

GIPS BOE Regular Meeting
Thursday, October 9, 2025 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER
Speaker(s): Board President
2. ROLL CALL
Speaker(s): Mrs. Angela Dibbert
3. CONSENT AGENDA
Speaker(s): Board President
 - 3.1. Minutes from the previous month's meeting
 - 3.2. Acceptance of Agendas From Standing Committees
 - 3.3. Claims as submitted
 - 3.4. Policy
 - 3.4.1. 6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES
 - 3.4.2. 6339 JURY DUTY
 - 3.4.3. 6410 NONDISCRIMINATION (STAFF)
 - 3.4.4. 6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION
 - 3.4.5. 6420 CERTIFIED STAFF HIRING
 - 3.5. Staff Adjustments as submitted
 - 3.6. MOU, Agreements, and Contracts Renewals
 - 3.6.1. Optimizon GIPS - Statement of Work
 - 3.6.2. Contract between Nebraska Children and Families Foundation and GIPS
 - 3.7. Treasurer's Report as submitted
 - 3.8. Change Orders as Documented
 - 3.9. Approval of Agenda as submitted
4. REQUESTS TO ADDRESS THE BOARD
Speaker(s): Board President
5. INFORMATION ITEMS
 - 5.1. Overview of the K-5 Math Curriculum Resource Pilot
Speaker(s): Dr. Danielle Buhrman
 - 5.2. Review of Strategic Plan
Speaker(s): Matt Fisher
 - 5.3. GIEA Request for Recognition for 2027-2028
Speaker(s): Dr. Carrie Kolar
 - 5.4. Digitalis Planetarium Projector, Dome, Lighting & Sound System
Speaker(s): Ms. Emily Petermann, Mr. Dan Petsch, Mr. Virgil Harden
 - 5.5. Budget Calendar FY 26-27
Speaker(s): Mr. Virgil Harden
 - 5.6. Policy
 - 5.6.1. 6421 PROHIBITION ON AIDING AND ABETTING SEXUAL ABUSE

Speaker(s): Mr. Matt Fisher

5.6.2. 6430 CERTIFIED STAFF VACANCIES

Speaker(s): Mr. Matt Fisher

5.6.3. 6440 SUBSTITUTE TEACHERS

Speaker(s): Mr. Matt Fisher

5.6.4. 6450 CERTIFIED STAFF PROBATION AND TENURE

Speaker(s): Mr. Matt Fisher

5.6.5. 6460 TERMINATION OF EMPLOYMENT FOR CERTIFIED STAFF

Speaker(s): Mr. Matt Fisher

5.6.6. 6462 CERTIFIED STAFF RESIGNATION

Speaker(s): Mr. Matt Fisher

5.6.7. 7511.1 OPTION ENROLLMENT RESOLUTION

Speaker(s): Mr. Matt Fisher

5.6.8. 7551 SECONDARY ASYNCHRONOUS LEARNING POLICY

Speaker(s): Mr. Matt Fisher

5.6.9. 8456 STUDENT USE OF PERSONAL ELECTRONIC
COMMUNICATION DEVICES (ECDs)

Speaker(s): Mr. Matt Fisher

6. ACTION ITEMS

6.1. Digitalis Planetarium Projector, Dome, Lighting & Sound System

Speaker(s): Ms. Emily Petermann, Mr. Dan Petsch, Mr. Virgil Harden

6.2. 6340 PARENTAL LEAVE

Speaker(s): Mr. Matt Fisher

6.3. 6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS

Speaker(s): Mr. Matt Fisher

6.4. 7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE
SCHOOLS

Speaker(s): Mr. Matt Fisher

6.5. 7511.1 OPTION ENROLLMENT RESOLUTION

Speaker(s): Mr. Matt Fisher

7. REPORTS

7.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Lisa Albers

7.2. Student Representative Report

Speaker(s): Ms. Katherin Xicara Ramos

7.3. Superintendent Report

Speaker(s): Mr. Matt Fisher

8. NOTIFICATION OF UPCOMING BOARD MEETINGS

9. ADJOURNMENT

AFFIDAVIT OF PUBLICATION

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

State of Florida, County of Orange, ss:

I, Edmar Corachia, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Grand Island Independent, a newspaper printed and published in Grand Island, in Hall County, Nebraska, and of general circulation in Hall County, Nebraska, that said newspaper has a bonafied circulation of more than 500 copies of each issue, has been published at Grand Island, Nebraska, for more than 52 weeks successively prior to the first publication of the annexed printed notice, and is a legal newspaper under the statutes of the State of Nebraska; that the annexed printed notice was published on the dates listed below.

Publication Dates:

- Sep 30, 2025

Notice ID: 1UZrP6Vowumoc3LHaynD

Notice Name: GIPS Regular Board Mtg. - October 9, 2025

Publication Fee: \$9.20

Edmar Corachia

Agent

VERIFICATION

State of Florida
County of Orange

Signed or attested before me on this: 10/01/2025



Notary Public

Notarized remotely online using communication technology via Proof.

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

Notice is hereby given that a meeting of the Board of Education of Hall County School District 2, Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday, October 9, 2025, at 5:30 p.m., at the Kneale Administration Building, 123 S Webb Road, Grand Island, Nebraska, where the meeting will be open to the public. An agenda for such a meeting, kept continuously current, is available for inspection at the Office of the Superintendent or on the GIPS Website.

Dr. Summer E. Stephens, Board Secretary
September 30, 2025
COL-NE-13002159 ZNEZ



PAMELA BAEZ
Notary Public - State of Florida

Commission # HH 186700

Expires on October 14, 2025

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, September 11, 2025 at 5:30 p.m. at the Kneale Administration Building - Board Room, 123 S Webb Rd, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the *Grand Island Independent*, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 5:30 p.m.

Lisa Albers:	Present
Carlos Barcenaz:	Present
Donna Douglass:	Present
Eric Garcia-Mendez:	Absent
Tracy Goodman:	Present
Joshua Hawley:	Absent
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

Mr. Eric Garcia-Mendez and Mr. Josh Hawley gave prior notice of their absence.

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: September 30, 2025, 7:30 a.m.

Leading for Learning Committee

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

Personnel Committee

Next Meeting Date: October 3, 2025, 8:15 a.m.

Policy Committee

Next Meeting Date: October 6, 2025, 4:30 p.m.

Public Relations and Partnership Development Committee

Next Meeting Date: October 8, 2025, 8:00 a.m.

Governance Committee

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

GNSA/Legislative Committee

Next Meeting Date: October 1, 2025, 9:30 a.m.

3.3. Claims as submitted

3.4. Policy

3.4.1. 6331 CERTIFIED STAFF LEAVE OF ABSENCE: SICK, BEREAVEMENT, AND PERSONAL EMERGENCY

3.4.2. 6332 CERTIFIED STAFF LEAVE OF ABSENCE WITHOUT PAY

3.4.3. 6333 CERTIFIED AND CLASSIFIED WORKERS' COMPENSATION

3.4.4. 6337 CERTIFIED STAFF ACADEMIC STUDY

3.5. Staff Adjustments as submitted

3.6. MOU, Agreements, and Contracts Renewals

3.6.1. CCC GIPS Addendum to MOU FY 2025-26

3.6.2. GIPS Wabi Sabi Behavioral Health Center LLC FY 2025-26

3.6.3. GIPS Junior Achievement USA FY 2025-26

3.6.4. Axtell Community School

3.6.5. Big Brothers Big Sisters MOU FY 2025-26

3.6.6. Nebraska Department of Education Grant No. 26-6418-15-10-40-00002-P

3.6.7. ESU 10 GIPS Special Education Services Contract FY 2025-26

3.6.8. Nebraska Department of Education Comprehensive Literacy State Development (CLSD) Grant Program - Specific Terms and Conditions

3.6.9. Craig Resources - Nursing Services RNs & LPNs FY 2025-26

3.7. Treasurer's Report as submitted

3.8. Change Orders as Documented

3.9. Approval of Agenda as submitted

Approve the agenda as submitted. Passed with a motion by Lisa Albers and a second by Amanda Wilson.

Lisa Albers: Yea, Carlos Barcenas: Yea, Donna Douglass: Yea, Tracy Goodman: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

4. SPECIAL RECOGNITION

4.1. Oath of Office - Board of Education Student Representative, Ms. Katherin Xicara Ramos.

Dr. Stephens swore in Ms. Katherin Xicara Ramoss at 5:34 p.m. as the Student Board of Education Representative.

5. REQUESTS TO ADDRESS THE BOARD

None.

6. INFORMATION ITEMS

6.1. Adoption of the revised Nebraska Career & College Ready Science Standards that were approved by the state of Nebraska on September 6, 2024

Ms. Kay Niebuhr and Mr. Kevin Butters presented the adoption of the revised Nebraska Career & College Ready Science Standards that were approved by the state of Nebraska on September 6, 2024.

6.2. Request to CoOp bowling from Wood River High School.

Mr. Fisher presented the request to Coop bowling from Wood River High School.

6.3. Review the 2024-25 Climate/Culture and SEL Competencies.

Dr. Stephens presented the review of the 2024-25 Climate/Culture and SEL Competencies Surveys.

6.4. Policy

6.4.1. 6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES

Mr. Fisher presented policy 6338 Certified Staff Nonchargeable Temporary Leaves, 6339 Jury Duty, and 6340 Parental Leave no major changes.

6.4.2. 6339 JURY DUTY

6.4.3. 6340 PARENTAL LEAVE

6.4.4. 6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS

Mr. Fisher presented policy 6341 Certified Staff Extra-Standard Reimbursements.

6.4.5. 6410 NONDISCRIMINATION (Staff)

Mr. Fisher presented policy 6410 Nondiscrimination (Staff), 6411 Equal Opportunity and Affirmative Action, and 6420 Certified Staff Hiring has minor changes regarding hairstyles.

6.4.6. 6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

6.4.7. 6420 CERTIFIED STAFF HIRING

6.4.8. 7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS

Mr. Fisher presented the deletion of policy 7419 Textbook Loans to Children Enrolled in Private Schools.

7. ACTION ITEMS

7.1. Adoption of the revised Nebraska Career & College Ready Science Standards that were approved by the state of Nebraska on September 6, 2024

Motion to adopt the 2024 NE Career and College Ready Science Standards as presented. Passed with a motion by Lisa Albers and a second by Carlos Barcenas.

Lisa Albers: Yea, Carlos Barcenas: Yea, Donna Douglass: Yea, Tracy Goodman: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

7.2. Request to CoOp bowling from Wood River High School.

Motion to approve the CoOp bowling from Wood River High School as presented. Passed with a motion by Carlos Barcenas and a second by Lisa Albers.

Lisa Albers: Yea, Carlos Barcenas: Yea, Donna Douglass: Yea, Tracy Goodman: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

7.3. 6334 STAFF LEAVE OF ABSENCE WITHOUT PAY - ADDITIONAL PROVISIONS FOR COMPLIANCE WITH THE FAMILY AND MEDICAL LEAVE ACT (FMLA)

Motion to approve policy 6334 Staff Leave of Absence without pay - Additional Provisions for Compliance with the Family and Medical Leave Act (FMLA) as presented. Passed with a motion by Lisa Albers and a second by Donna Douglass.

Lisa Albers: Yea, Carlos Barcenas: Yea, Donna Douglass: Yea, Tracy Goodman: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

7.4. 6335 INJURY LEAVE

Motion to delete policy 6335 Injury Leave as presented. Passed with a motion by Carlos Barcenas and a second by Lisa Albers.

Lisa Albers: Yea, Carlos Barcenas: Yea, Donna Douglass: Yea, Tracy Goodman: Yea, Hank McFarland: Yea, Josh Sikes: Yea, Amanda Wilson: Yea

8. REPORTS

8.1. Grand Island Public Schools Foundation Report

Mrs. Albers reported for the GIPS Foundation.

8.2. Student Representative Report

Ms. Xicara Ramos gave the student representative's report.

8.3. Superintendent Report

Mr. Fisher presented the superintendent report.

9. NOTIFICATION OF UPCOMING BOARD MEETINGS

Board of Education Workshop - Thursday, September 18, 2025, at 5:15 p.m.

Board of Education Special Meeting - Monday, September 22, 2025, at 5:30 p.m.

Regular Board of Education Meeting - Thursday, October 9, 2025, at 5:30 p.m.

10. ADJOURNMENT

All business having been completed, the meeting was adjourned at 6:43 p.m.

Angela A. Dibbert, Recording Secretary

Dr. Summer E. Stephens, Secretary to the Board

Budget Workshop of the Grand Island Public Schools Board of Education

The budget workshop 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, September 18, 2025 at 5:15 p.m. at the Kneale Administration Building - Board Room, 123 S Webb Rd, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 5:30 p.m.

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

AGENDA

1. OPENING

The workshop of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was opened with discussion beginning at 5:30 p.m. on September 18, 2025, at the Kneale Administration Building, Kneale Conference Room - 123 South Webb Road, Grand Island, Nebraska. Notice of the workshop was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the workshop was also given in advance to all members of the Board of Education.

2. ROLL CALL

Mrs. Albers gave prior notice of her absence.

3. REQUEST TO ADDRESS THE BOARD

None.

4. REVIEW OF FINANCES AND BUDGET DEVELOPMENT

Discussion of the proposed Fiscal Year 2025-2026 Grand Island Public School District Budget.

5. NOTIFICATION OF UPCOMING BOARD MEETINGS

Board of Education Budget and Levy Hearing immediately following workshop - Thursday, September 18, 2025.

Board of Education Special Meeting - Monday, September 22, 2025, at 5:30 p.m.

Regular Board of Education Meeting - Thursday, October 9, 2025, at 5:30 p.m.

6. ADJOURNMENT

The work session was completed at 6:26 p.m.

Angela A. Dibbert, Recording Secretary

Dr. Summer E. Stephens, Secretary to the Board

Hearing Meeting of the Grand Island Public Schools Board of Education

The budget hearing 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, September 18, 2025 at 6:30 p.m. at the Kneale Administration Building - Board Room, 123 S Webb Rd, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 6:34 p.m.

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

AGENDA

1. CALL TO ORDER

The Budget Hearing of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was opened with discussion beginning at 6:34 p.m. on September 18, 2025, at The Kneale Administration Building - 123 South Webb Road, Grand Island, Nebraska, the usual meeting place of said Board. Notice of the Budget Hearing was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the work session was also given in advance to all members of the Board of Education.

2. ROLL CALL

Mrs. Albers gave prior notice of her absence.

3. REQUESTS TO ADDRESS THE BOARD

None.

4. PUBLIC HEARING ON THE PROPOSED 2025-2026 BUDGET

Mr. Harden presented the public hearing on the proposed 2025-2026 Budget.

5. NOTIFICATION OF UPCOMING BOARD MEETINGS

Board of Education Special Meeting - Monday, September 22, 2025, at 5:30 p.m.

Regular Board of Education Meeting - Thursday, October 9, 2025, at 5:30 p.m.

6. ADJOURNMENT

All business having been completed, the meeting was adjourned at 6:37 p.m.

Angela A. Dibbert, Recording Secretary

Dr. Summer E. Stephens, Secretary to the Board

Levy Hearing Meeting of the Grand Island Public Schools Board of Education

The levy hearing 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, September 18, 2025 at 6:31 p.m. at the Kneale Administration Building - Board Room, 123 S Webb Rd, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 6:38 p.m.

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

AGENDA

1. CALL TO ORDER

The Levy Hearing of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was opened with discussion beginning at 6:38 p.m. on September 18, 2025, at The Kneale Administration Building - 123 South Webb Road, Grand Island, Nebraska, the usual meeting place of said Board. Notice of the Levy Hearing was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the Levy Hearing was also given in advance to all members of the Board of Education.

2. ROLL CALL

Mrs. Albers gave prior notice of her absence.

3. REQUESTS TO ADDRESS THE BOARD

None.

4. PUBLIC HEARING ON PROPOSED FISCAL YEAR 2025-2026 LEVY

Mr. Harden presented the public hearing on the proposed fiscal year 20205-2026 Levy.

5. NOTIFICATION OF UPCOMING BOARD MEETINGS

Board of Education Special Meeting - Monday, September 22, 2025, at 5:30 p.m.

Regular Board of Education Meeting - Thursday, October 9, 2025, at 5:30 p.m.

6. ADJOURNMENT

All business having been completed, the meeting was adjourned at 6:41 p.m.

Angela A. Dibbert, Recording Secretary

Dr. Summer E. Stephens, Secretary to the Board

Special Meeting of the Grand Island Public Schools Board of Education

The regular meeting of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was convened and called to order by President Hank McFarland in open and public session on Monday, September 22, 2025 at 5:30 p.m. at the Kneale Administration Building - Board Room, 123 S Webb Rd, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the *Grand Island Independent*, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 5:30 p.m.

Lisa Albers:	Present
Carlos Barcenas:	Present
Donna Douglass:	Present
Eric Garcia-Mendez:	Present
Tracy Goodman:	Present
Joshua Hawley:	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

3. REQUESTS TO ADDRESS THE BOARD

None.

4. ACTION ITEMS

4.1. Approval of Grand Island Public School Fiscal Year 2025-2026 Budget

Motion to approve the fiscal year 2025-26 Grand Island Public School District Budget as presented. Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

4.2. Approval of Hall County School District 2 a/k/a Grand Island Public Schools Levy Resolution for Fiscal Year 2025-2026

Motion to approve the fiscal year 2025-2026 property tax resolution and corresponding property tax request as entered into the public record. Passed with a motion by Joshua Hawley and a second by Lisa Albers.

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

5. NOTIFICATION OF UPCOMING BOARD MEETINGS

Regular Board of Education Meeting - Thursday, October 9, 2025, at 5:30 p.m.

6. ADJOURNMENT

All business having been completed, the meeting was adjourned at 5:34 p.m.

Angela A. Dibbert, Recording Secretary

Dr. Summer E. Stephens, Secretary to the Board

Kneale Administration Building



TO: Facilities & Finance Committee Members
From: Mr. Petsch, Mrs. Ryan, & Mr. Harden
RE: **Meeting Tuesday, September 2, 2025 @ 7:30 AM via Zoom**

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

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

NEW BUSINESS:

1. Activity Fund Claims List - Virg
2. Community Redevelopment Authority & Regional Planning - Virg
3. Request for Proposals – Dan
 - Digitalis
4. Nutrition Services Update – Oscar Garcia
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. MOU, LOA, Contracts, Leases, Etc. – Dr. Stephens, et al.
 - NE Children & Families Foundation – Dr. Stephens
 - Optimizon – Cory Gearhart
9. Investment, Debt, Purchasing, Cash Reserve Policies – Virg
10. Change Orders – Dan
 - IP Video Security Camera – GISH
 - IP Video Security Camera – GISH & Westridge Middle School
11. Budget Calendar FY 26-27 - Virg
12. Open Agenda Items as Necessary – F&F Team

NEXT MEETING: **Tuesday, November 4, 2025, at 7:30 A.M.**

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



BOE Policy Committee Meeting – October 6, 2025 – 4:30pm – Mr. Fisher’s Office

1. Review Notes from September 8, 2025 – 1.1.

2. Review Agenda for changes or additions – 2.1.

3. NEXT MEETING:

Monday, November 10 – 4:30pm – Mr. Fisher’s Office

4. Policy as Information @ October 9, 2025, BoE Meeting

6421 PROHIBITION ON AIDING AND ABETTING SEXUAL ABUSE: [Proposed Policy 6421](#)

6430 CERTIFIED STAFF VACANCIES: [Proposed Policy 6430](#)

6440 SUBSTITUTE TEACHERS: [Proposed Policy 6440](#)

6450 CERTIFIED STAFF PROBATION AND TENURE: [Proposed Policy 6450](#)

6460 TERMINATION OF EMPLOYMENT FOR CERTIFIED STAFF: [Proposed Policy 6460](#)

6462 CERTIFIED STAFF RESIGNATION: [Proposed Policy 6462](#)

7511.1 OPTION ENROLLMENT RESOLUTION: [Proposed Policy 7511.1](#)

7551 SECONDARY ASYNCHRONOUS LEARNING POLICY: [Proposed Policy 7551](#)

8456 STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES (ECDs):

[Proposed Policy 8456](#)

5. Policy on Final Read in Consent @ September 11, 2025, BoE Meeting

6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES: [Proposed Policy 6338](#)

6339 JURY DUTY: [Proposed Policy 6339](#)

6410 NONDISCRIMINATION (Staff): [Proposed Policy 6410](#)

6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION: [Proposed Policy 6411](#)

6420 CERTIFIED STAFF HIRING: [Proposed Policy 6420](#)



6. Policy on Final Read as Action @ September 11, 2025, BoE Meeting

6340 PARENTAL LEAVE: [Proposed Policy 6340](#)

6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS: [Proposed Policy 6341](#)

7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS:
[Proposed Policy 7419](#)

7. Policy for review:

8463 USE OF SECURITY CAMERAS - [District Use of Security Cameras](#)

8. Policy Questions and Discussion:

9. Moved to Board Governance Committee:

10. Working on:

Students who thrive.



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

RE: Meeting: October 8, 2025, Virtual
4:00-5:00

New Business:

1. [K-5 Math Adoption](#)-Dr. Buhrman
2. CSLD Grant update-Dr. Palmer

Next Meeting: November 11 , 2025 @ 4:00 Zoom

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102221	Abby Stoddard	Mileage	\$7.56
102222	Amanda Smith	Mileage	\$45.64
102223	Amazon Cap Services Inc	Supplies	\$11,529.20
102224	Anneris Shafer	Mileage	\$24.08
102225	Calvin Noziska Joseph	Mileage	\$5.25
102226	Century Link	Telecommunications	\$269.04
102227	Claudia Demko Reno	Mileage	\$56.28
102228	Clearly Communications	Telecommunications	\$1,056.68
102229	Jami Sinner	Parental Mileage	\$58.24
102230	Jenny Lynn Rother	Mileage	\$57.33
102231	Jessica Stephens	Supplies	\$48.00
102232	Joni Pritchard	Mileage	\$29.68
102233	Lauren Elizabeth Peitzmeier	Software	\$20.00
102234	Marlo Reyes	Mileage	\$21.00
102235	Matheson Tri Gas Inc	Supplies	\$208.32
102236	Mechanical Sales Inc	Supplies	\$10,844.00
102237	Melissa McDonald	Mileage	\$27.30
102238	Melsen Striping LLC	Technical Services	\$6,498.00
102239	Menards	Supplies	\$5,320.55
102240	Midwest Alarm Services	Technical Services	\$1,955.19
102241	NanoPac Inc	Supplies	\$79.00
102242	Nebraska Council of School Administrator	Dues & Fees	\$865.00
102243	Nebraska Council of School Administrator	Training	\$140.00
102244	Nebraska Fire Sprinkler Corp	Technical Services	\$188.00
102245	Nebraska State Fair	Supplies	\$140.00
102246	Nicole O Hara	Mileage	\$7.14
102247	Northwestern Energy	Utility Services	\$141.43
102248	NSASSP Region IV	Dues & Fees	\$60.00
102249	O Hara Plumbing Co Inc	Supplies	\$143.10
102250	O Reilly Auto Parts	Supplies	\$23.27
102251	Odeys Inc	Supplies	\$13,470.00
102252	Olsson Associates	Improvements	\$1,109.54
102253	Panchita Portillo	Mileage	\$9.80
102254	Paper Tiger Shredding Inc	Utility Services	\$300.00
102255	Perry Guthery Haase & Gessford PC	Legal Services	\$6,694.90
102256	Platte Valley Communications	Supplies	\$719.25
102257	PlayCore Group	Supplies	\$9,104.88
102258	Policy Studies Associates Inc	Prof Services	\$20,163.00
102259	Pomp's Tire Service Inc	Maintenance	\$1,985.53
102260	Quill Corporation	Supplies	\$479.66
102261	Rentokil North America Inc	Technical Services	\$3,351.19
102262	Richard Mlinar	Training	\$377.30
102263	Roberts Pump & Supply Co	Supplies	\$717.27
102264	Safety-Kleen Corporation	Technical Services	\$221.22

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102265	Sapp Bros Inc	Supplies	\$2,782.76
102266	Scholastic Inc.	Supplies	\$2,557.55
102267	School Specialty Inc	Supplies	\$123.68
102268	SCN Worldwide LLC	Supplies	\$612.79
102269	Sherwin Williams Company	Supplies	\$489.77
102270	SiteOne Landscape Supply LLC	Supplies	\$13,050.00
102271	State Glass Inc	Supplies	\$6,594.00
102272	State Steel Supply Co	Supplies	\$2,120.85
102273	Taron Dawn Ott	Parental Mileage	\$44.80
102274	Toni Palmer	Mileage	\$88.34
102275	Tonia Schmall	Mileage	\$27.65
102276	Verizon Connect Fleet USA L	Maintenance	\$1,632.95
102277	Abante Marketing	Supplies	\$1,981.10
102278	Ace Hardware	Supplies	\$1,962.39
102279	Advanced Water Company Inc	Technical Services	\$5,518.00
102280	AKRS Equipment Solutions Inc	Supplies	\$95.52
102281	Almquist Maltzahn Galloway & Luth	Prof Services	\$749.00
102282	Ameresco INC	Technical Services	\$6,774.91
102283	American Fence Co Western Ne	Supplies	\$3,200.27
102284	Amplify Education Inc	Software	\$1,062.50
102285	Anderson Ford Lincoln Mercury	Maintenance	\$49.50
102286	Art of Problem Solving	Software	\$15,000.00
102287	B & H Photo-Video Inc	Instructional Materials	\$561.60
102288	Baasch Welding	Technical Services	\$664.50
102289	Bomgaars Supply Inc	Supplies	\$302.50
102290	Cannon Moss Brygger & Assoc	Technical Services	\$3,097.21
102291	Elizabeth Anson	Software	\$20.00
102292	Emily Armstrong	Mileage	\$75.74
102293	First Bankcard Center/Visa	Training	\$43.34
102294	First Bankcard Center/Visa	Supplies	\$115.07
102295	First Bankcard Center/Visa	Supplies	\$35.99
102296	First Bankcard Center/Visa	Supplies	\$7,699.67
102297	First Bankcard Center/Visa	Miscellaneous	\$86.81
102298	First Bankcard Center/Visa	Digital Materials	\$6,897.78
102299	First Bankcard Center/Visa	Training	\$264.84
102300	First Bankcard Center/Visa	Training	\$762.32
102301	First Bankcard Center/Visa	Dues & Fees	\$366.75
102302	First Bankcard Center/Visa	Supplies	\$64.03
102303	First Bankcard Center/Visa	Training	\$120.00
102304	Grand Island Public Schools Nutrition Sv	Emp Benefits	\$1,202.50
102305	Lynn Bender	Mileage	\$32.13
102306	Megan Jo Ahrens	Mileage	\$26.18
102307	Opal J Bentley	Mileage	\$18.27
102308	Senior High School Petty Cash	Supplies	\$500.00

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102309	Amazon Cap Services Inc	Supplies	\$640.82
102310	Angelica Revelo	Supplies	\$50.00
102311	Carolyn Arends	Supplies	\$50.00
102312	Cash-Wa Distributing	Food	\$182,156.49
102313	Central Nebraska Refrigeration	Maintenance	\$8,122.13
102314	Chesterman Company	Food	\$828.86
102315	Crown Packaging Corporation	Paper Products	\$1,520.35
102316	Culligan of Grand Island	Supplies	\$439.00
102317	Denise Bone	Mileage	\$79.94
102318	Greenberg Fruit Company	Produce	\$8,641.80
102319	Heather Gilliland	Mileage	\$22.33
102320	Hiland Dairy Foods Company LLC	Milk	\$52,607.13
102321	Jeanne Koehn	Mileage	\$4.20
102322	Jennifer Akin	Supplies	\$50.00
102323	Kimberly Clegg	Mileage	\$67.27
102324	LeAnn Masat	Mileage	\$23.52
102325	Lorie Massing	Supplies	\$50.00
102326	Maria de Lordes Mascote	Supplies	\$50.00
102327	Mid-Nebraska Disposal Inc	Utility Services	\$305.00
102328	Midwest Restaurant Supply LLC	Furniture & Fixtures	\$5,628.00
102329	Nicole Enck	Mileage	\$113.75
102330	Nicole Lemburg	Mileage	\$7.00
102331	Pan-O-Gold Baking	Bread	\$0.00
102332	Peterson Farms Fresh Inc	Produce	\$0.00
102333	School Nutrition Association	Dues & Fees	\$37.00
102334	Shoes for Crews LLC	Supplies	\$0.00
102335	Theresa McCarthy	Supplies	\$57.00
102336	Tisha Marie Adams	Mileage	\$10.92
102337	UNL Extension Hall County	Prof Services	\$190.00
102338	US Foods - Grand Island	Food	\$126,255.20
102339	Van Vohland	Supplies	\$50.00
102340	VVS Inc	Food	\$417.03
102341	Copycat Instant Printing	Printing	\$1,270.56
102342	Grand Island Utilities Dept	Electricity	\$455,106.86
102343	Hall County Leadership Unlimited Inc.	Training	\$2,800.00
102344	Wex Bank	Fuels	\$784.67
102345	Wex Bank	Fuels	\$840.35
102346	Wex Bank	Fuels	\$3,771.02
102347	Wex Bank	Fuels	\$1,166.10
102348	Woodriver Energy LLC	Utility Services	\$14,594.38
102349	Cash-Wa Distributing	Food	\$35,399.60
102350	Greenberg Fruit Company	Produce	\$9,919.07
102351	Hiland Dairy Foods Company LLC	Milk	\$20,241.80
102352	HyVee	Food	\$505.02

