

GIPS BOE Regular Meeting  
Thursday, March 14, 2024 5:30 PM  
Kneale Administration Building - Board Room

1. CALL TO ORDER  
**Speaker(s):** Board President
2. ROLL CALL  
**Speaker(s):** Mrs. Angela Dibbert
3. CONSENT AGENDA  
**Speaker(s):** Board President
  - 3.1. Minutes from the previous month's meeting
  - 3.2. Acceptance of Agendas From Standing Committees
  - 3.3. Claims as submitted
  - 3.4. Staff Adjustments as submitted
  - 3.5. Treasurer's Report as submitted
  - 3.6. Approval of Agenda as submitted
4. REQUESTS TO ADDRESS THE BOARD  
**Speaker(s):** Board President
5. INFORMATION ITEMS
  - 5.1. Grand Island Public Schools Foundation Update  
**Speaker(s):** Mrs. Kari Hooker-Leep
  - 5.2. Update on Special Education Programming in GIPS  
**Speaker(s):** Mrs. Renee Engel  
  
**Goals:** Obj 1.2 Every student has access to learning models that meet their unique needs.
  - 5.3. EL Positions  
**Speaker(s):** Dr. Carrie Kolar
  - 5.4. Move Activity Fund Bank Account from Five Points to Wells Fargo  
**Speaker(s):** Mr. Virgil Harden
  - 5.5. GIPS Communications Audit Report  
**Speaker(s):** Mr. Mitchell Roush
  - 5.6. Reduce Specific Staff Positions  
**Speaker(s):** Dr. Carrie Kolar
  - 5.7. Policy
    - 5.7.1. 6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS  
**Speaker(s):** Mr. Matt Fisher
    - 5.7.2. 6324 CREDIT FOR PROFESSIONAL TRAINING BEYOND A BACHELOR'S DEGREE  
**Speaker(s):** Mr. Matt Fisher
    - 5.7.3. 9220 COMMUNICATIONS AND MEDIA RELATIONS  
**Speaker(s):** Mr. Matt Fisher
    - 5.7.4. 9221 ONLINE MEDIA ACCOUNTS AND POSTS

**Speaker(s):** Mr. Matt Fisher

6. ACTION ITEMS

6.1. GIPS Google Workspace Plus Multi-Year Agreement

**Speaker(s):** Mr. Cory Gearhart

6.2. Reduce Specific Staff Positions

**Speaker(s):** Dr. Carrie Kolar

6.3. EL Positions

**Speaker(s):** Dr. Carrie Kolar

6.4. 2111 BOARD OPERATING PRINCIPLES

**Speaker(s):** Mr. Matt Fisher

6.5. 2112 BOARD MEMBER CODE OF ETHICS

**Speaker(s):** Mr. Matt Fisher

6.6. 2330 BOARD MEMBER COMPENSATION FOR EXPENSES

**Speaker(s):** Mr. Matt Fisher

7. REPORTS

7.1. Student Representative Report

**Speaker(s):** Ms. Adilene Beltran

7.2. Superintendent Report

**Speaker(s):** Mr. Matt Fisher

8. EXECUTIVE SESSION FOR THE PURPOSE OF REAL ESTATE BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION

9. RECONVENE FROM EXECUTIVE SESSION

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

11. NOTIFICATION OF UPCOMING BOARD MEETINGS

12. ADJOURNMENT

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

State of Indiana )  
County of Lake ) SS.

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

Notice is hereby given that a meeting of the Board of Education of Hall County School District 2, A.K.A. Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday, March 14, 2024, at 5:30 p.m., at the Kneale Administration Building, 123 S Webb Road, Grand Island, Nebraska, where the meeting will be open to the public. An agenda for such a meeting, kept continuously current, is available for inspection at the Office of the Superintendent or on the GIPS Website.

Dr. Summer E. Stephens,  
Board Secretary  
March 7, 2024 ZNEZ

GRAND ISLAND PUBLIC SCHOOL/Classified

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

ORDER NUMBER 1210457

Robin Nelson being first duly sworn on oath, says that he/she is a Clerk of 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.

3/7/24  
\_\_\_\_\_  
Signature [Signature] Date 3/7/24

Section: Class Legals  
Category: 0099 LEGALS  
PUBLISHED ON: 03/07/2024

TOTAL AD COST: 13.20  
FILED ON: 3/7/2024

Subscribed in my presence and sworn to before me this 7 day  
of March, 20 24

Christina Palma  
\_\_\_\_\_  
Notary Public



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

The regular meeting of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was convened and called to order by President Hank McFarland in open and public session on Thursday, February 8, 2024 at 5:30 PM at the Kneale Administration Building - Board Room, 123 S Webb Rd, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the *Grand Island Independent*, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

### **ROLL CALL:**

Attendance Taken at 5:31 PM.

Lisa Albers:	Present
Eric Garcia-Mendez:	Present
Joshua Hawley:	Present
Dave Hulinsky:	Present
Lindsey Jurgens:	Absent
Katherine Mauldin:	Present
Hank McFarland:	Present
Josh Sikes:	Present
Amanda Wilson:	Present

### **AGENDA**

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

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

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

Mrs. Jurgens gave prior notice of her absence. Her absence is excused.

#### **3. CONSENT AGENDA**

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

##### **3.2. Acceptance of Agendas From Standing Committees**

###### **Finance and Facilities Committee**

Next Meeting Date: February 27, 2024 at 7:30 a.m.

###### **Leading for Learning Committee**

Next Meeting Date: March 12, 2024 at 4:30 p.m.

###### **Personnel Committee**

Next Meeting Date: March 7, 2024 at 8:15 a.m.

###### **Policy Committee**

Next Meeting Date: March 11, 2024 at 4:30 p.m.

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

Next Meeting Date: March 1, 2024 at 8:00 a.m.

###### **Governance Committee**

Next Meeting Date: March 6, 2024 at 8:00 a.m.

###### **GNSA/Legislative Committee**

Next Meeting Date: None

### **3.3. Claims as submitted**

### **3.4. Bid Proposals as submitted**

### **3.5. Staff Adjustments as submitted**

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

### **3.7. Surplus Property Listing**

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

Approve the agenda as submitted. Passed with a motion by Joshua Hawley and a second by Eric Garcia-Mendez.

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

## **4. REQUESTS TO ADDRESS THE BOARD**

None.

## **5. INFORMATION ITEMS**

### **5.1. Update on EL and Newcomer Programming in GIPS**

Dr. Levos informed the Board of Education and community on current English Learners/Newcomer status and needs of our programming for GIPS students.

### **5.2. Hope Squad at GISH**

Dr. Dexter, Mr. Matt Shultz, and Mr. Kobe Callahan (student Hope Squad member) updated on the implementation of Hope Squad at GISH.

### **5.3. Summary of NDE External Continuous Improvement Visit**

Dr. Stephens presented a summary of the Nebraska Department of Education (NDE) External Continuous Improvement Visit.

### **5.4. Priority Project List**

Mr. Petsch presented the Priority Project List.

### **5.5. GIPS Google Workspace Plus Multi-Year Agreement**

Mr. Gearhart presented the GIPS Google Workspace Plus Multi-Year Agreement. Consolidation of third-party apps into our Google Workspace productivity suite will yield productivity gains, as well as cost savings.

### **5.6. Reduce Specific Certified Staff Positions**

Dr. Kolar presented the reduction of specific certified staff positions. Discuss, consider and take action on the reduction or elimination of programs and/or staff, including the Aviation Program, the Leading For Learning Department, and District Administration, effective at the end of the 2023-2024 school year.

### **5.7. Policy**

#### **5.7.1. 2111 BOARD OPERATING PRINCIPLES**

Mr. Fisher presented 2111 Board Operating Principles on First Read.

#### **5.7.2. 2112 BOARD MEMBER CODE OF ETHICS**

Mr. Fisher presented 2112 Board Member Code of Ethics on First Read.

### **5.7.3. 2330 BOARD MEMBER COMPENSATION FOR EXPENSES**

Mr. Fisher presented 2330 Board Member Compensation for Expenses on First Read.

## **6. ACTION ITEMS**

### **6.1. GIPS Cyber Security Licensing and Support Renewal**

Motion to approve the purchase of the cybersecurity licensing as presented Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

### **6.2. Reduce Specific Certified Staff Positions**

Motion to approve the reduction of Specific Certified Staff Positions Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

### **6.3. 1210 SCHOOL DISTRICT LEGAL STATUS**

Motion to approve 1210 School District Legal Status as presented Passed with a motion by Joshua Hawley and a second by Katherine Mauldin.

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

### **6.4. 2120 SCHOOL BOARD LEGAL STATUS**

Motion to approve 2120 School Board Legal Status as presented Passed with a motion by Joshua Hawley and a second by Dave Hulinsky.

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

### **6.5. 2340 CONFLICT OF INTEREST**

Motion to approve 2340 Conflict of Interest as presented Passed with a motion by Joshua Hawley and a second by Eric Garcia-Mendez.

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

### **6.6. 2460 VOTING METHOD**

Motion to approve 2460 Voting Method as presented Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

### **6.7. 8220 ADMISSION OF RESIDENT STUDENTS**

Motion to approve 8220 Admission of Resident Students as presented Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

### **6.8. 8331 TRANSFERS WITHIN GIPS**

Motion to approve 8331 Transfers within GIPS as presented Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

## **7. REPORTS**

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

Mr. Fisher reported for the GIPS Foundation.

### **7.2. Student Representative Report**

Ms. Beltran gave the student representative's report.

### **7.3. Superintendent Report**

Mr. Fisher presented the superintendent's report.

## **8. NOTIFICATION OF UPCOMING BOARD MEETINGS**

Regular Board of Education Meeting - Thursday, March 14, 2024 at 5:30 p.m.

## **9. ADJOURNMENT**

All business having been completed, the meeting was adjourned at 7:53 p.m.

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Angela A. Dibbert, Recording Secretary

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Dr. Summer E. Stephens, Secretary to the Board

# Kneale Administration Building



TO: Facilities & Finance Committee  
From: Mr. Petsch, Mrs. Ryan, and Mr. Harden  
RE: **Meeting, Tuesday, February 27, 2024 – Via Zoom**

Mr. Virgil D. Harden, MBA, RSBA, SFO  
Chief Financial Officer  
123 South Webb Road  
P.O. Box 4904  
Grand Island, NE 68802-4904

## NEW BUSINESS:

1. Activity Fund Claims – Virg
2. Community Redevelopment Authority & Regional Planning - Virg
3. Request for Proposals – Dan or Gabby
4. Nutrition Services Update – Kris Spellman
5. Information Technology Update – Cory Gearhart
6. Review of Depreciation, Special Building, and General Fund, and Payroll – Virg
7. Federal Programs Financial Report – Virg
8. PLC At Work Embedded Coaching Plan – Mr. Rod Foley
9. Move Activity Fund to Wells Fargo Bank - Virg
10. Building Project Updates – Mr. Petsch
11. Open Agenda Items as Necessary – F&F Team

Phone: (308) 385-5900 x 201144  
Fax: (308) 385-5949  
Email: [vharden@gips.org](mailto:vharden@gips.org)  
Web: [www.gips.org](http://www.gips.org)

NEXT MEETING: **Tuesday, April 2, 2024, at 7:30 a.m.**  
*Dan, Gabby, & Virg review agenda items for BOE meeting.*

<b>Date</b>	<b>Personnel Committee Agenda</b>
<b>3/7/24</b>	<ol style="list-style-type: none"> <li>1. Positions update <ol style="list-style-type: none"> <li>a. Elementary and Secondary Certified: Renewal agreements due March 15.</li> <li>b. Administrative: Assistant Principal at GISH and Barr, Interviews for Knick on Monday</li> </ol> </li> <li>2. RIF list/plan <ol style="list-style-type: none"> <li>a. Added back 1 ELA and 1 Financial Literacy to support scheduling needs at GISH</li> <li>b. Presenting another resolution at the March BOE meeting</li> </ol> </li> <li>3. Classified wage meetings with department heads to plan for 24-25</li> <li>4. Salary Schedule Movement Summary: <ol style="list-style-type: none"> <li>a. One form will be required for movement on the salary schedule and no principal approval will be required.</li> <li>b. The employee will be responsible for following the guidelines.</li> </ol> </li> <li>5. TimeClock Plus <ol style="list-style-type: none"> <li>a. New leave/substitute and time system started on 3/5/24</li> </ol> </li> <li>6. Reviewing 3 staff members for nonrenewal</li> <li>7. Requested hearing during the April BOE meeting for a staff member (not finalized)</li> <li>8. GIPS Evaluation Team Results</li> <li>9. Parent input during the hiring process <ol style="list-style-type: none"> <li>a. Considering a new process, would like feedback</li> </ol> </li> </ol>

