162.00	\$157.00	\$157.00	\$152.00	\$152.00	\$145.00	\$143.00
Substitute - Retired Teacher - Long Term	\$199.00	\$194.00	\$194.00	\$189.00	\$189.00	\$184.00	\$182.00
Base Salary (Indexed)	\$36,946.92	\$36,646.92	\$36,071.08	\$35,345.80	\$35,345.80	\$34,860.80	\$34,210.00
Base Salary (Non-Indexed)	\$9,334.56	\$8,815.08	\$8,563.92	\$7,639.20	\$7,639.20	\$7,639.20	\$7,500.00
TOTAL	\$46,281.48	\$45,462.00	\$44,635.00	\$42,985.00	\$42,985.00	\$42,500.00	\$41,710.00
Contract Days	187	187	187	187	187	187	187
BA Step 1 Per Diem (Indexed)	\$197.58	\$195.97	\$192.89	\$189.01	\$189.01	\$186.42	\$182.94
BA Step 1 Per Diem (Non-Indexed)	\$49.92	\$47.14	\$45.80	\$40.85	\$40.85	\$40.85	\$40.11
BA Step 1 Per Diem (Total)	\$247.49	\$243.11	\$238.69	\$229.87	\$229.87	\$227.27	\$223.05
Substitute Incentive - Monthly *	\$160.00	\$155.00	\$150.00	\$150.00	\$150.00	\$150.00	\$0.00
Substitute Incentive - Annual ~	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	\$0.00
In-House Substitute (Secondary Level) Per Period	\$30.80	\$29.80	\$29.80	\$28.80	\$28.80	\$27.40	\$27.00
In-House Substitute (Elementary Level) Per Hour	\$20.53	\$19.87	\$19.87	\$19.20	\$19.20	\$18.27	\$18.00
Approved by BOE on:	08/11/2020	08/12/2021	08/13/2020	01/10/2019	01/10/2019	09/14/2017	09/08/2016
Effective	08/05/2022	08/05/2021	08/05/2020	01/05/2019	01/05/2019	09/05/2017	08/05/2016
T&L Curriculum Rate	\$26.34	\$26.13	\$25.72	\$25.20	\$25.20	\$24.86	\$24.39

Note:

- ^ Pay same rate for both local and regular substitute certificates
- % Pay any retired substitute teacher (not just retired from GIPS)
- * Working 85% of days available
- ~ Working 125 days or more per school year

GIPS BOE NEEDS ANALYSIS



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

Proposal:	2022-2023 Substitute Teacher Pay
------------------	----------------------------------

Submitted By:	Kristen Irely
----------------------	---------------

Date:	8/11/22
--------------	---------

1. What is the identified need?

To attract and retain an adequate pool of substitute teachers to cover teacher vacancies so that student learning progresses.

2. Administrative Rationale

To maintain a competitive pay package for substitute teachers, so that certified vacancy fill rates can be maintained in the 94-96% range.

3. Proposed Action

GIPS	NE Daily Rate	NE Daily Rate After 10 days	Local Sub	Local Sub after 10 days	Retired GIPS	Retired GIPS after 10 days	Bonus for 85% in pay period
2021-2022	\$149.00	\$186.00	\$149.00	\$159.00	\$157.00	\$194.00	\$155.00
2022-2023	\$154.00	\$191.00	\$154.00	\$164.00	\$162.00	\$199.00	\$160.00

To approve \$5.00 substitute teacher pay package (i.e. \$154/day for short-term regular substitute certificates) Monthly incentive would increase from \$155.00 to \$160.00

4. Data/Research Assessed

Substitute fill rate for the 2021-2022 school year was 85%, survey surrounding school districts to track substitute teacher pay rates.

5. Equity Analysis

To ensure all students have access to qualified substitute teachers to keep learning on track.

5. Stakeholder Group(s) Involved

Students, certified teachers, substitute teachers, principals.

6. Summary

Approval of this recommendation will support GIPS efforts to maintain an acceptable substitute fill rate for certified vacancies.

7. Fiscal Impact

Amount:	\$46,000
----------------	----------

Source:	General Fund
----------------	--------------

Details:	Additional cost based upon prior absence rates.
-----------------	---

8. Person(s) Responsible for Implementation

Kristen Irey Chief of Human Capital

***Construction Tech
Home REALTOR
RFQ Scoring
Tabulation***

Construction Tech Home REALTOR RFQ Scoring Sheet

Name of Realtor: Realtor #1

Criteria	Does Not Meet (1)	Meets (3)	Exceeds (5)
Realtor's sales volume for the past three years		6	
Marketing plan that the realtor will use for the sale of the home		6	
Description of the services the realtor will provide to the seller		6	
Description of the communication plan the realtor will use to communicate with the owner, if deviations from the service plan are proposed		6	
Willingness to accept the terms and conditions of the aforementioned "2.6% / 2.4%" commission structure and paperwork fee and broker fee		6	
Amount of any annual additional monetary donation to the Grand Island Public Schools Foundation the realtor is willing to provide		6	
Any and all educational opportunities the realtor is willing to provide to Grand Island Public Schools Students and Staff on an annual basis			10
Total	0	36	10

TOTAL SCORE = 46

Construction Tech Home REALTOR RFQ Scoring Sheet

Name of Realtor: Realtor #2

Criteria	Does Not Meet (1)	Meets (3)	Exceeds (5)
Realtor's sales volume for the past three years		6	
Marketing plan that the realtor will use for the sale of the home		6	
Description of the services the realtor will provide to the seller		6	
Description of the communication plan the realtor will use to communicate with the owner, if deviations from the service plan are proposed		6	
Willingness to accept the terms and conditions of the aforementioned "2.6% / 2.4%" commission structure and paperwork fee and broker fee		3	5
Amount of any annual additional monetary donation to the Grand Island Public Schools Foundation the realtor is willing to provide		6	
Any and all educational opportunities the realtor is willing to provide to Grand Island Public Schools Students and Staff on an annual basis		6	
Total	0	39	5