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102353	Pan-O-Gold Baking	Bread	\$11,524.80
102354	Peterson Farms Fresh Inc	Produce	\$12,295.92
102355	Sams Club MC/SYNCB	Supplies	\$1,278.99
102356	Shoes for Crews LLC	Supplies	\$100.00
102357	US Foods - Grand Island	Food	\$6,824.83
102358	First Bankcard Center/Visa	Supplies	\$388.98
102359	First Bankcard Center/Visa	Dues & Fees	\$920.00
102360	First Bankcard Center/Visa	Dues & Fees	\$480.99
102361	First Bankcard Center/Visa	Supplies	\$68.34
102362	First Bankcard Center/Visa	Supplies	\$1,246.57
102363	First Bankcard Center/Visa	Software	\$2,756.84
102364	First Bankcard Center/Visa	Training	\$790.80
102365	First Bankcard Center/Visa	Training	\$20.00
102366	First Bankcard Center/Visa	Supplies	\$7,529.61
102367	First Bankcard Center/Visa	Supplies	\$996.87
102368	First Bankcard Center/Visa	Dues & Fees	\$1,574.37
102369	First Bankcard Center/Visa	Software	\$853.60
102370	First Bankcard Center/Visa	Supplies	\$317.56
102371	First Bankcard Center/Visa	Software	\$42.40
102372	First Bankcard Center/Visa	Miscellaneous	\$21.51
102373	First Bankcard Center/Visa	Software	\$15.85
102374	Amazon Cap Services Inc	Supplies	\$14,262.15
102375	Amy McNeff	Training	\$166.20
102376	Danita M Stanton	Mileage	\$83.93
102377	Elena Ortega	Prof Services	\$180.00
102378	Julie M Markvicka	Mileage	\$21.00
102379	Marzano Evaluation Center	Software	\$43,605.00
102380	Matheson Tri Gas Inc	Supplies	\$6,089.42
102381	Mechanical Sales Inc	Supplies	\$3,147.00
102382	Megan Seim	Training	\$166.20
102383	Menards	Supplies	\$619.48
102384	Mid-Nebraska Disposal Inc	Utility Services	\$9,234.37
102385	MidAmerica Administrative & Retirement	Miscellaneous	\$336.00
102386	Miguel Morales Ochoa	Supplies	\$26.93
102387	National Association for Music Education	Dues & Fees	\$100.00
102388	Nebraska Association Of School Boards	Training	\$955.00
102389	Nebraska Council of School Administrator	Training	\$230.00
102390	Northwestern Energy	Utility Services	\$60.85
102391	One Source	Technical Services	\$1,851.80
102392	Pomp's Tire Service Inc	Maintenance	\$656.64
102393	Pro-Ed	Supplies	\$2,829.20
102394	Really Good Stuff Inc	Supplies	\$290.88
102395	Really Great Reading Company LLC	Supplies	\$4,116.20
102396	Rebekah Piel	Mileage	\$85.05

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102397	Rentokil North America Inc	Technical Services	\$892.46
102398	Rhiannon Shae Stutts	Mileage	\$63.70
102399	Rons Music	Supplies	\$304.00
102400	Scholastic Inc	Supplies	\$2,179.46
102401	School Specialty Inc	Supplies	\$83.56
102402	Shar Products Company	Supplies	\$2,040.61
102403	Sherwin Williams Company	Supplies	\$26.76
102404	Soliant Health LLC	Prof Services	\$41,164.07
102405	Staples Business Credit	Instructional Materials	\$1,239.36
102406	Stelling Brass & Winds	Supplies	\$906.50
102407	Vivian Mendoza Johnson	Mileage	\$46.41
102408	Abby Elsbury	Supplies	\$24.85
102409	Allo Communications LLC	Telecommunications	\$1,571.05
102410	Border States Industries Inc	Supplies	\$5,167.47
102411	Capital Business Systems Inc	Technical Services	\$23,938.78
102412	CDW Government	Software	\$2,820.00
102413	Center for Internet Security Inc	Dues & Fees	\$4,995.00
102414	City of Grand Island - Solid Waste	Utility Services	\$29.26
102415	Cline Williams Wright Johnson	Legal Services	\$5,712.50
102416	Column Software PBC	Advertising	\$332.00
102417	Communications Engineering	Technical Services	\$100.00
102418	Communications Supply Corp	Services	\$2,512.08
102419	Computer Hardware	Technology Supplies	\$2,260.00
102420	Construction Rental	Supplies	\$1,800.00
102421	Copycat Instant Printing	Supplies	\$1,224.66
102422	Culligan of Grand Island	Supplies	\$132.20
102423	Danielle Buhrman	Mileage	\$38.22
102424	Deep Space Sparkle Inc	Software	\$3,016.80
102425	District Management Group LLC	Software	\$6,825.00
102426	DJS Air Conditioning and Electrical Inc	Technical Services	\$12,400.00
102427	Drapery Den	Technical Services	\$30.00
102428	DXP Enterprises Inc	Supplies	\$64.06
102429	Eakes Office Solutions	Technology Related Hardware	\$15,861.89
102430	Eberl Plumbing & Drain	Technical Services	\$3,706.00
102431	Echo Group Inc	Supplies	\$841.18
102432	Educational Service Unit 10	Dues & Fees	\$1,040.00
102433	Engineering Technologies Inc	Technical Services	\$7,445.00
102434	FA Davis Company	Books	\$4,200.00
102435	Fastenal	Supplies	\$534.38
102436	First Bankcard Center/Visa	Supplies	\$8,972.30
102437	First Bankcard Center/Visa	Training	\$1,300.00
102438	Gian Paul Gonzalez LLC	Miscellaneous	\$186.47
102439	Gopher Sport	Supplies	\$604.14
102440	Grand Island Fire Department	Dues & Fees	\$400.00

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102441	Joseph Eckerman	Mileage	\$26.25
102442	Karisa Dubbs	Mileage	\$71.12
102443	Kenneth DeFrank	Mileage	\$62.86
102444	Little Bee Speech Co	Software	\$1,919.84
102445	NAPA Auto Parts	Maintenance	\$1,859.76
102446	Renee Ekhoﬀ	Supplies	\$15.23
102447	Rosemary Gomez	Mileage	\$46.20
102448	Sarah Dramse	Mileage	\$24.78
102449	Shelley Eickhoﬀ	Mileage	\$16.94
102450	Stacie Faber	Mileage	\$93.87
102451	Wholeness Healing Center PC	Training	\$20,800.00
102452	Dan Petsch	Mileage	\$172.34
102453	Margaret McManaman	Mileage	\$81.62
102454	Menards	Supplies	\$704.75
102455	Midwest Alarm Services	Technical Services	\$690.00
102456	Morely Athletic Supply Co Inc	Supplies	\$3,975.62
102457	Nebraska Council of School Administrator	Training	\$435.00
102458	One Source	Technical Services	\$5,987.00
102459	Procure Therapy	Prof Services	\$18,139.78
102460	R8 Productions LLC	Supplies	\$2,800.00
102461	Raptor Technologies, LLC	Supplies	\$6,555.50
102462	Rentokil North America Inc	Technical Services	\$1,053.70
102463	School Mate	Supplies	\$40.30
102464	Sherwin Williams Company	Supplies	\$77.51
102465	Soliant Health LLC	Prof Services	\$14,295.63
102466	Solution Tree LLC	Software	\$2,533.00
102467	Southwest Strings	Supplies	\$616.69
102468	Super Saver	Supplies	\$51.86
102469	Super Saver Five Points	Supplies	\$1,309.50
102470	Toni Palmer	Mileage	\$97.16
102471	US Postal Service (Quadient POC)	Postage	\$4,000.00
102472	Brenda Villa Estrada	Supplies	\$50.00
102473	Cash-Wa Distributing	Food	\$38,378.56
102474	Central Nebraska Refrigeration	Maintenance	\$2,000.35
102475	Chesterman Company	Food	\$687.35
102476	Crystal Rainforth	Supplies	\$50.00
102477	Culligan of Grand Island	Supplies	\$176.60
102478	Goodwin Tucker	Maintenance	\$279.95
102479	Greenberg Fruit Company	Produce	\$10,419.93
102480	Hanh Thanh Thach	Supplies	\$50.00
102481	Hiland Dairy Foods Company LLC	Milk	\$17,704.01
102482	Hobart	Maintenance	\$130.00
102483	Pan-O-Gold Baking	Bread	\$1,262.65
102484	Peterson Farms Fresh Inc	Produce	\$2,837.52

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102485	Shoes for Crews LLC	Supplies	\$541.38
102486	Suzanne Marie Amerson	Supplies	\$0.00
102487	US Foods - Grand Island	Food	\$28,524.38
102488	95 Percent Group INC	Supplies	\$324.50
102489	Ace Hardware	Supplies	\$94.50
102490	AKRS Equipment Solutions Inc	Supplies	\$302.52
102491	Alison Zitterkopf	Supplies	\$43.82
102492	All Star Auto Glass of Grand Island	Supplies	\$1,561.24
102493	Alyssa Beck Cardona Alexander	Training	\$359.00
102494	Amber High	Mileage	\$122.22
102495	Ambutech	Supplies	\$102.79
102496	Ameresco INC	Technical Services	\$4,750.00
102497	Apple Computer Inc	Services	\$3,265.78
102498	Barco Municipal Products Inc	Supplies	\$2,192.00
102499	BerganKDV LLC	Auditing Services	\$15,000.00
102500	Beth Hubl	Mileage	\$19.53
102501	BG Peterson Co	Supplies	\$221.11
102502	Border States Industries Inc	Supplies	\$661.44
102503	Brackers Good Earth Clays Inc	Supplies	\$1,944.00
102504	Burk's Piano Service	Technical Services	\$365.00
102505	Cannon Moss Brygger & Assoc	Technical Services	\$2,045.00
102506	Cara Kuhl	Mileage	\$61.04
102507	Caroline Voss	Training	\$166.20
102508	CDW Government	Software	\$16,762.70
102509	Central Community College	Books	\$825.00
102510	City of Grand Island	Supplies	\$2.00
102511	Communications Engineering	Supplies	\$10,622.00
102512	Connie Voss	Mileage	\$60.55
102513	Construction Rental	Supplies	\$410.00
102514	Crescent Electric Supply	Supplies	\$208.83
102515	Dallas Love	Mileage	\$50.19
102516	Dayana Calcines Batista	Mileage	\$24.64
102517	Dee Ann Hanssen	Training	\$470.90
102518	Dobesh Land Leveling	Supplies	\$3,480.00
102519	Educational Service Unit 10	Training	\$340.00
102520	Essential Personnel Inc	Services	\$520.16
102521	Friendzy Inc	Software	\$4,159.00
102522	Grand Island Public Schools Nutrition Sv	Food	\$48.00
102523	Great Lakes Sports	Supplies	\$701.60
102524	Greater Nebraska Superintendent	Dues & Fees	\$250.00
102525	Grones Outdoor Power & Battery	Supplies	\$149.76
102526	Gustave A Larson Company	Supplies	\$18,942.91
102527	Heinemann Publishing	Training	\$96.45
102528	Hesselgesser Electric	Supplies	\$3,260.89

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102529	Holiday Express	Transportation	\$8,875.00
102530	Hooker Bros Sand & Gravel Inc	Supplies	\$204.75
102531	ID Wholesaler	Supplies	\$813.92
102532	Idea Express Group Inc	Supplies	\$1,029.18
102533	Interstate All Battery Center	Supplies	\$350.31
102534	Island Indoor Climate	Supplies	\$166.00
102535	Island Sprinkler Supply	Supplies	\$2,108.72
102536	IXL Membership Services	Software	\$8,823.13
102537	Jeff Westerby	Mileage	\$41.58
102538	Jennifer Hahn	Mileage	\$160.58
102539	Jessica Enck	Mileage	\$51.80
102540	Jhony Azada	Training	\$43.36
102541	Johnson Hardware	Supplies	\$183.00
102542	Joseph Eckerman	Mileage	\$103.67
102543	JW Pepper Son Inc	Supplies	\$582.99
102544	Kaplan Early Learning Co	Supplies	\$4,131.95
102545	Karisa Dubbs	Mileage	\$108.01
102546	Karma L Lewandowski	Mileage	\$19.53
102547	Kearney Quality Sew and Vac Inc	Miscellaneous	\$1,197.78
102548	Kelly Supply Co	Supplies	\$706.41
102549	Kennedy Industries	Supplies	\$406.20
102550	Kenneth DeFrank	Mileage	\$79.38
102551	Kidwell Inc	Technical Services	\$10,500.00
102552	Kristin Watson	Mileage	\$9.31
102553	Kylee-Joe Thompson	Mileage	\$85.96
102554	Legacy Outdoor Advertising LLC	Advertising	\$725.00
102555	Lightspeed Technologies Inc	Supplies	\$48.00
102556	Madison Lewis	Mileage	\$77.35
102557	Mary Teichmeier	Training	\$166.20
102558	Meg Trout	Mileage	\$60.27
102559	Megan Haugh	Mileage	\$10.36
102560	Megan Jo Ahrens	Mileage	\$38.15
102561	Meleny Lopez	Mileage	\$13.86
102562	Michelle Dorszynski	Mileage	\$95.90
102563	Morgan Wheeler	Software	\$20.00
102564	Opal J Bentley	Mileage	\$43.82
102565	Rebecca Gimpel	Mileage	\$44.38
102566	Rebecca Waind	Software	\$20.00
102567	Rosemary Gomez	Mileage	\$89.81
102568	Sarah K Henry	Mileage	\$66.85
102569	School Fix	Supplies	\$208.95
102570	Stacie Faber	Mileage	\$84.07
102571	T C Ceilings Inc	Technical Services	\$482.40
102572	Teacher Synergy LLC	Supplies	\$29.97

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102573	Terry Hastings	Mileage	\$16.31
102574	The Hearing Clinic Inc	Prof Services	\$176.00
102575	The Home Depot Pro	Custodial Materials	\$30,803.77
102576	The Violin Shop in Lincoln Inc	Prof Services	\$744.35
102577	The Write Tools LLC	Training	\$13,875.00
102578	Titan Machinery Inc	Supplies	\$7,403.33
102579	TK Elevator Corporation	Technical Services	\$1,865.37
102580	Tom Dinsdale Chevrolet Cadillac	Maintenance	\$565.49
102581	Trausch Dynamics	Supplies	\$8.04
102582	Tri-Cities Roofing and Sheet Metal	Technical Services	\$1,883.96
102583	Tyler Technologies Inc	Training	\$580.00
102584	Uline	Supplies	\$2,072.17
102585	UniFirst Corporation	Technical Services	\$687.42
102586	University of Nebraska Lincoln	Miscellaneous	\$175.00
102587	Verizon Wireless	Telecommunications	\$1,640.63
102588	Vernier Software & Technology	Supplies	\$149.00
102589	Victor Outdoor Advertising	Advertising	\$675.00
102590	Village Cleaners	Technical Services	\$874.82
102591	Virco Inc	Supplies	\$1,946.50
102592	Voyager Sopris Learning Inc	Books	\$299.20
102593	Wayside Publishing	Books	\$1,138.50
102594	WEWILLWRITE INC	Software	\$594.00
102595	White Cap	Supplies	\$3,098.17
102596	Winsupply of Grand Island	Supplies	\$7,510.99
102597	WobbleWorks Inc	Supplies	\$359.94
102598	Woodwards Disposal Service Inc	Utility Services	\$770.00
102599	Yandas Music	Other Equipment	\$1,710.00
102600	Ziller Tile Center	Supplies	\$51.50
102601	Grand Island Public Schools Activity Fun	Miscellaneous	\$6,000.00
102602	Super Saver Five Points	Miscellaneous	\$23.88
102603	Pamela Rivera	Mileage	\$11.20
102605	Ace Hardware	Supplies	\$242.40
102606	Ana Trejo	Prof Services	\$100.00
102607	Apple Computer Inc	Technology Supplies	\$427.95
102608	Awards Plus	Supplies	\$63.13
102609	Barco Municipal Products Inc	Supplies	\$1,454.00
102610	Brand's	Supplies	\$497.53
102611	Capital Business Systems Inc	Technical Services	\$329.06
102612	CDW Government	Technology Supplies	\$15,044.68
102613	Copycat Instant Printing	Supplies	\$86.00
102614	Council For Excep Children	Dues & Fees	\$139.00
102615	D'Jonee Holmes	Prof Services	\$100.00
102616	Drapery Den	Supplies	\$1,289.00
102617	Eakes Office Solutions	Supplies	\$136.44

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102618	Easy Way Safety Services, Inc.	Supplies	\$320.00
102619	Eberl Plumbing & Drain	Technical Services	\$1,475.00
102620	Echo Group Inc	Supplies	\$364.70
102621	Emily Armstrong	Mileage	\$146.51
102622	Essential Personnel Inc	Services	\$181.12
102623	Everway LLC	Software	\$35,515.92
102624	Fastenal	Supplies	\$59.48
102625	Gottlob Asphalt, LLC	Technical Services	\$7,348.00
102626	Grainger	Supplies	\$250.62
102627	Grand Island Utilities Dept	Electricity	\$117,429.57
102628	Gustave A Larson Company	Supplies	\$325.54
102629	Instructional Coaching Group	Training	\$400.00
102630	Interstate All Battery Center	Supplies	\$15.00
102631	Island Sprinkler Supply	Supplies	\$566.78
102632	Jade Blanco	Prof Services	\$100.00
102633	John Harder	Parental Mileage	\$25.48
102634	Johnson Hardware	Supplies	\$1,965.00
102635	Jordyn Hite	Mileage	\$38.08
102636	Journeyed-Microsoft LAR	Software	\$5,409.00
102637	Juan Camacho	Prof Services	\$100.00
102638	Karma L Lewandowski	Mileage	\$61.39
102639	Kelly Supply Co	Supplies	\$55.21
102640	Kristin Watson	Mileage	\$35.84
102641	Lauren Grecsek	Mileage	\$100.17
102642	Literacy Resources LLC	Supplies	\$112.00
102643	Little Bee Speech Co	Software	\$110.00
102644	Loria Thunker	Mileage	\$71.89
102645	Lynn Bender	Mileage	\$9.59
102646	NAPA Auto Parts	Maintenance	\$387.86
102647	Pamela L Tillman	Mileage	\$17.36
102648	Ruth Abigail Hormachea	Mileage	\$42.56
102649	Sara Yount	Mileage	\$33.39
102650	Sarah Dramse	Mileage	\$75.46
102651	Sarah K Henry	Mileage	\$177.24
102652	Savannah Kok	Mileage	\$21.91
102653	Senior High School Petty Cash	Supplies	\$354.33
102654	Summer Bartunek	Mileage	\$10.29
102655	Suzann Faye Bouray	Mileage	\$29.12
102656	The Home Depot Pro	Custodial Materials	\$5,573.05
102657	The Violin Shop in Lincoln Inc	Supplies	\$307.64
102658	Tobii Dynavox LLC	Software	\$171.74
102659	Trausch Dynamics	Supplies	\$479.70
102660	Ventris Learning LLC	Supplies	\$320.00
102661	Village Cleaners	Technical Services	\$254.80

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102662	Wauneta Fletcher	Prof Services	\$100.00
102663	West Music Co	Supplies	\$116.99
102664	Westside Lanes	Supplies	\$19.50
102665	Winsupply of Grand Island	Supplies	\$130.47
102666	Yainelys Rodriquez Hernandez	Prof Services	\$100.00
102667	Young Womens Christian Assoc	Advertising	\$300.00
102668	Hiland Dairy Foods Company LLC	Milk	\$21,086.58
102669	Abby Stoddard	Mileage	\$37.38
102670	Alexander Michel	Mileage	\$49.28
102671	Amanda Smith	Mileage	\$34.30
102672	Amazon Cap Services Inc	Supplies	\$9,742.50
102673	Anneris Shafer	Mileage	\$52.08
102674	Brooke E Summers	Prof Services	\$100.00
102675	Bryanna Metteer	Prof Services	\$100.00
102676	Calvin Noziska Joseph	Mileage	\$22.47
102677	Danny Oberg	Rental	\$3,400.00
102678	Jenny Lynn Rother	Mileage	\$188.30
102679	Joni Pritchard	Mileage	\$142.24
102680	Jordon Messersmith	Mileage	\$91.77
102681	Katelin Probasco	Mileage	\$20.30
102682	Marenem Inc	Supplies	\$221.93
102683	Marty Markvicka	Mileage	\$61.32
102684	Matthew Prinzing	Prof Services	\$100.00
102685	Menards	Supplies	\$685.19
102686	Midwest Alarm Services	Technical Services	\$234.70
102687	NanoPac Inc	Supplies	\$523.00
102688	NATM	Training	\$400.00
102689	Nebraska Council of School Administrator	Training	\$190.00
102690	Nebraska Fire Sprinkler Corp	Prof Services	\$160.00
102691	Nichola Dye	Miscellaneous	\$61.45
102692	Nicole Marie Ninemire	Mileage	\$14.00
102693	Office Depot	Supplies	\$444.33
102694	Pamela Stubblefield	Mileage	\$49.35
102695	Panchita Portillo	Mileage	\$84.42
102696	Platte Valley Communications	Supplies	\$339.60
102697	Policy Studies Associates Inc	Prof Services	\$20,163.00
102698	Pomp's Tire Service Inc	Supplies	\$19.26
102699	Reams Sprinkler Supply Co	Supplies	\$466.56
102700	Rentokil North America Inc	Technical Services	\$430.61
102701	Rooted Books and Gifts LLC	Books	\$15,400.00
102702	Sadie Schrader	Mileage	\$33.81
102703	Sapp Bros Inc	Supplies	\$2,148.50
102704	Scholastic Inc	Supplies	\$118.75
102705	School Outfitters	Instructional Materials	\$611.79

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
102706	Securly Inc	Software	\$11,662.00
102707	Shanna Randall	Prof Services	\$100.00
102708	Shayla Prinzing	Prof Services	\$100.00
102709	Sherwin Williams Company	Supplies	\$365.91
102710	Sonova USA Inc.	Technology Supplies	\$127.99
102711	State Glass Inc	Supplies	\$266.00
102712	State Of Nebraska State Fire Marshal	Dues & Fees	\$72.00
102713	SysCloud Inc	Software	\$13,824.00
102714	Tonia Schmall	Mileage	\$74.69
102715	Amazon Cap Services Inc	Supplies	\$133.98
102716	Blanca Estela Almaguer	Mileage	\$34.72
102717	Bosselman Energy Inc	Supplies	\$93.74
102718	Carla Dominguez	Mileage	\$8.05
102719	Carolyn Arends	Mileage	\$48.72
102720	Cash-Wa Distributing	Food	\$45,725.11
102721	Central Nebraska Refrigeration	Maintenance	\$4,446.83
102722	Chesterman Company	Food	\$242.89
102723	Cynthia Montes	Mileage	\$38.92
102724	Denise Bone	Mileage	\$83.40
102725	Greenberg Fruit Company	Produce	\$4,399.23
102726	Heather Gilliland	Mileage	\$31.36
102727	Hobart	Maintenance	\$130.00
102728	Jeanne Koehn	Mileage	\$37.80
102729	Ketty Quintana Carvajal	Supplies	\$50.00
102730	Kimberly Clegg	Mileage	\$35.91
102731	Margarita Loza Olivarez	Mileage	\$38.50
102732	Maria Lopez Gonzalez	Supplies	\$50.00
102733	Marissa Roush	Mileage	\$21.91
102734	Midwest Restaurant Supply LLC	Maintenance	\$149.95
102735	Migdalia Raymundo	Supplies	\$46.98
102736	National Food Group Inc	Food	\$4,623.20
102737	Nicole Enck	Mileage	\$80.64
102738	Nicole Lemburg	Mileage	\$37.17
102739	Pamela Rivera	Mileage	\$13.44
102740	Pan-O-Gold Baking	Bread	\$1,706.40
102741	Peterson Farms Fresh Inc	Produce	\$2,364.60
102742	Suzanne Marie Amerson	Supplies	\$39.98
102743	Teresa Abuwisha	Mileage	\$28.98
102744	Theresa McCarthy	Mileage	\$35.00
102745	Tisha Marie Adams	Mileage	\$51.87
102746	US Foods - Grand Island	Food	\$38,064.16
	Nemaha Sports Construction LLC	Construction	\$215,141.59
	Hamilton Information Systems Inc	Computer Hardware	\$185,843.07
	Central Nebraska Education Agency	Lease Payment	\$45,000.00

Grand Island Public Schools

Claims Listing

October 9, 2025

Reference No	Payee	Description	Amount
	Holiday Express	Transportation	\$158,271.42
	Midwest Floor Covering Inc	Flooring Barr	\$105,267.76
	Skyview Tree Service LLC	Tree removal	\$33,537.00
	Prime Secured	Computer Hardware	\$88,266.40
	Johnson Hardware	Software upgrade	\$118,114.00
	Skyview Tree Service LLC	Tree removal	\$41,235.00
			<u>\$3,248,282.55</u>
15-Sep-25		Payroll	\$9,850,780.82
			<u>\$13,099,063.37</u>

GRAND ISLAND PUBLIC SCHOOLS

6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES

Subject to approval by the Superintendent of Schools or designee, staff may be granted temporary leave for the following purposes. Such temporary leave shall not be chargeable to cumulative leave days, and the teacher shall receive full pay.

- Courts or Jury Duty. Staff may be granted leave to appear in court to answer a jury summons, or for reasons other than personal neglect or violation of law. The amount paid for jury duty or witness fees, if any, shall be deducted from the teacher's regular pay. (See also Policy 6339)
- Curriculum. Staff may be granted temporary leave to participate on a school project within the school system.
- Professional. Staff may be granted temporary leave to pursue professionally related activities such as attendance at an approved state or national meeting. (See also Policy 6610)
- Visitation. Staff may be granted temporary leave to observe for professional purposes a person or school program. Membership on an accreditation team would be an example.
- School Business. Staff may be granted temporary leave to conduct business for the school system at the direction of the Superintendent.

Cross Reference: Policy 6339 JURY DUTY
Policy 6610 PROFESSIONAL STAFF TRAINING

Policy Adopted: 03/5/1979
Policy Reviewed: 01/11/1993
Policy Reviewed: 05/20/2016
Policy Reviewed: ??/??/????

GRAND ISLAND PUBLIC SCHOOLS

6339 JURY DUTY

Staff members shall not be subject to discharge, loss of pay, loss of sick leave, loss of vacation time, or any other form of penalty on account of absence from employment by reason of jury duty.

The district shall reduce the pay of an employee by an amount equal to any compensation, other than expenses, paid by the court for jury duty.

Legal Reference: Neb. Statute §25-1640

Policy Adopted: 03/05/1979

Policy Revised: 07/13/1992

Policy Revised: 05/12/2016

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

GRAND ISLAND PUBLIC SCHOOLS

6410 NONDISCRIMINATION (Staff)

It is the policy of ~~the~~ Grand Island Public Schools to hire well-qualified people to perform the many tasks necessary to provide a quality education for our students.