**Kneale Administration Building**

Public Relations and Partnership Development Committee  
Agenda  
Friday, March 8th, 2024  
8:00 - 9:30 a.m. via [ZOOM](#)



Beat on the Street - *All*

NSPRA Communications Audit Report - *Mitchell Roush*

- Data Findings
- Commendations
- Recommendations

Social Media Policy & Class Intercom Project Update - *Mitch & Kelli*

Communication Analytics - *Kelli Mayhew*

- New Collateral
- Notable Media Coverage
- Timely Communications

**Next Meeting: April 5th, 2024**

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

BOE Policy Committee Meeting – March 11, 2024 – 4:30pm – Mr. Fisher’s Office  
*Students prepared to make positive contributions to society and thrive in an ever-changing world.*  
*Empower - Personalize - Design - Partner*

1. **Review Notes from February 5, 2024 – 1.1.**
2. **Review Agenda for changes or additions – 2.1.**
3. **Board role in policy adoption/approval processes:**
  - Policy Committee reviews and makes recommendations to the board for policy adoption, review, or revisions
  - Board adopts or approves policy based on federal, state, and/or local statute requirements
  - Board adopts or approves policy based on the need for formal guidance on certain issues in the district with input from staff /students/community as appropriate
4. **NEXT MEETING:**  
**April 1 – 4:30pm – Mr. Fisher’s Office**
5. **Policy as Information @ March 14, 2024, BoE Meeting**  
6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS:  
[Proposed Policy 6252](#)  
  
6324 CREDIT FOR PROFESSIONAL TRAINING BEYOND A BACHELOR'S DEGREE:  
[Proposed Policy 6324](#)  
  
9220 COMMUNICATIONS AND MEDIA RELATIONS: [Proposed Policy 9220](#)  
  
9221 ONLINE MEDIA ACCOUNTS AND POSTS: [Proposed Policy 9221](#)
6. **Policy on Final Read @ March 14, 2024, BoE Meeting**  
  
2111 BOARD OPERATING PRINCIPLES: [Proposed Policy 2111](#)  
2112 BOARD MEMBER CODE OF ETHICS: [Proposed Policy 2112](#)  
2330 BOARD MEMBER COMPENSATION FOR EXPENSES: [Proposed Policy 2330](#)
7. **Policy for review:**  
8463 USE OF BODY WORN CAMERAS - [Body Worn Cameras Policy Template](#)
8. **Policy Questions and Discussion:**
9. **Moved to Board Governance Committee:**
10. **Working on:**

*Students who thrive.*

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To: Leading for Learning BOE Committee

From: Dr. Toni Palmer

Dr. Robin Dexter

RE: Meeting: March 12, 2024, Virtual

4:00 PM-5:30 PM

New Business:

- Dr. Buhrman
  - Algebra II Adoption
  - Mathlinks
- Special Education Update-Renee Engel

Next Meeting: May 2024 @ 4:00 Zoom

- Academic Coaching Framework and Professional Learning

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93228	Amazon Cap Services Inc	Supplies	\$382.02
93229	Cash-Wa Distributing	Food	\$50,633.56
93230	Chesterman Company	Food	\$462.30
93231	Greenberg Fruit Company	Produce	\$10,187.57
93232	Hiland Dairy Foods Company LLC	Food - Milk	\$19,210.84
93233	Midwest Restaurant Supply LLC	Repairs	\$204.99
93234	Pan-O-Gold Baking Co	Bread	\$1,867.17
93235	Peterson Farms Fresh Inc	Produce	\$1,819.44
93236	US Foods - Grand Island	Food	\$25,869.64
93237	Amazon Cap Services Inc	Supplies	\$4,875.10
93238	Brad Reimers	Other Services	\$18,420.00
93239	Century Link	Telecommunications	\$347.95
93240	Clearly Communications	Telecommunications	\$1,033.38
93241	First Bankcard Center/Visa	Travel	\$6.25
93242	First Bankcard Center/Visa	Supplies	\$358.00
93243	First Bankcard Center/Visa	Supplies	\$800.29
93244	First Bankcard Center/Visa	Advertising	\$755.49
93245	First Bankcard Center/Visa	Travel	\$9,503.46
93246	First Bankcard Center/Visa	Employee Training	\$1,475.00
93247	First Bankcard Center/Visa	Travel	\$8,849.70
93248	Grand Island Public Schools Nutrition Sv	Benefits	\$1,518.50
93249	Jeanie Schmidt	Professional Services	\$2,370.00
93250	Kelsey Dibbern	Mileage	\$50.92
93251	Mayhew Signs Inc	Supplies	\$3,089.00
93252	Menards	Supplies	\$120.31
93253	Midwest Alarm Services	Other Services	\$2,250.00
93254	MyBinding LLC	Supplies	\$428.00
93255	NAESP Region IV	Supplies	\$150.00
93256	Nebraska Association Of School Boards	Dues	\$10,077.00
93257	Nebraska Fire Sprinkler Corp	Other Services	\$935.00
93258	Northwestern Energy	Utility Energy Services	\$459.98
93259	Pomp's Tire Service Inc	Repairs	\$75.28
93260	Safety-Kleen Corporation	Other Services	\$223.78
93261	Susan K Stuhr	Supplies	\$29.98
93262	Unite Private Networks LLC	Telecommunications	\$25,908.69
93263	Verizon Connect Fleet USA L	Repairs	\$1,553.05
93264	Ambutech	Supplies	\$72.33
93265	Amy Hanna	Travel	\$259.00
93266	Blick Art Materials	Supplies	\$40.32
93267	Brian Whitecalf	Travel	\$224.00
93268	Capital Business Systems Inc	Other Services	\$302.43
93269	Central Community College	Books	\$551.00

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93270	Clarissa Gillham	Travel	\$216.75
93271	Cline Williams Wright Johnson	Legal Services	\$778.08
93272	Communications Engineering	Supplies	\$349.00
93273	Copycat Instant Printing	Supplies	\$5.67
93274	Danielle Dudo	Supplies	\$29.94
93275	Deanna Jalas	Other Services	\$187.11
93276	Discount Magazine Sub Service	Books	\$346.73
93277	Eakes Office Solutions	Furniture	\$1,405.66
93278	Follett Content Solutions LLC	Books	\$3,714.66
93279	Grand Island Independent	Advertising	\$16.40
93280	Grand Island Public Schools Nutrition Sv	Supplies	\$90.00
93281	Grand Island Utilities Dept	Electricity	\$14,586.85
93282	Heather Glause	Supplies	\$50.00
93283	Jones School Supply Company	Supplies	\$29.75
93284	Joseph Blake West	Mileage	\$46.58
93285	Journeyed-Microsoft LAR	Software	\$1,072.95
93286	JW Pepper Son Inc	Supplies	\$401.11
93287	Kassandra West	Mileage	\$28.43
93288	Kathryn Wilkinson	Mileage	\$16.84
93289	Kevin Watson	Mileage	\$11.88
93290	Kristin Watson	Mileage	\$8.51
93291	Lakeshore Learning Materials	Supplies	\$2,613.80
93292	Lance Creech	Supplies	\$69.84
93293	Legacy Outdoor Advertising LLC	Advertising	\$835.00
93294	Michelle Walker	Travel	\$382.18
93295	NAPA Auto Parts	Repairs	\$516.45
93296	Sara Yount	Mileage	\$16.88
93297	Teacher Synergy LLC	Supplies	\$114.99
93298	The Home Depot Pro	Custodial	\$4,020.60
93299	UniFirst Corporation	Other Services	\$110.31
93300	Verizon Wireless	Telecommunications	\$315.33
93301	Village Cleaners	Other Services	\$294.79
93302	Violin Shop In Lincoln Inc	Other Services	\$5,880.48
93303	Wex Bank	Fuel	\$1,367.94
93304	Wex Bank	Fuel	\$5,488.99
93305	Wex Bank	Fuel	\$1,324.82
93306	Wex Bank	Fuel	\$2,222.32
93307	Willow Lane	Books	\$224.91
93308	Winsupply of Grand Island	Supplies	\$1,364.92
93309	Allo Communications LLC	Other Services	\$825.00
93310	Ace Hardware	Supplies	\$22.98
93311	Amazon Cap Services Inc	Supplies	\$194.73

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93312	Cash-Wa Distributing	Food	\$30,822.40
93313	Chesterman Company	Food	\$669.38
93314	Culligan of Grand Island	Supplies	\$681.80
93315	Debbie C Hopkins	Supplies	\$50.00
93316	eCapital Commercial Finance C/Gage Foods	Food	\$2,580.56
93317	Ecolab Food Safety Specialties - Catalog	Paper Products	\$4,229.22
93318	EMS Linq Inc	Technology Software	\$26,957.36
93319	Greenberg Fruit Company	Produce	\$13,141.82
93320	Hiland Dairy Foods Company LLC	Food - Milk	\$19,554.66
93321	Kris Spellman	Food	\$39.09
93322	Mid-Nebraska Disposal Inc	Utility Services	\$346.90
93323	Midwest Restaurant Supply LLC	Repairs	\$11,496.47
93324	Pan-O-Gold Baking Co	Bread	\$2,524.30
93325	Peterson Farms Fresh Inc	Produce	\$5,869.86
93326	Sams Club Direct	Supplies	\$929.61
93327	US Foods - Grand Island	Food	\$19,503.28
93328	Amazon Cap Services Inc	Supplies	\$4,072.94
93329	Cassandra Jo Stara	Other Services	\$279.50
93330	Century Link	Telecommunications	\$366.00
93331	First Bankcard Center/Visa	Supplies	\$47.32
93332	First Bankcard Center/Visa	Travel	\$1,298.40
93333	First Bankcard Center/Visa	Books	\$86.40
93334	First Bankcard Center/Visa	Technology Supplies	\$29.98
93335	First Bankcard Center/Visa	Professional Services	\$182.30
93336	First Bankcard Center/Visa	Books	\$2,515.92
93337	First Bankcard Center/Visa	Supplies	\$266.36
93338	First Bankcard Center/Visa	Supplies	\$94.20
93339	First Bankcard Center/Visa	Supplies	\$78.56
93340	First Bankcard Center/Visa	Employee Training	\$485.00
93341	First Bankcard Center/Visa	Supplies	\$124.00
93342	First Bankcard Center/Visa	Supplies	\$207.29
93343	First Bankcard Center/Visa	Software	\$41.43
93344	Kelli Mayhew	Mileage	\$187.60
93345	Kirk Stutzman	Supplies	\$138.50
93346	Levi Loeffelholz	Misc.	\$50.00
93347	Marissa Payzant	Travel	\$131.32
93348	Matheson Tri Gas Inc	Supplies	\$155.31
93349	Mechanical Sales Inc	Equipment	\$22,644.00
93350	Menards	Supplies	\$211.62
93351	Mid-Nebraska Disposal Inc	Utility Services	\$6,586.36
93352	Multi-Health Systems	Supplies	\$118.75
93353	Nebraska Council of School Administrator	Other Prof Services	\$240.00

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93354	Nora Kathleen Sheridan	Mileage	\$64.88
93355	Office Depot	Supplies	\$157.79
93356	Otis Elevator Company	Other Services	\$3,844.08
93357	Paper Tiger Shredding Inc	Utility Services	\$600.00
93358	Pearson Clinical Assessment	Supplies	\$542.01
93359	Perry Guthery Haase & Gessford PC	Legal Services	\$3,591.25
93360	Policy Studies Associates Inc	Professional Services	\$18,333.34
93361	Power Systems Inc	Supplies	\$591.00
93362	Reams Sprinkler Supply Co	Custodial	\$3,104.64
93363	Rebecca Madden	Mileage	\$32.65
93364	Redbird Flight Simulations Inc	Technical Services	\$117.95
93365	Rentokil North America Inc	Other Services	\$679.73
93366	Robotics Education & Competition Foundat	Dues	\$950.00
93367	School Health Corporation	Supplies	\$200.98
93368	SectorNow LLC	Other Prof Services	\$975.00
93369	Sherwin Williams Company	Supplies	\$201.26
93370	State Of Nebraska State Fire Marshal	Dues	\$2,160.00
93371	Super Saver	Supplies	\$266.82
93372	Susan K Stuhr	Mileage	\$37.52
93373	Verizon Business	Telecommunications	\$4.15
93374	Academic Hallmarks LLC	Supplies	\$72.00
93375	Ace Hardware	Supplies	\$530.42
93376	Almquist Maltzahn Galloway & Luth	Other Services	\$675.00
93377	Aramark Uniform Services	Other Services	\$309.51
93378	Border States Industries Inc	Supplies	\$271.47
93379	Bosselman Energy Inc	Supplies	\$61.19
93380	Bound To Stay Bound Books	Books	\$359.22
93381	Bryn Carriker	Mileage	\$4.29
93383	Capital Business Systems Inc	Other Services	\$15,572.32
93384	Carlos Felipe Vargas Castano	Mileage	\$56.40
93385	CDW Government	Technology Supplies	\$160.62
93386	Central Nebraska Bobcat	Supplies	\$631.71
93387	Communications Engineering	Other Services	\$7,250.00
93388	Construction Rental	Other Services	\$246.85
93389	Copycat Instant Printing	Supplies	\$704.01
93390	Cornhusker Marriott Hotel	Travel	\$123.25
93391	Crescent Electric Supply	Supplies	\$609.30
93392	Culligan of Grand Island	Other Services	\$315.30
93393	Danielle Beerbohm	Travel	\$167.50
93394	Deanne Bishop	Travel	\$308.87
93395	Demco	Supplies	\$562.13
93396	Dobesh Land Leveling	Other Services	\$660.00