TOTAL SCORE = 44

Construction Tech Home REALTOR RFQ Scoring Sheet

Name of Realtor: Realtor #3

Criteria	Does Not Meet (1)	Meets (3)	Exceeds (5)
Realtor's sales volume for the past three years	1	3	
Marketing plan that the realtor will use for the sale of the home		6	
Description of the services the realtor will provide to the seller		6	
Description of the communication plan the realtor will use to communicate with the owner, if deviations from the service plan are proposed	1	3	
Willingness to accept the terms and conditions of the aforementioned "2.6% / 2.4%" commission structure and paperwork fee and broker fee		6	
Amount of any annual additional monetary donation to the Grand Island Public Schools Foundation the realtor is willing to provide	1	3	
Any and all educational opportunities the realtor is willing to provide to Grand Island Public Schools Students and Staff on an annual basis	1	3	
Total	4	30	0

TOTAL SCORE = 34

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made and entered into by and between Grand Island Public Schools (the “School”) and [REDACTED] (the “REALTOR”) (collectively, the “Parties”).

WHEREAS, the School is the owner of certain real property in Grand Island, Nebraska, including a single family house constructed under the supervision of School staff (the “Construction Tech Home”); and

WHEREAS, the School desires to sell the Construction Tech Home in a manner that is most beneficial to the School and its taxpayers; and

WHEREAS, the REALTOR, who is a qualified real estate agent and a member in good standing of the Grand Island Board of REALTORS, desires to contract with the School to assist the School in the sale of the Construction Tech Home, so long as the Parties comply with the terms of this MOU.

NOW, THEREFORE, in consideration of and based upon the foregoing Recitals, which are incorporated herein, and the mutual promises and agreements set forth below, the parties agree as follows:

1. Right of Exclusive Listing. In consideration of the mutual benefits and obligations of this MOU and other valuable consideration, the School will permit the REALTOR the exclusive listing of the sale of the Construction Tech Home. The School will not allow any other realtor or agent to list or sell the Construction Tech Home, unless the REALTOR gives prior written permission.

2. Efforts to Sell Property. REALTOR shall take all commercially reasonable steps to advertise, promote, and ultimately coordinate the sale of the Construction Tech Home to a responsible buyer who offers the highest purchase price. REALTOR shall keep the School updated on REALTOR’s efforts in this regard, and shall consult with the School on offers and negotiations regarding potential sale terms.

3. Realtor Fee. In consideration of the REALTOR’s time, resources, and efforts, the total sale amount of the Construction Tech Home shall be subject to a commission of up to 5.00%, with a maximum of 2.60% to the listing agent and a maximum of 2.4% to the buyer’s agent, if any. The REALTOR agrees to forego the 2.4% commission if the buyer(s) are not represented in the sale.

4. Realtor Donation. After receipt of said commission, REALTOR agrees to promptly donate the 2.6% commission amount, less a \$1,000 paperwork fee and a \$300 broker fee, to the Grand Island Public Schools Foundation. The School agrees to work with the Foundation to establish the “Grand Island Board of REALTORS Scholarship” to help fund scholarships for graduating students pursuing a construction-related field of study. The

REALTOR and School shall coordinate to ensure that the REALTOR be offered an opportunity to present said scholarship check to the student recipient.

5. No Future Guarantees or Promises. Nothing in this MOU shall create any expectation, assurance, guarantee, or promise of any future listing, commission, business, donation, or the like. Either Party may terminate this MOU by giving 30 days' written notice to the other Party. If neither Party gives written notice of termination to the other Party, then this MOU shall automatically terminate after five (5) years from the date this MOU is signed by Realtor.

6. No Assignment. REALTOR may not assign and/or subcontract any or all of the obligations or services referenced herein to a third party without the prior written consent of the School.

7. Payments. After the sale of the Construction Tech Home, the School and REALTOR shall cooperate to ensure that all funds and payments are transferred and processed accordingly. Any final sale of the Construction Tech Home will be memorialized in a separate, written purchase agreement between the School and buyer.

8. Compliance with Guidelines and Other Directives. REALTOR hereby acknowledges, understands, and certifies that the REALTOR will comply with all reasonable policies, guidelines, and directives of the School.


9. Indemnity, Compliance, and Hold Harmless. The School agrees to indemnify and hold the REALTOR harmless against any and all claims, demands, damages, costs, and expenses, including attorneys' fees for the defense of such claims and demands, arising from the conduct of the School with respect to its obligations under this MOU, or from any act or negligence of the School or its employees regarding the Construction Tech Home. The REALTOR agrees to indemnify and hold the School harmless against any and all claims, demands, damages, costs, and expenses, including attorneys' fees for the defense of such claims and demands, arising from the conduct of the REALTOR with respect to the obligations under this MOU, or from any act or negligence of the REALTOR, its employees, invitees, or agents regarding the Construction Tech Home.

10. Insurance. The Parties agree that the School shall maintain adequate insurance coverage for the Construction Tech Home. REALTOR agrees to maintain commercially reasonable insurance coverage for the REALTOR's services in connection with the sale of the Construction Tech Home.

11. Default. If either Party believes the other Party has breached or violated any provision(s) of this MOU, the Party shall notify the other Party in writing to attempt to remedy the breach(es) or violation(s).

12. Prior Agreement Superseded. This MOU constitutes the sole and only agreement of the Parties to the agreement and supersedes any prior understanding or written or oral agreements between the Parties respecting the subject matter of this MOU.

EXECUTED as of this ___ day of _____, 2022.

Grand Island Public Schools By: _____ An Authorized Official Date: _____	 By: _____ REALTOR Date: _____
---	---

Dear REALTOR:

Grand Island Public Schools is requesting qualifications from qualified real estate agents to be the listing agent for the Construction Tech Program for a term of up to 5 years. The 5% maximum commission split would be 2.6% for the listing agent and 2.4% for the buyer's agent. The 2.6% listing agent's commission would be donated to the Grand Island Public Schools Foundation at closing, after a \$1,000 paperwork fee and \$300 broker fee are deducted from the listing agent's commission.