Equal opportunities will be extended to all employees and applicants for employment who meet the qualifications established for a given position. The district will not discriminate against any employee or applicant on the basis of race (including skin color and protective hairstyles, which could include but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs or head wraps), color, religion, veteran or military status, national origin, ethnicity, sex or gender, sexual orientation, marital status, pregnancy, childbirth or related medical condition, age, intellectual or physical disability, or other protected status.

This policy of equal opportunity will apply to all personnel areas including, but not limited to:

- 1) Recruitment
- 2) Selection and hiring criteria and practices
- 3) Transfer and promotion
- 4) Demotion, termination, reduction in force, and recall
- 5) Compensation
- 6) Working conditions
- 7) Benefits
- 8) Training

Grand Island Public Schools may use an individual's criminal conviction history in making hiring decisions. In such instances, consideration shall be given to the following:

- 1) The essential job requirements and the actual circumstances under which the job is performed including, but not limited to, the level of supervision, oversight and interaction with co-workers or students;
- 2) The nature and seriousness of the criminal conduct that may demonstrate unfitness for performing the job with the facts surrounding the conduct being particularly relevant;
- 3) The age of the applicant at the time of the criminal conduct in relation to the present;
- 4) When the criminal conduct occurred in relation to the present;
- 5) The applicant's efforts at rehabilitation; and,
- 6) Whether there is a close relationship between the criminal conduct and the job that negatively affects the safe and efficient educational environment.

The individual shall be informed that he or she may be excluded from employment because of past criminal conduct and shall be given an opportunity to demonstrate eligibility for hiring because of his or her particular circumstances or that the considerations as applied are not job related and consistent with a safe and efficient educational environment. A record shall be kept noting the justification for a refusal to hire.

References: *Title IX, Education Amendments of 1972*
Title VII of the Civil Rights Act of 1964, as amended
Age Discrimination in Employment Act of 1975
Section 504 of the Rehabilitation Act of 1973
Title II, Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Neb. Rev. Stat. § 48-1101

See also Policy 1310 NONDISCRIMINATION; 1310.1 Administrative Guidelines; 1310.2 Complaint Form

Policy Adopted: 03/01/1976
Policy Revised: 06/08/1992
Policy Revised: 11/14/2011

GRAND ISLAND PUBLIC SCHOOLS

Policy Revised: 03/17/2014

Policy Revised: 01/14/2016

Policy Revised: 11/12/2020

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

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

Title: Dr. 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

6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

~~The~~ Grand Island Public Schools (hereafter referred to as the district) is committed to offering employment based upon ability and performance in a discrimination free environment.

It shall be the policy of the district to assure equal employment opportunities to all applicants and employees by prohibiting discriminatory practices. In all employment activities, including, but not limited to, hiring, promotions, transfers, training, compensation and termination, the district is an equal opportunity, affirmative action employer. The district will employ the best qualified applicant for each position without regard to sex, physical or intellectual disability, race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, **weaves, wigs** and head wraps), color, religion, veteran **or military** status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms conditions, or privileges of employment, because of such individual's sex, disability, race, color, religion, veteran **or military** status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status. The district will make reasonable accommodations for the physical and intellectual limitations of otherwise qualified employees or applicants unless it can be demonstrated that such accommodations would impose an undue hardship on the functioning of the district. This policy also prohibits practices, policies, and procedures which result in disparate or unfair treatment.

Every school board member, administrator, and employee will comply with the provisions of this policy within the assigned areas of responsibility. There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

Any applicant or employee who believes that the provisions of this policy have not been appropriately administered will bring such matters to the attention of the Superintendent of Schools.

A copy of this policy will be distributed to all employees and new employees at the time of hire.

Legal Reference: *42 U.S.C. Ch 126 (Equal Employment for Individuals with Disabilities)*
 29 U.S.C. 706(8), 794, 794a, 794b (Rehabilitation Act of 1973)

Policy Adopted: 07/08/1991
Policy Revised: 01/14/2016
Policy Revised: 11/11/2021
Policy Revised: ??/??/????

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

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GRAND ISLAND PUBLIC SCHOOLS

Phone number: 308-385-5900

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

Office address:

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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.

6420 CERTIFIED STAFF HIRING

~~The~~ Grand Island Public Schools has the legal responsibility to approve the employment of all staff. While this responsibility cannot be waived, the Board assigns to the superintendent or designee the process of recruiting and selection of staff members. In carrying out this responsibility, the superintendent or designee will involve various administrative and teaching staff members as needed. All staff selected for employment must be recommended by the superintendent or designee and approved by the Board. To aid in obtaining the best possible staff members for our schools, the Board adopts the following general criteria which shall be utilized in the selection process for initial employment:

- The district will employ the best qualified applicant for each position without regard to sex or gender, sexual orientation, physical or intellectual disability, race (including skin color and protective hairstyles, which could include but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps), color, religion, veteran or military status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms conditions, or privileges of employment, because of such individual's sex or gender, sexual orientation, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status.
- **All** Teaching and administrative candidates shall be endorsed by the State of Nebraska in a field appropriate for the particular assignment.
- Emphasis in the selection of candidates for teaching positions will be placed upon overall performance averages in the respective colleges of attendance, with special attention to achievement in major fields, recommendations of previous employers, performance on a structured interview, and other qualifications needed for specialized tasks of teaching or extracurricular sponsorships.
- The highest quality of instruction is enhanced by a staff with a wide variation in educational preparation, background, and previous experience. Concerted efforts will be exerted to maintain this variation in the staff.
- Vacancy specific criteria will be circulated widely concerning the necessary credentials and competencies required for the position in question.

The employment of any staff member is not official until the contract is approved by the Board and signed by the candidate. The employment sequence shall be as follows:

1. A verbal offer and tender of a written contract to the candidate.
2. Verbal acceptance and signing of the contract by the candidate.
3. Approval of the candidate by the Board of Education and signature of the contract by the Board President.
4. The return of the co-signed contract to the candidate.

Policy Adopted: 03/05/1979

Policy Revised: 06/13/1994

Policy Revised: 05/12/2016

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

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

**STAFF ADJUSTMENT
10/09/2025**

Certified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Abbey Arndt	SE Resource Room .4973 FTE/Shoemaker	BA+00 -02	UNK	01/05/2026	Open Position
Brenda Cochran	Elementary Media Assist .2967 FTE/Lincoln	MA+36 -11	UNK	10/20/2025	L. Solkey (long term sub)
Miranda Hansen	Apprentice Teacher .4973 FTE/TBD	BA+00 -02	Wayne State College	01/05/2026	New Positon
Julie Hehnke	Library Media Specialist .5561 FTE/West Lawn	MA+45 -11	Chadron State College	10/20/2025	S. White
Gordona Howell	Apprentice Teacher .4973 FTE/TBD	BA+00 -02	Wayne State College	01/05/2026	New Position

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Derek Birling	Baseball Reserve Asst/GISH	09/15/2025	J. Clancy
Abigail Bloom	Asst Vocal Show Band/GISH	09/19/2025	K. Welk
Katelyn Weseman	Speech Coach/Sponsor/Walnut *Correction: Incorrectly listed as Barr on Sept Staff Adjustment	08/14/2025	New position

Classified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Caleb Armell	Food Svc Dishwasher/.3750 FTE/Barr	10/16/2025	M. Covarrubias
Patrick Cruz	Crossing Guard/.3125 FTE/Knickrehm	09/12/2025	K. Hill

Kristeen Davies	Elem & Ms Para/.8750 FTE/Wasmer	10/06/2025	S. Loeffelholz
Julissa Estrada M	Paraed Inst Suppt/.9375 FTE/Newell	09/12/2025	A. Stockton
Aleida Fernandez G	Asst Cust Sr High/1.0 FTE/GISH	09/15/2025	S. Castillo G
Cindy Garcia	Elm & MS Para/.9375 FTE/Howard	10/06/2025	S. Augustyn
Brady Hoffman	Paraed Inst Suppt/.9375 FTE/Barr	09/23/2025	S. Guzinski & J. Griess
Yusmara Jimenez M	Bilingual Para ESL/.5375 FTE/Howard	09/29/2025	A. Erives
Carol Kenyon	Food Svc Dishwasher/.5000 FTE/Westridge	09/11/2025	A. Martinez
Ashlynn Nikodym	Elem & MS Para/.8125 FTE/Newell	10/13/2025	S. Moran
Megan E Patro	Regist Behavior Tech/1.0 FTE/SE Dept	09/11/2025	C. Gits
Carla Rivas	Asst Cus Sr High/1.0 FTE/GISH	10/06/2025	E. Serrano
Aura Sanchez A	Food Svc Dishwasher/.5000 FTE/Westridge	10/13/2025	C. Kenyon
Amber SanMartin	Bilingual Para ESL/1.0 FTE/Stolley Park	10/01/2025	J. Aragon
Madeline Stratman	Elem & MS Para/.8125 FTE/Jefferson	10/01/2025	L. Wieser
Evan Westpfahl	Nut Svcs Manager MS/1.0 FTE/Westridge	09/15/2025	M. Kenney

Administrative/Certified Separations

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

Certified Extra Standard Separations

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>
Clinton Felber	Weight Training-Fall/Barr	05/23/2025
Katherine Welk	Asst Vocal Show Band/GISH	09/19/2025

Classified Separations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>
Maria Covarrubias	Food Svc Dishwasher/.3750 FTE/Barr	09/26/2025
Jose L Flores	Asst Cust Elem/1.0 FTE/Starr	10/17/2025
Rose Garcia	Elem Media Asst/1.0 FTE/Howard	09/19/2025
Donald Giltz	Paraed Inst Suppt/.9375 FTE/Starr	10/02/2025
Steven Harris	Cust Night Supervisor Sr/1.0 FTE/GISH	09/19/2025
Carol Kenyon	Food Svc Dishwasher/.500 FTE/Westridge	09/18/2025
Claudia Philbeck	Bilingual Para ESL/1.0 FTE/Stolley Park	09/08/2025
Lynne Smith	Parapro Campus Mont/1.0 FTE/GISH	11/07/2025
Trudy Smith	Cust Night Supvrsr MS/1.0 FTE/ Barr	10/02/2025
Edward Vasquez	Asst Cust MS/1.0 FTE/Barr	10/02/2025

Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Joan Wanjiru Njoroge	Resource Room/1.0 FTE Gates	Resource Room/1.0 FTE Engleman	09/15/2025	Due to numbers
Ruth Palma Alonso	Kindergarten/1.0 FTE Jefferson	Third Grade/1.0 FTE Jefferson	08/15/2025	Open Position
Katelin Probasco	Speech Language Path/ 0.2FTE Dodge/0.8FTE Newell	Speech Language Path 1.0 FTE/Newell	09/29/2025	Open Position

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>
Marvin Avila V	Asst Cust Elem/1.0 FTE/ OLC	Assct Cust Elem/1.0 FTE/ Starr	10/06/2025	J. Flores
Julisa Guzman Rivera	Elem & MS Para/.9375 FTE/ Lincoln	Elem & MS Para/.5000 FTE/ Lincoln	09/30/2025	Change in Hrs
Shana Loeffelholz	Elem & MS Para/.8750 FTE/ Wasmer	Parade Inst Suppt/.9375 FTE/ Wasmer	9/23/2025	B. Shipp-W
Eric Serrano	Asst Cust Sr High/1.0 FTE/ GISH	Cust Night Supvsr Sr/1.0 FTE/ GISH	09/22/2025	S. Harris
Brianna Shipp-Weekley	Paraed Inst Suppt/.9375 FTE/Wasmer	Paraed Inst Suppt/.9375 FTE/ Barr	09/12/2025	B.Shipp-W
Rachel Williams	Paraed Inst Suppt/.9375 FTE/ Jefferson	Paraed Inst Suppt/.9375 FTE/ West Lawn	09/12/2025	Open

Certified Special Assignment

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

Certified Special Assignment Separations

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

Certified Requests for Leave of Absence

<u>Name</u>	<u>Assignment/School</u>	<u>Date of Leave</u>	<u>Reason</u>
NONE.			

Salary Schedule Movement for the 2025-2026 School Year

<u>Name</u>	<u>FTE</u>	<u>Assignment/Building</u>	<u>Salary Schedule Movement</u>		
Ackerson, Chad	1.0	Science/Westridge	MA+18 Step 9	to	MA+27 Step 9
Alberts, Brenda	1.0	Fourth Grade/Howard	MA+09 Step 7	to	MA+18 Step 7
Alcorn, Keyle	1.0	Online Support/Remote	BA+00 Step 7	to	BA+09 Step 7
Ackerson, Chad	1.0	Science Teacher/Westridge	MA+18 Step 9	to	MA+27 Step 9
Alberts, Brenda	1.0	Fourth Grade/Howard	MA+09 Step 7	to	MA+18 Step 7
Alcorn, Keyle	1.0	Online Support/GISH	BA+00 Step 7	to	BA+09 Step 7
Allan, Jazmin	1.0	Counselor/Gates	BA+36 Step 2	to	MA+09 Step 3
Anderson, Kiersten	1.0	English/Westridge	BA+09 Step 2	to	BA+18 Step 3
Anderson, Nicole	1.0	SE Resource Room/Wasmer	MA+09 Step 9	to	MA+18 Step 9
Anderson, Rochelle	1.0	Counselor/Starr	MA+36 Step 11	to	MA+45 Step 11
Anderson, Ryan	1.0	Physical Education/Jefferson	MA+27 Step 9	to	MA+36 Step 10
Atkins, June	1.0	First Grade/Dodge	MA+00 Step 7	to	MA+09 Step 8
Auprelee, Bailey	1.0	Second Grade/Shoemaker	MA+27 Step 9	to	MA+45 Step 10
Azada, Jhony	1.0	Science Teacher/GISH	MA+00 Step 9	to	MA+18 Step 9
Bailey, Emily	1.0	Third Grade/Gates	MA+00 Step 8	to	MA+09 Step 9
Bergholz, Michelle	1.0	EL Newcomer/Stolley Park	MA+00 Step 3	to	MA+27 Step 4
Beske, Timberly	1.0	SE Resource Room/Howard	BA+09 Step 2	to	BA+27 Step 3
Bishop, Katie	1.0	Fifth Grade/Engleman	MA+00 Step 9	to	MA+09 Step 9
Boeselager, Holly	1.0	Social Studies/GISH	BA+09 Step 3	to	MA+00 Step 4
Bokowksi, Lauren	1.0	SE Resource Room/Westridge	MA+18 Step 9	to	MA+27 Step 9
Bombeck, Amy	1.0	EL C&I Specialist/Title III/LEP	MA+18 Step 9	to	MA+27 Step 9
Bonczynski, Amanda	1.0	SE Resource Room/Barr	MA+00 Step 5	to	MA+18 Step 6
Boyer, Jocelyn	1.0	Science/Westridge	BA+18 Step 7	to	BA+27 Step 7
Bruns, Emilee	1.0	SE Resource Room/GISH	MA+18 Step 8	to	MA+36 Step 9
Campbell, Shane	1.0	Counselor/Walnut	BA+36 Step 7	to	MA+00 Step 8
Canfield, Faviola	1.0	Social Studies/Walnut	BA+18 Step 7	to	MA+00 Step 8
Caraway, Joan	1.0	Science/Westridge	MA+36 Step 10	to	MA+45 Step 11
Carlson, Barry	0.5 0.5	English/Westridge Social Studies/Westridge	MA+36 Step 10	to	MA+45 Step 11
Carlson, Brenda	1.0	Fourth Grade/Lincoln	MA+36 Step 9	to	MA+45 Step 10
Cellar, Kaylee	1.0	English/GISH	BA+27 Step 7	to	MA+00 Step 8
Cerda Oropeza, Hector	1.0	EL Newcomer/Barr	BA+00 Step 7	to	BA+09 Step 7
Chmelka, Valerie	1.0	Library Media Spec/Dodge	MA+18 Step 9	to	MA+27 Step 9
Christensen, Madilyn	1.0	Second Grade/Wasmer	BA+09 Step 5	to	BA+18 Step 6

Cirila, Erika	1.0	Kindergarten/Lincoln	MA+00 Step 7	to	MA+18 Step 8
Corman, Jill	1.0	Third Grade/Jefferson	MA+27 Step 9	to	MA+36 Step 10
Cornelius, Patsy	1.0	Fourth Grade/Howard	BA+09 Step 7	to	BA+27 Step 7
Cornelius, Trevor	1.0	Fourth Grade/Knickrehm	MA+18 Step 9	to	MA+36 Step 10
Corona, Taylor	1.0	Second Grade/Gates	MA+18 Step 8	to	MA+27 Step 9
Cossey, Rachel	1.0	Vocal Music/Barr	BA+18 Step 7	to	MA+00 Step 8
Doyle, Patrick	1.0	Strength & Conditioning/GISH	MA+27 Step 9	to	MA+36 Step 10
Dozler, Jennifer	1.0	Kindergarten/Starr	MA+36 Step 10	to	MA+45 Step 11
Earnest, Jordon	1.0	Third Grade/Knickrehm	BA+27 Step 7	to	MA+00 Step 8
Echeverria, Rocio	1.0	EL Teacher/Knickrehm	MA+00 Step 8	to	MA+09 Step 9
Ellerson, Corinne	1.0	English Teacher/GISH	MA+18 Step 9	to	MA+27 Step 9
Ellis, Valerie	1.0	EL Teacher/Howard	MA+09 Step 9	to	MA+18 Step 9
Fernau, Shane	1.0	Counselor/Walnut	MA+36 Step 10	to	MA+45 Step 11
Follmer, Lacey	1.0	Art Teacher/Westridge	MA+27 Step 9	to	MA+36 Step 10
Forbes, Sherri	1.0	Math Teacher/GISH	BA+09 Step 7	to	BA+18 Step 7
Frick, Jenna	1.0	Kindergarten/Starr	BA+00 Step 2	to	BA+09 Step 3
Gardner, Tristen	1.0	Family Cons Science/GISH	BA+27 Step 7	to	MA+00 Step 8
Gearhart, Heather	0.5 0.5	Reading Intervention/Dodge Reading Intervention/Lincoln	MA+18 Step 9	to	MA+36 Step 10
Geiger, Kayla	1.0	Academic Supp Coach/Westridge	MA+27 Step 8	to	MA+36 Step 9
Goettsche, Teresa	1.0	Success Academy/Island Annex	MA+00 Step 9	to	MA+27 Step 9
Grecsek, Lauren	1.0	Teacher of the Deaf	BA+-09 Step 3	to	MA+00 Step 4
Grosvenor, Joshua	1.0	Kindergarten/Wasmer	BA+09 Step 2	to	BA+18 Step 3
Guerrero, Astrid	1.0	EL Teacher/Howard	MA+27 Step 9	to	MA+36 Step 10
Gutierrez, Jessica	1.0	Counselor/Westridge	MA+09 Step 4	to	MA+18 Step 5
Hall, M Jarom	1.0	Business Ed (Non-Voc)/GISH	BA+00 Step 2	to	BA+18 Step 3
Halsey, Cathy	1.0	SE Resource Room/GISH	BA+36 Step 7	to	MA+00 Step 8
Harris, Amy	1.0	Family Cons Science/Walnut	BA+00 Step 7	to	BA+18 Step 7
Harris, Kalsie	1.0	Fourth Grade/Lincoln	BA+09 Step 5	to	MA+00 Step 6
Hawkins, Zachary	1.0	Social Studies/Westridge	MA+36 Step 10	to	MA+45 Step 11
Hehnke, Chandler	1.0	Kindergarten/Howard	BA+00 Step 2	to	BA+09 Step 2
Henley, William	1.0	Financial Literacy/Barr	MA+36 Step 4	to	MA+45 Step 5
Hermance, Andrea	1.0	Academic Supp Coach/Lincoln	BA+36 Step 7	to	MA+00 Step 8
Hermesen, Katherine	1.0	Registered Nurse/Starr	BA+27 Step 7	to	MA+00 Step 8
High, Amber	1.0	Positive Supp Coach/SE Dept	MA+18 Step 9	to	MA+27 Step 9
Hochstetler, Jacqueline	1.0	Art Teacher	MA+09 Step 9	to	MA+27 Step 9
Holys, James	0.5 0.5	Vocal Music/Knickrehm Vocal Music/Wasmer	MA+18 Step 9	to	MA+27 Step 9
Hruskoci, Kayla	1.0	Kindergarten/Engleman	MA+09 Step 9	to	MA+18 Step 9

Huerta, Amelia	1.0	First Grade/Shoemaker	BA+00 Step 2	to	BA+09 Step 3
Hunkins, Jennifer	1.0	First Grade/Knickrehm	MA+36 Step 9	to	MA+45 Step 10
Jenness, Angela	1.0	Fifth Grade/Knickrehm	MA+18 Step 9	to	MA+36 Step 10
Jensen, Alyssa	1.0	Third Grade/Wasmer	BA+00 Step 3	to	BA+09 Step 4
Jessop, Nicklas	1.0	Entrepreneurship/Barr	MA+27 Step 3	to	MA+45 Step 4
Johnson, Abigail	1.0	Social Studies/Walnut	BA+00 Step 4	to	BA+09 Step 5
Johnson, Amanda Jo	1.0	SE Resource Room/Gates	MA+09 Step 8	to	MA+36 Step 9
Johnson, Elyssa	1.0	Mathematics/Barr	BA+27 Step 7	to	MA+00 Step 8
Johnson, Jada	1.0	Success Academy/Islander Annex	BA+27 Step 7	to	MA+27 Step 8
Jonas, Grant	1.0	Social Studies/GISH	MA+09 Step 7	to	MA+18 Step 8
Jonak, Allison	1.0	English Teacher/GISH	BA+27 Step 6	to	BA+36 Step 7
Jones, Kaylie	1.0	Third Grade/Wasmer	BA+18 Step 3	to	MA+00 Step 4
Kemnitz, Bethany	1.0	Kindergarten/Newell	BA+18 Step7	to	BA+27 Step 7
Klute, Kate	1.0	EL Newcomer/Barr	BA+00 Step 2	to	BA+09 Step 3
Knievel, Ashley	1.0	SE Resource Room/Engleman	MA+00 Step 6	to	MA+09 Step 7
Koepke, Marisalynn	1.0	SE Resource Room/West Lawn	MA+09 Step 9	to	MA+18 Step 9
Kramer, Jennifer	1.0	Social Studies/Westridge	MA+09 Step 9	to	MA+18 Step 9
Kraus, Nichole	1.0	EL Newcomer/Walnut	MA+09 Step 9	to	MA+27 Step 9
Lange, Katherine	1.0	SE Resource Room/Westridge	MA+09 Step 9	to	MA+18 Step 9
Laue, Stacy	1.0	English/Walnut	MA+27 Step 9	to	MA+36 Step 10
Lewandowski, Rachel	1.0	First Grade/Knickrehm	MA+27 Step 9	to	MA+36 Step 10
Luth, Celia	1.0	Spanish/GISH	BA+27 Step 7	to	BA+36 Step 7
Martin, Melissa	1.0	SE Resource Room/Jefferson	MA+27 Step 9	to	MA+36 Step 10
McHargue, Annalise	1.0	EL Newcomer/Barr	BA+00 Step 5	to	MA+00 Step 5
Mejia, Luis	1.0	Social Worker/Barr	BA+09 Step 3	to	BA+27 Step 4
Mellema, Season	0.5 0.5	Mathematics/Walnut Science/Walnut	MA+00 Step 5	to	MA+09 Step 6
Mentel, Colleen	1.0	SE Resource Room/Knickrehm	BA+00 Step 5	to	BA+09 Step 6
Meyer, Ashley	1.0	Mathematics/Westridge	MA+36 Step 8	to	MA+45 Step 9
Micek, Ashley	1.0	EL Teacher/West Lawn	MA+00 Step 9	to	MA+09 Step 9
Miller, Brittany	1.0	Fifth Grade/Engleman	MA+00 Step 5	to	MA+09 Step 6
Molt, Julie	0.8 0.2	SE Resource Room/Gates Educational Consultant/SE Dept	MA+09 Step 9	to	MA+18 Step 9
Moritz, Bailee	1.0	SE Resource Room/Howard	MA+00 Step 7	to	MA+27 Step 8
Musgrave, Timothy	1.0	Spanish/GISH	MA+00 Step 4	to	MA+18 Step 5
Myers, Jacob	1.0	Health Education/GISH	BA+00 Step 7	to	BA+09 Step 7
Nelson, Ashli	1.0	Kindergarten/Shoemaker	BA+00 Step 2	to	BA+18 Step 3
Nelson, Brianna	1.0	Academic Supp Coach/Dodge	MA+09 Step 8	to	MA+18 Step 9
Nelson, Jennifer	1.0	Third Grade/Gates	MA+18 Step 9	to	MA+27 Step 9

Nesvara, Nichole	1.0	Social Worker/Starr	MA+27 Step 9	to	MA+36 Step 10
Noakes, Jackson	1.0	Fifth Grade/Jefferson	BA+27 Step 5	to	MA+00 Step 6
Northup, Amber	1.0	Kindergarten/Engleman	MA+09 Step 9	to	MA+18 Step 9
Obermiller, Elizabeth	1.0	SE Resource Room/Engleman	BA+27 Step 6	to	MA+00 Step 7
Olmstead, Mallory	1.0	Physical Education/GISH	BA+09 Step 3	to	BA+27 Step 4
O'Neill, Maddison	1.0	First Grade/Wasmer	BA+27 Step 4	to	MA+00 Step 5
Ortega Garcia, Jacqueline	1.0	Kindergarten/Dodge	BA+18 Step 4	to	MA+00 Step 5
Palma Alonso, Ruth	1.0	Kindergarten/Jefferson	MA+00 Step 6	to	MA+09 Step 7
Pecar, Kimberly	1.0	Social Worker/Lincoln	MA+00 Step 7	to	MA+09 Step 8
Pell, Allison	1.0	First Grade/Dodge	BA+00 Step 4	to	BA+18 Step 5
Penny, Amy	1.0	Second Grade/Knickrehm	MA+00 Step 9	to	MA+18 Step 9
Phinney, Jessica	1.0	English/Walnut	MA+27 Step 9	to	MA+36 Step 10
Piel, Rebekah	1.0	Instr Early Childhood/Starr	BA+00 Step 7	to	BA+18 Step 7
Porter, Erin	1.0	Fifth Grade/Gates	BA+09 Step 5	to	BA+18 Step 6
Pracht, Tiffany	1.0	Third Grade/Shoemaker	BA+00 Step 7	to	BA+09 Step 7
Probasco, Katelin	1.0	Speech Therapy/SE Dept	MA+18 Step 4	to	MA+27 Step 5
Quniteros, Stacy	1.0	Counselor/GISH	BA+36 Step 7	to	MA+00 Step 8
Rademacher, Christi	1.0	SE Resource Room/Newell	MA+27 Step 9	to	MA+36 Step 10
Rauert, Crystal	1.0	Fifth Grade/Jefferson	MA+00 Step 9	to	MA+09 Step 9
Riak Akuei, Stephanie	1.0	Social Studies/GISH	MA+36 Step 3	to	MA+45 Step 4
Rice, Melessia	1.0	Third Grade/Dodge	MA+36 Step 10	to	MA+45 Step 11
Rios-Alvarado, Jessica	1.0	Financial Literacy/Walnut	MA+09 Step 4	to	MA+18 Step 5
Roach, Megan	1.0	Physical Education/GISH	BA+00 Step 2	to	BA+18 Step 3
Rose-Osgood, Tamisha	1.0	Third Grade/Stolley Park	MA+09 Step 9	to	MA+18 Step 9
Rosemann, Bailey	1.0	Fifth Grade/Engeman	BA+00 Step 3	to	BA+18 Step 4
Ryan, Danielle	0.5 0.5	Reading Intervention/Jefferson Reading Intervention/Starr	MA+00 Step 9	to	MA+18 Step 9
Salinas, Breanna	1.0	Third Grade/Starr	MA+18 Step 7	to	MA+27 Step 8
Saner, Zachary	1.0	Entrepreneurship/Westridge	BA+27 Step 7	to	BA+36 Step 7
Schaefer, Wendi	1.0	Fifth Grade/Newell	BA+09 Step 7	to	BA+27 Step 7
Schardt, Tyler	1.0	Social Studies/Barr	BA+09 Step 7	to	BA+27 Step 7
Schmall, Tonia	1.0	Positive Supp Coach/SE Dept	MA+36 Step 10	to	MA+45 Step 11
Schmidt, Hannah	1.0	Mathematics/Barr	BA+27 Step 6	to	MA+00 Step 7
Schneider, Andrew	1.0	Band Instructor/Barr	MA+36 Step 10	to	MA+45 Step 11
Schuler, Beth	1.0	Fifth Grade/Lincoln	MA+27 Step 6	to	MA+36 Step 7
Smith, Amanda	1.0	Instr Coach CNSSP/SE Dept	MA+27 Step 9	to	MA+36 Step 10
Smith, Sally	1.0	Social Worker/Stolley Park	MA+27 Step 9	to	MA+36 Step 10
Spellman, Shania	1.0	SE Resource Room/SE Dept	BA+27 Step 5	to	MA+00 Step 6