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93397	Eakes Office Solutions	Supplies	\$6,067.93
93398	Eberl Plumbing & Drain	Other Equipment	\$5,066.00
93399	Elizabeth Anne James	Mileage	\$11.12
93400	Elizabeth Banderas	Travel	\$63.78
93401	Essential Personnel Inc	Cleaning Services	\$2,303.67
93402	Fairfield Inn & Suites	Travel	\$107.00
93403	Fastenal	Supplies	\$33.15
93404	Fort Hays State University	Dues	\$50.00
93405	Full Compass Systems Ltd	Supplies	\$4,017.89
93406	Grand Island Independent	Advertising	\$11.28
93407	Interstate All Battery Center	Supplies	\$635.50
93408	Kelly Supply Co	Supplies	\$1,457.96
93409	Learning Services International & The Ma	Professional Services	\$16,500.00
93410	NAPA Auto Parts	Supplies	\$2,072.65
93411	Neil Berger	Supplies	\$50.00
93412	Sweetwater Sound Holdings LLC	Supplies	\$5,220.00
93413	The Home Depot Pro	Custodial	\$48,160.02
93414	TK Elevator Corporation	Other Services	\$1,529.15
93415	Toni Birch	Travel	\$271.18
93416	Toofast Supply	Supplies	\$19.99
93417	Top 20 Training LLC	Professional Services	\$6,257.30
93418	Trudy Clark	Travel	\$536.00
93419	UniFirst Corporation	Other Services	\$558.96
93420	Village Cleaners	Other Services	\$587.70
93421	Winsupply of Grand Island	Supplies	\$1,778.68
93422	Woodwards Disposal Service Inc	Utility Services	\$350.00
93423	First Bankcard Center/Visa	Employee Training	\$199.00
93424	First Bankcard Center/Visa	Travel	\$4,385.28
93425	First Bankcard Center/Visa	Software	\$24.99
93426	First Bankcard Center/Visa	Supplies	\$1,610.45
93427	Cash-Wa Distributing	Food	\$15,749.81
93428	Chesterman Company	Food - Coke	\$131.34
93429	Greenberg Fruit Company	Produce	\$7,768.74
93430	Hiland Dairy Foods Company LLC	Food - Milk	\$15,370.01
93431	Midwest Restaurant Supply LLC	Repairs	\$290.64
93432	Pan-O-Gold Baking Co	Bread	\$1,411.25
93433	The Home Depot Pro	Paper Products	\$2,100.00
93434	US Foods - Grand Island	Food	\$13,163.36
93435	Amazon Cap Services Inc	Supplies	\$4,801.08
93436	Ann Porter	Mileage	\$18.89
93437	Century Link	Telecommunications	\$639.03
93438	Charter Communications Holdings LLC	Telecommunications	\$59.99

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93439	Danielle Ryan	Travel	\$175.50
93440	DAS State Accounting - Central Finance	Telecommunications	\$267.63
93441	Estela Morales De Camey	Mileage	\$10.32
93442	Julie M Markvicka	Mileage	\$38.06
93443	Kelli Mayhew	Mileage	\$187.73
93444	Kirk Stutzman	Supplies	\$35.26
93445	Lauren Schumacher	Mileage	\$17.56
93446	Matheson Tri Gas Inc	Supplies	\$68.21
93447	Matthew Kelly Shultz	Mileage	\$16.08
93448	McGraw-Hill School Education	Books	\$1,194.12
93449	Menards	Supplies	\$1,080.83
93450	Michelle Stephens	Employee Training	\$74.99
93451	Midwest Alarm Services	Technical Services	\$1,876.15
93452	MRL Crane & Equipment Rental	Supplies	\$2,318.40
93453	MyBinding LLC	Supplies	\$44.47
93454	Nebraska Association Of School Boards	Employee Training	\$1,540.00
93455	Nebraska Humanities Council	Misc.	\$35.00
93456	Nebraska School Public Relations Assoc	Dues	\$35.00
93457	One Source	Other Services	\$1,226.45
93458	Pomp's Tire Service Inc	Repairs	\$156.68
93459	Prime Communications Inc	Software	\$8,252.84
93460	Rebekah Piel	Mileage	\$36.52
93461	Rentokil North America Inc	Other Services	\$183.97
93462	Riverside Technologies Inc	Supplies	\$469.00
93463	Senior High School Petty Cash	Supplies	\$303.75
93464	Super Saver Five Points	Supplies	\$1,930.01
93465	Camera Ready Cosmetics	Supplies	\$1,689.97
93466	Ace Hardware	Supplies	\$375.94
93467	AcroMat	Custodial	\$867.30
93468	Amy Trauernicht	Travel	\$460.96
93469	Aramark Uniform Services	Other Services	\$575.02
93470	Audriana Kaelin Camacho	Mileage	\$28.34
93471	Awards Plus	Other Services	\$69.90
93472	Border States Industries Inc	Supplies	\$534.23
93473	Bosselman Energy Inc	Supplies	\$38.18
93474	Bruce Kier	Mileage	\$11.46
93475	Capital Business Systems Inc	Other Services	\$100.05
93476	Cara Kuhl	Mileage	\$42.95
93477	Central Nebraska Bobcat	Supplies	\$342.05
93478	Chelsea Krebs	Travel	\$184.25
93479	Clarissa Gillham	Mileage	\$60.43
93480	Clint Hansen	Employee Training	\$130.00

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93481	Crescent Electric Supply	Supplies	\$1,015.50
93482	Culligan of Grand Island	Other Services	\$90.80
93483	Danielle Buhrman	Mileage	\$104.45
93484	Educational Service Unit 10	Professional Services	\$24,265.86
93485	Essential Personnel Inc	Cleaning Services	\$3,937.80
93486	Evan Lee	Mileage	\$51.19
93487	Fastenal	Supplies	\$26.40
93488	Grand Island Area Chamber Of Commerce	Advertising	\$300.00
93489	Grand Island Independent	Advertising	\$532.80
93490	Grand Island Public Schools	Misc.	\$11,116.63
93491	Grand Island Utilities Dept	Electricity	\$78,858.07
93492	Gustave A Larson Company	Supplies	\$1,359.98
93493	Head Start Family Dev Program	Other Prof Services	\$30,486.96
93494	Hello Hero	Professional Services	\$28,524.00
93495	Holiday Express	Transportation	\$2,000.00
93496	Hotsy Equipment Co	Supplies	\$380.79
93497	Interstate All Battery Center	Supplies	\$34.80
93498	Johnson Hardware	Supplies	\$579.01
93499	Joseph Blake West	Mileage	\$54.61
93500	Kelly Supply Co	Supplies	\$569.03
93501	Kristen Laurent	Other Services	\$330.53
93502	Lacie Wright	Travel	\$113.23
93503	Legacy Outdoor Advertising LLC	Advertising	\$725.00
93504	Lexia Learning Systems LLC	Employee Training	\$2,376.00
93505	Loria Thunker	Mileage	\$42.61
93506	Megan Jo Ahrens	Mileage	\$40.80
93507	Megan L Jaixen	Professional Services	\$7,188.71
93508	Melissa Frans	Travel	\$138.02
93509	Mitchell Kresnik	Supplies	\$47.26
93510	NAPA Auto Parts	Repairs	\$496.36
93511	Nicole LeClaire	Travel	\$77.05
93512	Quentin Zeller	Travel	\$532.67
93513	Shirley Vargas	Travel	\$133.33
93514	Sydney Kobza	Travel	\$130.65
93515	T C Ceilings Inc	Supplies	\$384.00
93516	Tara Halm	Mileage	\$28.76
93517	The Home Depot Pro	Custodial	\$24,330.03
93518	Therese Hulme	Mileage	\$27.01
93519	Titan Machinery Inc	Supplies	\$442.28
93520	TK Elevator Corporation	Other Services	\$238.93
93521	Tom Dinsdale Chevrolet Cadillac	Repairs	\$3,287.98
93522	Tri City Sign Company	Other Services	\$250.00

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93523	UniFirst Corporation	Other Services	\$558.96
93524	Vari Sales Corporation	Supplies	\$340.00
93525	Verizon Wireless	Telecommunications	\$934.42
93526	Verizon Wireless	Telecommunications	\$1,202.79
93527	Village Cleaners	Other Services	\$127.80
93528	Western Psychological Services	Supplies	\$3,600.34
93529	Wholeness Healing Center PC	Other Prof Services	\$20,800.00
93530	Winsupply of Grand Island	Other Services	\$6,756.70
93531	Ace Hardware	Supplies	\$39.57
93532	Bosselman Energy Inc	Supplies	\$92.44
93533	Cash-Wa Distributing	Food	\$36,531.37
93534	Greenberg Fruit Company	Produce	\$2,589.50
93535	Hiland Dairy Foods Company LLC	Food - Milk	\$15,439.26
93536	Hobart	Repairs	\$130.07
93537	HyVee	Food	\$449.90
93538	Jeanne Koehn	Mileage	\$36.18
93539	Kris Spellman	Supplies	\$21.61
93540	Lauren Rathman	Supplies	\$34.67
93541	Midwest Restaurant Supply LLC	Repairs	\$2,581.34
93542	Nicole Enck	Mileage	\$76.11
93543	Pamela Rivera	Mileage	\$45.76
93544	Pan-O-Gold Baking Co	Bread	\$2,153.00
93545	Peterson Farms Fresh Inc	Produce	\$3,119.04
93546	Teresa Abuwisha	Mileage	\$21.71
93547	US Foods - Grand Island	Food	\$4,228.91
93548	Blanca Estela Almaguer	Mileage	\$37.39
93549	Cynthia Montes	Mileage	\$39.66
93550	Greenberg Fruit Company	Produce	\$7,031.88
93551	LeAnn Masat	Mileage	\$4.96
93552	Michalle Willey	Mileage	\$30.69
93553	Nicole Lemburg	Mileage	\$42.01
93554	Renee Schwieger	Mileage	\$75.17
93555	Theresa McCarthy	Mileage	\$28.48
93556	Amanda Smith	Mileage	\$22.78
93557	Amazon Cap Services Inc	Supplies	\$785.02
93558	Anneris Shafer	Mileage	\$50.38
93559	Ashley Micek	Travel	\$175.50
93560	Brianna Marie Nelson	Travel	\$175.50
93561	Celeste Mildenstein	Mileage	\$46.58
93562	Chandra Myers	Travel	\$175.50
93563	Claudia Demko Reno	Mileage	\$115.77
93564	Dan Petsch	Mileage	\$67.81

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93565	Danielle Ryan	Mileage	\$29.92
93566	Danny Oberg	Rentals	\$3,100.00
93567	Emily McPherson	Mileage	\$6.70
93568	Jenny Lynn Rother	Mileage	\$136.34
93569	Jill Rainforth	Travel	\$962.37
93570	Joni Pritchard	Mileage	\$123.95
93571	Jordan Smith	Travel	\$175.50
93572	Katelin Probasco	Mileage	\$19.43
93573	Kelby Meisinger	Travel	\$175.50
93574	Kris McMullen	Mileage	\$39.19
93575	Maggie E Mintken	Travel	\$175.50
93576	Marty Markvicka	Mileage	\$90.65
93577	Matt Friend Truck Equipment	Supplies	\$304.47
93578	Melinda Sturgill	Mileage	\$22.38
93579	Menards	Supplies	\$685.33
93580	Midwest Restaurant Supply LLC	Other Prof Services	\$313.90
93581	Monoprice Inc	Technology Supplies	\$59.94
93582	MyBinding LLC	Supplies	\$43.68
93583	Nebraska Council of School Administrator	Dues	\$385.00
93584	Northwestern Energy	Utility Energy Services	\$7,218.55
93585	O Reilly Auto Parts	Supplies	\$33.78
93586	Oscar Morales	Mileage	\$24.92
93587	Otis Elevator Company	Other Services	\$8,872.80
93588	Panchita Portillo	Mileage	\$61.90
93589	Pearson Clinical Assessment	Supplies	\$837.16
93590	Pomp's Tire Service Inc	Repairs	\$520.88
93591	Rentokil North America Inc	Other Services	\$1,224.15
93592	Rhonda Standage	Mileage	\$27.13
93593	Riverside Technologies Inc	Technology Supplies	\$1,690.00
93594	Sadie Martens	Travel	\$175.50
93595	Sara Robinson	Travel	\$192.92
93596	Sherwin Williams Company	Supplies	\$268.39
93597	Soliant Health LLC	Professional Services	\$19,317.65
93598	State Glass Inc	Other Services	\$258.15
93599	Stelling Brass & Winds	Supplies	\$1,460.00
93600	Steven Strand	Mileage	\$92.93
93601	Stuhr Museum Of The Prairie Pioneer	Professional Services	\$358.00
93602	Summer Stephens	Travel	\$439.13
93603	Susan K Stuhr	Mileage	\$23.71
93604	Toni Palmer	Mileage	\$204.95
93605	Ace Hardware	Supplies	\$33.94
93606	ACP Direct	Supplies	\$289.45