This donation will be used to fund one or more scholarships to benefit graduates of Grand Island Senior High who wish to pursue further education in a Construction related field of study. The qualified agent must be a member of the Grand Island Board of REALTORS®, and will be the presenting agent during the term of contract. The name of the scholarship will be the **Grand Island Board of REALTORS® Scholarship Presented by "Qualified Agent."**

Please include the following information in your submission:

- Name and contact information of the realtor
- How long the real estate agent has been in the real estate business
- Realtor's sales volume for the past three years
- Marketing plan that the realtor will use for the sale of the home
- Description of the services the realtor will provide to the seller
- Description of the communication plan the realtor will use to communicate with the owner, if deviations from the service plan are proposed
- Willingness to accept the terms and conditions of the aforementioned "2.6% / 2.4%" commission structure and paperwork fee and broker fee
- Amount of any annual additional monetary donation to the Grand Island Public Schools Foundation the realtor is willing to provide
- Any and all educational opportunities the realtor is willing to provide to Grand Island Public Schools Students and Staff on an annual basis

Nothing in this document creates any agreement or expectation of any future services or commissions, and any agreement subsequently entered into by and between GIPS and the realtor may be terminated prior to the maximum five year term.

The request for qualifications submissions will be opened on **Wednesday, August 10th at 5:00pm.** Please send your submission to:

Ken Schroeder, CFO
123 South Webb Road
PO Box 4904
Grand Island, NE 68802-4904

Sincerely,



Ken Schroeder, Chief Financial Officer



EMPOWER



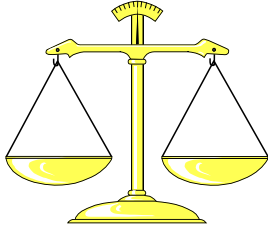
PERSONALIZE



DESIGN



PARTNER



Hall County Attorney

MARTIN KLEIN

231 South Locust Street
Grand Island NE 68801
Telephone (308) 385-5150
Fax (308) 385-5111
Child Support (308) 385-5160

July 25, 2022

Grand Island Public Schools
Attn: Lisa Albers, President, Board of Education,
Grand Island Public Schools
Sent via email to: boe_lalbers@gips.org
Michael S. Kneale Administration Building
123 S. Webb Rd
Grand Island NE 68803

Dear Lisa Albers, President, Board of Education for Grand Island Public Schools,

I am writing to you on behalf of the Hall County Attorney's Office and Hall County Board of Commissioners. This letter serves to communicate with you about attorney services and planning for the 2022-2023 school year for the Truancy Prevention program and corresponding Interlocal Cooperation Agreement between Grand Island Public Schools (GIPS), Hall County Board of Commissioners (County Board), and the Hall County Attorney (County Attorney). Further, this letter is to put Grand Island Public Schools and its Board of Education on notice that the County Board and County Attorney seek to modify or terminate the Interlocal Cooperation Agreement.

The Interlocal Cooperation Agreement states that the "agreement may be modified by mutual agreement of the parties hereto." (See paragraph 9) Additionally, the Interlocal Cooperation Agreement states that the agreement may be terminated with or without cause at any time. The terminating party shall provide written notice of termination delivered not less than 90 days prior to the date of termination." (See paragraph 2)

The County Board and County Attorney are putting Grand Island Public Schools and its Board of Education on notice of termination as of October 31, 2022. It is the hope of the County Board and County Attorney that this matter can be resolved amicably prior to that date through mutually agreed upon modifications to the existing Interlocal Cooperation Agreement.

As County Attorney I welcome any questions or requests for further discussion on modifying the Agreement. Please contact me by email at martink@hallcountyne.gov or via cell phone at 402-770-1672.

Sincerely,



Marty Klein
Hall County Attorney

On Behalf of:
Hall County Board of Commissioners
& Hall County Attorney's Office

CC: Kim Dugan, Hall County Board Assistant
kimd@hallcountyne.gov

Dr. Tawana Grover, Superintendent Grand Island Public Schools
tgrover@gips.org

Dr. Robin Dexter, Associate Superintendent Grand Island Public Schools
rdexter@gips.org

Interlocal Cooperation Agreement Between GIPS, Hall County, and Hall County Attorney for Truancy Prevention

THIS AGREEMENT is made and entered into this 10th day of June, 2010, by and between the County of Hall, a body politic and corporate and a political subdivision of the state of Nebraska, hereinafter referred to as the "county", Mark J. Young in his official capacity as County Attorney of Hall County, hereinafter referred to as the "County Attorney" and the Grand Island Public Schools, a school district, hereinafter referred to as "GIPS" for the provision of services by the County and County Attorney to GIPS.

WHEREAS, the Interlocal Cooperation Act, Nebr. Rev. Stat. Section 13-801, et seq. provides that units of local government of the State of Nebraska and Nebraska state agencies may enter into agreements for the joint and cooperative exercise of powers, privileges, or authority capable of being exercised by either agency; and

WHEREAS, Neb. Rev. Stat. Section 13-801 provides that any one or more public agencies may contract with any one or more public agencies to perform any governmental service, activity, or other undertaking which each public agency entering to the contract is authorized by law to perform; and

WHEREAS, the County and GIPS are public agencies as defined by neb. Rev. Stat. Section 13-803; and

WHEREAS, a coordinated plan for truancy monitoring and intervention services for the assessment, evaluation, and prevention of truancy would be beneficial to the County, the County Attorney and GIPS in helping them meet the requirements of Neb. Rev. Stat. Section 43-3501 to Section 43-3507, and Neb. Rev. Stat. Section 79-201 to Section 79-210; and

WHEREAS, GIPS has requested that the Hall County Board and the County Attorney enter into a contract with GIPS for the development of a program to reduce truancy to be provided by the county Attorney.