Stanton, Danita	1.0	Instr Early Childhood/ELC	BA+18 Step 7	to	BA+27 Step 7
Stanton, Hope	1.0	Fourth Grade/Dodge	BA+00 Step 3	to	BA+09 Step 4
Strand, Steve	1.0	Social Worker/Success Acad.	MA+00 Step 6	to	MA+18 Step 7
Streck, Andrew	1.0	Fourth Grade/Starr	BA+00 Step 4	to	BA+18 Step 5
Streck, Arik	1.0	Fourth Grade/Shoemaker	BA+09 Step 5	to	BA+27 Step 6
Stryker, Lindsay	1.0	Library Media Spec/Howard	BA+18 Step 4	to	MA+09 Step 5
Stutzman, Cassidy	1.0	First Grade/Shoemaker	BA+00 Step 2	to	BA+18 Step 2
Supencheck, MaKenna	1.0	Second Grade/Dodge	BA+09 Step 4	to	BA+27 Step 5
Sundermeier, Dylan	1.0	Business Ed (Non-Voc)/GISH	MA+00 Step 3	to	MA+27 Step 4
Taylor, Jimena	1.0	EL Teacher/Shoemaker	MA+00 Step 7	to	MA+27 Step 8
Teichmeier, Blake	1.0	Financial Literacy/Walnut	MA+09 Step 9	to	MA+27 Step 9
Thompson, Kylee-Joe	1.0	Speech Therapy/SE Dept	MA+00 Step 2	to	MA+09 Step 3
Thunker, Loria Lei	1.0	Gifted Ed Spec/District Wide	MA+36 Step 11	to	MA+45 Step 11
Tjaden, Alexandra	0.25 0.75	Reading Intervention/Knickrehm Reading Intervention/West Lawn	MA+27 Step 9	to	MA+45 Step 10
Trout, Spencer	1.0	Industrial Tech/Career Pathways	MA+27 Step 8	to	MA+36 Step 9
Umstead, Melissa	1.0	Fifth Grade/Howard	MA+09 Step 9	to	MA+18 Step 9
Vargas Castano, Carlos	1.0	EL Teacher/GISH	BA+18 Step4	to	MA+00 Step 5
Vodehnal, Kellee	1.0	Reading Intervention/Wasmer	MA+18 Step 9	to	MA+27 Step 9
Warner, Kaitlin	1.0	Second Grade/Dodge	BA+27 Step 6	to	MA+00 Step 7
Weseman, Katelyn	0.5 0.5	English/Walnut Social Studies/Walnut	MA+27 Step 9	to	MA+36 Step 10
White, David	1.0	Second Grade/Shoemaker	MA+09 Step 9	to	MA+18 Step 9
Whyte, Charles	1.0	Social Studies/GISH	MA+09 Step 6	to	MA+18 Step 7
Widdifield, Effeana	1.0	Library Media Spec/Lincoln	BA+00 Step 2	to	BA+09 Step 2
Wieck, Carol	1.0	Physical Education/Shoemaker	MA+00 Step 9	to	MA+09 Step 9
Wilson, Kaitlyn	1.0	Third Grade/Starr	BA+09 Step 3	to	BA+18 Step 4
Wittrock, Jocelyn	1.0	Second Grade/Gates	MA+18 Step 7	to	MA+27 Step 8
Wolf, Sarah	1.0	Vocal Music/Dodge	MA+27 Step 9	to	MA+36 Step 10
Wooden, Reagan	1.0	Math Teacher/GISH	BA+27 Step 5	to	BA+36 Step 6
York, Kaili	1.0	Registered Nurse/Barr	BA+18 Step 7	to	BA+36 Step 7
Young, Tatiana	1.0	Art Teacher/Barr	BA+18 Step 5	to	MA+00 Step 6
Zepeda, Marlana	1.0	EL Teacher/Lincoln	MA+00 Step 7	to	MA+18 Step 8
Zimmer, Connor	1.0	Counselor/Shoemaker	BA+36 Step 7	to	MA+00 Step 8
Zlomke, Adam	1.0	Business Ed (Non-Voc)/GISH	MA+36 Step 11	to	MA+45 Step 11

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



Grand Island Public Schools

Statement of Work



Assessment and Procurement Support Services

Prepared by:

Hannah Recla, CEO / President & Principal Consultant

1. Statement of Work Overview

1.1. Project Information

Client Name	Grand Island Public Schools
Client’s Administrator	Cory Gearhart, Chief Information Officer
Client’s Stakeholders	Virgil Harden, Chief Financial Officer
Project Name	Assessment and Procurement Support Services
Anticipated Engagement Duration	10 months
Anticipated Start Date	October 2025
Anticipated Completion Date	July 2026
Technology Components	<input checked="" type="checkbox"/> Copier/MFDs <input checked="" type="checkbox"/> Networked Printer/MFPs <input checked="" type="checkbox"/> Device Management and Usage Tracking Software <input checked="" type="checkbox"/> Production Copy/Print Devices
Support Service Components	<input checked="" type="checkbox"/> Assessment <input checked="" type="checkbox"/> Procurement
Optimize’s Administrator	Hannah Recla, Principal Consultant
Optimize Project Team	Lisa Kitamura, Analyst II

1. Introduction and Background

1.1. Introduction

Optimizon has prepared this Statement of Work for Grand Island Public Schools (hereafter, “Client”) to provide the outlined services in support of assessing the current copy/print fleet, preparing for a district-wide procurement, and conducting a successful district-wide procurement to obtain the best value for the district.

1.2. Background

Optimizon is pronounced ‘optimize on’. The root of our name, “optimize,” means “to make as perfect, effective, or functional as possible.”

Since 1992, Optimizon has helped administrators create, execute, and manage ideal contracts for copy/print programs while saving money. Optimizon maintains strict vendor neutrality, and does not sell equipment, equipment-related services, or supplies.

Optimizon’s mission is to provide organizations with vendor-neutral solutions that optimize operations, enhance efficiency, and reduce risks in critical yet under-prioritized areas.

By delivering comprehensive, innovative services, we shoulder the workload, empowering leaders and teams to focus on their strategic priorities and achieve transformative, sustained results in both external partnerships and internal operations.

2. Goals and Objectives

Client’s goals and objectives for this project include:

- Conduct an assessment to identify opportunities for improvement
 - Review usage of the print shop and assess current issues
 - Identify internal billing, reporting, and chargeback best practices (staff printing for multiple projects)
 - Identify best practices for production center reporting
- Determine a deployment strategy (standardization vs. right-sizing)
- Identify ways to improve performance of print shop production devices
- Determine the appropriate acquisition cycles
- Prepare for a district-wide procurement
- Conduct a district-wide procurement
 - Identity recommendations for addressing paper storage and humidity concerns

3. Scope of Work and Deliverables

3.1. Optimizon’s Assessment Support Service

3.1.1. Overview

Optimizon’s assessment is a complete and objective evaluation of all devices and tools outlined in the scope of the project. Because Optimizon is independent and vendor-neutral, the assessment provides a comprehensive and detailed review of the current state.

Optimizon provides recommendations and targets for Client, regardless of any vendor or technology Client will choose as a result of an RFP.

Optimizon utilizes a triangulated methodology to capture the following information:

1. Information Client has readily available
2. Information that Client's vendors have readily available, and
3. Information directly from the devices in scope.

Optimizon compiles these three sources of information into a single report that will give Client a complete and objective picture of the current state in terms of:

- Levels: Goals | Strategy | Policy | Process | Key Performance Indicators
- 5 Areas: Volume Balance | Usage | Deployment | Performance | Pricing
- Technologies: Copier/MFDs | Printer/MFPs | Production Environment | Software Tools

3.1.2. *Project Kickoff*

Deliverable	Project Milestones
Meeting	Project Kickoff

At the commencement of the project, Optimizon and Client will meet with all stakeholders to:

- Review Client's goals
- Review an overview of the processes that will be utilized during the project
- Finalize the project milestones
- Review the data collection items

Client's Administrator will be asked to sign off on the Project Milestones, at which time, the Project Completion Date will be finalized and deemed to have been accepted by both Optimizon and Client. At that point, Optimizon will assign resources as needed to fulfill the deliverables outlined in this Statement of Work in accordance with the Project Completion Date.

3.1.3. *Data Collection*

Optimizon will assist Client in gathering all information deemed necessary and appropriate by Optimizon to successfully complete this project. Where possible, Optimizon will collect all service and additional invoice information from Client's current vendor(s) and service providers that Client cannot provide to Optimizon.

The data collection process will be formally reviewed during the project kick-off meeting.

Client will provide the following items:

- A Letter of Authorization for Client's current vendor(s) confirming Client's appointment of Optimizon as its consultant to act on the Client's behalf in gathering information related to the Client's copiers and printers

- Current vendor information (vendor name, contact name, phone number, and e-mail address)
- Asset lists
- Equipment Lease/Purchase Agreements
- Equipment Maintenance Agreements
- Any other Service/Software Agreements with current copy/print vendors
- Supply Agreements (for printer supplies, as applicable)
- Copies of invoices (past 12 months of invoices for equipment, supplies, and services)
- The number of students by school
- Internal help desk support logs (if applicable)
- Contact information for stakeholders and key department personnel (to be interviewed and/or surveyed as part of the project)
- Floor Plans
- Historical usage data (from FMAudit via the vendor)
 - Reports from currently installed data collection tool(s)
- Print Shop usage data by site by month (for the past 12 months)
- IP Address Subnets (a list of IP address subnets and a site description of each subnet as available)
- Client logo (to be used in survey tool and reporting)

Optimizon will request the following information from each vendor.

- Vendor Equipment Service Logs (covering the past 12 months for each device covered under a service contract)
- Equipment Lease/Purchase Information
- Equipment Maintenance Information
- Any other Service/Software Agreement Information
- Service and Lease Contract End Information
 - Lease end date
 - Letter of intent due date
 - Automatic renewal period
 - Party to whom letter of intent must be delivered

All information provided by vendor to Optimizon will be shared with Client. Client is responsible for documenting contract end information and to schedule actions to provide notification to vendor(s) at the appropriate time to avoid any unwanted renewals.

3.1.4. *File Sharing*

During the kickoff meeting, Optimizon and Client will establish the process and tool(s) to be utilized for sharing files during the project.

3.1.5. *Interviews and Site Visits*

Meetings	Interviews with Stakeholders
	Site Interviews conducted remotely

The following interviews will be conducted:

- Interview(s) with Stakeholders (conducted remotely)
- Interview with Sites (conducted remotely)

3.1.6. Interviews with Stakeholders

Interview(s) with stakeholders will be held so that Optimizon can gather information to conduct the assessment.

- Technology & Operations Interview
 - IT Resources
 - Current Network Environment
 - Application Printing
 - Fax Functionality
 - Scan Workflows
 - Device, User, and Budget Management
 - Data Security
 - Print Shop
- Strategic Interview
 - Current Responsibilities
 - Organizational Growth/Change
 - Usage Strategy / Policy / Process
 - Volume Balancing Strategy / Policy / Process
 - Deployment Strategy / Policy / Process
 - Performance Strategy / Policy / Process
 - Pricing Strategy / Policy / Process

3.1.7. Mapping

Optimizon will assist Client with the creation of documents that clearly show the location and type of each device as follows:

- Once the inventory has been validated by Optimizon by comparing information provided by Client and its vendor(s), Optimizon will prepare a numbered list of devices by site.
- Client will assign personnel to walk the site, to identify the location of the devices, and to identify the location of the device by marking the site map with the associated number.
- The marked-up documents will be provided to Optimizon.
- Optimizon will create a clean PDF for each site clearly identifying the location and type of device and will provide the PDF and associated device information back to client.

3.1.8. Survey

Optimizon will draft a survey for Client to distribute to gather information and feedback from Client’s personnel. Optimizon will evaluate the responses and the general sentiment to inform the recommendations that Optimizon will develop.

3.1.9. Analysis

Optimizon will compile and analyze all data in the areas of Usage, Volume Balance, Deployment, Performance, and Pricing (“5 Areas”).

Optimizon will check the data for completeness and work with Client and Vendor(s) as needed to ensure accuracy of the data.

3.1.10. Baselineing & Benchmarking

Optimizon will document the baseline in each of the 5 Areas and identify an achievable benchmark (target) for each area based on Client’s specific environment:

- Area #1 Usage: How many pages Client is currently producing
- Area #2 Volume Balance: The balance of pages between the different types of devices
- Area #3 Deployment: How many devices, what size, how they are being utilized, etc., including a comparison of current fleet capabilities to current usage requirements
- Area #4 Performance: A complete review of the equipment performance for the last 12 months compared to industry standards
- Area #5 Pricing: A detailed review of the component-based pricing for the hardware, service, software and supplies, including a comparison of costs to current market conditions

3.1.11. Recommendations Development

Optimizon will prepare recommendations for the following levels:

- Goals: Focus on the overall goals and the changes that need to be made
- Strategy: Consider what the strategy has been and what it needs to be to achieve the district's goals
- Policies: Determine supporting policies, whether inferred or explicitly defined
- Processes: Identify the contract and vendor management processes required to keep the entire environment on track with the cost and performance expectations
- Key Performance Indicators (KPIs): validate the opportunity for each KPI and identify the potential benefits

3.1.12. Assessment Report

Deliverables	A Copy/Print Cost Reduction Opportunity Analysis
	Documented feedback and input from stakeholders throughout the District, including current observations that will provide a comprehensive understanding of the current environment and visibility into the most effective path for moving forward
	Documented recommendations for each of the Areas, including:

	<ul style="list-style-type: none"> • A utilization analysis and recommendations for rightsizing • Written recommendations regarding how to best achieve a well-managed fleet. • Written recommendations regarding policies and processes regarding copying, printing, faxing, and scanning
	Benchmarks, targets, and other metrics which will guide all aspects of the project
	<ul style="list-style-type: none"> • A comprehensive cost analysis report at the individual asset level for all devices including all costs of operation for hardware, service, supplies (ink/toner)
An Implementation Timeline, including fleet replacement timing	

Meeting	Assessment Report
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Optimizon will deliver the final report.

3.2. Optimizon’s Procurement Support Service

3.2.1. Overview

Optimizon’s procurement service provides a comprehensive and streamlined process designed to create an Ideal Contract for Client through a competitive RFP process.

Optimizon provides significant process support throughout the project, utilizing Optimizon’s Online Bidding System, a data-driven application, to gather and analyze responses from qualified vendors. Optimizon prepares a Scoring Workbook, and facilitates the evaluation process to allow Client to save significant time while remaining in complete control of the outcome.

3.2.2. Project Kickoff

Deliverable	Project Milestones
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Meeting	Project Kickoff
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At the commencement of the project, Optimizon and Client will meet with all stakeholders to:

- Review Client’s goals
- Review an overview of the processes that will be utilized during the project
- Finalize the project milestones
- Review the data collection items

Client’s Administrator will be asked to sign off on the Project Milestones, at which time, the Project Completion Date will be finalized and deemed to have been accepted by both Optimizon and Client. At that point, Optimizon will assign resources as needed to fulfill the deliverables outlined in this Statement of Work in accordance with the Project Completion Date.

3.2.3. RFP Preparation and Development Support

Deliverables	Best-practices RFP including: <ul style="list-style-type: none"> • Invitation • Required Forms and Complied Organizational Terms & Conditions • RFP Submission Forms
Meetings	RFP Preparation (Implementation Planning, Technology & Operations Interview, Ideal Contract Checklist, Development of Requirements)
	Needs Assessment Meetings with Sites
	Review RFP

3.2.3.1. Implementation Planning

Optimizon will gather information from Client to determine the desired installation timeframe, training requirements, site preparation, and the plan for communication between Optimizon and the sites.

3.2.3.2. Technology & Operations Interview Meeting

An interview with stakeholders will be held so that Optimizon can gather information to conduct the procurement.

- Technology & Operations Interview
 - IT Resources
 - Current Network Environment
 - Application Printing
 - Fax Functionality
 - Scan Workflows
 - Device, User, and Budget Management
 - Data Security
 - Print Shop

3.2.3.3. Ideal Contract Checklist

Optimizon will meet with Client to determine the specific requirements of the procurement processes for Client and to establish criteria to determine factors of importance to Client.

The following areas will be covered:

- RFP naming convention
- RFP distribution/posting requirements
- Advertising requirements
- Client's standard terms and conditions
- Service level agreements
- Client's Data Security requirements
- Evaluation criteria
- Client's Bid Bond requirements

- Client's Performance Bond preference
- Financing options
- Flexibility of contracts
- Applicable taxes and tax exemptions
- Lease billing frequency
- Service billing frequency
- Purchase Order requirements
- Invoicing and payment requirements

3.2.3.4. Development of Requirements

Optimizon will assist Client in defining all technical and management requirements.

Technical requirements include:

- Hardware segments
- Minimum hardware requirements for each segment
- Optional requirements for each segment
- Total number of units required by Client for each segment
- Paper type requirements for each segment
- Software requirements and options

Management requirements include:

- Vendor Service
 - Service location match
 - Vendor-provided service
 - Third-party service
 - Distance from service center/parts/supplies warehouse
 - Placement of service calls
 - Number and quality of technicians available
 - Network support
 - Manufacturer service schedule adherence
 - Service performed as per manufacturer standards
 - Provide parts replacement schedule
 - Client-monitoring of service performance and vendor response
 - Supplies
 - Define what is included (toner, waste toner containers, staples)
 - Define delivery method and timing (auto-replenish)
 - Define software tools used to report low toner
 - Define cost of delivery
 - Define process for removal of empty containers
- Vendor Reporting
 - Required content of vendor reports
 - Required frequency of vendor reports
 - Tools used to automatically collect data for reporting
- Vendor References for Client to contact and rate

3.2.3.5. Needs Assessment

With Client’s permission, Optimizon will conduct a meeting with each site remotely via Teams to discuss the site’s needs. Optimizon will gather and compile this information to share with Client. This information will be used to inform the technical and management requirements to be included in the RFP.

3.2.3.6. Approval of RFP

Optimizon will review all aspects of the RFP with Client. Client, in its sole discretion, may either approve the RFP as written or request changes that may more accurately reflect Client’s intentions.

Client will assign person(s) responsible whose final approval will be needed for all RFP terms and conditions, equipment specifications, and level of service required. Client shall issue final approval of the RFP.

3.2.4. RFP Delivery to Vendors and Support of Vendor Responses

Deliverables	A list of vendors to invite
	Answers for vendor questions during the RFP
	A number of completed proposal from qualified vendors
Meeting	None

Optimizon will assist with the preparation of the RFP Invitation Packet and the collection of the RFP responses via Optimizon’s Online Bidding Tool.

3.2.4.1. Vendors to Invite

Optimizon will compile a list of qualified vendors. Client, in its sole discretion, will determine the final list of vendors that the RFP will be issued to.

3.2.4.2. RFP Invitation Packet

Optimizon will produce the RFP invitation, instructions and any forms that vendors will be required to sign and submit (the RFP Invitation Packet). Optimizon will distribute the RFP Invitation Packet to the list of qualified vendors as directed by Client.

3.2.4.3. Vendor Questions

All vendor questions will be submitted by the vendors via email to Client with a CC to Optimizon. Optimizon will assist Client in answering the vendor questions.

3.2.4.4. Optimizon’s Bidding Tool

Vendors shall be rigorously limited to viewing their own bids by Optimizon who utilizes a sophisticated Username, Password, and Authorization Code system. Any person who attempts to enter the Acquisition System by unlawful means will be prosecuted to the full extent of applicable law.

Vendor(s) with whom Client enters into a contract for equipment and/or services will be allowed continued free access to their bids for up to 6 months after the date the RFP bidding process closes. Vendors with whom Client chooses not to conduct business

will be denied access to their bids once Client has finalized contracts with its selected vendor(s).

3.2.5. Proposal Scoring Support

Deliverables	A completed RFP Scoring Worksheet that quantitatively outlines the submitted proposals
	Interview questions for vendors

Meetings	RFP Evaluation
	Vendor Interviews
	Vendor Interviews Debrief
	Finalize Scoring

Optimizon will assist with the scoring of the proposals, including an initial review for clarifications, proposal evaluation and scoring, vendor interviews, and coordination of onsite acceptance testing of hardware and software.

3.2.5.1. Initial review for Errors, Completeness, and Conformity

Optimizon will evaluate each vendor’s response for errors, completeness, and conformity to Client requirements. Client will determine whether any vendor’s response or exceptions to Client’s terms is ground for disqualification. With Client’s approval, Optimizon will seek clarification as needed.

3.2.5.2. Scoring

Optimizon will score proposals according to Client’s standards as established during the RFP preparation Optimizon will deliver to Client an evaluation of the vendor responses to the RFP. Optimizon will not recommend, nor shall Optimizon be authorized to recommend, any vendor or device to Client.

3.2.5.3. Interviews

Client shall determine whether any vendors will be interviewed prior to the final decision. If Client elects to conduct interviews, the interviews will take place virtually. Optimizon will assist Client with coordinating the interviews and Optimizon will draft a list of interview topics and questions that Optimizon will provide to the vendors upon Client approval.

3.2.5.4. Acceptance Testing

Client has an obligation to test all equipment and software to determine whether such equipment is suitable for Client’s needs, either onsite at Client’s locations or at vendor’s locations, as determined by Client. Optimizon will assist Client with the coordination of onsite acceptance testing.

3.2.5.5. Final Decision

Client, in its sole discretion, will make all final decisions as to vendor(s), equipment, and software selected to meet its operational needs.

3.2.6. *Contract Award Support*

Deliverables	An Executive Summary of the project with a Recommendation of Award, including an analysis of the benefits and financial impacts
	An Ideal Contract, drafted by Optimizon, reviewed by Client, and signed by the winning vendor(s) which will include a “catalog” of devices and services from which Client can place orders as needed
	A summary of the award to be distributed to vendors who participated in the process
Meeting	None

3.2.6.1. **Executive Summary**

Optimizon will draft an Executive Summary for the recommendation to Client Executive Sponsors. The Executive Summary will include a summary of the process, the final scores, and recommendations.

3.2.6.2. **Ideal Contract (“Exhibit A”)**

Once Client has approved the award to the selected vendor(s), device(s), software solution(s) and/or service(s), Optimizon will prepare a draft Addendum that reduces to writing the aspects of the RFP.

The draft Addendum may contain industry specific language for the sole purpose of allowing Client to define predetermined standards (as per vendor’s bid response) by which the vendor(s) and vendor(s) equipment may be objectively measured throughout the contract term.

The Addendum will be submitted to Client and Client is advised to forward such Addendum to Client’s Purchasing Department and/or Client’s Legal Department for review. Optimizon makes no assertion that such draft Addendum complies with Local, State, or Federal law. It is the duty of Client, and Optimizon advises Client, to seek legal review of any such Addendum by an attorney of Client’s choice prior to signature by Client. It is Client’s responsibility to do due diligence and seek professional legal counsel in the preparation of all contracts. The Addendum may be added to the final contract with the vendor, by mutual agreement, signed by both parties.

3.2.6.3. **Purchase Order Details**

Optimizon will provide Client with a template for purchase order(s) that includes the vendor information and language to tie the terms, conditions, and pricing from the RFP to the purchase order(s).

3.2.6.4. **Lease Document Review**

If applicable, Optimizon will review the master lease document and lease schedule to determine if any of the language conflicts with Client's terms and conditions as outlined in the RFP and provide Client with recommendations.

Optimizon makes no assertion that such lease schedules comply with Local, State, or Federal law. It is the duty of Client, and Optimizon advises Client, to seek legal review of

any such lease schedules by an attorney of Client’s choice prior to signature by Client. It is Client’s responsibility to do due diligence and seek professional legal counsel in the preparation of all contracts.

3.2.6.5. Vendor Summary

Optimizon will draft a summary of the RFP evaluation and scoring that can be shared with the vendors following the execution of contracts with the awarded vendor. With Client’s approval, Optimizon will email the RFP summary to the participating vendors.

3.2.6.6. Public Records Requests

If any vendor requests additional information about the RFP award or resulting contracts, the request will be directed to Client’s Public Records Request department. For a period of 3 months following the award of the RFP, Optimizon will support Client in compiling documents related to the Public Records Request. Optimizon will provide the documents to Client, and Client will provide the documents to the interested party.

3.2.7. Implementation

This support applies to the initial order following the RFP. If Optimizon’s Management Support Services are included in this Statement of Work, this support applies to all orders during the period of support.

Deliverables	Equipment Replacement Planning Worksheet
	Equipment Order Draft
	Finalized Equipment Order
Meetings	Implementation Planning meeting with Client
	Planning Meeting with Client and Vendor
	Software Install Scoping / Coordination (if needed)
	Final Preparation Pre-Install
	Post Install Debrief

3.2.7.1. Implementation Timing and Sequence

Client will identify the following:

- Desired installation timeframe
- Time required for site preparation
- Client contacts for pre-install site visits (to be conducted by vendor)
- Client contacts for installation
- Client contacts for training
- Training timeframe

3.2.7.2. Termination of Current Contracts

Client shall be responsible for the termination of any current contracts, including delivering termination notification(s) to vendors within the timeframe required by the current contract. Optimizon will support this process.

3.2.7.3. Order Preparation

Optimizon will create draft Equipment Replacement Planning Worksheet that lists the configuration and pricing details for each device to be ordered. Optimizon will review this plan with Client's stakeholders for review and input.

With Client's permission, Optimizon will conduct a meeting with each site remotely via Teams to discuss the replacement options and to provide recommendations.

Optimizon will provide recommendations for the order, and Client will determine the final equipment order configuration.

3.2.7.4. Software Installation Coordination

For software tool(s) included in the RFP, Optimizon shall assist Client by performing the following tasks:

- Optimizon will assist Client with finalizing the Statement of Work related to the specific software implementation.
- Optimizon will provide project management support.
- Optimizon will provide communication support.
- Optimizon will assist Client with pre-installation coordination.
- Optimizon will provide implementation support as needed to help ensure a successful implementation of any software acquired by Client

3.2.7.5. Site Evaluation & Preparation Coordination / Delivery & Install Coordination

Optimizon will initiate a request with the vendor to visit each site, accompanied by Client-designated personnel. Client will initiate request for any needed network drops, electrical work, and any site preparation work identified by vendor.

Optimizon will coordinate with Client to confirm each site is prepared and ready to accept the new equipment.

Optimizon will communicate with vendor to schedule installations to take place according to Client's schedule.

3.2.7.6. Removal of Old Equipment Coordination / Disposal or Return to Lease Company / Data Security Coordination

Client shall be responsible for the removal and data security of equipment to be replaced. Optimizon will support this process. Optimizon shall assist Client by performing the following tasks:

- Identifying whether the equipment must be returned to a lease company
- Obtaining quotes to ship the equipment to the lease company-designated address (if applicable)
- Coordinating removal of equipment in conjunction with installation of new devices (either to be returned to lease company or picked up by the installing Vendor for trade-in or disposal)
- Identifying the options for data security

- Providing assistance with scheduling data security actions

3.2.7.7. Hardware Training Coordination

Optimizon will assist Client with coordinating training with the vendor. Should Client require written training documentation, Optimizon will work with vendor to ensure delivery of requested materials.