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93607	Apple Computer Inc	Technology Supplies	\$5,497.45
93608	Aramark Uniform Services	Other Services	\$976.64
93609	Awards Plus	Other Services	\$161.25
93610	Axtell Community School District 501	Professional Services	\$28,000.00
93611	B & H Photo-Video Inc	Supplies	\$1,045.98
93612	Blick Art Materials	Supplies	\$8.14
93613	Border States Industries Inc	Supplies	\$11,566.00
93614	Care Solace Inc	Other Prof Services	\$16,667.00
93615	Carlos Felipe Vargas Castano	Mileage	\$43.95
93616	City of Grand Island	Dues	\$400.00
93617	Cline Williams Wright Johnson	Legal Services	\$6,072.50
93618	Communications Engineering	Supplies	\$3,209.50
93619	Cook Center for Human Connection	Other Prof Services	\$18,750.00
93620	CPSS Inc	Supplies	\$2,997.14
93621	Crescent Electric Supply	Supplies	\$175.83
93622	Deborah R Glaser edD LLC	Supplies	\$1,326.25
93623	Eakes Office Solutions	Supplies	\$3,535.59
93624	Educational Service Unit 7	Professional Services	\$6,540.00
93625	Edupoint Educational Systems LLC	Software	\$7,725.00
93626	Grand Island Utilities Dept	Electricity	\$29,817.93
93627	Holiday Express	Transportation	\$22,070.00
93628	Hotsy Equipment Co	Supplies	\$76.50
93629	Irene Falldorf	Travel	\$175.50
93630	Jeff Westerby	Mileage	\$122.46
93631	LCL Truck Equipment Inc	Supplies	\$5,085.64
93632	Leigh Ann Garner	Other Services	\$125.00
93633	Melissa Anderson	Supplies	\$173.54
93634	Morgan Armstrong	Other Prof Services	\$100.00
93635	Paul Antillon	Mileage	\$124.45
93636	Renee Ekhoft	Dues	\$70.00
93637	Toofast Supply	Supplies	\$448.84
93638	Village Cleaners	Other Services	\$97.44
93639	Winsupply of Grand Island	Supplies	\$139.11
93640	Cash-Wa Distributing	Food	\$9,891.28
93641	Chesterman Company	Food	\$441.61
93642	Greenberg Fruit Company	Produce	\$5,233.27
93643	Hiland Dairy Foods Company LLC	Food - Milk	\$11,708.05
93644	Kimberly Clegg	Mileage	\$13.94
93645	Lynn Foulk	Supplies	\$50.00
93646	Midwest Restaurant Supply LLC	Repairs	\$357.30
93647	Pan-O-Gold Baking Co	Bread	\$1,948.75
93648	Swift Sensors Inc	Equipment	\$715.00

# Grand Island Public Schools

## Claims Listing

March 14, 2024

Reference	Payee	Description	Amount
93649	US Foods - Grand Island	Food	\$17,819.25
	Creative Sites LLC	Playground Equipment	\$81,318.00
	Central Nebraska Education Agency	Lease	\$45,000.00
	Holiday Express	Transportation	\$239,165.66
	Medsurety	Benefits	\$500.00
	Soliant Health LLC	Professional Services	\$20,396.95
	Educational Service Unit 9	Professional Services	\$25,893.25
	Riverside Technologies Inc	Equipment	\$100,560.00
	Journeyed-Microsoft LAR	Equipment	\$105,306.40
	Soliant Health LLC	Professional Services	\$16,253.33
	Mid Plains Construction Company	Security Vestibule	\$76,225.81
	Soliant Health LLC	Professional Services	\$14,869.96
	Perry Reid Construction LLC	Security Vestibule	\$205,111.41
	Soliant Health LLC	Professional Services	\$13,393.23
	Soliant Health LLC	Professional Services	\$10,085.79
	Soliant Health LLC	Professional Services	\$914.25
	Educational Service Unit 9	Professional Services	\$24,452.00
	Soliant Health LLC	Professional Services	\$24,064.53
			<u>\$2,315,975.20</u>
	February 15, 2024 Payroll		<u>\$9,191,244.48</u>
			<u><u>\$11,507,219.68</u></u>

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

**STAFF ADJUSTMENT**  
 March 14th, 2024

**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>
Tracy Adrian	Mathematics/1.0 FTE/ Senior High	08/07/2024	MA+18 -09	UNK	TBD
Gabrielle Anderson	SPED Speech Therapy/ 1.0 FTE/ To Be Determined	08/07/2024	MA+00 -02	UNK	TBD
Katherine Arceo	Fifth Grade/1.0 FTE/Dodge	08/07/2024	BA+09 -02	York College	TBD
Timberly Carr	SPED Resource Room/ 1.0 FTE/To Be Determined	08/07/2024	BA+00 -02	York College	TBD
Lori Coble	Third Grade/1.0 FTE/Lincoln	08/07/2024	MA+45 -11	UNL	TBD
Audra Faeh	Bilingual/1.0 FTE/To Be Determined	08/07/2024	MA+00 -09	UNK	TBD
Sheri Forbes	Mathematics/1.0 FTE/Senior High	8/07/2024	BA+09 -07	Concordia	TBD
Joshua Grosvenor	To Be Determined/1.0 FTE/ Wasmer	08/07/2024	BA+00 -02	Doane College	TBD
Amelia Huerta	First Grade/1.0 FTE/ Shoemaker	08/07/2024	BA+00 -02	UNK	TBD
Allissa Marty	To Be Determined/1.0 FTE/ To Be Determined	08/07/2024	MA+00 -06	UNK	TBD
Madisyn Medberry	Second Grade/1.0 FTE/ Jefferson	08/07/2024	BA+00 -02	UNK	TBD
Raymundo Nava	Mathematics/1.0 FTE/Senior High	08/07/2024	BA+00 -06	UNK	TBD

**Certified New Hires(Continued)**

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Creighton Reed	To Be Determined/1.0 FTE/ Senior High	08/07/2024	MA+00 -07	UNK	TBD
Rachel Saathoff	To Be Determined/1.0 FTE/ To Be Determined	08/07/2024	BA+00 -02	Hastings College	TBD

**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>
Skye Bunnell	PASS Paraprofessional/Senior High	.9375	03/11/2024	S. Rodriguez
Angel Chaulk	SE Paraeducator/Senior High	.9375	02/12/2024	A. Rose
Joxan Acosta Carbajal	Assistant Custodian MS/Westridge	1.0	02/09/2024	G. Stearley
Terry Mapes	Yard Worker/Kneale	1.0	02/21/2024	B. Schmid
Angelica Revelo	Nutrition Services Assistant/CNC	1.0	03/11/2024	F. Gutierrez
Brillit Rivera Zurita	Bilingual Paraeducator/Stolley Park	1.0	02/27/2024	A. Mendoza Alfaro
Brittany Smaha	Special Education Paraeducator/Dodge	.9375	02/19/2024	J. Springer
Marisela Solache	Licensed Practical Nurse/Seedling Mile	.9375	02/05/2024	R. Connor

**Certified Resignations**

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Erin Baker	Buisness/1.0 FTE/Senior High	Personal	05/23/2024
Dawson Caspersen	Family Consumer Science/1.0 FTE/ Senior High	Personal	05/23/2024
Emily Crow	First Grade/1.0 FTE/Engleman	Personal	05/23/2024
Janet Dobbins	Kindergarten/1.0 FTE/Stolley Park	Retirement	05/23/2024
Jeffrey Evans	Online Support/1.0 FTE/Senior High	Resignation	05/23/2024
Shandra Fahey	Physical Education/1.0 FTE/Senior High	Resignation	05/23/2024
Kathryn Feezell	SPED Resource Room/1.0 FTE/Walnut	Resignation	05/23/2024
Cynthia Friedman	Early Childhood/1.0 FTE/Howard	Resignation	05/23/2024
Kaylee Fuelberth	SPED Resource Room/1.0 FTE/Gates	Resignation	05/23/2024
Emily Geweke	Freshman Seminar/1.0 FTE/Senior High	Resignation	05/23/2024
Kayla Gibson	Kindergarten/1.0 FTE/Knickrehm	Resignation	05/23/2024
Joe Hoos	Mathematics/1.0 FTE/Senior High	Resignation	05/23/2024
Denise Howie	English/1.0 FTE/Senior High	Resignation	05/23/2024
John Jacobs	Band/1.0 FTE/Seinor High	Resignation	05/23/2024
John Jacobs	Orchestra/1.0 FTE/Senior High	Resignation	05/23/2024
Nicole Kasperbauer	Second Grade/1.0 FTE/Dodge	Resignation	05/23/2024
Melissa Kier	Public Safety/1.0 FTE/Senior High	Resignation	05/23/2024
Richard Kissack	Freshman Seminar/1.0 FTE/Senior High	Retirement	05/23/2024
Whitney Kuhn	Elementary Counselor/1.0 FTE/Starr	Resignation	05/23/2024
Pamela Homolka	Early Childhood/1.0 FTE/OLC	Resignation	02/04/2024
Jamie McCurry	Academic Coach/1.0 FTE/Virtual	Non-Renewal	05/23/2024
Sandra Meyer	Fourth Grade/1.0 FTE/Stolley Park	Retirement	05/23/2024

**Certified Resignations(Continued)**

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Scott Miller	Online Support/1.0 FTE/Senior High	Retirement	05/23/2024
Hannah Pomajzl	Kindergarten/1.0 FTE/Starr	Resignation	05/23/2024
Lauren Rathman	Assistant Director of Child Nutrition/1.0 FTE/ Kneale	Resignation	03/01/2024
Rhonda Riha	SE Creative & Arts/.50 FTE/Shoemaker	Resignation	05/23/2024
Breanna Rose	Early Childhood/1.0 FTE/OLC	Resignation	05/23/2024
Brittany Schroder	Third Grade/1.0 FTE/Lincoln	Leave of Absence	05/23/2024
Katie Schroder	Integration Specialist/1.0 FTE/West Lawn	Resignation	05/23/2024
Haleigh Smith	Kindergarten/1.0 FTE/Shoemaker	Resignation	05/23/2024
Huy Truong	EL Newcomer/1.0 FTE/Barr	Resignation	05/23/2024
Paul Walkowiak	Science/1.0 FTE/Walnut	Resignation	05/23/2024
Andrea Wiens	Mathematics/1.0 FTE/Walnut	Resignation	05/23/2024
Payton Williams	Health/1.0 FTE/Barr	Resignation	05/23/2024

**Certified Extra Standard Resignations**

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Jill Buettner	MS Volleyball Head Coach/Walnut	Personal	05/23/2024
Christina Dubbs	MS Boys Wrestling Assistant Coach/Walnut	Personal	05/23/2024
John E. Jacobs	Instrumental Music Band/Senior High	Personal	05/23/2024
John E. Jacobs	Instrumental Music Prep Jazz Band/Senior High	Personal	05/23/2024
John R. Jacobs	Instrumental Music Prep Jazz Band/Senior High	Personal	05/23/2024
John R. Jacobs	Assistant Prep Band/Senior High	Personal	05/23/2024

**Certified Extra Standard Resignations(Continued)**

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Tyler Madison	MS Football Assistant Coach/Walnut	Personal	05/23/2024
David Plautz	Varsity Football Assistant Coach/Senior High	Personal	05/23/2024
Jeffrey Tomlin	Varsity Football Head Coach/Senior High	Retirement	05/23/2024
Jeffrey Tomlin	Boys Track Assistant Coach/Senior High	Retirement	05/23/2024
Jeffrey Tomlin	Winter Weight Training Coach/Senior High	Retirement	05/23/2024