NOW, THEREFORE, the parties mutually covenant and agree as follows:

- 1) Term. This agreement shall have a term of one (1) year commencing September 1, 2010 and annually thereafter.
- 2) Termination. This agreement may be terminated with or without cause at any time. The terminating party shall provide written notice of termination delivered not less than 90 days prior to the date of termination.
- 3) Obligations of County and County Attorney. The county and the County Attorney, shall provide services, at the average service level of 18 hours per week within GIPS to include: working with school social workers in developing a school intervention plan for attendance for elementary and middle school students, identifying a target population for said program, developing and implementing a diversion program as a means of remedying student absenteeism, facilitating meetings between the child, parents and guardians, and school personnel in order to reduce excessive absenteeism, and working in conjunction with GPS's employees in developing and improving strategies to reduce unexcused absences among students. Supervision of the deputy county attorney assigned to said duties and ancillary management and administrative support shall be provided by the County but shall not be included within the man-hour totals.
- 4) Obligations of GIPS. GIPS shall on its premises furnish secretarial services, office space, file cabinets, photocopying facilities, desks, phone services, fax service, and supplies necessary for the County Attorney to carry out the function provided for herein.
- 5) Consideration. In consideration of the services provided by the county and County Attorney to GIPS, GIPS agrees to pay the County the sum of Forty Thousand Dollars (\$40,000) per year, payable upon issuance of a purchase order by GIPS and resulting invoice by county.
- 6) Indemnification. GIPS agrees to indemnify and hold harmless, to the fullest extent allowed by law, the County and the County Attorney, their agents and employees, against all losses, claims, damages, and expenses, including attorney's fees, arising out of or resulting from any negligent act or omission by GIPS, its agents or employees. The County and County Attorney agree to indemnify and hold harmless, to the fullest extent allowed by law, GIPS, its agents and employees, against all losses, claims, damages, and expenses, including attorney's fees, arising out of or resulting from any negligent act or omission of the County, County Attorney, or their agents and employees.
- 7) Deputy Not Employee of GIPS. It is the expressed intent of the parties that this Agreement shall not create an employer/employee relationship between GIPS and the County Attorney's deputy and other staff, who shall be directed and supervised by the County, and shall be a County employee for the purpose of compensation, fringe benefits, and all other personnel related matters.
- 8) Confidential Information. The County Attorney and his agents and employees shall not have access to student information, records or files that are privileged from disclosure under the Family Educational Rights and Privacy Act, (20 U.S.C. § 1232g; 34 C.R.F 99); the Health Insurance Portability Act, (45 C.F.R. 164.501), and/or Neb. Rev. Stat. Section 79-2 to Section 79-2-105 (dealing with Student Files).
- 9) Modification. This agreement may be modified by mutual agreement of the parties hereto.

- 10) No Separate Entity. There shall be no separate legal entity created through this interlocal cooperation agreement. Said agreement shall be jointly administered by GPS and the County.
- 11) Property. Any property acquired or made available by any party to this agreement for the purposes of this agreement shall remain the property of the party acquiring or making such property available and shall be disposed of by such party as provided by law, regulation, or ordinance governing the same.
- 12) Finances. This agreement shall be financed by funds available to the parties hereto.
- 13) Provision of Assistance. Pursuant to the Interlocal Cooperation Act, any party to this agreement, in the party's sole discretion, may appropriate funds and may sell, lease, give, or otherwise provide assistance, including personnel and services, as may be within the party's legal power to furnish.

Hall County, Nebraska

By: 

Bud Jeffries, Hall County
Board of Supervisors

Hall County Nebraska Attorney

By: 

Mark J. Young, Hall County Attorney

Grand Island Public Schools

By: 

Jennifer Worthington, President of the
Board of Education

NE JUVENILE RESTORATIVE JUSTICE AND FAMILY INTERVENTION INITIATIVE

CENTRAL MEDIATION CENTER REFERRAL FORM

Please attach any supplemental information you can provide.

Email: info@centralmediationcenter.com

Fax: 308-237-5027

Phone: 308-237-4692 (ex. 12)

Please check all that apply:

- VICTIM YOUTH CONFERENCE
 FAMILY CONFERENCE

- FAMILY GROUP CONFERENCE
 EXCESSIVE ABSENTEEISM (Truancy)

JUVENILE FULL NAME: PHYSICAL ADDRESS:	PARENT NAME: PHONE NUMBER: EMAIL ADDRESS:
COUNTY: DATE OF OFFENSE: DATE REFERRAL SENT TO CENTRAL MEDIATION: REQUIREMENTS DUE DATE:	PARENT NAME: PHONE NUMBER: EMAIL ADDRESS:
NAME OF SCHOOL JUVENILE IS ENROLLED:	TYPE OF OFFENSE:
JUVENILE DOB (MM/DD/YY): JUVENILE RACE:	COMMENTS:
NAME OF REFERRAL SOURCE: ADDRESS: PHONE NUMBER: EMAIL:	NAME OF THE VICTIM: ADDRESS: PHONE NUMBER: EMAIL:

Have you attempted to and/or contacted the victim? Yes _____ No _____

Does the family have a cultural or language needs that the facilitator should be aware of? Yes _____ No _____

If yes, please describe: _____

Please provide a brief description of the incident:

RELEASE OF INFORMATION:

The above-named referral source hereby authorizes the release of all information necessary to Central Mediation Center for the sole purpose of coordinating and facilitating this Conference for the above family.

 Employee Name

 Date

 Supervisor Name

 Date

**Grand Island Public Schools
2022 – 2023 Staffing Request**

Department/Program/Building: Kneale Administration Building

Requestor: HR

Directions: Please complete one Staffing Request form for each specific request for additional staffing. Multiple FTE's can be grouped on one form if they fall under the same job title/function. Complete the proper form below for your level.

Description of new or additional staffing for the 2022 – 2023 school year:

1.0 FTE Benefits coordinator

No. of FTE's: Estimated Annual Cost :

1

Provide your rationale for making this request (describe the need that you have identified and how this request will meet that need):

In January 2022 all benefits functions were transferred to the HR department. Currently we have one part-time employee performing all benefits administration for over 1500 employees. This creates significant delays and potential for mistakes that represent a significant risk to the district.