4. Location

4.1. Location of services to be performed

Select one of the following:

<input checked="" type="checkbox"/>	This project will be conducted remotely.
<input type="checkbox"/>	This project will be conducted remotely and onsite. Onsite activities will be conducted in (list city/state)

5. Anticipated Timeline

5.1. Timeline Overview

Optimizon Service	Expected Duration	Calendar Timing
Assessment	3 months	October – December 2025
Procurement	7 months	January – July 2026

5.2. Assessment Timeline

Project Phase	Weeks	Step	Calendar Timing
Project Kickoff and Data Collection		Project Kickoff	October 2025
		Data Collection	
		Interview(s)	
		Site Visit(s)	
		[Optional] Mapping	
Analysis		Site Survey	
		Data Analysis	
		Baselining & Benchmarking	
Report		Recommendations Development	
		Create Report	
		Report Meeting	
Project Completion Date			

5.3. Procurement Timeline

Project Phase	Weeks	Step	Calendar Timing
RFP Preparation and Development Support		RFP Kickoff and Ideal Contract Profile and Standards Interview	January 2026
		Needs Assessment Interviews (as needed)	
		Draft RFP	

		Review RFP	
RFP Delivery to Vendors		Post RFP	
		Vendor Orientation	
		Vendor Questions Due	
		Vendor RFP Response Due	
Proposal Scoring Support		RFP Clarifications and Initial Scoring	
		RFP Evaluation Meeting	
		Vendor Interviews	
		Acceptance Testing	
Contract Award Support		RFP Award	
		Contracting	
Implementation		Implementation	
Project Completion Date			
Current contract expires: June 2026			

6. Optimizon and Client Responsibilities

6.1. Optimizon Responsibilities

6.1.1. *Completion of Deliverables to Client's Satisfaction*

Optimizon will provide all deliverables to Client's satisfaction. Optimizon will assign personnel resources as needed to ensure the project remains on track and on time.

6.1.2. *Project Management*

Optimizon will manage all aspects of this project as outlined in this Statement of Work. Optimizon will notify Client when any action or non-action by Client or Client's vendor will cause the project to fall behind schedule.

6.1.2.1. *Meeting Management*

Optimizon will coordinate all meetings and will manage the meeting invitations.

Optimizon will prepare and share an agenda ahead of each scheduled meeting.

Optimizon will take notes and/or utilize automated transcription technologies for the purposes of documenting the meetings.

Optimizon will provide post-meeting summaries with a summary of assigned tasks via email as needed.

6.1.2.2. *Document Management*

Optimizon will maintain a copy of all shared project documentation in the file sharing tool as designated.

6.2. Client Responsibilities

6.2.1. *Overview*

Optimizon acts as an extension of Client's administrative team and provides significant process support. Optimizon's services are designed to minimize the time spent by Client while providing maximum results. Additionally, Optimizon's support services will provide Client with a program that can be managed efficiently for Client's stakeholders.

6.2.2. Granting Limited Authorization

Client grants Optimizon with limited authorization for working with Client's vendor(s) for the purposes of gathering information, renegotiating contracts that will be consistent with and within the bounds and scope of the original vendor proposal/bid, and in communicating Client's intent to terminate contracts.

Client will provide letter(s) of authorization addressed to Client's vendors(s) giving Optimizon this limited authority.

This limited authorization does not grant Optimizon any authority to enter into any agreement or to modify any agreements with Client's vendor(s) without Client's express approval.

6.2.3. Key Stakeholders to Oversee Project

Optimizon recommends that the District assemble an interdepartmental team of key stakeholders to oversee the project. The team of key stakeholders typically includes personnel from the following departments:

- Fiscal Services
- Information Systems and Technology
- Printing Services
- Purchasing
- Curriculum and Instruction

The key stakeholders oversee the process, determine the goals, make strategic decisions, authorize policy changes, and receive and evaluate periodic progress reports.

Client will provide contact information for the key stakeholders, and Client will notify Optimizon of any changes in a timely manner.

Client may assign one of the key stakeholders to be Client's primary point of contact.

6.2.4. Personnel Involved in Device Replacement Planning

Client's resources may currently include (and would continue to include) administrative personnel at each site who are involved in decisions related to the deployment of devices. This includes department managers, site administrators and office managers, as well as IT network administrators and facilities personnel. These individuals have knowledge of current and future workflow requirements, document production requirements, IT requirements, and facilities requirements (such as space and power).

Client will determine the level of involvement for the sites in the process of replacement planning, as well as the decision approval process, and Optimizon will support communication with the sites, including conducting needs assessment interviews and device replacement planning meetings.

Client will provide contact information for the site administrators and other personnel involved in replacement planning, and Client will notify Optimizon of any changes in a timely manner.

7. Client’s Tasks and Expected Time

Listed below are the expected tasks, required personnel, and the estimated time for each task.

7.1. Assessment

Task	District Personnel	Estimated Time for Task
Project Kickoff Meeting	Key Stakeholders	1 hour
Signoff on Project Milestones and Project Completion Date	Project Manager	30 minutes
Data Collection: <ul style="list-style-type: none"> • LOA • Vendor Contact Information • Asset List • Copies of Agreements • Copies of Invoices • Enrollment Data • Help Desk Support Logs • Site Contact Information • Floor Plans • Historical Usage Data • Usage Data • Print Shop data • IP Address Subnets • Client Logo 	Project Manager and/or Key Stakeholders	2 hours
Forward Site Survey Link and reminders if needed	Project Manager	30 minutes
Strategic Interview	Key Stakeholders	3 hours
Site Interviews	A Client employee to make introductions via email/phone	45 minutes per site
Installation of software data collection tool and generation of reports	IT	3 hours total
Mapping	A Client employee to identify, by pre-determined number, the location of each print device on a floor plan	~1 hour per site
Assessment Report Delivery Meeting	Key Stakeholders	2 hours

7.2. Procurement

Task	District Personnel	Estimated Time for Task
Project Kickoff Meeting	Key Stakeholders	1 hour
Signoff on Project Milestones and Project Completion Date	Project Manager	30 minutes
RFP Preparation Meeting	Key Stakeholders	2 hours
Needs Assessment Meetings with Sites	Site Administrators	30 minutes per site
RFP Preparation <ul style="list-style-type: none"> • Provide any standard Client-required forms, terms/conditions, 	Purchasing	1 hour

and or contract language for Optimizon to include in RFP		
Review RFP Meeting	Key Stakeholders	2 hours
Finalize RFP	Project Manager	1 hour
Post RFP (if applicable)	Purchasing	1 hour
Advertise RFP: Place an advertisement per Client requirements	Purchasing	1 hour
Vendor Questions: Optimizon will take responsibility for drafting responses.	Purchasing	2 hours
RFP Response Clarifications and/or Disqualifications Review list of items prepared by Optimizon.	Purchasing	1 hour
RFP Evaluation Meeting	Key Stakeholders	2 hours
Vendor Interviews: <ul style="list-style-type: none"> Review questions drafted by Optimizon Participate in meetings 	Key Stakeholders	3-6 hours
Vendor Interview Debrief Meeting	Key Stakeholders	1 hour
Reference Checking: Contact References Provided by Vendor	Purchasing	2 hours
Acceptance Testing	Client IT Site Administrators Key Stakeholders	4-8 hours for IT 30 minutes for Client personnel who test the hardware 1 hour for Key Stakeholders to review feedback
Finalize Scoring Meeting	Key Stakeholders	1 hour
Award RFP: <ul style="list-style-type: none"> Review Executive Summary prepared by Optimizon and Award RFP Post results 	Project Manager Purchasing	3 hours
Contracting: <ul style="list-style-type: none"> Review Contract Paperwork Drafted by Optimizon Review Suggested Edits to Lease Paperwork prepared by Optimizon Issue Purchase Orders Sign Lease Agreements 	Project Manager Purchasing Legal	2 hours
Software Installation: Meter Reading Collection and Supply Level tracking software	IT	30 minutes
Software Installation: Additional Software Tools (as chosen by the Client)	IT, Project Manager	~8-16 hours per tool (vendor will provide)

		estimated time in RFP response)
Hardware Installation	IT Support Personnel	~1 hour per placement
Training	Support Personnel	~ 30 minutes per site

8. Requirements

8.1. Authorization to Negotiate

Client hereby authorizes and grants to Optimizon Client’s authorization to communicate with vendors for the purposes of gathering data related to the fleet and contracts and to inform vendors on Client’s behalf of any problems with equipment, service, or billing invoices.

Client will prepare and distribute to Optimizon and its vendors a letter of authorization that shall evidence Optimizon’s ability to gather data and communicate with vendors on Client’s behalf.

Client shall designate personnel within Client’s business organization who shall be responsible for communications with Optimizon, and who shall be authorized to release information to Optimizon.

9. Fees & Payment Schedule, Payment Terms, and Change Orders

9.1. Fees & Payment Schedule for Assessment and Procurement Support Services

The fee is \$29,000 prior to any discounts. Client will be given a 20% discount, bringing the total fee to \$23,200 in consideration of their willingness to be a pioneer for Optimizon’s services in the state of Nebraska and to share information about our services with their fellow school districts if the experience is positive from Client’s perspective.

The fee will be invoiced in 2 parts.

Payment Schedule:

- 1/2 of the fee, \$11,600, will be invoiced at the start of the project
- 1/2 of the fee, \$11,600, will be invoiced upon delivery of the bid scoring worksheet

9.2. Payment Terms

Client shall pay all invoices due to Optimizon within thirty (30) days of Client’s receipt of such invoice. Client will pay Optimizon a late fee of 1.5% for any past due payment.

9.3. Change Orders

Any changes to this Statement of Work will be documented in a change order and will be agreed to by both Optimizon and Client prior to the commencement of the support.

Support that is out of scope includes:

- Activities requested by Client but not agreed to in this Statement of Work
- Client or Client's vendor's failure to meet their deliverables that causes the project schedule to move beyond the Project Completion Date and requiring Optimizon to continue using its resources to fulfill deliverables
- Any Client-driven requirements for an Optimizon employee to be onsite at a Client location in addition to any onsite activities that are outlined in this Statement of Work

Optimizon will bill Client at a rate of \$250.00 per hour for support that is out of scope.

For any additional onsite support required by Client, Client will reimburse Optimizon on an incurred basis within 30 days of Client's receipt of an invoice, for the following travel expenses:

- Economy class airfare
- Hotel or other lodging
- Meals
- Rental Car or Taxi/Rideshare

10. Success Definition

The definition of success for this Statement of Work includes several key components:

10.1. Professional and Timely Services

The services provided must be performed in a professional, timely, and an efficiently competent manner, adhering to the applicable description of services and the terms of the agreement.

10.2. Client Satisfaction

The services provided must be performed to Client's satisfaction.

10.3. Comprehensive Level of Support

While the scope outlined in this Statement of Work should include all expected work, it is possible that unexpected scenarios will cause additional work for either Optimizon or Client. When the additional work for Optimizon is minimal, Optimizon will provide additional support without the need for a change order. When the need for additional work for Client is minimal, Client will provide the additional support as needed. When the need for either party to provide significant additional support arises, Optimizon and Client will meet to discuss the most efficient path forward.

10.4. Collaboration

Success involves effective collaboration between Optimizon, Client, and the vendors. This includes regular meetings, data sharing, and coordination of activities to ensure the project remains on track and meets Client's goals.

10.5. Clear Communication and Documentation

Optimizon will maintain clear communication with Client and vendors, providing regular updates, meeting summaries, and documentation of all project-related activities. Optimizon

will respond to Client's emails in a timely manner. Likewise, Client will maintain clear communication with Optimizon over the course of the project, including responding to Optimizon's emails in a timely manner.

10.6. Achievement of Client's Goals

The ultimate measure of success is the achievement of Client's goals, which may include cost reduction, improved efficiency, and enhanced vendor management.

11. Standards

11.1. Warranty

The Services provided hereunder shall be performed: (i) in a professional, timely, and an efficiently competent manner, and (ii) in accordance with the applicable Description of Services in accordance with the terms of this Agreement.

12. Closing Procedures

12.1. Final Deliverables

During the meetings leading up to the end of the project, Optimizon will confirm with Client that all deliverables have been provided to Client's satisfaction.

12.2. Sharing of documentation

All relevant project documentation will be shared with the client. This includes reports, assessments, recommendations, and any other deliverables produced during the project.

12.3. Debrief

A debriefing session will be conducted to review the project's outcomes, discuss any issues encountered, and gather feedback from Client. This session helps ensure that both parties are aligned on the project's success and any follow-up actions.

12.4. Feedback

A survey will be distributed to gather feedback from Client's personnel. This feedback is used to evaluate the overall satisfaction with the services provided and to identify areas for improvement.

12.5. Financial Closure

Optimizon and Client will confirm that all financial aspects of the project are settled.

13. Professional Services Agreement

13.1. Term

This Agreement shall become effective on the date fixed above.

Non-Appropriation: If payment for work under this Contract extends in the District's next fiscal year, the District's obligation to pay for such work is subject to approval of future appropriations to fund this Contract by the School Board. In the event that sufficient funds are not appropriated, the District may terminate this Contract at the end of the current fiscal year without penalty or further obligation, provided that the District gives Optimizon at least 30 days' written notice. The notice must include official documentation from the Board meeting during which the non-appropriation was confirmed. This documentation must include the meeting minutes and any relevant resolutions or decisions made by the Board. The District agrees to compensate Optimizon for all services performed up to the termination date, including any non-cancellable commitments.

13.2. Entire Agreement: Amendments; Waivers

This Agreement is the complete and entire Agreement between the parties hereto and supersedes any and all prior agreements, arrangements and discussions between the parties. No change or modification to this Agreement shall be valid unless the same is in writing and signed by both Optimizon and Client. No failure or delay on the part of any party to exercise any right, remedy, power or privilege hereunder shall operate as a waiver thereof; nor shall any single or partial exercise of any right, remedy, power or privilege preclude any other or further exercise of the same or of any other right, remedy, power or privilege. No waiver of any right hereunder shall be effective unless it is in writing and is signed by the party against whom such waiver is sought to be enforced.

13.3. Equal Preparation: Attorney's Fees

All parties acknowledge that they are sophisticated in business matters and participated equally in the negotiation and preparation of this Agreement. If any part of this Statement of Work needs judicial interpretation, the court shall not presume stricter construction against one party due to that party or its agents preparing the document. If any legal proceeding relating to this Agreement or its subject matter is instituted, the prevailing party shall be entitled to reasonable attorneys' fees and other costs of the proceedings.

13.4. Severability: Cumulative Rights

The provisions of this Statement of Work are independent of and distinct from each other, and no provision shall be held to be invalid or unenforceable by virtue of the fact that any other provision may be held to be illegal, against public policy or unenforceable in whole or in part. All rights and remedies granted herein shall be cumulative with, and not in derogation of or exclusive of, any rights and remedies which may be available by operation of law or otherwise.

13.5. Authorization: Agency Representation

Client represents and warrants that Client hereto is duly authorized as the agent to represent Client and to enter into this Agreement, and that Client is bound by the terms and conditions of this Agreement. The signatory hereby acknowledges that he has read and understands this Agreement and has received a copy of it.

In consideration of the execution hereof, this Agreement shall be binding upon Client, and this Agreement constitutes a legal, valid and binding obligation of the parties.

13.6. Independent Contractor

In performing the Services and otherwise complying with this Agreement, Optimizon is acting as an independent contractor. Optimizon is not an employee of Client or any of Client’s affiliates and Optimizon shall not be entitled to receive any employee benefits from Client and its affiliates.

13.7. Confidentiality

Optimizon Personnel shall hold all Client related information in total confidence. Client confidential information includes but is not limited to Client’s physical operations, financial operations, and customer, vendor and market data. The reach of the confidentiality, exercised by Optimizon, extends to but is not limited to all Client’s market and business associations.

13.8. Governing Law

The validity, construction and performance of this Agreement shall be governed by the laws of the state of **Nebraska**, without giving effect to the choice of law provisions thereof. Any legal action, suit or proceeding arising out or relating to this Agreement or the breach thereof shall be instituted in a court of competent jurisdiction in the state of **Nebraska** and each party hereby consents and submits to the personal jurisdiction of such court, waives any objection to venue in such court and consents to service of process by registered or certified mail, return receipt requested, at the last known address of such party.

14. Acceptance and Authorization

Client represents and warrants that Client hereto is duly authorized as the agent to represent Client and to enter into this Agreement, and that Client is bound by the terms and conditions of this Agreement. The signatory hereby acknowledges that they have read and understands this Agreement and has received a copy of it.

IN WITNESS WHEREOF, the parties hereto each acting with proper authority have executed this Statement of Work, under seal.

Grand Island Public Schools

Full name

Title

Optimizon

Hannah Recla

Full name

CEO / President & Principal Consultant

Title

Signature

Signature

Date

Date

PO Number

**CONTRACT
BETWEEN
NEBRASKA CHILDREN AND FAMILIES FOUNDATION
AND
HALL COUNTY SCHOOL DISTRICT 2**

This Contract is entered into by and between the Nebraska Children and Families Foundation (hereinafter “Nebraska Children”) located at 215 Centennial Mall South, Suite 200, Lincoln, NE 68508, and Hall County School District 2 (hereinafter “Contractor”) located at 123 S. Webb Road, Grand Island, NE 68802.

PURPOSE: The purpose of this Contract is as follows: Allocate federal funds for activities related to quality care of infants and toddlers for grants to programs described in Neb. Rev. Stat. §79-1104.02 who enter into agreements with child care providers.

I. TERM AND TERMINATION

A. TERM.

This Contract is in effect from **July 1, 2025**, through **June 30, 2026**.

B. TERMINATION.

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

II. CONSIDERATION

A. TOTAL PAYMENT.

Nebraska Children shall pay the Contractor a total amount, not to exceed **\$203,739.52** (two hundred three thousand seven hundred thirty-nine dollars and fifty-two cents) for the activities specified herein in Section III. Scope of Services and according to the approved budget and budget justification as referenced in **Attachment A** and incorporated herein.

B. PAYMENT STRUCTURE.

Payment shall be structured as follows:

1. As consistent with all applicable federal statutes, regulations, and policies, Nebraska Children shall make payment to the Contractor for its actual, allowable, reasonable, and allocable costs per the terms of this Contract.
2. Nebraska Children shall make payment to the Contractor as follows:
 - a. Contractor shall submit invoices to Nebraska Children on a monthly basis from the start date of this Contract and upon receipt and approval by Nebraska Children, shall be paid within thirty (30) days from date of approval.
3. **Final invoice must be submitted no later than July 15, 2026.**
4. Nebraska Children will only make payment to the Contractor for approved activities that are between **July 1, 2025, and June 30, 2026.**
5. Contractor shall be liable for audit exceptions, that upon appeal are sustained by DHHS, and shall return to Nebraska Children all payments made under this Contract for which an exception has been taken or that has been disallowed because of such an exception, upon demand from Nebraska Children.
6. Payment is contingent upon the receipt and appropriation of funds.

C. BUDGET CHANGES.

Amendments to an approved budget are allowed when:

1. The Contractor is permitted to reassign funds from one line item to another line item within the same activity area and the approved budget (**Attachment A**) within the following parameters. A Budget Modification request will need to be submitted, and prior approval from Nebraska Children is required, for the transfer of funds exceeding five percent (5 %) of the currently approved budget line item within the same budget category.

A Budget Modification Request must be submitted in writing and should briefly explain why the modification is needed and how the changes relate to the original Scope of Services and submitted budget and budget justification. A revised budget and budget justification must accompany the submitted request. Nebraska Children will provide written notification of approval or disapproval of the request within thirty (30) days of its receipt.

D. PAYMENT REQUESTS.

1. The Contractor shall submit monthly invoicing that includes the submission of the following:
 - a. Monthly budget expenditure report;

- b. Monthly invoice (signed and dated) for actual, allowable, and reasonable expenditures in accordance with the Contract and approved budget.
 - c. Required supporting documentation (as referenced in **Attachment B**).
2. All invoices submitted by Contractor shall contain sufficient detail to support payment.
3. Contractor agrees to provide source documentation (itemized receipts) for material purchases (i.e., food, parking, travel, or other material purchase) or other verification (i.e. journal entries) of all claimed costs to Nebraska Children (refer to **Attachment B – Required Expenditure Documentation for Contractors**). Contractor’s documentation shall include a detailed itemization of expenditures produced from Contractor’s accounting system. The itemization shall include, at a minimum, names/amounts of persons paid from the Contract, vendor payee name, date of payment, an item description and amount.
4. All activities and costs must be consistent with federal and state statutes and regulations.
5. Invoices shall be submitted via WebGrants at: nebraska.dullestech.net.

III. SCOPE OF SERVICES

- A. The Contractor shall provide the following deliverables:
 1. Provide Sixpence Childcare Partnership (CCP) Contract activities as approved by the Sixpence Early Childhood Endowment Fund Board of Trustees, meeting the Sixpence Quality Criteria For Child Care Partnership Programs (**Attachment C**) and Sixpence Child Care Partnerships and Step Up to Quality Coach Roles & Collaboration (**Attachment D**);
 2. Submit Continuous Quality Improvement Guide in tandem with Contractor’s Sixpence Administrative Educational Specialist’s visit;
 3. Submit End of Year Report/Continuation Request and Continuation Budget;
 4. Identify sources of other funding leveraged to support half (1/2) of the costs of the operating budget of this project. This is identified in Attachment A and will need to be reported on annually and submitted with Contractor’s final reimbursement request that is due on or before July 31, 2025;
 5. Submit Renewed Partnership Agreements and Contractual Agreements annually;
 6. Submit quarterly progress reports (Quarterly Coaching Reports) that include measurable indicators of progress in accordance with Nebraska Children guidance and through the established protocol of the Early Childhood Endowment Fund Board of Trustees;
 7. Submit monthly invoicing as described in Section II.D.;

8. Monitor and ensure activities/services are in accordance with Nebraska Children's guidance and all other applicable law, specifically that all expenses are limited to those that are reasonable and applicable to this project;
9. The Contractor is responsible for ensuring the adherence of all Contract requirements. This includes verifying that all child care partners are enrolled in Step Up to Quality, in good standing with licensing, and that a detailed partnership agreement is signed by both the contractor/subcontractor and child care partners prior to federal funded activities being provided. Detailed letter(s) of agreements should cover roles and responsibilities of all parties as well as federal fund-use guidelines, including the procedure for tracking and use of federally-funded purchases, expectations of participation, and if the partnership terminates prior to the established term. These guidelines should be established and agreed upon by Contractors, sub-contractors (if applicable) and child care partners. Contractors are responsible for reporting any known Contract non-compliance issues and changes to partners' licensing status to the Sixpence CCP TA Specialist, Deb Reiman at dreiman@nebraskachildren.org or 402-274-8846. Continued funding is contingent upon meeting all Quality Criteria. If Contractor is having difficulty maintaining any of the quality indicators, the Sixpence CCP TA Specialist may be of assistance;
10. Contractor agrees to attend and participate in program visits with the Sixpence CCP TA Specialist. Additional program visits may be requested or required based upon staff turnover or need. The Contractor's district representative must participate in the visit, even if a sub-contractor is providing the services;
11. The Contractor and its partners are required to participate in the evaluation protocol and agree to release the data to the Sixpence Board of Trustees, Sixpence Administrator, and the Sixpence CCP TA Specialist. The Sixpence Evaluation Guidebook, which describes the evaluation protocol, is available at www.singasongofsixpence.org;
12. The Contractor is required to, and so shall assign an Nebraska Department of Education (NDE) Individual Student Identifier from the Nebraska UniqlD System to each child served through the Sixpence CCP program, regardless of the child's anticipated home school enrollment.
 - a. In Early Childhood Programs, children being served by the Sixpence CCP program should be identified using Participation Info Code EC0008 or 08. The district will need to assign just one building code for all Child Care Partners into NDE's Consolidated Data Collections (CDC) for student data collection purposes.
 - b. Program Coordinators for the Child Care Partnership program should be coded using the Special Program Indicators (Early Childhood) and the Position Assignment Code of P-1160. For specific staffing reporting guidance visit www.education.ne.gov/dataservices/staff. For specific

reporting guidance see Data Guidance “Who Reports What” document available at:

<https://www.education.ne.gov/dataservices/adviserresources/#1533221816265-b51e789f-abfc>. Additionally, the Contractor may contact Tammi Hicken from NDE Office of Early Childhood to answer specific questions about this process, tammi.hicken@nebraska.gov or 402-471-3184; and

13. Communicate as agreed upon by both Parties via email, phone calls, and virtual and/or in-person meetings with Nebraska Children.
14. Contractor and any retained subcontractor of the Contractor will abide by the current Administration’s Executive Orders as to Unlawful Discrimination as defined by the Executive Order released August 7, 2025, and all other applicable directives (<https://www.whitehouse.gov/presidential-actions/2025/08/improving-oversight-of-federal-grantmaking/>).

B. Nebraska Children shall provide the following deliverables:

1. Review all reports received from Contractor.
2. Be responsible for administrative guidance, policy, and monitoring of services performed by the Contractor under this Contract.
3. Provide on-going technical assistance to Contractor and/or approved Subcontractor in meeting Contract requirements.
4. Communicate with the Contractor on a continuous basis through emails, phone calls, and virtual and/or in-person meetings.
5. Will monitor Contractor’s compliance with this Administration’s policy directives related to Unlawful Discrimination as discussed in Section III. A. 14.

C. REPORTING REQUIREMENTS:

All reporting templates are available on www.singasongofsixpence.org. These reports MUST come from the Contractor, even if a partner has prepared the data.

1. The Contractor shall submit quarterly progress reports that include measurable indicators of progress in accordance with Nebraska Children guidance and through the established protocol of the Early Childhood Endowment Fund Board of Trustees according to the table below:
2. The Contractor shall submit monthly invoicing as outlined in Section II. D. according to the following schedule:
3. Nebraska Children reserves the right to amend or change at any time the reporting requirements based upon further guidance provided by DHHS or the federal funder. Nebraska Children will communicate with the Contractor regarding any changes made to the reporting requirements via email.

Report Name	Due on or Before	Covering the Period of
Monthly Request for Reimbursement	September 30, 2025	July 1, 2025 – July 31, 2025
Monthly Request for Reimbursement	September 30, 2025	August 1, 2025 – August 31, 2025
Quarterly Progress Report	October 10, 2025	July 1, 2025 – September 30, 2025
Monthly Request for Reimbursement	October 15, 2025	September 1, 2025– September 30, 2025
Monthly Request for Reimbursement	November 15, 2025	October 1, 2025 – October 31, 2025
Monthly Request for Reimbursement	December 15, 2025	November 1, 2025 – November 30, 2025
Quarterly Progress Report	January 10, 2026	October 1, 2025 – December 31, 2025
Monthly Request for Reimbursement	January 15, 2026	December 1, 2025 – December 31, 2025
Monthly Request for Reimbursement	February 15 2026	January 1, 2026 – January 31, 2026
Monthly Request for Reimbursement	March 15, 2026	February 1, 2026 – February 28, 2026
Quarterly Progress Report	April 10, 2026	January 1, 2026 – March 31, 2026
Monthly Request for Reimbursement	April 15, 2026	March 1, 2026 – March 31, 2026
Monthly Request for Reimbursement	May 15, 2026	April 1, 2026 – April 30, 2026
Monthly Request for Reimbursement	June 15, 2026	May 1, 2026 – May 31, 2026
Quarterly Progress Report	July 10, 2026	June 1, 2026 – June 30, 2026
Monthly Request for Reimbursement	July 15, 2026	June 1, 2026 – June 30, 2026

IV. GENERAL PROVISIONS

A. ACCESS TO RECORDS AND AUDIT RESPONSIBILITIES.

1. All Contractor books, records, and documents regardless of physical form, including data maintained in computer files or on magnetic, optical or other media, relating to work performed or monies received under this Contract shall be subject to audit at any reasonable time upon the provision of reasonable notice by Nebraska Children. Contractor shall maintain all records for five (5) years from the date of final payment, except that records that fall under the provisions of the Health Insurance Portability and Accountability Act (HIPAA) shall be maintained for six (6) full years from the date of final payment. In addition to the foregoing retention periods, all records shall be maintained until all issues related to an audit, litigation or other action are resolved to the satisfaction of Nebraska Children. All records shall be maintained in accordance with generally accepted business practices.

2. The Contractor shall follow all federal audit requirements. Audits must be prepared and issued by an independent certified public accountant licensed to practice. A copy of the Contractor’s audit is to be made electronically available or sent to:

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

Contractor shall provide Nebraska Children any and all written communications received by Contractor from an auditor related to Contractor's internal control over financial reporting requirements and communication with those charged with governance including those in compliance with or related to Statement of Auditing Standards (SAS) 122. The Contractor agrees to provide Nebraska Children with a copy of all such written communications immediately upon receipt or instruct any auditor it employs to deliver copies of such written communications to Nebraska Children at the same time copies are delivered to Contractor, in which case Contractor agrees to verify that Nebraska Children has received a copy.