**Classified Resignations**

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Maria Acuna	Nutrition Services Assistant/.8750 FTE/CNC	Personal	02/23/2024
Keely Armstrong	ELC Instructional Support/1.0 FTE/Howard	Personal	02/29/2024
Blanca Ball	Kitchen Manager/1.0 FTE/Barr	Personal	03/15/2024
Fernanda Gutierrez	Nutrition Services Assistant/1.0 FTE/CNC	Personal	04/01/2024
Dina Goscha	Nutrition Services Assistant/1.0 FTE/CNC	Personal	03/20/2024
Alicia Mendoza-Alfaro	Bilingual Paraeducator/1.0 FTE/Stolley Park	Termination	02/06/2024
Kathryn Parker	Assistant Custodian/.50 FTE/Newell	Personal	02/12/2024
Natasha Pinkham	Special Educaiton Paraeducator/.9375 FTE/Starr	Personal	03/01/2024
Ceara Richardson	Special Education Paraeducator/.9375 FTE/Wasmer	Personal	02/14/2024
Frank Shoemaker Quintana	Assistant Custodian Elem/1.0 FTE/Starr	Personal	03/01/2024
Jayden Wilson	Special Education Paraeducator/.9375 FTE/Wasmer	Personal	02/27/2024

**Certified Changes**

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
John Jacobs	Orchestra/.25 FTE/Barr/ .25 FTE/Walnut/.50 FTE/ Senior High	Orchestra/1.0 FTE/ Senior High	08/09/2023	Student Need
Evan Lee	Coordinator Curriculuum FA & SS/1.0 FTE/Shoemaker	Band/1.0 FTE/Senior High	08/07/2024	J. Jacobs
Mindy Littlejohn	SPED Speech Therapy/ 1.0 FTE/Virtual Starr/ Virtual Newell	SPED Speech Therapy/ 1.0 FTE/Starr	08/09/2023	Student Need

**Certified Changes/Extra Standard Assignments**

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

**Classified Changes**

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Ariana Vargas	ELC Instructional Support/ .50 FTE/Starr	ELC Instructional Support/ 1.0 FTE/Starr	01/30/2024	S. Barreto Fonseca
Lori Catlett	Assistant Secretary Alt HS/ 1.0 FTE/Dodge	Assistant Secretary Alt HS/ 1.0 FTE/Lincoln	08/01/2023	Student Need

**Certified Special Assignment**

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

**Certified Special Assignment Resignations**

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

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

## Grand Island Public Schools

### Fund Balances

Fiscal Year: 2023-2024

Month: March

Year: 2024

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	General	\$27,817,283.91	\$78,705,676.66	(\$68,217,112.35)	\$0.00	\$38,305,848.22
02	Depreciation	\$2,817,190.45	\$0.00	(\$68,018.16)	\$0.00	\$2,749,172.29
03	Employee Benefit	\$3,227,666.22	\$71,301.29	(\$16,764.33)	\$0.00	\$3,282,203.18
04	Contingency	\$1,031,344.09	\$24,109.28	\$0.00	\$0.00	\$1,055,453.37
05	Activities	\$3,485,966.90	\$1,180,302.69	(\$1,440,036.02)	\$0.00	\$3,226,233.57
06	School Nutrition	\$3,185,394.97	\$3,205,230.26	(\$4,475,803.29)	\$0.00	\$1,914,821.94
07	Bond	\$7,512,631.97	\$2,639,249.02	(\$4,851,180.00)	\$0.00	\$5,300,700.99
08	Special Building	\$2,483,551.20	\$292,557.35	(\$375,000.00)	\$0.00	\$2,401,108.55
09	Qualified Capitol Purpose Undertaking	\$1,516,241.64	\$517,939.79	(\$871,647.88)	\$0.00	\$1,162,533.55
10	Cooperative	\$711,935.19	\$0.00	(\$314,999.98)	\$0.00	\$396,935.21
Grand Total:		\$53,789,206.54	\$86,636,366.34	(\$80,630,562.01)	\$0.00	\$59,795,010.87

End of Report

GIPS BOE Regular Meeting  
Thursday, March 14, 2024 5:30 PM  
Kneale Administration Building - Board Room

**1. CALL TO ORDER**

**Speaker(s):** Board President

**2. ROLL CALL**

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

**3. CONSENT AGENDA**

**Speaker(s):** Board President

3.1. Minutes from the previous month's meeting

3.2. Acceptance of Agendas From Standing Committees

3.3. Claims as submitted

3.4. Staff Adjustments as submitted

3.5. Treasurer's Report as submitted

3.6. Approval of Agenda as submitted

**4. REQUESTS TO ADDRESS THE BOARD**

**Speaker(s):** Board President

**5. INFORMATION ITEMS**

5.1. Grand Island Public Schools Foundation Update

**Speaker(s):** Mrs. Kari Hooker-Leep

5.2. Update on Special Education Programming in GIPS

**Speaker(s):** Mrs. Renee Engel

**Goals:** Obj 1.2 Every student has access to learning models that meet their unique needs.

5.3. EL Positions

**Speaker(s):** Dr. Carrie Kolar

5.4. Move Activity Fund Bank Account from Five Points to Wells Fargo

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

5.5. GIPS Communications Audit Report

**Speaker(s):** Mr. Mitchell Roush

5.6. Reduce Specific Staff Positions

**Speaker(s):** Dr. Carrie Kolar

5.7. Policy

5.7.1. 6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS

**Speaker(s):** Mr. Matt Fisher

5.7.2. 6324 CREDIT FOR PROFESSIONAL TRAINING BEYOND A BACHELOR'S DEGREE

**Speaker(s):** Mr. Matt Fisher

5.7.3. 9220 COMMUNICATIONS AND MEDIA RELATIONS

**Speaker(s):** Mr. Matt Fisher

5.7.4. 9221 ONLINE MEDIA ACCOUNTS AND POSTS

**Speaker(s):** Mr. Matt Fisher

## 6. ACTION ITEMS

6.1. GIPS Google Workspace Plus Multi-Year Agreement

**Speaker(s):** Mr. Cory Gearhart

6.2. Reduce Specific Staff Positions

**Speaker(s):** Dr. Carrie Kolar

6.3. EL Positions

**Speaker(s):** Dr. Carrie Kolar

6.4. 2111 BOARD OPERATING PRINCIPLES

**Speaker(s):** Mr. Matt Fisher

6.5. 2112 BOARD MEMBER CODE OF ETHICS

**Speaker(s):** Mr. Matt Fisher

6.6. 2330 BOARD MEMBER COMPENSATION FOR EXPENSES

**Speaker(s):** Mr. Matt Fisher

## 7. REPORTS

7.1. Student Representative Report

**Speaker(s):** Ms. Adilene Beltran

7.2. Superintendent Report

**Speaker(s):** Mr. Matt Fisher

8. EXECUTIVE SESSION FOR THE PURPOSE OF REAL ESTATE BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION

9. RECONVENE FROM EXECUTIVE SESSION

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

11. NOTIFICATION OF UPCOMING BOARD MEETINGS

12. ADJOURNMENT



# **GIPS Communications Audit Report**

Board of Education | 3.14.2024

## GIPS COMMUNICATIONS TEAM

- Mitchell Roush, Director
- Kelli Mayhew, Coordinator
- Bibi Luevano, Specialist



# WHY A COMMS AUDIT?

To garner an objective look “under the hood” of the district and its relationship to staff, students, families, and the community.

- Benefits the entire District
- Provides current, tangible data – removes reliance on anecdotal insights
- Strategically narrow focus of the Communications & PR efforts going forward
- Alignment with other like-minded districts w/ national benchmarks
- Refine process and boost efficiency for the PR Team and the District
- Strengthen trust w/ under-served stakeholder groups
- Public education is under the microscope nationwide

# GIPS HISTORY

- 2012 - NSPRA Communications Audit
  - Led to GIPS hiring its first Communications Director
  - 13 Recommendations became the work of the Communications Director for two years (36 pages of specific recommendations and timeline)
- 2018 - K12 Insights Survey
  - In-depth stakeholder survey on news and information consumption
  - Feedback on what works and what may be improved
- Best Time for an Audit
  - New Superintendent, New Department, or Shift in the Board
  - 5+ years since most recent audit

# NATIONAL SCHOOL PUBLIC RELATIONS ASSOCIATION (NSPRA)

- Established in 1935
- Membership of 2,800+
- MISSION: To develop professionals to communicate strategically, build trust and foster positive relationships in support of their school communities.



# NSPRA AUDIT TEAM

- Frank Kwan, APR - (Auditor)
- Sheba Clarke, APR - (Assistant Auditor)
- Melissa Braham, APR - (NSPRA Associate Dir.)
- Susan Downing, APR - (NSPRA Comms Audit Coordinator)
- Naomi Hunter, APR - (NSPRA Comms Audit Surveys)
- Alyssa Teribury - (NSPRA Comms Research Specialist)



# How?

- **Collateral Review**
  - District Level & Building Level
- **Communication Strategies Review**
  - District Level & Building Level
- **Electronic Surveys**
  - Staff - 335
  - Families - 240
  - Community - 45
- **Focus Groups (10)**
  - Size: 8-12 people; 120 Total
  - Groups based on demographic:
    - Staff
    - Language/Nationality
    - Areas of the Community
    - Families
    - Community Members



- All done via NSPRA review and compared with National Benchmarks
- Finished product = 70 page report with data sets, insights, and recommendations

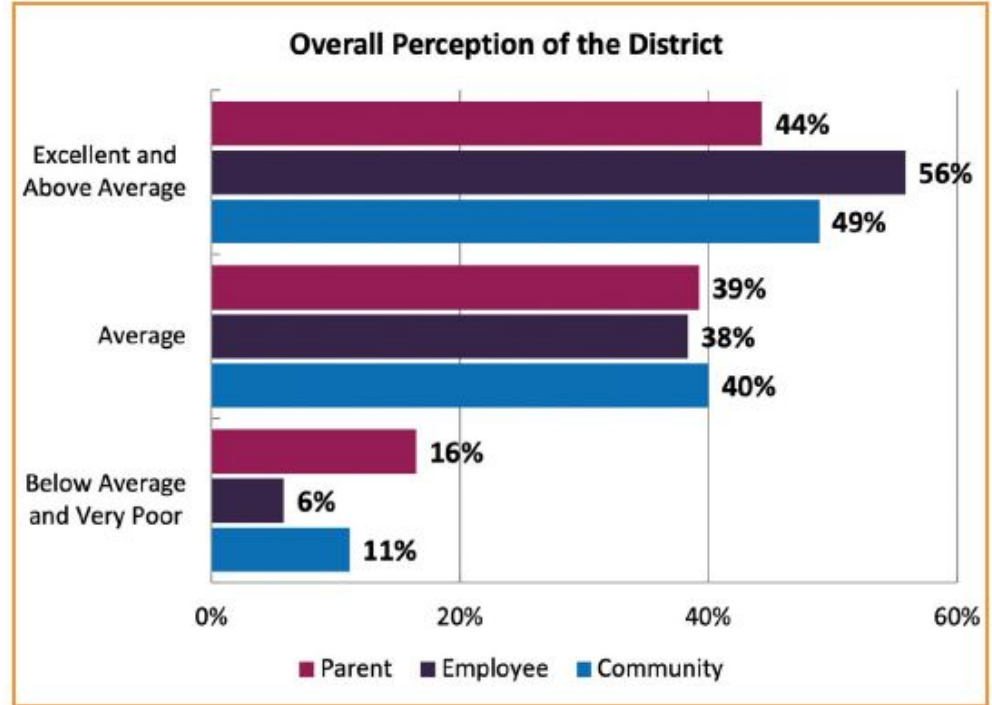
# OCT. & NOV. 2023

Data & Report reflects perceptions and conversations from Oct. & Nov. '23.