HR has not had any additional FTEs over the past several years despite the challenges of administering programs for more employees each year. HR has reorganized internally to effectively manage resources. HR employees have been maximized and are cross training in all areas and functions.

Impact Statement (describe what impact not fulfilling this request will have):

Not having appropriate staff to administer all GIPS employee benefits efficiently and effectively creates potential scenarios for enrollment and claims mismanagement. This could lead to GIPS having to pay claims unnecessarily and or other expenses incurred due to a lack of consistent and correct information regarding benefits eligibility.

There are also significant reporting and compliance requirements for all employee benefits. GIPS has multiple benefits packages and eligibility based upon employee classification and hire date. This creates confusion between HR and Finance.

Funding Source (describe the specific source for funding the cost of this staffing request (i.e.name of federal fund, grant, general fund or reallocation of other existing funds):

General fund.

The targeted base salary for this position is 40-60k annual salary.

RED THREAD CREATIVE LLC: ADVERTISING CONTRACT

1. **Parties.** This agreement (this "Agreement") is entered into by the following parties:

Red Thread Creative LLC ("redthread")
201 North 7th Street
Suite 208
Lincoln, NE 68508

Grand Island Public Schools ("Client")
123 South Webb Road
Box 4904
Grand Island, NE 68802-4904

2. **Services.** redthread will provide the services described in **Schedule A** (the "Services") on a non-exclusive basis to Client in accordance with the terms of this Agreement.

3. **Fees.** In consideration of the provision of the Services and the rights granted to Client under this Agreement, Client agrees to pay redthread at the rate and in the manner set forth in **Schedule B**.

4. **License to Certain Client Intellectual Property.** Subject to and in accordance with the terms and conditions of this Agreement, Client grants redthread and its independent contractors a limited, non-exclusive, royalty-free, non-transferable and non-sublicensable, license to Client's intellectual property to the extent reasonably necessary to perform the Services. Any use by redthread or any representative of redthread of any of Client's trademarks and all goodwill associated therewith shall inure to the benefit of Client.

5. **Representations and Warranties.** Client represents and warrants that it has full right, power, and authority to enter into this Agreement. Client further represents and warrants that any information provided by Client to redthread, including any information contained in any materials provided by Client to redthread, is true and correct. Client further represents and warrants that the provision or grant of any licenses, rights, or materials hereunder by Client to redthread do not, and will not, violate any right of, or conflict with, or violate any contract with or commitment made to, any person or entity, and that no consent or authorization from any third party is required. redthread represents and warrants that it has full right, power, and authority to enter into this Agreement. redthread further represents and warrants that any information provided by redthread to Client, including any information contained in any materials provided by redthread to Client, is true and correct. redthread further represents and warrants that the provision or grant of any licenses, rights, or materials hereunder by redthread to Client do not, and will not, violate any right of, or conflict with, or violate any contract with or commitment made to, any person or entity, and that no consent or authorization from any third party is required.

6. **Ownership of and License to Deliverables.** Ownership and title to all intellectual property rights in the materials delivered to or prepared on behalf of Client by redthread (the "Deliverables") shall be as set forth below. Deliverables shall include, without limitation, whether finished or unfinished and whether used by Client or not, all advertising, marketing, promotion and merchandising materials, copy, storyboards, concepts, ideas, trademarks, trade names, domain names, logos, slogans, taglines, inventions, discoveries, website style, content, structure and look and feel, internet portals, press releases, research, videos, presentations and proposals, artwork, videos, telephone numbers for use by Client's consumers, and original music and lyrics, to the extent the same are actually delivered to and/or prepared on behalf of Client.

a. Upon payment in full, Client shall be the owner of all right, title and interest in and to the Deliverables, including all intellectual property therein. Any Deliverables that may qualify as "works made for hire" as defined in the Copyright Act (17 U.S.C. § 101), are hereby deemed owned by Client as "works made for hire." To the extent that any of the Deliverables do not constitute a "work made for hire," redthread hereby irrevocably assigns to Client, in each case without additional consideration, all right, title, and interest throughout the world in and to the Deliverables.

b. Except for the rights and licenses expressly granted in this Agreement, redthread retains all rights under its intellectual property (the "redthread Retained Intellectual Property"), including without limitation all rights to redthread trademarks, trade names, and goodwill, and no rights shall be deemed granted by redthread to Client by implication, estoppel, or otherwise. Without limiting the foregoing, the redthread Retained Intellectual Property shall include all materials owned by redthread prior to, or independent from, the performance of Services under this Agreement, and all methodologies, software, applications, processes or procedures used, created, or developed by redthread in the general conduct of its business, excluding the Deliverables.

c. Upon payment in full and the transfer of rights in the Deliverables to Client, Client shall grant redthread a perpetual, irrevocable, limited, royalty-free, non-transferable, non-sublicensable, worldwide license to use the Deliverables and any intellectual property therein for the purpose of promoting redthread's services and business.

d. Upon payment in full, redthread hereby grants Client a perpetual, irrevocable, limited, royalty-free, non-transferable, non-sublicensable, worldwide license to use, perform, display, execute, reproduce, distribute, transmit, modify (including to create derivative works), import, make, have made, sell, offer to sell and otherwise exploit redthread Retained Intellectual Property solely to the extent incorporated in, combined with, or otherwise necessary for the use of the Deliverables. All other rights in and to redthread Retained Intellectual Property are expressly reserved by redthread.

e. Notwithstanding anything herein to the contrary, Client's ownership of the Deliverables shall be subject to (a) the rights of third parties whose materials or services are contained in the Deliverables with Client's prior knowledge (e.g., stock footage, photos, music, software, etc.) and used under a license or other permission granted to redthread or Client, and (b) the rights of redthread to the redthread Retained Intellectual Property.