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

B. ACKNOWLEDGEMENT OF FUNDING.

The Contractor must acknowledge federal and DHHS funding when issuing statements, press releases, requests for proposals, bid invitations, and other documents describing projects or programs funded in whole or in part with federal and DHHS funds. Contractor is required to state: (1) the percentage and dollar amounts of the total program or project costs financed with federal and DHHS funds; and (2) the percentage and dollar amount of the total costs financed by nongovernmental sources.

In addition, to identify the funder(s) the Contractor shall use: "Funding received through Child Care and Development Fund, USDHHS, NDHHS, Nebraska Children and Families Foundation, and Sixpence."

C. TRADE NAME.

Nebraska Children has registered the trade name of Sixpence Early Learning Fund with the Nebraska Secretary of State's Office. For the limited time and duration of this contract only, Contractor is granted limited permission to make reference to Sixpence Early Learning Fund in connection with the marketing, promotion, advertisement, distribution, and public disclosures in reference to the scope of work to be performed in this Contract. This limited permission granted to Contractor to make reference to and use of the trade name is given royalty-free and is not assignable. Any public disclosures pertaining to the Contract shall not be issued without prior written approval from the Nebraska Children.

D. AMENDMENT.

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

E. ANTI-DISCRIMINATION.

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

The Contractor understands and acknowledges that this Contract is subject to the following regulations regarding nondiscrimination: 45 CFR Part 80 (nondiscrimination under programs receiving federal assistance through the U.S. Department of Health and Human Services effectuation of Title VI of Civil Rights Act of 1964); 45 CFR Part 84 (nondiscrimination on the basis of handicap in programs or activities receiving federal financial assistance); 45 CFR Part 85 (enforcement of nondiscrimination on the basis of handicap in programs or activities conducted by DHHS); 45 CFR Part 86 (nondiscrimination on the basis of sex in education programs or activities receiving federal financial assistance); 45 CFR Part 87 (equal treatment for faith-based organizations); and 45 CFR Part 91 (nondiscrimination on the basis of age in programs or activities receiving federal financial assistance from DHHS).

Contractor and any retained subcontractor of the Contractor will abide by the current Administration's Executive Orders as to Unlawful Discrimination as defined by the Executive Order released August 7, 2025, and all other applicable directives (<https://www.whitehouse.gov/presidential-actions/2025/08/improving-oversight-of-federal-grantmaking/>).

Violation of said statutes and regulations will constitute a material breach of this Contract. The Contractor shall insert a similar provision into all subcontracts.

F. ASSIGNMENT.

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

G. ASSURANCE.

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

H. BANKRUPTCY PROCEEDING OR TRUSTEESHIP.

Nebraska Children may immediately terminate this Contract if:

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

I. BREACH OF CONTRACT/NON-PERFORMANCE.

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

J. COMPLIANCE WITH LAW.

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

K. CYBERSECURITY.

The Contractor must take reasonable cybersecurity and other measures to

safeguard information including protected personally identifiable information (PII) and other types of information.

L. CONFIDENTIALITY.

All documentation and information designated by the party disclosing such documentation and information (the "Disclosing Party") as proprietary or confidential, including drawings, software, techniques, user data, financial data, algorithms and processes and technical and marketing information supplied by the Disclosing Party to the other party (the "Receiving Party") in connection with this Contract (other than documentation and information intended for distribution to third parties) (collectively, "Confidential Information"), shall be treated confidentially by the Receiving Party and its employees and shall not be disclosed or used for purposes not allowed under this Contract by the Receiving Party without the Disclosing Party's express prior written consent, unless disclosure is required pursuant to a court proceeding provided that the Receiving Party promptly notifies the Disclosing Party in writing of such request for disclosure and cooperates with the Disclosing Party, upon the Disclosing Party's reasonable request and at the Disclosing Party's cost, to contest or limit the scope of any such required disclosure. Any information that, by its nature or the circumstances surrounding disclosure should reasonably be considered confidential or proprietary, shall also be deemed to be the Confidential Information of the Disclosing Party. Information shall not be deemed Confidential Information if it (1) is already or otherwise becomes publicly known through no fault of the Receiving Party; (2) is lawfully received from third parties subject to no restriction of confidentiality; or (3) can be shown by the Receiving Party to have been developed by it without reference to or use of the information provided by the Disclosing Party. The Receiving Party agrees to protect the Confidential Information with the same standard of care and procedures that it uses to protect its own trade secrets and proprietary information, but in no case less than reasonable care. The Receiving Party shall restrict use of the Confidential Information to those individuals within Receiving Party's organization with a need to know. Upon request of the Disclosing Party or in the event of any expiration or termination of the Contract, the Receiving Party shall, at the Disclosing Party's option, promptly return or destroy all Confidential Information in the Receiving Party's possession or control and provide the Disclosing Party with a written certification by an officer of the Receiving Party that the Receiving Party has complied with this requirement.

M. CONFLICTS OF INTEREST.

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

Children in writing of any such instances encountered.

N. DATA OWNERSHIP AND INTELLECTUAL PROPERTY.

1. To maintain compliance with Nebraska Children’s agreement with state and federal funding organizations, the following provisions apply to the Contractor:
 - a. *Data.* Except as may be otherwise provided in the Federal Notice of Award, Nebraska Children and DHHS, as a funder, shall own all rights in data resulting from the Subaward. The Federal Funding Agency reserves the right to obtain, reproduce, publish, or otherwise use the data produced under the Contract, and to authorize others to receive, reproduce, publish, or otherwise use such data for federal purposes.
 - b. *Copyright.* As consistent with federal law, Contractor may copyright any of the copyrightable material and may patent any of the patentable products produced in conjunction with the Scope of Services under this Contract without written consent from Nebraska Children. Nebraska Children, DHHS and any Federal Funding Agency hereby reserve a royalty-free, nonexclusive, and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the copyrightable material for federal or state government purposes.
 - c. *Patent.* All patent rights under the Contract shall be as set forth in the clause contained in 37 C.F.R. § 401.14, and consistent with all other applicable federal law. 11.4. This section shall survive termination or expiration of this Contract. *Source:* Various statutes depending on information; 2 CFR § 200.315 or 45 CFR § 75.322; HHS Grants Policy Statement; 37 CFR §§ 401 et seq.; Federal Notices of Award (as applicable).
 - d. This section shall survive termination or expiration of this Contract. *Source:* Various statutes depending on information; 2 CFR § 200.315 or 45 CFR § 75.322; HHS Grants Policy Statement; 37 CFR §§ 401 et seq.; Federal Notices of Award (as applicable).
2. Contractor shall retain a copy of all reports and materials for academic purposes and reserves the right to publish scholarly articles based on the project.

O. RIGHTS TO INVENTIONS.

Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of “funding agreement” under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply

with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

P. DEBARMENT, SUSPENSION OR DECLARED INELIGIBLE.

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

Q. DOCUMENTS INCORPORATED BY REFERENCE.

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

R. DRUG-FREE WORKPLACE.

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

S. FORCE MAJEURE.

Neither party shall be liable for any costs or damages resulting from its inability to perform any of its obligations under this Contract due to a fire, casualty, lockout, strike, labor conditions, pandemic, unavoidable accident, riot, war, act of terrorism, act of God, natural disaster, or by the enactment, issuance, operation of any municipal, county, State or Federal law, ordinance or executive, administrative or judicial regulations, order or decree, local emergency or other similar event outside the control and not the fault of the affected party ("Force Majeure Event"). A Force Majeure Event shall not constitute a breach of this Contract. The party so affected shall immediately give notice to the other party of the Force Majeure Event. Upon such notice, all obligations of the affected party under this Contract which are reasonably related to the Force Majeure Event shall be suspended, and the affected party shall do everything reasonably necessary to resume performance as soon as possible. Labor disputes with the impacted party's own employees will not be considered a Force Majeure Event and will not suspend performance requirements under this Contract.

T. FRAUD OR MALFEASANCE.

Nebraska Children may immediately terminate this Contract for fraud,

misappropriation, embezzlement, malfeasance, misfeasance, or illegal conduct pertaining to performance under the Contract by Contractor, its employees, officers, directors, volunteers, shareholders, or subcontractors.

U. FUNDING AVAILABILITY.

Nebraska Children may terminate the Contract, in whole or in part, in the event funding is no longer available. The lack of funding availability will be determined by the public or private funding source and such funding will cease on the date dictated by the funder. In such event, the Contractor shall not be entitled to receive any further payment and shall not be paid for any loss of anticipated profit.

V. COMPLETION OF CONTRACT.

1. The Contractor shall not incur new obligations after the termination or completion of the Contract, and shall cancel as many outstanding obligations as possible. Nebraska Children shall give full credit to Contractor for the federal share of non-cancelable obligations properly incurred by Contractor prior to termination, and costs incurred on, or prior to, the termination or completion date.
2. Within a maximum of 15 days following the date of expiration or completion, Contractor shall submit all financial, performance, and related reports required by Contractor Reporting Requirements. Nebraska Children reserves the right to extend the due date for any report and may waive, in writing, any report it considers to be unnecessary.
3. The Contractor shall assist and cooperate in the orderly transition and transfer of Contract activities and operations with the objective of preventing disruption of services.
4. Completion of this Contract shall not affect the retention period for, or state or federal rights of access to, Contractor records, or Contractor's responsibilities regarding property or with respect to any program income for which Contractor is still accountable under this Contract.

W. FEDERAL FINANCIAL ASSISTANCE/FAITH-BASED ACTIVITIES.

1. *Federal Financial Assistance.* Contractor shall comply with all applicable provisions of 45 CFR §§87.1 and 87.2. Grantee certifies that it shall not use direct federal financial assistance to engage in inherently religious activities, such as worship, religious instruction, or proselytization. This provision, however, does not apply to subawards listed in 45 CFR § 87.2, or to subawards funded with HUD funds.
2. *Faith-Based Activities.* If the Contract involves HUD funds, as per 24 CFR § 576.406 or 24 CFR § 574.300(c), as applicable, the Grantee shall comply with the requirements found in 24 CFR § 5.109 for full

participation by faith-based organizations. These requirements may be more fully set forth herein.

X. HUMAN TRAFFICKING PROVISIONS.

Contractor shall comply with and be subject to the requirements of the Trafficking Victims Protection Act of 2000, 22 USC § 7101 et seq.

Contractor's employees, any Contractors and/or Subrecipients, may not engage in severe forms of trafficking in persons during the period of time that the Contract is in effect. Procure a commercial sex act during the period of time that the Contract is in effect; or use forced labor in the performance of the Contract. Source: 22 USC § 7101 et seq.

Y. GOVERNING LAW.

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

Z. HOLD HARMLESS.

1. To the extent permitted by law, the Contractor shall defend, indemnify, hold, and save harmless Nebraska Children and its employees, volunteers, agents, and its elected and appointed officials ("the indemnified parties") from and against any and all claims, liens, demands, damages, liability, actions, causes of action, losses, judgments, costs, and expenses of every nature, including investigation costs and expenses, settlement costs, and attorney fees and expenses ("the claims"), sustained or asserted against Nebraska Children, arising out of, resulting from, or attributable to the willful misconduct, negligence, error, or omission of Contractor, its employees, subcontractors, consultants, representatives, and agents, except to the extent such Contractor's liability is attenuated by any action of Nebraska Children that directly and proximately contributed to the claims.

2. To the extent permitted by law, the Contractor shall, at its sole cost and expense, defend, indemnify, and hold harmless the indemnified parties from and against any and all claims, to the extent such claims arise out of, result from, or are attributable to, the actual or alleged infringement or misappropriation of any patent, copyright, trade secret, trademark, or confidential information of any third party by the Contractor or its employees, subcontractors, consultants, representatives, and agents; provided, however, Nebraska Children gives the Contractor prompt notice in writing of the claim. The

Contractor may not settle any infringement claim that will affect the Nebraska Children's use of the intellectual property used in the performance of this Contract without the Nebraska Children's prior written consent, which consent may be withheld for any reason. If a judgment or settlement is obtained or reasonably anticipated against Nebraska Children's use of any intellectual property for which the Contractor has indemnified Nebraska Children, the Contractor shall, at the Contractor's sole cost and expense, promptly modify the item or items which were determined to be infringing, acquire a license or licenses on Nebraska Children's behalf to provide the necessary rights to Nebraska Children to eliminate the infringement, or provide Nebraska Children with a non-infringing substitute that provides Nebraska Children the same functionality. At Nebraska Children's election, the actual or anticipated judgment may be treated as a breach of warranty by the Contractor, and Nebraska Children may receive the remedies provided under this Contract.

3. Nebraska Children's liability is limited to the extent provided by the Nebraska Tort Claims Act, the Nebraska Contract Claims Act, the Nebraska Miscellaneous Claims Act, and any other applicable provisions of law. Nebraska Children does not assume liability for the action of its Contractors.

AA. INDEPENDENT CONTRACTOR.

The Contractor is an Independent Contractor and neither it nor any of its employees shall, for any purpose, be deemed employees of Nebraska Children. The Contractor shall employ and direct such personnel, as it requires, to perform its obligations under this Contract, exercise full authority over its personnel, and comply with all workers' compensation, employer's liability and other federal, state, county, and municipal laws, ordinances, rules and regulations required of an employer providing services as contemplated by this Contract.

BB. CONTRACT WORK HOURS AND SAFETY STANDARDS.

Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The

requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

CC. DAVIS-BACON ACT (only applies to construction contracts over \$2,000.00).

Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "AntiKickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

DD. INTEGRATION.

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

EE. LOBBYING.

Contractor certifies that no Federal or State appropriated funds shall be paid, by or on behalf of Contractor, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of U.S. Congress or

State Legislature, an officer or employee of U.S. Congress or State Legislature, or an employee of a Member of U.S Congress or State Legislature in connection with this Contract for: (a) the awarding of any Federal or State agreement; (b) the making of any Federal or State grant; (c) the entering into of any cooperative agreement; and (d) the extension, continuation, renewal, amendment, or modification of any Federal or State agreement, grant, loan, or cooperative agreement.

FF. INSURANCE.

1. Unless Contractor is a self-insured entity, Contractor shall not commence work under this Agreement until it has obtained: (1) any and all insurance coverage required by law, including, but not limited to, 2 CFR § 200.310 or 45 CFR § 75.317, or by the federal award; and (2) any and all insurance coverage at levels adequate to protect Contractor from claims for liability arising out of work performed under this Agreement, whether such work is performed by Contractor, or by anyone directly or indirectly employed by any of them. Such coverage may include, but is not limited to, commercial general liability, commercial automobile liability, umbrella/excess liability, workers' compensation and employer's liability, medical malpractice liability, professional liability, commercial crime, cyber liability, and pollution liability insurance coverage.
2. Unless Contractor is a self-insured entity, Commercial general liability and commercial automobile liability policies maintained by Contractor shall include Nebraska Children, shall be primary, and any insurance carried by Nebraska Children shall be considered excess and non-contributory. Any workers' compensation policy maintained by Contractor shall be written to meet the statutory requirements for the state in which the work is to be performed and shall include a waiver of subrogation in favor of Nebraska Children.
3. Unless Contractor is a self-insured entity, Contractor shall maintain all insurance coverage required under this section throughout the life of this Agreement and shall ensure that any contractor performing work under this Agreement also maintains all required insurance coverage throughout the life of this Agreement.
4. Unless Contractor is a self-insured entity, Contractor shall provide a copy of a certificate of insurance compliant with this section to Nebraska Children prior to commencing work under this Agreement and shall ensure that Nebraska Children has the most current certificate of insurance throughout the life of this Agreement. Further, if any insurance coverage required under this section is cancelled, Contractor shall promptly notify Nebraska Children of the cancellation at which time Nebraska Children reserves the right to terminate

this Agreement.

5. A copy of the Contractor's certificate of insurance is to be made electronically available or sent to:

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

GG. NEBRASKA NONRESIDENT INCOME TAX WITHHOLDING.

Contractor acknowledges that Nebraska law requires Nebraska Children to withhold Nebraska income tax if payments for personal services are made in excess of six hundred dollars (\$600) to any Contractor who is not domiciled in Nebraska or has not maintained a permanent place of business or residence in Nebraska for a period of at least six months. This provision applies to: individuals; to a corporation, if 80% or more of the voting stock of the corporation is held by the shareholders who are performing personal services, and to a partnership or limited liability company, if 80% or more of the capital interest or profits interest of the partnership or limited liability company is held by the partners or members who are performing personal services.

The Parties agree, when applicable, to properly complete the Nebraska Department of Revenue Nebraska Withholding Certificate for Nonresident Individuals Form W-4NA or its successor. The form is available at: http://www.revenue.ne.gov/tax/current/fill-in/f_w-4na.pdf.

HH. CLEAN AIR ACT.

Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251- 1387), as amended—Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

II. NEBRASKA TECHNOLOGY ACCESS STANDARDS.

The Contractor shall review the Nebraska Technology Access Standards, found at <http://www.nitc.nebraska.gov/standards/2-201.html> and ensure that products and/or services provided under the Contract comply with the applicable standards. In the event such standards change during Contractor's performance, Nebraska Children may create an amendment to the Contract to request that Contractor comply with the changed standard at a cost mutually acceptable to the Parties.

JJ. NEW EMPLOYEE WORK ELIGIBILITY STATUS.

The Contractor shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. § 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

If Contractor is an individual or sole proprietorship, the following applies:

1. The Contractor must complete the United States Citizenship Attestation Form, available on the Department of Administrative Services website at www.das.nebraska.gov.
2. If Contractor indicates on such attestation form that he or she is a qualified alien, Contractor agrees to provide the U.S. Citizenship and Immigration Services documentation required to verify Contractor's lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program.
3. The Contractor understands and agrees that lawful presence in the United States is required and Contractor may be disqualified or the Contract terminated if such lawful presence cannot be verified as required by Neb. Rev. Stat. § 4-108.

KK. PROGRAMMATIC CHANGES.

The Contractor shall request in writing to Nebraska Children for approval of programmatic changes. Nebraska Children shall approve or disapprove in whole or in part in writing within thirty (30) days of receipt of such request.

LL. RESEARCH.

The Contractor shall not engage in research utilizing the information obtained through the performance of this Contract without the express written consent of Nebraska Children. The term "research" shall mean the investigation, analysis, or review of information, other than aggregate statistical information, which is used for purposes unconnected with this Contract

MM. SEVERABILITY.

If any term or condition of this Contract is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected, and the rights and obligations of

the parties shall be construed and enforced as if this Contract did not contain the particular provision held to be invalid.

NN. SMOKE FREE.

Public Law 103-227, also known as the Pro-Children Act of 1994 (Act), requires that smoking not be permitted in any portion of any indoor facility owned or leased or contracted for by an entity and used routinely or regularly for the provision of health, day care, early childhood development services, education or library services to children under the age of 18, if the services are funded by Federal programs either directly or through State or local governments, by Federal grant, contract, loan, or loan guarantee. The law also applies to children's services that are provided in indoor facilities that are constructed, operated, or maintained with such federal funds. The law does not apply to children's services provided in private residences; portions of facilities used for inpatient drug or alcohol treatment; service providers whose sole source of applicable Federal funds in Medicare or Medicaid; or facilities where WIC coupons are redeemed. Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. By signing, Contractor certifies that Contractor will comply with the requirements of the Act and will not allow smoking within any portion of any indoor facility used for the provision of services for children as defined by the Act.

OO. SUBCONTRACTORS.

The Contractor may not subcontract any portion of this Contract without prior written consent of Nebraska Children. The Contractor shall ensure that all subcontractors comply with all requirements of this Contract and applicable federal, state, county and municipal laws, ordinances, rules, and regulations.

PP. SURVIVAL.

All provisions hereof that by their nature are to be performed or complied with following the expiration or termination of this Contract, including but not limited to those clauses that specifically state survival, survive the expiration or termination of this Contract.

QQ. TIMELY PERFORMANCE.

The acceptance of late performance with or without objection or reservation by Nebraska Children shall not waive any rights of Nebraska Children nor constitute a waiver of the requirement of timely performance of any obligations on the part of Contractor remaining to be performed.

RR. WHISTLEBLOWER PROTECTIONS.

The Contractor shall comply with the provisions of 41 U.S.C. § 4712, which

states an employee of a contractor, subcontractor, grantee, or Contractor may not be discharged, demoted or otherwise discriminated against as a reprisal for “whistleblowing.” In addition, whistleblower protections cannot be waived by any agreement, policy, form, or condition of employment.

1. The Contractor’s employees are encouraged to report fraud, waste, and abuse. The Contractor shall inform their employees in writing they are subject to federal whistleblower rights and remedies. This notification must be in the predominant native language of the workforce.

2. The Contractor shall include this requirement in any agreement made with a subcontractor or Contractor.

SS. NOTICES.

Notices shall be in writing and shall be effective upon mailing. Unless otherwise set forth herein, all Contractor reporting under the Contract shall be sent to the Nebraska Children Contract Manager as identified below. Written notices regarding termination of this Contract or breach of this Contract shall also be sent to the Nebraska Children Contract Manager identified, and to the following addresses:

Nebraska Children Program Manager	Hall County School District 2 Program Manager
Deb Reiman Associate VP Early Childhood Programs Nebraska Children and Families Foundation 215 Centennial Mall South, Suite 200 Lincoln, NE 68508 (402) 274-8846 dreiman@nebraskachildren.org	April Sundberg Coordinator Hall County School District 2 123 South Webb Road Grand Island, NE 68802 (402) 385-5900 asundberg@hshn.org
Nebraska Children Contract Manager	Hall County School District 2 Contract Manager
Chris Nord Community Investment Coordinator Nebraska Children and Families Foundation 215 Centennial Mall South, Suite 200 Lincoln, NE 68508 (402) 594-5994 cnord@nebraskachildren.org	Dr. Summer Stephens Associate Superintendent Hall County School District 2 123 South Webb Road Grand Island, NE 68802 (402) 385-5900 sstephens@gips.org

Nebraska Children may change the Nebraska Children Contract Manager to be notified under this section via letter to Contractor sent by U.S. Mail, postage prepaid, or via email.

CERTIFICATION OF ACCURACY BY CONTRACTOR: *I certify to the best of my knowledge and belief that the information provided herein is true, complete, and accurate. I am aware that the provision of false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil, or administrative consequences including, but not limited to violations of U.S. Code Title 18, Sections 2, 1001, 1343 and Title 31, Sections 3729-3730 and 3801-3812.*

IN WITNESS THEREOF, the Parties have duly executed this Contract hereto, and acknowledge that the individual signing below has authority to legally bind the Party to this Contract.

FOR NEBRASKA CHILDREN:

FOR CONTRACTOR:

Mary Jo Pankoke

Dr. Summer E. Stephens

Mary Jo Pankoke
President and CEO

Dr. Summer Stephens
Associate Superintendent

DATE: 09/15/25

DATE: 09/15/25

FEDERAL TAX ID NUMBER:

47-6003169

Attachment A



Entity Name:	Head Start Child & Family Development Program, Inc.		
Fiscal Sponsor Name:	Hall County School District 2		
Project Title:	Grand Island Public Schools/Head Start C&FDP, Inc. Sixpence Child Care Partnership		
Period of Performance:	Begin Date: 7/1/2025	End Date: 6/30/2026	
Do Not Exceed Amount:	\$203,739.47		
Name & Title of Individual Completing This Form:	April Sundberg/Sixpence Coordinator		
Date Completed:	5/31/2025	Please Select:	Original Budget
NC Program Staff Approving this Budget	Deb Reiman		
CIC Reviewing this Budget	Chris Nord		

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

Points of Contact				
Name	Phone #	Email	Organization	Role/Tite
April Sundberg	308-385-5115	asundberg@hshn.org	Head Start C&FDP, Inc.	Sixpence Coordinator
Kylee Simmons	402-462-4187	ksimmons@hshn.org	Head Start C&FDP, Inc.	Fiscal Officer
Kathleen Riley	402-462-4187	kriley@hshn.org	Head Start C&FDP, Inc.	Executive Director
Mr. Matt Fischer	308-385-5900	mfischer@gips.org	Grand Island Public Schools	Superintendent
Dr. Summer Stephens	308-385-5900	sstephens@gips.org	Grand Island Public Schools	Associate Superintendent
Virgil Harden	308-385-5900	vharden@gips.org	Grand Island Public Schools	Chief Financial Officer

Totals will calculate as category tabs are completed

Budget Category	Nebraska Children Funds Requested
Wages	\$ 155,241.89
Benefits & Payroll Taxes	\$ 40,952.65
Office Operations	\$ 564.00
Travel	\$ 6,965.00
Equipment	\$ -
Supplies	\$ 15.98
Training & Outreach	\$ -
Contract/ Consulting	\$ -
Other Expenses	\$ -
Total Direct Expenses	\$ 203,739.52
Administrative Expenses	\$ -
TOTAL	\$ 203,739.52

Attachment A

Wages

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

Example:

Item #	Name	Position/Title	Job duties related to the grant	Hourly or Salary	For Hourly		OR	For Salary		
					Hourly Rate	Number of Hours to be worked during project period		Salary to be paid during project period	Level of Effort What % of wages will be spent on this project	Personnel Cost
1	Wanda Johnson	Program Coordinator		Salary				\$ 65,000.00	20.00%	\$ 13,000.00
2	Max Jones	Coach		Hourly	\$ 25.00	2080		\$ -	100.00%	\$ 52,000.00

Item #	Name	Position/Title	Job duties related to the grant	Hourly or Salary	For Hourly		OR	For Salary		
					Hourly Rate	Total Number of Hours to be worked during project period		Total Salary to be paid during project period	Level of Effort What % of wages will be spent on this project	Personnel Cost
1	April Sundberg	Coordinator	Coordinate grant 50% and coach partner programs 50% (July & Aug 2025) - 41 days	Salary	\$ -			\$ 10,886.32	100.00%	\$ 10,886.32
2	Lela Blackburn	Coach	Coach partner programs 100% (July-Aug 2025) - 41 days	Hourly	\$ 25.02	328		\$ -	100.00%	\$ 8,206.56
3	Alexis Marquez	Coach	Coach partner programs 100% (July-Aug 2025) - 41 days	Hourly	\$ 25.02	205		\$ -	100.00%	\$ 5,129.10
4	April Sundberg	Coordinator	Coordinate grant 50% and coach partner programs 50% (Sep 2025-June 2026) - 199 days	Salary	\$ -			\$ 53,491.20	100.00%	\$ 53,491.20
5	Lela Blackburn	Coach	Coach partner programs 100% (Sep 2025-June 2026) - 199 days	Hourly	\$ 25.33	1592		\$ -	100.00%	\$ 40,325.36
6	Alexis Marquez	Coach	Coach partner programs 100% (Sep 2025-June 2026) - 199 days	Hourly	\$ 25.33	995		\$ -	100.00%	\$ 25,203.35
7	April Sundberg	Coordinator	Coordinate grant 50% and coach partner programs 50% (Salary Enhancements August & December 2025) - not guaranteed	Salary	\$ -			\$ 6,000.00	100.00%	\$ 6,000.00
8	Lela Blackburn	Coach	Coach partner programs 100% (Salary Enhancements August & December 2025) - not guaranteed	Salary	\$ -			\$ 4,000.00	100.00%	\$ 4,000.00
9	Alexis Marquez	Coach	Coach partner programs 100% (Salary Enhancements August & December 2025) - not guaranteed	Salary	\$ -			\$ 2,000.00	100.00%	\$ 2,000.00
10					\$ -			\$ -	0.00%	\$ -
11					\$ -			\$ -	0.00%	\$ -
12					\$ -			\$ -	0.00%	\$ -
13					\$ -			\$ -	0.00%	\$ -
14					\$ -			\$ -	0.00%	\$ -
15					\$ -			\$ -	0.00%	\$ -
16					\$ -			\$ -	0.00%	\$ -
17					\$ -			\$ -	0.00%	\$ -
18					\$ -			\$ -	0.00%	\$ -
19					\$ -			\$ -	0.00%	\$ -
20					\$ -			\$ -	0.00%	\$ -
\$ 155,241.89										

Attachment A

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

Example:

Item #	Name	Position/Title	Benefits and Taxes explanation	Personnel Cost	Benefits & Taxes %	Benefits & Taxes Requested
1	Wanda Johnson	Program Coordinator	6.2% FICA, 1.45% Medicare, 4% 401k match, 1.3% Workers Comp	\$ 13,000.00	12.95%	\$ 1,683.50
2	Max Jones	Coach	6.2% FICA, 1.45% Medicare, 4% 401k match, 1.3% Workers Comp	\$ 52,000.00	12.95%	\$ 6,734.00

Item #	Name	Position/Title	Benefits and Taxes explanation	Personnel Cost	Benefits & Taxes %	Benefits & Taxes Requested
1	April Sundberg	Coordinator	14.3% Fringe Benefits (\$9,200/year), 7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (July & August 2025)	\$ 10,886.32	28.81%	\$ 3,136.35
2	Lela Blackburn	Coach	19% Fringe Benefits (\$9,200/year), 7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (July & August 2025)	\$ 8,206.56	33.51%	\$ 2,750.02
3	Alexis Marquez	Coach	7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (July & August 2025)	\$ 5,129.10	14.51%	\$ 744.23
4	April Sundberg	Coordinator	14.3% Fringe Benefits, 7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (Sept 2025-June 2026)	\$ 53,491.20	28.81%	\$ 15,410.81
5	Lela Blackburn	Coach	19% Fringe Benefits (\$9,200/year), 7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (Sept 2025-June 2026)	\$ 40,325.36	33.51%	\$ 13,513.03
6	Alexis Marquez	Coach	7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (Sept 2025-June 2026)	\$ 25,203.35	14.51%	\$ 3,657.01
7	April Sundberg	Coordinator	7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (Salary Enhancements in August & December 2025) - not guaranteed	\$ 6,000.00	14.51%	\$ 870.60
8	Lela Blackburn	Coach	7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (Salary Enhancements in August & December 2025) - not guaranteed	\$ 4,000.00	14.51%	\$ 580.40
9	Alexis Marquez	Coach	7.65% FICA, 5.4% Unemployment, 1.46% Workman's Compensation (Salary Enhancements in August & December 2025) - not guaranteed	\$ 2,000.00	14.51%	\$ 290.20
10				\$ -	0.00%	\$ -
11				\$ -	0.00%	\$ -
12				\$ -	0.00%	\$ -
13				\$ -	0.00%	\$ -
14				\$ -	0.00%	\$ -
15				\$ -	0.00%	\$ -
16				\$ -	0.00%	\$ -
17				\$ -	0.00%	\$ -
18				\$ -	0.00%	\$ -
19				\$ -	0.00%	\$ -
20				\$ -	0.00%	\$ -
				\$ 155,241.89		\$ 40,952.65

Attachment A

Office Operations

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

Example:

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

Item #	Item Description	Frequency <i>How often is the expense billed</i>	Cost <i>What is the amount billed per frequency</i>	Quantity <i>How many times during the project period will the expense be billed</i>	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1	Postage	Monthly	\$ 14.00	1	\$ 14.00	Postage for fiscal office 0.034% of all postage costs = \$14/month x 1 month = \$14
2	Postage	Monthly	\$ 1.00	12	\$ 12.00	Miscellaneous postage for Coordinator & Child Care Coaches \$1/month x 12 months = \$12
3	Exchange Press Subscription for Program Coordinator & Child Care Coach	Yearly	\$ 80.00	1	\$ 80.00	Exchange Press Membership for coordinator and child care coach - resource articles, etc.
4	GovConnection, Inc	Monthly	\$ 28.00	12	\$ 336.00	Office 365 License for Head Start C&FDP, Inc. - 3% of all charges
5	Limble Solutions License	Yearly	\$ 34.00	1	\$ 34.00	Maintenance software for Head Start C&FDP, Inc. - 3% of all charges
6	Midwest Automatic Fire & Sprinkler	Yearly	\$ 10.00	1	\$ 10.00	Yearly inspection of fire alarms, smoke detectors, fire extinguishers and sprinkler system. - 3% of all charges
7	Integrated Security Solutions	Other	\$ 13.00	6	\$ 78.00	Service of system or repairs of system, etc. as needed - 3% of all charges
8			\$ -		\$ -	
9			\$ -		\$ -	
10			\$ -		\$ -	
11			\$ -		\$ -	
12			\$ -		\$ -	
13			\$ -		\$ -	
14			\$ -		\$ -	
15			\$ -		\$ -	
16			\$ -		\$ -	
17			\$ -		\$ -	
18			\$ -		\$ -	
19			\$ -		\$ -	
20			\$ -		\$ -	
21			\$ -		\$ -	
22			\$ -		\$ -	
23			\$ -		\$ -	
24			\$ -		\$ -	
25			\$ -		\$ -	
Total:					\$ 564.00	

Attachment A

Travel
Instructions: Itemize travel expenses by purpose and show how costs were calculated. Mileage is reimbursed at the current federal mileage rate. Enter estimated anticipated travel and expenses to include lodging, airfare, transportation, baggage fees, meals and incidentals. Indicate the source of any travel policies you have applied. When federal regulations apply, please utilize <https://www.gsa.gov/> to estimate travel costs for the purpose of completing this budget.

Example:

Item #	Name <i>Name of individual traveling</i>	Description: <i>For conferences/trainings, include anticipated dates and locations of travel. For mileage, estimate number of trips and miles traveled.</i>	Total Estimated Miles	Current Federal Mileage Rate Used to Calculate This Budget	\$ Mileage Cost	Other Estimated Travel Costs (meals, lodging, airfare, etc)	Total Requested	Travel Justification <i>Please breakout "Other Estimated Travel Costs" in this section and describe how the travel pertains to the project.</i>
1	Wanda Johnson	Nebraska Rural Schools 2-day Conference, March 2023, Kearney NE.	100.00	\$ 0.655	\$ 65.50	\$ 200.00	\$ 265.50	\$125 for lodging, \$75 for meals during 2 day conference
2	Max Jones	Monthly travels to 5 site locations	750.00	\$ 0.655	\$ 491.25	\$ -	\$ 491.25	Max will travel to on site coaching visits at our 5 child care partners in Grand Island and Wood River during this performance period.

Item #	Name <i>Name of individual(s) traveling</i>	Description: <i>For conferences/trainings, include anticipated dates and locations of travel. For mileage, estimate number of trips and miles traveled.</i>	Total Estimated Miles	Current Federal Mileage Rate Used to Calculate This Budget	Estimated Mileage Cost	Other Estimated Travel Costs (meals, lodging, airfare, etc)	Total Requested	Travel Justification <i>Please breakout "Other Estimated Travel Costs" in this section and describe how the travel pertains to the project.</i>
1	April Sundberg	Monthly travels to 7 partner program site locations and community meetings	1400	\$ 0.700	\$ 980.00	\$ -	\$ 980.00	April will travel to on-site coaching visits at 7 child care partner programs in Grand Island, Doniphan and Wood River during this performance period. April will also travel to community meetings typically held in Grand Island.
2	Lela Blackburn	Monthly travels to 3 partner program site locations and community meetings	1400	\$ 0.700	\$ 980.00	\$ -	\$ 980.00	Lela will travel to on-site coaching visits at 3 child care partner programs in Grand Island. Lela will also travel to community meetings typically held in Grand Island.
3	Alexis Marquez	Monthly travels to 2 partner program site locations and community meetings	500	\$ 0.700	\$ 350.00	\$ -	\$ 350.00	Alexis will travel to on-site coaching visits at 2 child care partner programs in Grand Island during this performance period. Alexis will also travel to community meetings typically held in Grand Island.
4	April Sundberg	Bi-Monthly travels to Hastings	312	\$ 0.700	\$ 218.40	\$ -	\$ 218.40	April will travel to Hastings for on-site training for Head Start C&FDP, Inc. (August & March) and pick-up/deliver invoices, receipts and payments
5	Lela Blackburn or Alexis Marquez	Bi-Monthly travels to Hastings	312	\$ 0.700	\$ 218.40	\$ -	\$ 218.40	Lela or Alexis will travel to Hastings for on-site training for Head Start C&FDP, Inc. (August & March) and pick-up/deliver invoices, receipts and payments
6	April Sundberg	Thriving Children, Families & Communities 2-day Conference in Kearney September 2025	164	\$ 0.700	\$ 114.80	\$ 146.000	\$ 260.80	\$39 for meals, \$107 for lodging for 2-day conference
7	Lela Blackburn	Thriving Children, Families & Communities 2-day Conference in Kearney September 2025		\$ -	\$ -	\$ 146.000	\$ 146.00	\$39 for meals, \$107 for lodging for 2-day conference
8	Alexis Marquez	Thriving Children, Families & Communities 2-day Conference in Kearney September 2025		\$ -	\$ -	\$ 146.000	\$ 146.00	\$39 for meals, \$107 for lodging for 2-day conference
9	April Sundberg	Sixpence Networking Event in Columbus - 2-day November 2025	132	\$ 0.700	\$ 92.40	\$ 146.000	\$ 238.40	\$39 for meals, \$107 for lodging for 2-day conference
10	Lela Blackburn	Sixpence Networking Event in Columbus - 2-day November 2025		\$ -	\$ -	\$ 146.000	\$ 146.00	\$39 for meals, \$107 for lodging for 2-day conference
11	Alexis Marquez	Sixpence Networking Event in Columbus - 2-day November 2025		\$ -	\$ -	\$ 146.000	\$ 146.00	\$39 for meals, \$107 for lodging for 2-day conference
12	Child Care Providers	Professional Development Outside of Grand Island	1350	\$ 0.700	\$ 945.00	\$ 2,190.000	\$ 3,135.00	Mileage for trainings outside of Grand Island 1 time a year; 90 mile average x 15 child care staff; \$39 for meals, \$107 for lodging x 15 child care staff
13				\$ -	\$ -	\$ -	\$ -	
14				\$ -	\$ -	\$ -	\$ -	
15				\$ -	\$ -	\$ -	\$ -	
16				\$ -	\$ -	\$ -	\$ -	
17				\$ -	\$ -	\$ -	\$ -	
18				\$ -	\$ -	\$ -	\$ -	
19				\$ -	\$ -	\$ -	\$ -	
20				\$ -	\$ -	\$ -	\$ -	
							\$ 6,965.00	

Equipment

Instructions: List non-expendable items that are to be purchased. Non-expendable equipment is tangible property having a useful life of more than 2 years and an acquisition cost of \$5,000 or more per unit. (Note: An organization's own capitalization policy may be used for items costing less than \$5,000.) Explain why the equipment is needed for the project to success. List expendable items in the "Supplies" category. List rented or leased equipment costs in the "Office Operation Expenses" category.

Example:

Item #	Item Description	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1	Discovery Center Play Structure	\$ 5,500.00	1	\$ 5,500.00	The Discovery Center Play Structure will be used in an enclosed infant and toddler playground at Little Tikes Childcare.

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

Attachment A

Supplies

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

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1	Child Care Center Classroom Supplies for Tiny Tots	Yearly	\$ 4,500.00	1	\$ 4,500.00	Developmentally appropriate books, toys, play structures, shelving, rugs, assessment tools, curriculum or other materials for Tiny Tots based on the needs identified in their ITERS or by regulatory agencies.

Item #	Item Description	Frequency <i>How often is the expense billed</i>	Cost	Quantity	Total Requested	Justification <i>Include description of expense and benefit to program. If frequency is "other", please describe.</i>
1	Office Supplies for Coordinator & Child Care Coach	Other	\$ 15.98	1	\$ 15.98	
2			\$ -		\$ -	
3			\$ -		\$ -	
4			\$ -		\$ -	
5			\$ -		\$ -	
6			\$ -		\$ -	
7			\$ -		\$ -	
8			\$ -		\$ -	
9			\$ -		\$ -	
10			\$ -		\$ -	
11			\$ -		\$ -	
12			\$ -		\$ -	
13			\$ -		\$ -	
14			\$ -		\$ -	
15			\$ -		\$ -	
16			\$ -		\$ -	
17			\$ -		\$ -	
18			\$ -		\$ -	
19			\$ -		\$ -	
20			\$ -		\$ -	
21			\$ -		\$ -	
22			\$ -		\$ -	
23			\$ -		\$ -	
24			\$ -		\$ -	
25			\$ -		\$ -	
Total:					\$ 15.98	

Attachment A

Training & Outreach

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

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification
1	GoDaddy Website Hosting	Quarterly	\$ 32.99	4	\$ 131.96	Website hosting and maintenance for online resource guide for parents
2	Circle of Security Facilitator Training	Single Instance	\$ 1,500.00	1	\$ 1,500.00	Max will be completing Circle of Security Facilitator Training so he can offer classes to local childcare providers

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

Attachment A

Contract & Consulting

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

Example:

Item #	Company/Individual Name	Total Requested	Contract & Consulting Justification <i>(Must include intended user & benefit to program)</i>
1	Sing Play Love	\$ 3,000.00	Sing Play Love Curriculum Training will take place in Kearney, NE in the summer of 2024. It will be a 6 hour long training for new providers The flat rate of \$3,000 pays for all training and travel costs for the presenter.

Item #	Company/Individual Name	Total Requested	Contract & Consulting Justification <i>(Must include intended user & benefit to program)</i>
1		\$ -	
2		\$ -	
3		\$ -	
4		\$ -	
5		\$ -	
6		\$ -	
7		\$ -	
8		\$ -	
9		\$ -	
10		\$ -	
11		\$ -	
12		\$ -	
13		\$ -	
14		\$ -	
15		\$ -	
16		\$ -	
17		\$ -	
18		\$ -	
19		\$ -	
20		\$ -	
21		\$ -	
22		\$ -	
23		\$ -	
24		\$ -	
25		\$ -	
		\$ -	

Other

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

Example:

Item #	Item Description	Frequency	Cost	Quantity	Total Requested	Justification
1	Incentive for childcare center to achieve Step 3 with SUTQ	Single Instance	\$ 750.00	2	\$ 1,500.00	Incentive for programs that achieve Step Three during this performance period.
2					\$ -	

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

Attachment A

Administrative Costs

Instructions: This tab must be completed last. Administrative expenses are capped at 10% and cannot be used to cover items listed in other budget categories. Please contact the Nebraska Children Program Manager to determine if other restrictions are in place. Administrative costs reflect percentage of direct costs, not percentage of total contracted amount. Please use the table below to calculate administrative costs. This tab cannot be used to calculate Indirect Costs for Subawards. For calculating indirect costs for subawards, please contact the Nebraska Children Program Manager. Please complete all yellow fields, including Item Description, to populate amounts.

Example:

Item #	Item Description	Direct Expenses Total	Total Request	Administrative Rate Requested	Cost Justification <i>(Must include: calculation or historical justification of requested amount)</i>
1	10% of Direct Expenses	\$ 90,909.09	9090.09	10.00%	We will request up to 10% of direct expenses each month to cover administrative expenses not included in the direct expenses budget.

Item #	Item Description	Direct Expenses Total	Total Request	Administrative Rate Requested	Cost Justification <i>(Must include: calculation or historical justification of requested amount)</i>
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
			\$0	0.0000%	

Total Administrative Rate: <i>This amount cannot exceed 10%</i>	0.00%
Total Direct Costs:	\$203,739.52
Total Direct + Admin Costs:	\$203,739.52



If this box is:

Red: the direct + indirect costs exceed the total contracted amount. Please reduce direct costs or administrative rate.

Yellow: the direct + indirect costs are below the total contracted amount. Please increase direct costs or administrative rate.

Attachment A

Total Contracted Amount: <i>Direct Expenses + Admin Expenses cannot exceed this amount</i>	\$203,739.47
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Green: the direct + indirect costs match the total contracted amount.



Required Expenditure Documentation **for Contractors and Subrecipients**

Nebraska Children requires the following documentation to be submitted in accordance with the Contract Term and the invoice reporting requirements within the active agreement (Contract or Subrecipient Agreement) by each contractor or subrecipient that is on a reimbursement-based award regardless of funding source or funding source requirements. The required documentation is considered part of the invoice and shall be submitted no later than the deadline indicated in the contract/subrecipient agreement reporting requirements. Failure to submit the invoice and required supporting documentation by the due dates indicated in the active agreement may jeopardize Nebraska Children’s ability to process and/or reimburse the submitted invoice. *Please note:* Additional documentation may be requested above and beyond the documentation listed below and will be dependent upon the specific requirements of each funding source.

Nebraska Children will only reimburse Contractors and Subrecipients for their actual, allowable, reasonable, and allocable costs that fall within the Contract Term. Expenses must be in line with the approved budget and budget justification and fall within the Period of Performance. The Period of Performance (PoP) is identified in your Contract. The PoP is the period of time the Contractor or Subrecipient is expected to complete the approved activities and, to incur and expend all funds identified within the Contract or Subaward.

These four items are required of ALL Contractors and Subrecipients on reimbursement-based agreements:

- 1. Invoice (signed and dated)**
- 2. Expenditure report**
- 3. Detailed General Ledger**
- 4. Supporting documentation that connects directly to costs in the submitted General Ledger**

Nebraska Children requests for the documentation listed above to be submitted in one PDF document. This will greatly assist in the review process.

Nebraska Children has numerous funding sources (federal, state, local, private, etc.) that are utilized to support your organization in completing identified services and/or activities. As a result, the level of expenditure documentation required as part of your agreement is dependent on the requirements of the funding source, and the requirements do vary. Furthermore, the funding source requirements may also outline the level of audits that are required. Depending on the funding requirements your organization may be required to participate in an audit which could be:

- Conducted by Nebraska Children staff member(s).
- Conducted by a partnering auditing firm completing an audit for Nebraska Children.
- Conducted by a State or Federal government.
- Conducted by a private funder.

Depending on the Nebraska Children initiative, the level of expenditure documentation listed below may be required to be submitted every month, while other initiatives may require that the contractor or subrecipient keep this level of documentation and then internal staff will conduct periodic audits throughout the contract cycle. Ensure the Contract received is reviewed to verify the specific needs.

When possible, all source documentation needs to align with the detailed general ledger detail statement that supports actual expenses and follows the statement’s chronological order. If that’s not possible, all related expenses for the month should be highlighted, color-coded, and clearly labeled so that expenses are easily identifiable when going through the review process.

All receipts require a payment confirmation that shows the date of purchase, the vendor it was purchased from, vendor contact information, the amount of purchase, and an itemized list of what was purchased. Receipts cannot have changes made to them after the purchase is complete. If there is a change or revision to a receipt, a new receipt will need to be provided to the Contractor or Subrecipient by the vendor.

Requests for reimbursement must match the receipts to the penny (do not round up or down) or they will not be reimbursed.

Direct Personnel

Contractor or Subrecipient must maintain documentation of time and effort/performance and accountability reporting, related to the program activities performed by personnel funded by multiple sources. Any personnel whose time is not 100% funded by this contract must provide a breakdown of their hours via an agency-approved timesheet.

Wages: All staff being charged to Nebraska Children funds or serving as Match funds need to have the following provided to support the reimbursement request:	
Documentation Required:	<ol style="list-style-type: none"> 1. Payroll Summary detailing # of hours spent on Contract or Subrecipient Agreement tasks. 2. Timesheets for each position showing Contract or Subrecipient Agreement work. 3. Payroll included in the general ledger.

Benefits & Payroll Taxes: Cost allocation plan or a one-time explanation must be submitted describing how payroll and fringe benefits are divided and charged to Nebraska Children funds for each staff person funded by the Contract or Subrecipient Agreement. The following is required to be submitted:

Documentation Required:

1. Payroll Summary.
2. Benefits and Payroll Taxes included in the general ledger.

Direct Expenses

Office Operations: Nebraska Children can ONLY reimburse for actual costs for the term of the Contract, which may require certain costs to be prorated. For example, Annual or reoccurring subscriptions or expenses can only be billed for the pro-rated amount that falls within the Period of Performance.

Expenses that are covered by an administrative rate cannot also be covered within Office Operations.

Documentation Required:

Office Operation Expenses: Costs that relate directly to day-to-day business activities, which could include but are not limited to office rent, postage, software licensing, utilities, equipment leases, insurance, etc.

Please Note: Subscriptions or Annual Licensing costs (Ex. Zoom, Funshine Express, Smore, Microsoft Office, etc.) will need to be pro-rated to the amount that falls within the term of the Contract. (Example Funshine Express purchased in Jan 2024 can only be paid through June 30, 2024)

1. Itemized invoice AND receipt.
2. Adequate justification to explain pro-rated costs.

Travel: Nebraska Children can ONLY reimburse for actual costs if the organization does not have a per diem or travel stipend policy. In the event the organization seeking reimbursement has an approved and fully adopted per diem/travel stipend policy, reimbursement of the per diem or travel stipend at the current federal rate may be allowed. A copy of the approved per diem/travel stipend policy must be shared with Nebraska Children from the organization to support reimbursement request.

Nebraska Children reserves the right to reimburse the Contractor up to 100% of the approved GSA rate for the travel destination city should Nebraska Children determine that the meal and/or lodging expense is not reasonable and exceeds the approved GSA rate the full amount may not be reimbursed.

Current GSA Rates for Meals, Lodging, and Mileage can be found at <https://www.gsa.gov/travel-resources>

<p>Documentation Required:</p>	<p>Meal Expenses: Should be abide by the current GSA rate for the travel destination city. NO alcohol purchase allowed.</p> <p>Please Note: If attending a training event with a registration fee that includes breakfast, lunch, or incidentals/snacks, an additional reimbursement request for breakfast, lunch or snacks will not be accepted.</p> <ol style="list-style-type: none"> 1. Itemized meal receipts (for actual meal costs): <ol style="list-style-type: none"> a. Tips are allowed and will only be reimbursed up to 20% of the meal cost. b. Credit card receipts without itemization of items purchased CANNOT be accepted.
<p>Documentation Required:</p>	<p>Lodging: Should abide by the current GSA rate for the travel destination city.</p> <p>Please Note: Additional costs added to the lodging bill are not a reimbursable expense (i.e. movie rental, laundry, room damages, etc.)</p> <ol style="list-style-type: none"> 1. Itemized lodging receipts (for actual lodging costs).
<p>Documentation Required:</p>	<p>Air Travel: Should be considered reasonable for the travel destination city.</p> <p>Please Note: Additional costs incurred in-flight are not a reimbursable expense (i.e. Wi-Fi, snacks, drinks, movies/entertainment, etc.).</p> <ol style="list-style-type: none"> 1. Airfare receipt (for actual airfare cost) for an economy seat. <ol style="list-style-type: none"> a. Seat upgrade fee will not be reimbursed. 2. Baggage fee receipt for <u>one</u> bag. <ol style="list-style-type: none"> a. Oversized bag fees will not be reimbursed.
<p>Documentation Required:</p>	<p>Mileage: Current GSA mileage rate is required to be used to reimburse the use of a personal car to perform the travel approved in the agreement.</p> <p>Please Note: Fuel purchase for a personal vehicle is not a reimbursable expense.</p> <ol style="list-style-type: none"> 1. Beginning and ending addresses of travel. <ol style="list-style-type: none"> a. Street Address, city, state, and zip code. 2. Purpose of travel. 3. Total miles traveled. 4. Rate per mile, which cannot exceed the GSA mileage rate.
<p>Documentation Required:</p>	<p>Vehicle Rental & Fuel Purchase: Should be considered reasonable for the travel destination city.</p> <ol style="list-style-type: none"> 1. Itemized vehicle receipts (for actual rental costs). 2. Fuel purchases for rental vehicles are an allowable expense.
<p>Documentation Required:</p>	<p>Parking & Public Transportation:</p> <p>Parking: Should be during the travel time that is required to go to and from the event and conduct the work event.</p>

	<p>1. Parking receipts (not able to pay for any parking tickets).</p> <p>Public Transportation (e.g. Uber, Lyft, tram ride, shuttle, bus, etc.): Transportation expenses should be related to activities outlined and approved in the agreed upon Scope of Services.</p> <p>Please Note: Expenses incurred as part of leisure activities amid business travel are not reimbursable.</p> <p>1. Transportation receipts.</p> <p>a. Tips are allowed and will only be reimbursed up to 20% of transportation cost.</p>
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<p>Equipment: Nebraska Children can ONLY reimburse for actual costs.</p>	
<p>Documentation Required:</p>	<p>Equipment Purchase: Nonexpendable equipment is a tangible property having a useful life of more than 2 years and an acquisition cost of \$5,000 or more per unit.</p> <p>Please Note: Expendable items should be reported in the “Supplies” category.</p> <p>3. Itemized invoice AND receipt (purchase orders not acceptable).</p> <p>4. Delivery or Installation confirmation (may be dependent on the type of equipment if this is applicable).</p>

<p>Supplies: Nebraska Children can ONLY reimburse for actual costs.</p>	
<p>Documentation Required:</p>	<p>Supplies Purchase: Examples of supplies include: consumable supplies and materials (paper, pens, developmentally appropriate books, infant/toddler toys, play structures, shelving, rugs, assessment tools, curriculum, etc.).</p> <p>Please Note: Proof of Delivery is required for <u>ALL</u> online orders of supplies.</p> <p>1. Itemized receipt (purchase orders not acceptable)</p> <p>2. Invoice and/or Delivery confirmation</p>

<p>Training & Outreach: Nebraska Children can ONLY reimburse for actual costs.</p>	
<p>Training: Examples of training costs include: registration fees, training materials, meeting expenses, etc.</p> <p>1. Itemized receipts AND Detailed invoices (purchase orders not acceptable), which need to include:</p> <p>a. Title of Training; and,</p>	

- b. Date of Training.
- 2. If applicable:
 - a. Agenda for training attended.
 - b. Sign-in Sheet for training hosted.
 - c. Certificate of Completing for all training(s) attended.

Training Materials:

- 3. Itemized receipts AND Detailed invoices (purchase orders not acceptable), which need to include:
 - a. Proof of delivery for any online orders.

Meetings:

- 4. Itemized receipts AND Detailed invoices (Food may not be allowed based on funding source).
- 5. General Ledger.

Outreach: Examples of outreach costs include Marketing and/or Website Development.

- 6. Itemized receipts AND Detailed Invoices.
- 7. General Ledger.

Contract/Consulting (Trainers, Facilitators, Presenters, etc.): Nebraska Children can ONLY reimburse for actual costs.

Please Note: If you are Contracting with another entity that will be providing Support Services please see the ‘**Other Expense**’ it outlines the documentation required to be submitted to justify reimbursement requests. *

Documentation Required:	<ul style="list-style-type: none"> 1. Itemized meal receipts and/or detailed Invoices that include: <ul style="list-style-type: none"> a. Name; b. Dates of Services; c. Listing of Services provided; d. Hourly rate or fee; and, e. Total Amount requested for payment. 2. Copy of signed Contract/Agreement, made available upon request. 3. If applicable, proof of services/training i.e., Flyer, Sign-in sheet 4. General Ledger.
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Other Expenses: Nebraska Children can ONLY reimburse for actual costs. (Only budget for what the scope of work allows, not all categories below may be allowable with your funding source)

<p>Documentation Required:</p>	<ol style="list-style-type: none"> 1. Itemized receipts AND Detailed Invoices (for actual costs): <ol style="list-style-type: none"> a. Tips are allowed and will only be reimbursed up to 20% of the meal cost. b. Credit card receipts without itemization of items purchased CANNOT be accepted. <p>Stipends/Incentives: Can be utilized with participants who have provided input in surveys, as part of planning sessions, attending training, etc.</p> <p>Please Note: Paying participants for their time through stipends is the preferred method.</p> <ol style="list-style-type: none"> 2. Itemized Invoices that include: <ol style="list-style-type: none"> a. Name; b. Date of participation; c. Reason for stipend/incentive; d. Rate of Stipend or Incentive provided (e.g., hourly rate or flat fee); and, e. Total amount provided. 3. General Ledger.
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Administrative Expenses

Contractor or Subrecipient CANNOT duplicate requests in this the Administrative Expenses that have been requested in other budget categories.

<p>Administrative Expenses: Limited to 10% of the total Direct Costs.</p>	
<p>Documentation Required:</p>	<p>Administrative Expenses: Allowed to ensure outcomes are achieved and shall not exceed the approved amount by Nebraska Children.</p> <ol style="list-style-type: none"> 1. Administrative Expenses included in the general ledger.



QUALITY CRITERIA FOR CHILD CARE PARTNERSHIP PROGRAMS (IN ADDITION TO STEP UP TO QUALITY STANDARDS & INDICATORS)

Sixpence programs must work in partnership with other community entities to maintain the highest quality required by any entity in the partnership (i.e., Head Start/Early Head Start Performance Standards, Child Care Licensing.)