# OVERALL PERCEPTION

Overall Perception of the District	Grand Island	National Average	National Low	National High
Staff	3.6	3.6	2.3	4.2
Parents	3.8	3.8	2.6	4.3
Community	3.5	3.3	2.1	4.3

5=Excellent 4=Above Average 3=Average 2=Below Average 1=Very Poor



# OVERALL PERCEPTION COMPARED

## 2017-18 “Recommend GIPS”

- Parents = 81%
- Staff = 84%
- Community = 53%

## 2023-24 “Overall Perception”

- Parents = 83%
- Staff = 94%
- Community = 89%

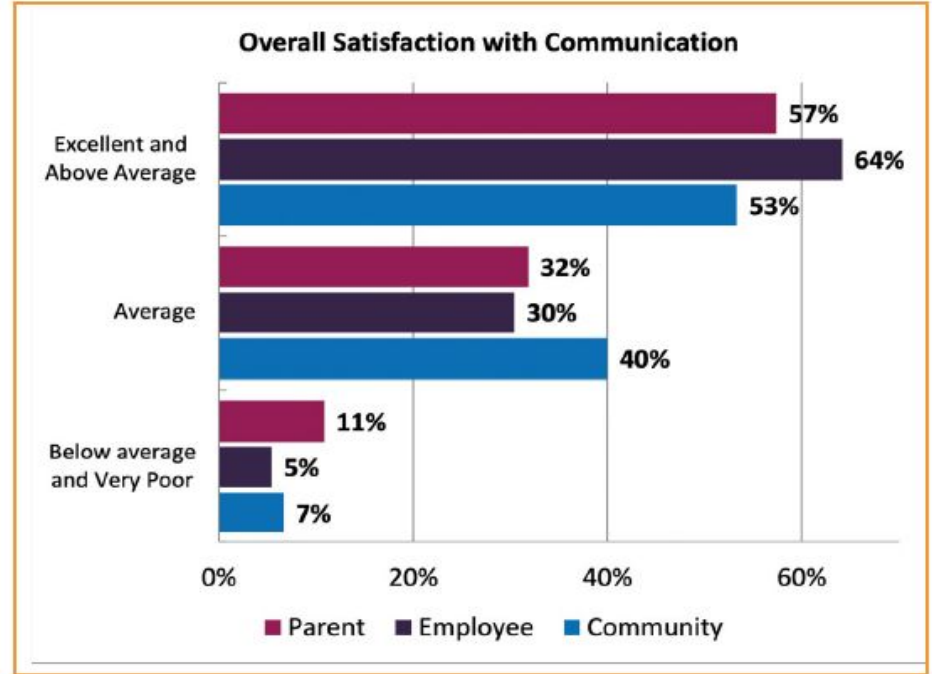
# PERCEPTION - FOCUS GROUPS

- High regard for GIPS staff. “Dedicated” “Committed” “The boots on the ground staff really care.”
- Commended GIPS on development of stakeholder groups.
- Instructional opportunities for students were noted as high quality.
- “The Academy structure is positive. More kids are college or career-ready now.”
- “There is optimism the tide is turning, with new leadership making leaders more approachable.”
- “I think it’s better now and I think the school board is also listening.”
- Student Focus Group on community perception: “I look at it like a whiteboard with one black dot. The dot is what the focus is on and the white is what we are all about.”

# OVERALL SATISFACTION

Overall Satisfaction with Communication	Grand Island	National Average	National Low	National High
Staff	3.8	3.6	2.3	4.2
Parents	3.7	3.8	3.1	4.2
Community	3.6	3.2	2.0	4.0

5=Excellent 4=Above Average 3=Average 2=Below Average 1=Very Poor



# OVERALL SATISFACTION COMPARED

## 2017-18 “Well Informed”

- Parents = 88%
- Staff = 89%
- Community = 68%

## 2023-24 “Overall Satisfaction”

- Parents = 89%
- Staff = 94%
- Community = 90%

# SATISFACTION - FOCUS GROUPS

- GIPS consistently uses strong design themes and key colors, clearly establishing a visual brand identity for the entire district.
- Communications are easy to understand, timely, accurate, and they know where and how to direct a question, complaint, or concern.
- “I trust the communication I receive.”
- Parents and staff agreed or strongly agreed that communications are open and transparent.
- While district communications is strong, building level consistency is an opportunity for growth:
  - “The quality of the communication all depends on the principal and varies from building to building.”
  - “While the instruction is good, communications are dependent on teha teacher’s desire to communicate.”
  - “There is not a lot of consistency between the buildings with what information is offered and how things are provided.”

	<b>STRENGTHS</b>	<b>WEAKNESSES</b>
<b>INTERNAL</b>	<ul style="list-style-type: none"> <li>• GIPS staff are held in high regard for their dedication to students.</li> <li>• The district is perceived as providing an expansive range of educational opportunities.</li> <li>• Leadership has created opportunities for community involvement in the schools and district.</li> <li>• Branding is established and used consistently to support the district's mission and vision.</li> <li>• There is a robust digital communication program in place to keep stakeholders informed, celebrate successes and tell the district story.</li> </ul>	<ul style="list-style-type: none"> <li>• There is not yet a comprehensive strategic communication plan in place to guide public relations and communication functions.</li> <li>• Some stakeholders believe that communications are not open and transparent.</li> <li>• There is a need for additional resources to communicate with non-English-speaking parents and students.</li> <li>• Stakeholders want to understand and participate in the decision-making processes of the district.</li> <li>• There is a lack of consistency in how different schools share messages.</li> </ul>
<b>EXTERNAL</b>	<ul style="list-style-type: none"> <li>• The transition to the new superintendent is viewed by external stakeholders as promising and can be leveraged to build community support for the district.</li> <li>• Staff are well-regarded and trusted by external stakeholders, putting them in a position to be credible public ambassadors for the district.</li> </ul>	<ul style="list-style-type: none"> <li>• A perceived lack of transparency in financial, legislative and operational communications can negatively impact trust in the district and support for future initiatives.</li> <li>• Increasing diversity in the community and the student population will bring additional communication challenges that will need to be addressed in order to ensure all parents/families and students are equitably informed.</li> </ul>

# COMMUNICATIONS SOURCES + PREFERENCES

## PARENT PREFERENCE:

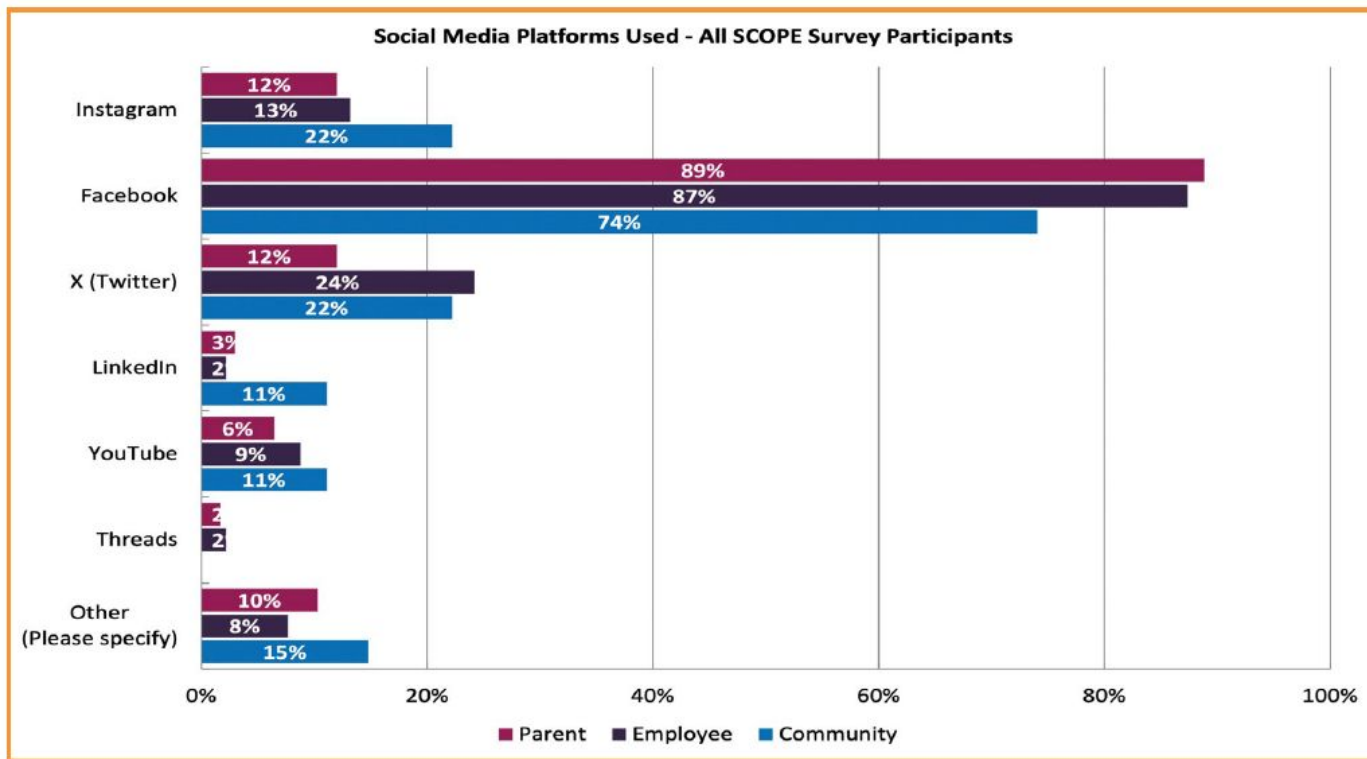
1. Email = 88%
2. Text Message = 86%
3. Social Media = 66%
4. Newsletters = 63%
5. What Others Tell Me = 46%

## STAFF PREFERENCE:

1. Email = 97%
2. Newsletters = 76%
3. Calendar = 69%
4. What Others Tell Me = 69%
5. Social Media = 61%



# SOCIAL MEDIA



# SOCIAL MEDIA PERFORMANCE

- Primary GIPS social media out performing national standards for engagement:
  - Facebook: GIPS = 0.22%; Nat'l = 0.15%
  - X/Twitter: GIPS = 1.0%; Nat'l = 0.5%
  - Instagram: GIPS = 2.05%; Nat'l = 0.6%
- Growth since June 2022:
  - Facebook + 2,000 followers
  - X/Twitter + 637 followers
  - Instagram + 201 followers
  - YouTube + 130 followers
- More than half of survey parents, staff, and community members rely on social media daily or weekly for information about the district.





# GIPS IN A WORD - COMMUNITY

## Word that Best Describes the District: Community Members



# RECOMMENDATIONS

# RECOMMENDATIONS

1. Complete the development of a comprehensive strategic communication plan.
2. Standardize parent/family communication process across schools, departments, & district.
3. Build greater awareness of and expand resources for meeting the information needs of the diverse students and their families.
4. Enhance decision-making processes to maintain and build upon the growing sense of trust in district leadership.
5. Provide communication training for administrators and key front-line staff.
6. Implement multimodal communications strategies to increase stakeholder knowledge about district finances.

# WHAT'S NEXT?

# WHAT'S NEXT?

- Continued streamlining of digital communications:
  - Website (done)
  - Mobile App (soon)
  - Social media migration to Class Intercom (now)
  - Enhancing smore newsletters (curriculum focus)
  - Systemize classroom + building communication expectations (now)
- Craft strategic communications plan in concert w/ new GIPS Strat Plan (2024-25).
- Establish “GIPS Staff Ambassadors” process.
- Build-in regular opportunities for building leader & key front-line staff training.
- Maintain budget communication cycle.
- Research resources and opportunities for better language and cultural support.

# CREDITS

# THANK YOU!

- GIPS Leadership & Board of Education
- Jennifer Worthington
- Kelli Mayhew & Bibi Luevano
- Focus Group Staff, Families,  
& Community Members



A group of graduates in purple caps and gowns, with a smiling woman in the foreground. The background is slightly blurred, showing other graduates and a crowd.

# OUR WHY

**Every Student, Every Day, A Success!**

# QUESTIONS?



*Every Student, Every Day, A Success!*

## **REDUCTION IN FORCE RESOLUTION**

**WHEREAS**, due to changing programs, budget limitations and other administrative and financial factors, it is necessary that programs and staff positions offered by Grand Island Public School District be reviewed and that a determination be made as to those programs and staff positions that should be discontinued, reduced, or changed; and

**WHEREAS**, the School Board has considered the foregoing and determined that it is necessary and appropriate to reduce programs and staff positions.

**NOW, THEREFORE, BE IT RESOLVED** that changes in programs and the following reductions in staff positions are made, effective at the end of this 2023-2024 school year:

1. Eliminate the following certified full-time equivalents:
  - a. 1.0 FTE Social Worker position, effective as of May 23, 2024.

## 6252 PROFESSIONAL BOUNDARIES BETWEEN STAFF AND STUDENTS

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

GIPS supports the use of technology to communicate with students for legitimate educational purposes. However, school district staff are responsible for conducting themselves professionally, exercising appropriate judgment, and teaching and modeling high standards of behavior and civic values, regardless of location. This applies to staff conduct and interactions with students and to material they post on personal websites, blogs, and other social networking sites including, but not limited to, Facebook, YouTube, Twitter, and Other.

**Electronic communication between staff and students may only take place through school email or district approved communication platforms. Coordinating communication through unapproved third-party apps is not permitted.** District staff are prohibited from inappropriate technological communication including but not limited to texting, online socializing or social networking (including but not limited to Facebook, Twitter, and Other), internet use, e-mail, blogging, or any other electronic communication that violates the law, district policies, or the Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education ("Rule 27").

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

- Communicating with students about sex unless the student is reporting abuse or assault which is appropriately reported by the employee.
- Joking with students about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Sharing, showing, displaying or otherwise exposing a student or students to sexually inappropriate material or objects with students.
- Displaying or otherwise exposing a student to pornography.
- Making any sexual advance or engaging in any activity of a sexual or romantic nature with a student.
- Engaging in any type of dating, romantic or sexual contact with a current student of the district, regardless of the age of the student.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- "Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.
- Kissing of any kind with a student.