7. Confidentiality. Either party to this Agreement (as the "Disclosing Party") may disclose or make available to the other Party (as the "Receiving Party") information about invention descriptions, technical and business information relating to proprietary ideas and inventions, its business affairs and services, trade secrets, drawing or illustrations, patent searches, third-party confidential information and other sensitive or proprietary information, whether orally or in written, electronic or other form or media regardless of whether or not marked, designated, or otherwise identified as "confidential" (collectively, "Confidential Information").

a. The Receiving Party shall protect and safeguard the confidentiality of the Disclosing Party's Confidential Information with a commercially reasonable degree of care; not use the Disclosing Party's Confidential Information, or permit it to be accessed or used, for any purpose other than to exercise its rights or perform its obligations under this Agreement; and not disclose any such Confidential Information to any person, except to the Receiving Party's representatives who need to know the Confidential Information to assist the Receiving Party, or act on its behalf, to exercise its rights or perform its obligations under this Agreement.

b. Confidential Information does not include information that the Receiving Party can demonstrate by documentary evidence that either: (a) is or becomes generally available to the public other than through the Receiving Party's breach of this Agreement; (b) is communicated to the Receiving Party by a third party that had no confidentiality obligations concerning such information; or (c) was known to the Receiving Party at the time of the disclosure.

8. Indemnification. Client shall release, defend, indemnify, and hold redthread and its parent, affiliates, subsidiaries, officers, directors, agents, owners, employees, trustees, successors, and assigns harmless with respect to any claims, actions, causes of action, damages, fines, expenses, court costs, attorney fees, damages or judgments suffered by redthread or its agents, resulting from or attributable to any breach of Client's or its agent's responsibilities under this Agreement, any breach of the representations and warranties herein, willful misconduct, and all negligent acts or omissions of Client or its agents. redthread shall release, defend, indemnify, and hold Client and its parent, affiliates, subsidiaries, officers, directors, agents, owners, employees, trustees, successors, and assigns harmless with respect to any claims, actions, causes of action, damages, fines, expenses, court costs, attorney fees, damages or judgments suffered by Client or its agents, resulting from or attributable to any breach of redthread's or its agent's responsibilities under this Agreement, any breach of the representations and warranties herein, willful misconduct, and all negligent acts or omissions of redthread or its agents.

9. Limitation on Liability. In no event will redthread be liable to Client or to any third party for any loss of use, revenue, profit or loss of data or for any consequential, incidental, indirect, exemplary, special or punitive damages whether arising out of breach of contract, tort (including negligence), or otherwise, regardless of whether such damage was foreseeable and whether redthread has been advised of the possibility of such damages. In no event will redthread's liability arising out of or related to this agreement, whether arising out of or related to breach of contract, tort (including negligence), or otherwise, exceed the aggregate amounts paid to redthread pursuant to this agreement.

10. Term; Termination. This Agreement shall commence as of the date it is signed by both parties (the "Effective Date"). The term of this Agreement shall be until delivery of the Deliverables by redthread and payment in full by Client of all accrued fees and expenses set forth in **Schedule B**. If either party breaches its obligations under this Agreement, the non-breaching party shall give the breaching party written notice of such breach and the opportunity to cure such breach for a period of fifteen (15) days after delivery of the notice of breach with respect to a monetary breach, or thirty (30) business days after delivery of the notice of breach with respect to a non-monetary breach. Notwithstanding the foregoing, a party may terminate this Agreement with immediate effect on written notice to the other party if the other party becomes insolvent, dissolves, liquidates, files a petition for bankruptcy or commences or has commenced against it proceedings relating to bankruptcy, receivership, reorganization, or assignment for the benefit of creditors. The expiration or

termination of this Agreement, for any reason, shall not release either party from any obligation or liability to the other party, including any payment and delivery obligation that has already accrued hereunder.

11. Independent Contractors. redthread may retain third parties ("Independent Contractors") to furnish services to it in connection with the performance of its obligations hereunder. redthread may permit such Independent Contractors to have access to Confidential Information, but only to the extent and insofar as reasonably required in connection with the performance of redthread's obligations under this Agreement.

12. Compliance with Laws. In the performance of this Agreement, each party shall make commercially reasonable efforts to comply with all applicable governmental laws, statutes, ordinances, rules, regulations, orders, and other requirements. In the event that the other party's assistance is necessary to achieve such compliance, the party shall promptly notify such other party. In the event that Client is aware of any regulations known and applicable to the advertisement or marketing of Client's business, products or services, Client shall inform redthread.

13. Copyright and Trademark. Client is responsible for any copyright or trademark issues related to the creation and use of the Deliverables by Client. Client shall be solely responsible for any trademark or copyright searches pertaining to the Deliverables unless otherwise contracted. redthread will not knowingly copy other rightfully trademarked or copyrighted material.

14. Force Majeure. redthread shall not be liable or responsible to Client, nor be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement (except for any obligations to make payments to the other Party under this Agreement), when and to the extent such failure or delay is caused by or results from acts beyond the affected Party's reasonable control, including, without limitation: (a) acts of God; (b) flood, fire or explosion; (c) acts of war; (d) actions, embargoes or blockades in effect on or after the date of this Agreement; (e) national or regional emergency; (f) compliance with any law or governmental order, rule, regulation or direction, or any action taken by a governmental authority. Notwithstanding anything in this Agreement to the contrary, Client may terminate this Agreement if such failure or delay continues for a period of sixty (60) days or more.

15. Entire Agreement. This Agreement, including the related schedules attached hereto, constitutes the sole and entire agreement of the parties with respect to the subject matter contained herein and therein, and supersedes all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, with respect to such subject matter.

16. Severability. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Terms or provisions deemed invalid, illegal, or unenforceable shall be reformed to effectuate the intent of the parties to the maximum extent permitted by applicable law.

17. Assignment. Neither this Agreement nor any of the rights, interests, or obligations hereunder shall be assigned by any of the parties hereto without the prior written consent of the other party, which consent shall not be unreasonably withheld, conditioned, or delayed. Subject to the preceding sentence, this Agreement will be binding upon, inure to the benefit of, and be enforceable by the parties and their respective successors and assigns.