## Grand Island Public Schools

- “Friending” or otherwise authorizing or requesting student access to personal social media accounts. This prohibition shall not apply to social media accounts created solely for class or educationally related matters to which all of the employees’ students are allowed or offered access.
- Intruding on a student’s personal space such as, by touching unnecessarily, positioning too closely, or staring at a portion of the student’s body such as, breasts, buttocks, or similar body parts.
- Initiating unwanted physical contact with a student.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee’s personal issues or problems with a student.
- Providing counseling for, attempting to solve, or solving a student’s personal problems or issues without engaging trained personnel.
- Giving a student a gift of a personal nature.
- Engaging in activities with a student one-on-one not sponsored by the school without express permission of a school administrator.
- Any other behavior that exploits or attempts to exploit the special position of trust and authority between an employee and student.
- Transporting a student in the employee’s vehicle without first obtaining the express permission of the student’s parents or a school administrator.
- Disclosing confidential student records or information.
- Disclosing confidential personnel records or information of other school district employees, agents, or volunteers.
- Behaving in any manner that results in a disruption to the school environment or that impairs the employee’s ability to perform his or her employment duties or to be an effective employee.
- Using an employment title or including any reference to the employee’s affiliation with the school district unless the communication is school related and in compliance with the law, district policies, or Rule 27.
- Including school mascots, symbols, logos, or other district trademarks in non-school related communications.

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

## Grand Island Public Schools

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

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

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

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

Legal References: Children's Internet Protection Act, 47 USC § 254  
FCC Order adopted August 10, 2011  
47 USC § 254(h)(1)(b); 47 CFR 54.500(b) and 68 FR 36932 (2003) (E-rate restrictions)  
Neb. Rev. Stat. § 49-14,101.01 (Political Accountability and Disclosure Act)  
The Freedom of Information Act (FOIA)  
5 U.S.C. § 552, As Amended by Public Law No. 104-231, 110 Stat. 3048  
Neb. Rev. Stat. § 79-866  
Title 92, Nebraska Administrative Code, Chapter 27 Nov. 12, 2003(Rule 27 Regulations and Standards for Professional Practices Criteria)  
LB 1080 (2020)

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

Policy Adopted: 7.12.2012  
Policy Revised: 03.10.2016  
Policy Revised: 03.07.2019  
Policy Revised: 03.16.2020  
Policy Revised: 02.11.2021

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

## Grand Island Public Schools

Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Summer E. Stephens, Associate Superintendent  
Coordinator for Student Complaints and Compliance Coordinator  
Office address:  
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802  
Email: sstephens@gips.org

Phone number: 308-385-5900

Title: Dr. Carrie Kolar, Chief of Human Capital Management  
Coordinator for Staff Complaints

Office address:  
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802  
Email: ckolar@gips.org

Phone number: 308-385-5900

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

## GRAND ISLAND PUBLIC SCHOOLS

### ~~6324 CREDIT FOR PROFESSIONAL TRAINING BEYOND A BACHELOR'S DEGREE~~

~~The Grand Island Public Schools recognizes that education is a life-long process and has a positive impact on instructional effectiveness. The Grand Island Public Schools Board believes that a well educated staff will benefit our students. Additionally, continuing education establishes a positive example for students.~~

~~Graduate hours in education and educational leadership will be recognized for movement on the salary schedule. For graduate hours to be used for horizontal movement, the graduate course must provide a reasonable expectation that the teacher will be able to use the skills obtained from the class in an assignment or in a leadership capacity within the district. Examples may include graduate level classes, endorsements or degree programs in areas of special education, ESL, Curriculum, Instruction and assessment, Reading, Guidance, gifted education, and administration. Specific classes will be pre-approved by the district to expedite the planning, registration, and enrollment process for staff. Classes which have not been pre-approved by the district, must be approved in advance by the immediate supervisor and by the Superintendent or administrative designee. Courses approved for movement must be from a college or university which is recognized (or could be recognized) as a Standard Institution of Higher Education by the Nebraska Department of Education. The Superintendent or administrative designee may also approve undergraduate level courses for movement on the salary schedule if completion of such undergraduate level courses will have a direct impact on the staff member's instructional success (see also Administrative Procedures for 6324).~~

Policy Adopted 3/5/79

Policy Revised 7/13/92

Policy Revised 5/3/01

Policy Revised: 03.10.2016

6324.1 Administrative Procedures for 6324

- By May 1 of the year subsequent to the proposed advancement, a Salary Increment Notice of Intent; specifying classes, total hours, proposed schedule tract, and applicability of each class to the current job assignment, will be reviewed by the immediate supervisor and submitted to the Superintendent or administrative designee. The Superintendent or administrative designee shall notify the candidate by May 15 of the year preceding the requested adjustment regarding approval or non-approval. Note: May 1 is a deadline for completion of a Salary Increment Notice of Intent. This form may be submitted at any time prior to this date. Candidates are encouraged to complete this form prior to enrolling in classes to assure applicability.
- All coursework must be completed by September 1 of the year of the proposed change.
- All class credit for advancement must have been earned after the last degree awarded.
- By October 1, a Verification of Hours form certifying the courses taken, credits received, and the grade given must be submitted to the Director of Personnel.
- By October 1, verification of college credit earned from an accredited college or university in the form of an official transcript (sent directly from the college or university) must be on file in the Personnel Office.
- For new certified staff, credit for professional training beyond a Bachelor's Degree will be based upon a review of official transcripts by the Superintendent or designee and subject to approval of the Board of Education.
- For the purposes of this policy classes in education or an educational support area from an accredited institution of higher education will be accepted. Courses of instruction that will be allowed to apply for credit beyond a Bachelor's Degree will fall into the following categories:
  - 1) Any classes in an approved degree program within the employee's current area of assignment.
  - 2) Classes required by state mandates for certificate renewal.
  - 3) Classes recommended by supervisory staff in conjunction with staff appraisal/evaluation procedures.
  - 4) Classes that can be determined to be of direct benefit to a current assignment. This would include classes or a course of study that can be assumed, because of current educational practices, societal demands or demographic variances, to be of benefit to a current teaching assignment. Such areas might include foreign language, ESL, computer literacy, and serving special needs students.
- Courses which have been pre-approved for movement on the salary schedule will be published in the district's certified staff handbook.

~~9220 REPORTS TO THE PUBLIC~~

~~In accordance with the *Nebraska Department of Education Rule 10 Regulations and Procedures for the Accreditation of Schools*, the Grand Island Public Schools will demonstrate accountability to the residents of the Grand Island school community. Staff will annually assess and report student progress toward accomplishment of academic content standards. Individual scores are kept confidential. Results are used to plan and make needed changes to improve instruction for all students.~~

~~As prescribed by Rule 10, such reports will include:~~

- ~~1. School system improvement goals and progress;~~
- ~~2. School system demographics;~~
- ~~3. Financial information; and~~
- ~~4. Information on students with disabilities as required by the *Individuals with Disabilities Education Improvement Act of 2004*.~~

~~References: Title 92, NAC, Chapter 10, §010.01A-010.01B Rule 10 Accreditation of Schools  
Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.)~~

~~Policy Adopted: 5-3-99  
Policy Revised: 04.11.2013~~

Delete existing 9220 as it is already covered in 9211

**9220 COMMUNICATIONS AND MEDIA RELATIONS**

**MEDIA INQUIRIES:**

All media interactions are required to go through the GIPS Communications & Marketing Team and its director. District office officials need to know when the media is contacting staff or students, are in buildings, or are covering school events. This helps ensure the safety and wellbeing of students and staff.

To protect students and personally identifying information, outside media outlets, individuals with cameras, and the like will not be permitted access to covering non-public sanctioned school events, staff, or students without approval from the Communications Director or designee. All

media journalists must be credentialed and registered with the GIPS Communications Department or the High School Activities Office for competitions.

#### Exceptions

Athletics: Coaches may choose to speak directly with the media about athletics only.

#### **REQUESTING MEDIA COVERAGE:**

All requested media coverage must be submitted to the Director of Communications or designee by the school principal, district administrator, or staff member with permission from their supervisor. This applies to all press releases, media invites, or media interactions. Press releases being forwarded from another organization are also required to follow this process. Once a request is submitted and vetted for approval, the Director of Communications & Marketing will contact the media.

#### **NO MEDIA LIST:**

Each school's "No Media List" documents which students cannot appear in publicly consumable media. This may be for the safety and wellbeing of the student or the personal choice of the parent/guardian. Always keep an updated No Media List with the school secretary and have it available for GIPS staff. GIPS Staff must adhere to the No Media List at all times.

**Policy Adopted: ??/??/????**

## **9221 ONLINE MEDIA ACCOUNTS AND POSTS**

Social media is a method for facilitating communication directly from Grand Island Public Schools staff and organizations to the community that shares everything from the daily learning in the classroom to presentation of special events. The regulations provide guidance for online posting that mirror existing media release guidelines written specifically for online media posts.

A GIPS-related account is one established by a staff member and named in such a way to identify it as sharing information about a staff member's professional work, classroom activities and/or other GIPS-related events. These accounts are not official GIPS accounts, but staff shall take added precautions to distinguish between the educator's personal and institutional views while posting to this GIPS-related online media account.

### **ONLINE MEDIA CHANNELS / ACCOUNTS**

- Each Elementary and Middle School may have one official school account on online platforms approved by the Director of Communications or a designee.
- Each High School may have one official school account and one "Activities" account on online platforms approved by the Director of Communications or designee.
- Additional high school and middle school accounts for clubs and organizations may be requested by the building principal to the Director of Communications or designee. The GIPS Communications Department will review the requests before approving or denying the addition of any branded account.
- Individual staff members may not present their individual GIPS-related accounts as official online media posts for the District.
  - Since individual staff member accounts are not official accounts, staff may not require students or parents to access their social media account for student instruction, classroom information, or extracurricular activities information.
  - If staff members share information about curriculum, learning or activities occurring at their schools, they are responsible for the following appropriate laws and GIPS Policies and regulations regarding the use of student records and images online as well as applicable human resource policies.

### **ONLINE MEDIA ACCOUNT NAMES**

- School account(s) will include the school's name and/or mascot.

- School clubs and organizations who are approved to open online media accounts will include a reference to the school's name and/or mascot in the account name along with a reference to the club or organization.
- It is not required, but the District asks that staff not use the District's name or school or mascot name in the name of their online GIPS-related media account to avoid any confusion with their personal accounts and the District's or school's official accounts. Staff may use their name/and/or the name of the class. For example: Mrs. Johnson's English Classes, 6B English with Jane Doe.

### **ONLINE MEDIA ACCOUNT ADMINISTRATION**

- Overall right to approve and remove approval for online media accounts rests with the Director of Communications or designee.
- School, club, and organizational account(s) will be administered by the school's administration team and/or staff members designated by the principal.

### **POSTING ON ONLINE MEDIA ACCOUNTS**

- All social media posts must be submitted through the district approved social media management platform.
- The Director of Communications or designee and the district IT department will be the caretakers of all district online media account login credentials.
- School Principals will have access to their school, branded online media accounts through the district approved social media management platform.
  - School Principals may also appoint other staff members, teachers, or coaches to have access to generate content for the branded media account. All staff appointed to share or generate content on a district online media account must be a full-time staff member of the district, head coach, or director.
  - The Director of Communications or designee will be responsible for giving access to additional content creators through the district approved social media management platform.

Policy Adopted: ??/??/????



CDW Education  
 75 Remittance Drive, Suite 1515  
 Chicago, IL 60675

**Prepared For**  
 Grand Island Public Schools  
 123  
 South Webb Road  
 Grand Island, NE 68802, 68803

**Estimate Date**  
 01/24/2024

**Estimate Number**  
 0032894

Description	Rate	Qty	Line Total
<b>GOO-EDP-0019</b> Google Workspace for Education Plus - Multi Year - Google Workspace for Education Plus - 3 Year Annual Pay - More Than 10k Licenses (Student): Google Workspace for Education Plus ; Discounted multi-year, annual payment pricing Licensed Domains: gips.org License Term: 2023-12-31 - 2025-01-01	\$4.00	10000	\$40,000.00
<b>GOO-EDP-0013</b> Google Workspace for Education Plus - Multi Year - Google Workspace for Education Plus - 3 Year (Staff): Google Workspace for Education Plus Licensed Domains: gips.org License Term: 2023-12-31 - 2025-01-01	\$0.00	2500	\$0.00
<b>AIT-GWO-1000</b> Google Workspace Premium Onboarding - Google Workspace Premium Onboarding: Premium Onboarding walks through the features available, how licensing works, and demonstrations of the features and functionality most important to you. Deliverables: Customized assessment of your goals for Onboarding, 2 hours of guided training based on the organization's needs, & recordings for internal use. Time Scale: 3 to 6 week engagement followed by a check-in 60-90 days post pilot or implementation	\$2,000.00	1	\$2,000.00
<b>Subtotal</b>			42,000.00
<b>Tax</b>			0.00
<b>Estimate Total (USD)</b>			<b>\$42,000.00</b>

## Notes

Expecting a quote from Amplified IT? Amplified IT is now a part of CDW! We're moving all of the Amplified IT's products on to CDW's systems. This means quotes and invoices will come from CDW and Purchase Orders need to be made out to CDW. Unfortunately we will no longer be able to accept Purchase Orders made out to Amplified IT for these products. If you have any questions ask your Account Manager or GCS rep.

Student Enrollment Verification Letters are required for all first time Education Standard and Education Plus orders. These letters confirm the number of students at your institution. This must align with the number of licenses you intend to buy, and must be returned with your PO before we complete your order.

Please note as required by Google you must purchase Google Workspace for Education and Google Voice from the same Reseller. All quotes are subject to Google confirmation of staff or student population size.

## Terms

About Us <https://www.cdwg.com/content/cdwg/en/about/overview.html>

Privacy Policy <https://www.cdwg.com/content/cdwg/en/terms-conditions/privacy-notice.html>

Terms and Conditions <https://www.cdwg.com/content/cdwg/en/terms-conditions.html>

Please send purchase orders to [cdwg@amplifiedit.com](mailto:cdwg@amplifiedit.com) or fax to 757-585-3550. If possible, please also include a copy of your organization's tax-exempt certificate with your purchase order. An exemption certificate is required to process Google Voice orders.

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## **REDUCTION IN FORCE RESOLUTION**

**WHEREAS**, due to changing programs, budget limitations and other administrative and financial factors, it is necessary that programs and staff positions offered by Grand Island Public School District be reviewed and that a determination be made as to those programs and staff positions that should be discontinued, reduced, or changed; and

**WHEREAS**, the School Board has considered the foregoing and determined that it is necessary and appropriate to reduce programs and staff positions.

**NOW, THEREFORE, BE IT RESOLVED** that changes in programs and the following reductions in staff positions are made, effective at the end of this 2023-2024 school year:

1. Eliminate the following certified full-time equivalents:
  - a. 1.0 FTE Social Worker position, effective as of May 23, 2024.

## 2111 BOARD OPERATING PRINCIPLES

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

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

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

### I. Educational Advocate

#### **Vision:**

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

#### **Mission Statement:**

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

#### **Student Commitments:**

Within the school district of Grand Island

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

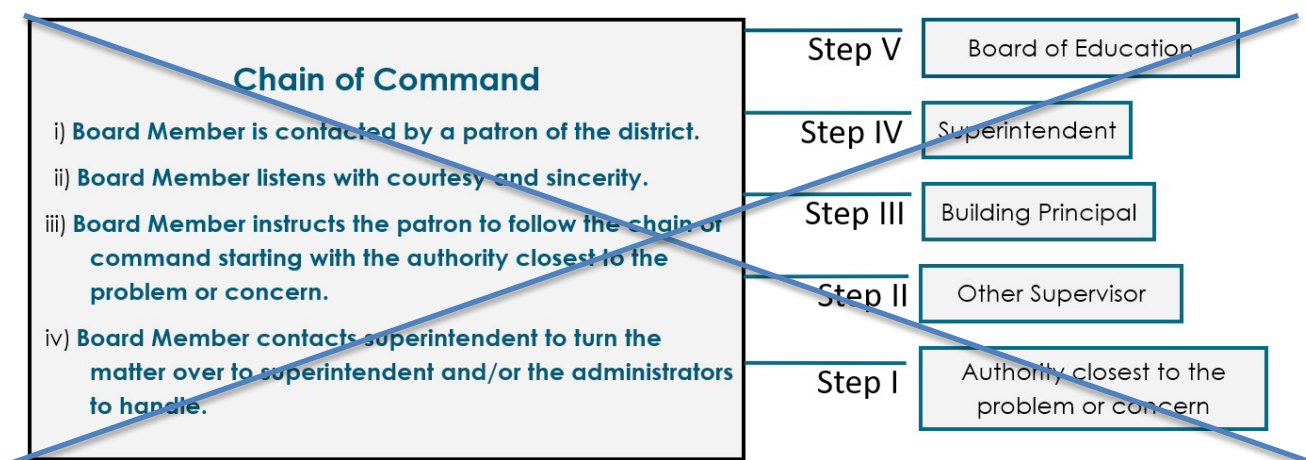
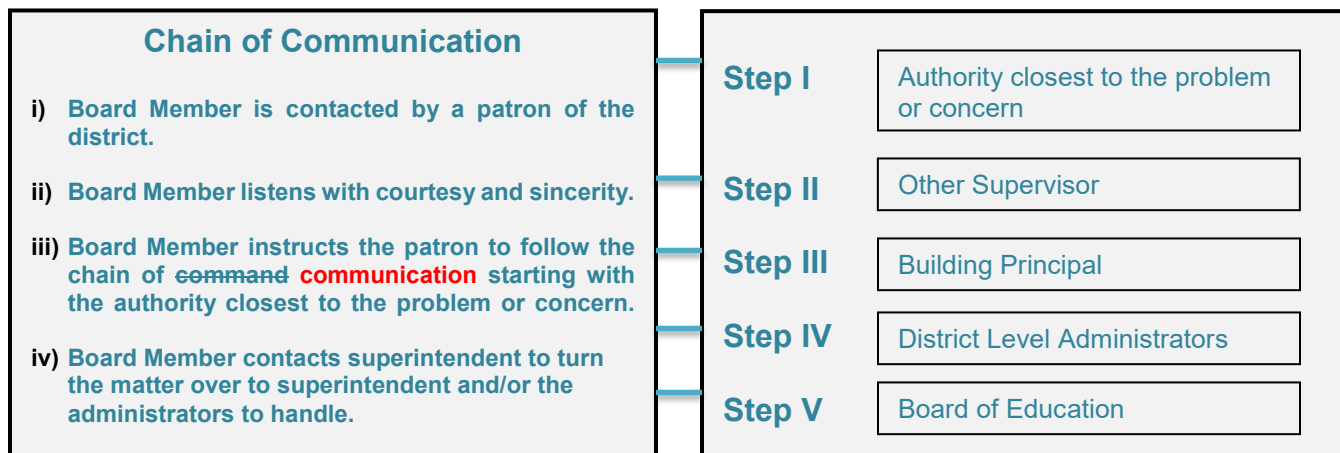
### II. Process for Addressing Public and Board Issues

#### **Public**

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

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

(Policy: [2480](#))



**Board Member**

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

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

(Policy: [2230](#))

**III. Meeting Format**

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

**Board Meetings**

- A. Board meeting agendas will be developed cooperatively with the Board President, Vice-President, and Superintendent after receiving committee input. An individual board member may request that an item be added to the agenda.

- B. Issues will be presented as an informational item without a vote occurring to allow for full consideration and thought by board members.
  - 1. The vote on the issue will follow in the next month's meeting.
  - 2. There may be instances when an issue must be presented and voted on at the same monthly meeting.
- C. Executive Session will be used ONLY as necessary and consistent with Nebraska Open Meeting Laws.
- D. We welcome input from the public during the scheduled Request to Address the Board period of each board meeting. Patrons are requested to complete the "Request to address the Board" form and follow guidelines included on the form. The form is posted outside the doors to the boardroom.
  - Each individual addressing the board will be allowed 5 minutes. The Board of Education has the prerogative to limit speaking to 3 minutes when there are three or more patrons to allow speakers an opportunity to address the Board in a timely manner.
  - We will not engage in dialogue with patrons presenting to the Board
  - The Board president and superintendent will identify staff to follow-up on information requested from patrons
  - The Board president may share a statement on behalf of the Board when addressing a major issue in the district
- E. Each board meeting during the academic year will have a portion of the meeting devoted to a segment on student success within the district.
- F. We will maintain a student board member program.  
(Policy: [2210](#), [2410](#), [2481](#))

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

- A. Standing committees will be established to allow issues to be reviewed in great length, so the monthly meetings **of the full board** are run efficiently and timely. **These committees will meet monthly or as needed.** The committees are:
  - 1. Personnel
  - 2. Policy Review
  - 3. Facilities and Finance
  - 4. Leading for Learning (American Civics)
  - 5. Governance
  - 6. Public Relations/Partnership Development
- B. The district will establish and maintain additional committees as needed to include Ad hoc committees, task forces, and/or advisory councils or coalitions. The Board President will ask for interested participants, and provide opportunities for all board members to participate in these additional committees.
- C. All board committee agendas and minutes will be posted to an electronic Board Committee folder for all board members to view.
- D. The committees do not have power to take formal action on issues without a full vote of the Board of Education.
- E. Non-committee Board members wishing to attend specific committee meetings will make their ~~request through the Board President~~ **interest known to all board members. All committee meetings will have no more than four board members in attendance.**
- F. **If board members are unable to attend a meeting of their assigned committees they should notify the rest of the board members. Should the president be unable to fill in they shall notify the rest of the board that they will be unavailable and encourage other board members to fill in for the absent committee member.**
- G. Board committee agendas are posted monthly to the Board consent agenda to ensure that information discussed in committee is made public.
- H. Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education:
  - 1. What is the identified need?
  - 2. Administrative Rationale for BOE Agenda

3. Proposed Action
4. Data/Research Assessed
5. Stakeholder Group(s) Involved
6. Equity Analysis
7. Summary
8. Fiscal Impact
9. Persons Responsible for Implementation
10. Implementation Plan: Monitor/Evaluate – Board Report/Follow-up

(Policy: [2230](#))

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

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

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

##### **Statement:**

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

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

#### **V. Board Leadership**

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

- A. Board President and Board Vice-President Positions
  - a. The positions of Board President and Board Vice-President shall be elected annually at the January Board of Education meeting.
  - ~~b. Within two days following the November board meeting, the current Board President and Board Vice-President will notify the Board Secretary and the Board of Education of their interest and willingness to be considered for re-election of their positions.~~
  - c. Board members interested in being considered for Board President or Board Vice-President shall make their intentions known to the Board Secretary and the Board of Education on or before ~~December 1<sup>st</sup>~~ **January 5<sup>th</sup>**.
  - d. All board members expressing an interest in the positions will be subject to nomination for office at the January meeting.
  - e. The Board Secretary will facilitate the election process at the January meeting.
- B. The Board President will:
  - a. Manage the affairs of the Board of Education and
    - i. Ensure all board members are provided with the same information at approximately the same time on all issues.
    - ii. Ensure all board members are provided the opportunity to represent the Board of Education equally at official school, community, state and national functions.
    - iii. Monitor compliance with Operating Principles.
    - iv. Plan and participate in orientation sessions for new board members.

Grand Island Public Schools

- b. Establish the monthly agenda in conjunction with the Board Vice-President and Superintendent
- c. Assign working board committees annually after the January meeting and after soliciting areas of interests from the board members.
- d. Monitor compliance with legal requirements to Open Meetings laws.
- e. Attend stakeholder meetings as determined by the Superintendent.
- f. Sign documents as legally required and approved by the Board of Education.
- g. Sign graduation diplomas.
- ~~h. Serve as ex-officio member of standing committees of the Board, and be available to substitute on any committee with an impending absence.~~
- h. Conducts the annual performance evaluation of the Superintendent, compiling and communicating results. (By state statute, conduct two evaluations in the superintendents first year in the district)
- i. Be the spokesperson for the Board of Education when called upon, including media inquiries.
- j. Serve on the Labor Relations Committee or designate Board Vice-President.
- k. Communicate Board of Education annual goals to the public.

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

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

- c. Special Professional Development
  - i. District strategic goals and/or initiatives may require travel for learning opportunities.
  - ii. The Governance Committee will review the need for special professional development and determine which Board of Education members will attend.

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

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

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

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

(Policy: [2112](#))

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

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

\_\_\_\_\_  
Date

Policy Adopted: 10/05/2000  
Policy Revised: 07/10/2003  
Policy Revised: 01/11/2007  
Policy Revised: 10/14/2010  
Policy Revised: 12/14/2017  
Policy Revised: 07/12/2018  
Policy Revised: 06/13/2019  
Policy Revised: 10/14/2021  
Policy Revised: 12/12/2022  
Policy Revised: 04/17/2023  
Policy Revised: ????????

## GRAND ISLAND PUBLIC SCHOOLS

### 2112 BOARD MEMBER CODE OF ETHICS

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

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

#### AS A SCHOOL BOARD MEMBER:

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

Legal Reference:       Neb. Statute 79-526

Policy Adopted: 08.09.2018

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