18. Amendment. This Agreement may only be amended or modified by a writing signed by authorized representatives of both parties.

19. Waiver. No waiver under this Agreement is effective unless it is in writing and signed by the party waiving its right.

20. Relationship of Parties. Nothing in this Agreement creates any agency, joint venture, partnership or other form of joint enterprise, employment or fiduciary relationship between the parties. redthread is an independent contractor pursuant to this Agreement. Neither party has any express or implied right or authority to assume or create any obligations on behalf of or in the name of the other party or to bind the other party to any contract, agreement, or undertaking with any third party.

21. Governing Law; Forum. All matters arising out of or relating to this Agreement are governed by and construed in accordance with the internal laws of the State of Nebraska without giving effect to any choice or conflict of law provision or rule that would cause the application of the laws of any jurisdiction other than those of the State of Nebraska. Any legal suit, action, or proceeding arising out of or relating to this Agreement shall be instituted in the federal courts of the United States

of America or the courts of the State of Nebraska in each case located in the City of Lincoln and County of Nebraska, and each party irrevocably submits to the exclusive jurisdiction of such courts in any such suit, action, or proceeding.

22. Survival. Provisions of this Agreement, which by their nature should apply beyond their terms, will remain in force after any termination or expiration of this Agreement, including without limitation Section 6, Section 7, Section 8, Section 9, and Section 21.

[Signature page follows]

In witness whereof, the parties hereto have executed this Agreement as of the date first written above.

Red Thread Creative LLC

Grand Island Public Schools

By: Rhett Muller

By: _____

Name: Rhett Muller

Name: _____

Title: Partner | COO

Title: _____

Date: 8-03-2022

Date: _____

Schedule A: Services

redthread agrees to provide the following services:

1. Social Media & Digital Ads \$50,960.00

Deliverable: Package of social ads sets and posts in various sizes for placement on Facebook/Instagram/LinkedIn, YouTube, and Google Display Network for a 6 month campaign.

redthread will provide:

- concepts
- calendar creation
- copywriting - 2 revisions
- graphic design - 2 revisions
- posting and scheduling

You will provide:

- Access to social media platforms
- social activity monitoring
- An open mind and honest, prompt feedback - that's it!

This price includes a recommended ad spend of \$26,000 to be split among the 6 months based on the campaign's strategy.

2. Motion Graphic Video \$20,940.00

Deliverable: One, 60-second motion graphic video

redthread will provide:

- video concept (1 revision)
- keyframes (2 revisions)
- A/V doc (2 revisions)
- editing (2 revisions)
- voice acting

You will provide:

- Your honest and prompt feedback - that's it!

3. Microsite \$14,980.00

Deliverable: A 1-2 page website, built on Webflow, including a contact form

redthread will provide:

- site strategy and structure outline (1 revision)
- copywriting (2 revisions)
- web design (2 revisions)
- web development (1 revision)
- a training session with your team for site updates and maintenance
- One year of hosting and domain registration
- Free SSL certificate
- Nightly site backups

You will provide:

- Updates to site design and content once we launch your site

4.

Brochure \$3,110.00

Deliverable: Designed tri-fold brochure

redthread will provide:

- copywriting (1 revision)
- graphic design (1 revision)

You will provide:

- Any original or stock imagery to be used in the graphic
- Printing of the brochures

GIPS BOE NEEDS ANALYSIS



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

Proposal:	2022-2023 Substitute Teacher Pay
------------------	----------------------------------

Submitted By:	Kristen Irely
----------------------	---------------

Date:	8/11/22
--------------	---------

1. What is the identified need?

To attract and retain an adequate pool of substitute teachers to cover teacher vacancies so that student learning progresses.

2. Administrative Rationale

To maintain a competitive pay package for substitute teachers, so that certified vacancy fill rates can be maintained in the 94-96% range.

3. Proposed Action

GIPS 2021-2022	\$149.00	\$186.00	\$149.00	\$159.00	\$157.00	\$194.00	\$155.00
GIPS 2022-2023	\$154.00	\$191.00	\$154.00	\$164.00	\$162.00	\$199.00	\$160.00

To approve \$5.00 substitute teacher pay package (i.e. \$154/day for short-term regular substitute certificates) Monthly incentive would increase from \$155.00 to \$160.00

4. Data/Research Assessed

Substitute fill rate for the 2021-2022 school year was 85%, survey surrounding school districts to track substitute teacher pay rates.

5. Equity Analysis

To ensure all students have access to qualified substitute teachers to keep learning on track.

5. Stakeholder Group(s) Involved

Students, certified teachers, substitute teachers, principals.

6. Summary

Approval of this recommendation will support GIPS efforts to maintain an acceptable substitute fill rate for certified vacancies.

7. Fiscal Impact

Amount:	\$46,000
----------------	----------

Source:	General Fund
----------------	--------------

Details:	Additional cost based upon prior absence rates.
-----------------	---

8. Person(s) Responsible for Implementation

Kristen Irey Chief of Human Capital

Grand Island Public Schools
 Substitute Pay Rate History
 For The Fiscal Years 2020 - 2021 Through 2016 - 2017

CATEGORY	Fiscal Year 2022 - 2023	Fiscal Year 2021 - 2022	Fiscal Year 2020 - 2021	Fiscal Year 2019 - 2020	Fiscal Year 2018 - 2019	Fiscal Year 2017 - 2018	Fiscal Year 2016 - 2017
Substitute - Local Certificate - Regular ^	\$154.00	\$149.00	\$149.00	\$144.00	\$144.00	\$130.00	\$128.00
Substitute - Local Certificate - Long Term	\$164.00	\$159.00	\$159.00	\$154.00	\$154.00	\$140.00	\$138.00
Substitute - Full Certificate - Regular	\$154.00	\$149.00	\$149.00	\$144.00	\$144.00	\$137.00	\$135.00
Substitute - Full Certificate - Long Term	\$191.00	\$186.00	\$186.00	\$181.00	\$181.00	\$174.00	\$172.00
Substitute - Retired Teacher - Regular %	\$162.00	\$157.00	\$157.00	\$152.00	\$152.00	\$145.00	\$143.00
Substitute - Retired Teacher - Long Term	\$199.00	\$194.00	\$194.00	\$189.00	\$189.00	\$184.00	\$182.00
Base Salary (Indexed)	\$36,946.92	\$36,646.92	\$36,071.08	\$35,345.80	\$35,345.80	\$34,860.80	\$34,210.00
Base Salary (Non-Indexed)	\$9,334.56	\$8,815.08	\$8,563.92	\$7,639.20	\$7,639.20	\$7,639.20	\$7,500.00
TOTAL	\$46,281.48	\$45,462.00	\$44,635.00	\$42,985.00	\$42,985.00	\$42,500.00	\$41,710.00
Contract Days	187	187	187	187	187	187	187
BA Step 1 Per Diem (Indexed)	\$197.58	\$195.97	\$192.89	\$189.01	\$189.01	\$186.42	\$182.94
BA Step 1 Per Diem (Non-Indexed)	\$49.92	\$47.14	\$45.80	\$40.85	\$40.85	\$40.85	\$40.11
BA Step 1 Per Diem (Total)	\$247.49	\$243.11	\$238.69	\$229.87	\$229.87	\$227.27	\$223.05
Substitute Incentive - Monthly *	\$160.00	\$155.00	\$150.00	\$150.00	\$150.00	\$150.00	\$0.00
Substitute Incentive - Annual ~	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	\$0.00
In-House Substitute (Secondary Level) Per Period	\$30.80	\$29.80	\$29.80	\$28.80	\$28.80	\$27.40	\$27.00
In-House Substitute (Elementary Level) Per Hour	\$20.53	\$19.87	\$19.87	\$19.20	\$19.20	\$18.27	\$18.00
Approved by BOE on:	08/11/2020	08/12/2021	08/13/2020	01/10/2019	01/10/2019	09/14/2017	09/08/2016
Effective	08/05/2022	08/05/2021	08/05/2020	01/05/2019	01/05/2019	09/05/2017	08/05/2016
T&L Curriculum Rate	\$26.34	\$26.13	\$25.72	\$25.20	\$25.20	\$24.86	\$24.39

Note:

- ^ Pay same rate for both local and regular substitute certificates
- % Pay any retired substitute teacher (not just retired from GIPS)
- * Working 85% of days available
- ~ Working 125 days or more per school year

SETTLEMENT AGREEMENT

This Agreement is made by and between School District No. 40-0002 of Hall County, Nebraska, a/k/a Grand Island Public Schools (“School District”), and the Grand Island Education Association (“Association”), collectively “Parties.”

WHEREAS, the School District and the Association are Parties to proceedings pending before the Nebraska Commission of Industrial Relations (“CIR”) at Case No. 1529 (the “Litigation”); and

WHEREAS, without any admission of liability, the School District and the Association have settled the issues presented by the Litigation under the terms set forth herein.

NOW, THEREFORE, the Parties agree as set forth below:

1. CIR Proceedings. The Parties shall jointly stipulate and move the CIR for an order continuing the Litigation, pending satisfaction of all terms of this Agreement. Upon satisfaction of all terms of this Agreement, including payments as provided herein, the Association shall dismiss the Litigation with prejudice.

2. Notice of Settlement. The individuals identified on Exhibit “A” attached hereto will receive pay for the 2021-2022 contract year in the amounts identified therein. Within three (3) calendar days of the effective date of this Agreement, written notice shall be sent by U.S. Mail and via email to each individual identified in Exhibit “A”. Copies of said notice for each individual are attached hereto as Exhibit “B.”

3. Payment. Seven (7) calendar days following the date of the written notice as provided herein, the School District shall make a one-time payment by payroll check to each individual appearing on Exhibit “A” in the amounts identified therein. Such amounts shall be

subject to federal and state tax withholdings, including FICA and FUTA, and all other legally required withholdings.

4. Salary Schedule Placement. Individuals identified on Exhibit "A" who continue employment with the School District as certificated employees for the 2022-2023 contract year shall be credited with a year of service for the 2021-2022 school year and advance vertically on the salary schedule as provided by the Master Agreement for the 2022-2023 contract year.

5. Press Release. In the interest of promoting a positive working relationship, the Parties shall issue a joint press release related to the resolution of the proceedings before the CIR, a copy of which is attached hereto as Exhibit C. The joint release will be issued contemporaneously with the effective date of this Agreement. The Parties shall not issue independent press releases regarding this matter; provided, however, the Association and its affiliates may communicate in writing with its membership regarding the settlement of this matter.

6. Release. The Association hereby waives and permanently releases all claims and causes of action against the School District, its Board of Education, and its employees and agents as of the effective date of this Agreement related to the Litigation and otherwise arising out of the School District's employment, classification and compensation paid to any and all certificated employees of the School District not issued an annual contract for the 2021-2022 contract year.

7. Effective Date. This Agreement shall be effective upon the approval of the Association by its authorized representative and formal action of the Board of Education of the School District.


8. Complete Agreement. This Agreement constitutes the entire agreement and understanding between the School District and the Association and may not be amended except in writing signed by authorized representatives of each party.

Dated: 8/11/22, 2022.



Michelle Carter
President
Grand Island Education Association

Dated: 8/11/22, 2022.



Lisa Albers
Board of Education President
Grand Island Public Schools

Exhibit "A"

Priscilla Balasa	\$7,707.13
Michelle Bergholz	\$48.17
Ronald Evans	\$11,091.34
Jacque Henderson	\$308.23
Thatcher Lamm	\$18,388.96
Jason Newman	\$6,881.80
Rebecca Sanders	\$574.37
Lindsay Stryker	---
	<hr/>
	\$45,000.00

me