Quality Criteria	Child Care Partnership Program (School District, ESU, Head Start)	Child Care Partners (Licensed Child Care Providers)
Staff Qualifications	<p><u>Program Coordinator (PC)</u>: Sixpence Child Care Partnerships require a PC to be a certified teacher with 9 college credit hours in Early Childhood Education, recognized by NDE Rule 11. The PC must be employed by or contracted (directly or indirectly) with the school district, with salary and benefits commensurate with the district. The PC shall possess the experience and skills to provide program management and mentoring/coaching opportunities with the child care provider(s) and demonstrate a connectedness to the district's resources.</p> <p><u>Coach</u>: should have a degree in early childhood education or a related field, have excellent oral and written communication skills, strong interpersonal skills, and the ability to develop reports and track data. Ideally, Coaches have at least five years of experience working in a leadership role or as a coach or mentor in early childhood or a related field.</p>	<p><u>Child Care Partners</u>:</p> <ul style="list-style-type: none"> • Enroll in Step Up to Quality (SUTQ); prior to entering a formal partnership, via Letter of Agreement with school district/contractor, • participate in coaching. • participate in data and evaluation collection. • achieve a Step 3 within 3 years. • maintain at least a Step 3 to continue partnering beyond the initial three-year program term. <p>If lost, CCPs (Child Care Partners) must re-attain at least Step 3 to enter a formal partnership beyond the initial three-year program term.</p>
Professional Development	<p><u>Program Coordinator and Coach</u>: must have training/ knowledge/ experience in reflective supervision, infant-toddler development, family engagement, and management of an early childhood program.</p> <ul style="list-style-type: none"> • Program Coordinator and Coach will participate in required meetings and trainings facilitated by Sixpence. • Prior to coaching, Coach shall attend 2-day Nebraska Early Childhood Coach Training. • Coach shall attend the Introduction to Environment Rating Scale and Infant/Toddler Environment Rating Scale (ITERS-3) Item Analysis and Introduction to Toddler CLASS. • Coaches will participate in required Coach Booster Training • Coaches will participate in required Pyramid Model Training 	<p><u>Child Care Partners</u>: must participate in all training required by DHHS (Department of Health and Human Services) Child Care Licensing and training needed to achieve Step Three within three years of signing a Letter of Agreement with Child Care Partnership Program.</p>

	<p>Program Development</p> <ul style="list-style-type: none">• Programs are required to establish and provide written goals addressing: annually<ul style="list-style-type: none">○ Community Needs and Engagement○ Programmatic Enhancements and Priorities○ Family Support and Partnership Goals	
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Quality Criteria	Child Care Partnership Program (School District, ESU, Head Start)	Child Care Partners (Licensed Child Care Providers)
Consultation/ Coaching	<ul style="list-style-type: none"> • One dedicated full-time Coach should partner with a minimum of five (classrooms/family childcare homes) of infants/toddlers. Fewer groups of children should be included in the partnership if the Coach/PC will not be a full-time employee or if they will have other non-Sixpence program responsibilities. • Upon the program's beginning, all CCPs receive face-to-face consultation/coaching no less than twice a month with the Coach until Step Three is achieved. Once the program has achieved Step Three, fewer contacts are appropriate and allowable, but face-to-face contacts should occur no less than once a month throughout the program term. • CCP (Child Care Partnerships) Coaches will assist programs in achieving Steps 1 and 2. During this time, CCP Coaches will work directly with the director/lead designee/FCC provider and Infant/Toddler Classroom Teachers. • Once a program achieves Step 1, a Letter of Agreement is signed, and funds can be used to support quality improvement for Infants and Toddlers. • Once Step 2 is complete, programs will be encouraged to request a SUTQ coach. • If a program chooses to request a SUTQ coach, the SUTQ Coach will begin coaching with the program lead and the CCP Coach will focus on coaching Infant/Toddler classrooms. • Program Coordinators/Coaches will check in with program lead/director to collect information for monthly reports, scholarship needs, required data collection, training needs and purchase orders. • The SUTQ and CCP Coach will collaborate with the program lead during a monthly check-in to discuss ways that CCP funds can support needs that are being identified in each of the SUTQ Standard areas. • The SUTQ Coach, Program Lead and CCP Coach will discuss a timeline to ensure the program reaches Step Three within three years. • Coaches will be responsible for documenting weekly coaching notes, monthly SUTQ collaboration meeting notes, and creating action plans that guide the Sixpence funds to support the Child Care Programs progress towards higher quality. 	<p>Child Care Partners must be enrolled in Step Up to Quality (SUTQ); prior to entering a formal partnership, via Letter of Agreement with school district/contractor,</p> <ul style="list-style-type: none"> • Participate in coaching. • Participate in data and evaluation collection. • Participate in monthly SUTQ/CCP Collaboration meetings • Achieve Step 3 within 3 years. • Maintain at least a Step 3 to continue partnering beyond the initial three-year program term.

Quality Criteria	Child Care Partnership Program (School District, ESU, Head Start)	Child Care Partners (Licensed Child Care Providers)
Supervision	<ul style="list-style-type: none"> • Program Coordinator/Supervisor has specific training in reflective supervision, infant-toddler development, and early childhood program management and is aware of childcare regulations. • PC/Coach receives individual or group supervision at least twice a month, including education, coaching, and an opportunity to reflect upon practice and problem-solve around programming needs. • Coordinated supervision can be provided by more than one person and must include a process to verify program compliance (i.e. documentation review.) • PC/Coach will complete CCP Quarterly Reports and participate in quarterly calls with Sixpence CCP TA. 	
Community Partnerships	<p>Whenever possible and feasible, districts should provide an opportunity for all the existing childcare providers within the community to become a partner to whichever degree is mutually agreeable. If it is not feasible to include all CCPs, applicants should establish selection criteria to prioritize programs serving the highest numbers of at-risk infants and toddlers.</p> <p>A local early childhood advisory committee that includes early childhood professionals, families and community members is required. Coaches/Program Coordinators will assist Child Care Partners in identifying parents that could participate on local early childhood advisory committee.</p> <p>If an Early Head Start/Head Start program serves the community, that program must be provided an opportunity to serve on the advisory committee. Additional representation might include the following: existing early childhood care and education providers, preschools, providers of early intervention and early childhood special education services, Planning Region Teams, Early Learning Connections Coordinators, resource and referral agencies, parents, and health and social service personnel.</p> <p>An existing early childhood advisory group can meet the requirement for the advisory group if the representation includes those persons listed above and the group's mission is expanded to encompass the purpose of this program.</p>	Child Care Partners will assist in identifying parents who could participate on the local early childhood advisory committee.

Quality Criteria	Child Care Partnership Program (School District, ESU, Head Start)	Child Care Partners (Licensed Child Care Providers)
Staff/Child Ratio, Group Size, and Health & Safety	Each quarter, verify the licensing status at http://dhhs.ne.gov/publichealth/Documents/ChildCareRoster.pdf and check for any licensing disciplinary actions on http://www.nebraska.gov/LISearch/search.cgi .	Child Care Partners must meet or exceed state childcare licensing regulations and be in good standing with childcare licensing.
Classroom Practices/ Curriculum	Coaches/Program Coordinators will assist Child Care Partners in selecting curriculum and support training needs for lead teaching staff.	Lead teaching staff is trained on and utilizes an evidence-based/ developmentally appropriate curriculum within two years of signing the initial Letter of Agreement.
Family Engagement	<p>Coaches/Program Coordinators will assist Child Care Partners in identifying parents that could participate on local early childhood advisory committee.</p> <p>Coaches/Program Coordinators will assist Child Care Partners in providing resources to meet the needs of the families they serve.</p>	<p>Child Care Partners use specific communication methods with families, such as newsletters, electronic messaging, and social media, to inform families about their children's learning and development or parent training opportunities.</p> <ul style="list-style-type: none"> • Child Nutrition • Breastfeeding and Infant Feeding • Farm to ECE • Infant & Child Mental Health/Social-Emotional • Oral Health • Infant & Child Physical Activity • Outdoor Play & Learning • Screen Time • Ready Rosie • Circle of Security <ul style="list-style-type: none"> • Provide written information about philosophy, policies, and procedures, which shall encourage family engagement. • Have access to translation resources or services. • Offer at least one family conference per year to discuss the child's progress and needs. Assessment information is shared with the family. • Agree to serve children and families receiving childcare subsidy.

<p>Inclusive Practices</p>	<p>When selecting Child Care Partners, CCP Programs should have a selection process in place that strives to serve an average of 50% of infants and toddlers with at least one of the identified risk factors.</p>	<p>An average of 50% of infants and toddlers served by all CCPs qualify under at least one identified risk factor.</p> <ul style="list-style-type: none"> • The primary language spoken or heard in the home is not English • The family qualifies for Child Care Subsidy or meets USDA Food Program free/reduced lunch income guidelines • The child was born to a teenage parent (under age 20 at the time of birth) • At least one parent has not completed high school or earned a GED • The child was born prematurely (less than 37 weeks gestation) • The child has an IFSP or IEP
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Quality Criteria	Child Care Partnership Program (School District, ESU, Head Start)	Child Care Partners (Licensed Child Care Providers)
<p>Developmental Screening & Assessment</p>	<p>Coaches/Program Coordinators should have a procedure to meet with community service providers for IFSP and/ or IEP planning for children with special needs.</p>	<p>Child Care Partners are required to implement a child assessment tool that is approved by Step Up to Quality.</p> <p>The chosen screening tool should be used for each Sixpence child within 45 days (about 1 and a half months) of a child's enrollment and at each interval of development/age.</p> <p>Sixpence CCP Partners are required to use the data from the chosen screening tool and input from families to inform instruction for each Sixpence child and make referrals to the Early Development Network (EDN), as the tool indicates.</p> <p>Sixpence CCP Partners should participate in IFSP and/or IEP planning for children with special needs.</p>
<p>Administration</p>	<p>The school district of enrollment is required to assign an NDE Individual Student Identifier from the Nebraska UniQID System to each child served by this Sixpence program, regardless of their anticipated home school enrollment.</p> <p>Suppose Sixpence funds are used to support childcare scholarships. In that case, programs must have a system to provide oversight and accountability and utilize an application system that describes the selection criteria and attempts to utilize childcare subsidy before scholarship funds will be disbursed.</p> <p>PC/Coach will encourage programs to utilize all publicly available funding sources, such as CACFP (Child Adult Care Food Program) should be utilized. PC/Coach shall assist CCP and families in obtaining application and approval.</p> <p>PC/Coach will complete Quarterly Reports and Check in Forms</p> <p>PC will ensure that reimbursements are submitted monthly.</p>	<p><u>Child Care Partners:</u></p> <ul style="list-style-type: none"> • Must complete a Letter of Agreement once they have achieved Step One and each year after. • Must offer services on a full-day, year-round basis, meeting working families' needs. • Must maintain records providing evidence of sound, professional financial practices. • Must have an attendance policy that encourages consistent attendance, filling vacancies within a reasonable timeframe, and is clearly communicated to families upon enrollment. • Must implement and maintain a process for ensuring that children most at-risk are enrolled in the program. • Must agree to serve children and families receiving childcare subsidy.

Quality Criteria	Child Care Partnership Program (School District, ESU, Head Start)	Child Care Partners (Licensed Child Care Providers)
<p>Evaluation</p>	<p>PC/Coach will communicate with MMI and Child Care Partners to ensure that required data collection is completed.</p> <p style="text-align: center;">CHILDCARE CENTERS</p> <p>Year One: ITERS baseline observation will be conducted on one infant and one toddler classroom (after Step One has been achieved and LOA has been signed).</p> <p>Year Two: If submitting for SUTQ rating, the program can choose between a CLASS or an ERS. CCP will also require either a CLASS or an ERS. Observations obtained from SUTQ rating can be shared with MMI to count for their CCP observation.</p> <p>Year Three: If submitting for SUTQ rating, the program can choose between a CLASS or an ERS. CCP will also require either a CLASS or an ERS. Observations obtained from SUTQ rating can be shared with MMI to count for their CCP observation.</p> <p style="text-align: center;">FAMILY CHILDCARE HOMES</p> <p>Year One: FCCERS baseline observation will be conducted (after Step One has been achieved and LOA has been signed).</p> <p>Year Two: If submitting for SUTQ rating, the program can choose between a CLASS or an ERS. CCP will also require either a CLASS or an ERS. Observations obtained from SUTQ rating can be shared with MMI to count for their CCP observation.</p> <p>Year Three: If submitting for SUTQ rating, the program can choose between a CLASS or an ERS. CCP will also require either a CLASS or an ERS. Observations obtained from SUTQ rating can be shared with MMI to count for their CCP observation.</p>	<p>Child Care Partners must participate in SUTQ and show improvement in quality to achieve Step 3 within three years. To track progress towards that outcome, CCPs must participate in evaluation as determined by Sixpence Board of Trustees:</p>

COACH ROLES & COLLABORATION



WHAT ARE STEP UP TO QUALITY (SUTQ) AND SIXPENCE CHILD CARE PARTNERSHIPS (CCP)?

Step Up to Quality (SUTQ) is the Nebraska Quality Rating and Improvement System (QRIS) implemented by Nebraska Department of Education and Nebraska Department of Health and Human Services. A QRIS helps states assess, improve, and communicate the level of quality in early childhood programs. Programs are awarded quality ratings for meeting a defined set of program standards. Programs enrolled in Step Up to Quality have access to coaching and resources that help them on their path to higher quality. These resources enable any provider to take quality to the next level. Participation in SUTQ is voluntary and available to any Head Start, Public School, licensed family childcare, preschool, or center-based program. Coaching is available free of charge upon request.

Sixpence Child Care Partnerships (CCP) are 100% federally funded through a subaward from Nebraska Department of Health and Human Services to Nebraska Children and Families Foundation using Child Care Development Funds that are allocated to school districts. Child Care Development Funds are utilized in licensed child care programs to promote high-quality early childhood development and education and support vulnerable infants and toddlers so they can lead a successful, thriving life. Programs signing a letter of agreement with Sixpence CCP are required to enroll in Step Up to Quality and achieve Step 3 within three years. Participating CCP Programs receive weekly coaching, participate in quality evaluations, and agree to serve children and families receiving child care subsidy.

GETTING TO STEPS 1 AND 2

Step Up to Quality Coach

- Programs have access to technical assistance through Professional Learning Communities (PLCs) at Steps 1 & 2. For more information refer to the SUTQ website. <https://stepuptoquality.ne.gov>
- Once Step 2 is achieved the program may request a Coach Interest Questionnaire (CIQ) with the SUTQ Coach Specialist by contacting SUTQ thru the email address: nde.stepuptoquality@nebraska.gov or 1-844-807-5712. A SUTQ (Step Up to Quality) coach will begin coaching with the program focusing, on the Step Up to Quality Standards.

Child Care Partnership Coach

- CCP (Child Care Partnerships) coaches will assist programs in completing Steps 1 and 2.
- CCP Coaches will work directly with the director/lead designee/FCC provider and Infant/Toddler classroom teachers.
- Once a program achieves Step 1, a Letter of Agreement is signed and funds can be used to support quality improvement for infants and toddlers.
- CCP programs will have a baseline observation with the Infant Toddler Environment Rating Scale or Family Child Care Environment Rating Scale. Coaches will use data from ERS to guide their coaching/action plans/purchases.
- CCP Coaches will document coaching visits to meet CCP Quality Indicators.
- CCP Coaches will utilize SUTQ website for relevant information and Sixpence CCP Quality Indicators to guide and support programs in achieving Step 2.
- Once Step 2 is achieved, CCP Programs will be encouraged to request a SUTQ Coach.

ONCE A PROGRAM IS A STEP 2 AND HAS BEEN ASSIGNED A SUTQ COACH:

- The SUTQ and CCP Coach will collaborate with the Program Lead during a monthly check-in to discuss ways that CCP funds can support needs that are being identified in each of the SUTQ standard areas as they work to achieve Steps 3-5.
- SUTQ coach, Program Lead, and CCP Coach will discuss a timeline to assist the program to achieve Step 3 within three years. (This is a requirement for all CCP programs.)
- CCP Coach will document meeting notes and goals discussed and will share with SUTQ coach and the Program Lead. (An example template has been provided.)

HOW CAN CCP FUNDS BE USED TO SUPPORT PROGRAM NEEDS?

All expenses must directly improve the quality of child care being offered for infants and toddlers. Any items that are purchased will ONLY be allowable to use towards infants and toddlers. For items that are used in a child care setting where older children are also cared for, a cost allocation ratio documenting the percentage of infants and toddlers being served will be used.

Examples of how CCP funds can be used:

- to purchase supplies and equipment to increase the quality of the infant and toddler environment
- to provide training costs, facilitator fees, enrollment fees, materials, stipends, and hourly wages for attending training or educational advancement
- to purchase infant and toddler curriculum
- to provide childcare scholarships to families that qualify
- to pay for substitute providers
- to pay for minor facility modifications
- to pay fingerprinting costs
- to pay for family engagement materials and opportunities

COACHING COLLABORATION STEPS 2 THROUGH 5

Step Up to Quality Coach

- SUTQ Coaches will work directly with director/lead designee/FCC provider and Preschool teachers.
- SUTQ Coaches will meet the needs of the entire program as requested by the director/lead designee/FCC provider as the program works to achieve Steps 3-5. This may include supporting all classrooms.
- SUTQ Coaches will enter coaching notes into NECPRS.
- SUTQ Coaches will utilize the Program Guide and Rating Readiness Tool to guide and support programs with continuous quality improvement with the goal of achieving the program's desired outcomes.

SUTQ coaching may consist of the following coaching methods: on-site visits, Zoom calls, email, phone calls, and Professional Learning Cohorts via Zoom or in person, as agreed upon.

Child Care Partnership Coach

- CCP Coaches will work directly with infant and toddler classroom teachers.
- CCP Coaches will collaborate with program lead to collect information for monthly reports, scholarship needs, required data collection, training needs, and purchase orders.
- CCP Coaches will document coaching visits to meet CCP Quality Indicators.
- CCP Coaches will utilize Sixpence CCP Quality Indicators to guide and support programs to increase the quality of the infant/toddler environment and teacher/child interactions with the goal of achieving Step 3 within three years.

CCP coaching will consist of on-site visits.

The program will receive face-to-face coaching at least twice a month until the program achieves Step 3. Once Step 3 is achieved, coaching will occur monthly.

Grand Island Public Schools

Fund Balances

Fiscal Year: 2025-2026

Month: October

Year: 2025

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	General	\$55,300,175.66	\$17,274,530.08	(\$11,923,393.05)	\$0.00	\$60,651,312.69
02	Depreciation	\$8,524,872.47	\$0.00	\$0.00	\$0.00	\$8,524,872.47
03	Employee Benefit	\$3,509,536.03	\$11,882.58	\$0.00	\$0.00	\$3,521,418.61
04	Contingency	\$1,140,622.85	\$4,017.89	\$0.00	\$0.00	\$1,144,640.74
05	Activities	\$3,830,569.50	\$85,654.14	(\$329,482.52)	\$0.00	\$3,586,741.12
06	School Nutrition	\$1,880,124.89	\$458,214.03	(\$1,150,444.31)	\$0.00	\$1,187,894.61
07	Bond	\$8,123,199.73	\$1,661,362.08	\$0.00	\$0.00	\$9,784,561.81
08	Special Building	\$4,172,854.06	\$282,514.57	(\$105,267.76)	\$0.00	\$4,350,100.87
09	Qualified Capitol Purpose Undertaking	\$6,432,918.48	\$298,725.43	(\$591,950.91)	\$0.00	\$6,139,693.00
10	Cooperative	\$739,596.90	\$0.00	(\$90,000.00)	\$0.00	\$649,596.90
12	Student Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total:		\$93,654,470.57	\$20,076,900.80	(\$14,190,538.55)	\$0.00	\$99,540,832.82

End of Report

Proposed Change Order

Number: Job Number - PCO#5

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



To: Grand Island Public Schools	Phone: -	Fax: -	Date: 9/5/25
Job Name/Location: Security RFP			

Change

- 1.) Success Academy **\$6,743.00**
 - a. Please quote the addition of a 48 Port Patch panel as well as the cost to change camera E1 to a fisheye, mounted under the canopy at the front entrance #1. Also, the addition of 15 new camera wires.
- 2.) West Stadium - GISH **\$267.00**
 - a. Please quote the addition of a 48 port Patch Panel.
- 3.) East Stadium - GISH **\$2,401.00**
 - a. Please quote the addition of a Vape Sensor to restroom T03, including wiring.
- 4.) Restroom Building – GISH Stadium **\$12,268.00**
 - a. Please quote the addition of 5 Vape Sensors, including wiring & programming.
 - b. Please quote the addition of 1 – 48 Port Patch Panel.

Notes

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

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

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

We Agree hereby to make the change(s) specified above at this price Twenty-One Thousand Six Hundred Seventy-Nine Dollars and 00/100 Cents.		ADD	\$21,679.00
Proposed Change Order Prepared By: <u>Timothy Goodrich</u>	PREVIOUS CONTRACT AMOUNT:		
Authorized Kidwell Representative Signature: _____ (CONTRACTOR)	REVISED CONTRACT AMOUNT:		
Payment will be made as follows: MONTHLY *Accounts not paid within thirty days are subject to a finance charge of 1% monthly, and an annual rate of 12%.			
Accepted- The above prices and specifications of the Change Order are satisfactory and are hereby accepted. All work to be performed under same terms and conditions as specified in original contract unless otherwise stipulated.	Authorized Signature: _____ <i>D. O. PA</i> (OWNER)	Date of Acceptance: <u>9/8/2025</u>	

GIPS BOE Regular Meeting
Thursday, October 9, 2025 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER

Speaker(s): Board President

2. ROLL CALL

Speaker(s): Mrs. Angela Dibbert

3. CONSENT AGENDA

Speaker(s): Board President

3.1. Minutes from the previous month's meeting

3.2. Acceptance of Agendas From Standing Committees

3.3. Claims as submitted

3.4. Policy

3.4.1. 6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES

3.4.2. 6339 JURY DUTY

3.4.3. 6410 NONDISCRIMINATION (STAFF)

3.4.4. 6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

3.4.5. 6420 CERTIFIED STAFF HIRING

3.5. Staff Adjustments as submitted

3.6. MOU, Agreements, and Contracts Renewals

3.6.1. Optimizon GIPS - Statement of Work

3.6.2. Contract between Nebraska Children and Families Foundation and GIPS

3.7. Treasurer's Report as submitted

3.8. Change Orders as Documented

3.9. Approval of Agenda as submitted

4. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

5. INFORMATION ITEMS

5.1. Overview of the K-5 Math Curriculum Resource Pilot

Speaker(s): Dr. Danielle Buhrman

5.2. Review of Strategic Plan

Speaker(s): Matt Fisher

5.3. GIEA Request for Recognition for 2027-2028

Speaker(s): Dr. Carrie Kolar

5.4. Digitalis Planetarium Projector, Dome, Lighting & Sound System

Speaker(s): Ms. Emily Petermann, Mr. Dan Petsch, Mr. Virgil Harden

5.5. Budget Calendar FY 26-27

Speaker(s): Mr. Virgil Harden

5.6. Policy

5.6.1. 6421 PROHIBITION ON AIDING AND ABETTING SEXUAL ABUSE

Speaker(s): Mr. Matt Fisher

5.6.2. 6430 CERTIFIED STAFF VACANCIES

Speaker(s): Mr. Matt Fisher

5.6.3. 6440 SUBSTITUTE TEACHERS

Speaker(s): Mr. Matt Fisher

5.6.4. 6450 CERTIFIED STAFF PROBATION AND TENURE

Speaker(s): Mr. Matt Fisher

5.6.5. 6460 TERMINATION OF EMPLOYMENT FOR CERTIFIED STAFF

Speaker(s): Mr. Matt Fisher

5.6.6. 6462 CERTIFIED STAFF RESIGNATION

Speaker(s): Mr. Matt Fisher

5.6.7. 7511.1 OPTION ENROLLMENT RESOLUTION

Speaker(s): Mr. Matt Fisher

5.6.8. 7551 SECONDARY ASYNCHRONOUS LEARNING POLICY

Speaker(s): Mr. Matt Fisher

5.6.9. 8456 STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES (ECDs)

Speaker(s): Mr. Matt Fisher

6. ACTION ITEMS

6.1. Digitalis Planetarium Projector, Dome, Lighting & Sound System

Speaker(s): Ms. Emily Petermann, Mr. Dan Petsch, Mr. Virgil Harden

6.2. 6340 PARENTAL LEAVE

Speaker(s): Mr. Matt Fisher

6.3. 6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS

Speaker(s): Mr. Matt Fisher

6.4. 7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS

Speaker(s): Mr. Matt Fisher

6.5. 7511.1 OPTION ENROLLMENT RESOLUTION

Speaker(s): Mr. Matt Fisher

7. REPORTS

7.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Lisa Albers

7.2. Student Representative Report

Speaker(s): Ms. Katherin Xicara Ramos

7.3. Superintendent Report

Speaker(s): Mr. Matt Fisher

8. NOTIFICATION OF UPCOMING BOARD MEETINGS

9. ADJOURNMENT

September 4, 2025

Hank McFarland, President
Grand Island Public Schools Board of Education
123 South Webb Road
Grand Island, NE 68802

Dear Mr. McFarland:

The Grand Island Education Association continues to represent the bargaining unit covered by the 2025-2026 Master Agreement and is recognized as the exclusive bargaining agent for negotiations for the 2026-2027 contract year.

The Association requests that Grand Island Public Schools recognize the Association as the exclusive bargaining agent for the **2027-2028** contract year for the unit it presently represents.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in cursive script that reads "Emily Bailey".

Emily Bailey, President
Grand Island Education Association

Proposal and Quotation: Grand Island Public Schools

Thank you for requesting a quotation for an Æthos digital planetarium system for your 30 ft diameter fixed dome.

Date: 05/10/2025

Prepared by: Katherine Hunt

Key Advantages of Our Offer

- **Designed for Interaction.** Our software is designed from the ground up for truly interactive programs. Not only can the students answer questions posed by the teacher, the teacher can also easily use the software to respond to student questions.
- **Unparalleled Usability.** Digitalis' user interfaces are uniquely intuitive, built from the ground up to enable teachers to respond to student questions on the fly.
- **Augmented Lessons.** Unique to Digitalis, our Augmented Lessons are lessons in digital form, with narration, embedded media thumbnails, and command buttons to launch software scripts. This functionality makes it a snap to start doing live, interactive programs right out of the box.
- **High Resolution.** The proposed Æthos systems project a 4K diameter circle, providing excellent detail for high resolution datasets or other imagery.
- **Outstanding Projection Quality.** In addition to high resolution projectors, we use custom lenses that offer the sharpest focus over the entire dome, as well as consistent black levels, brightness, and pixel sizes.
- **Software Support and Expertise.** Unlike our competitors, who use third party software, we develop our own simulation and interface software, so we can directly add features requested by our customers. We maintain all system software—including the operating system—to ensure complete interoperability.
- **Best Overall Value.** We provide the best overall value in a planetarium system and the lowest total cost of ownership. No other systems even come close to matching our unique combination of usability, features, projection quality, and affordability.
- **Global Community:** Digitalis has over 900 systems around the world, more than any other digital planetarium brand. Our exclusive free Digitalis Community site enables our users to share content and ideas collaboratively.

Overview: Æthos with Barco F80 4K9

Digitalis' multi-projector Æthos digital planetarium systems come in a variety of configurations and specifications. Based on feedback about the needs, goals, and the scope of the Grand Island High School Planetarium project we are proposing the Barco F80-4k9 configuration.

The Barco F80 projector combines Single Step Processing™ image processing with Texas Instrument's pixel shift technology to provide effective 4K resolution.

What is pixel-shifted?

Pixel-shifting is a means of producing higher resolution at a much lower cost. With a pixel-shifted projector, the projector rapidly shifts each pixel diagonally back-and-forth by a half-pixel width and projects the result onto the screen. The shifting motion is fast, fooling the eye into perceiving the result as a higher resolution image.

See the specifications in the table below to determine if this option is best for you and your planetarium.

	Barco F80-4k9
Maximum dome diameter	45 ft/ 13.72 m
Pixel diameter circle	Effective (pixel-shifted) 4K
Projected resolution	Approximately 12.5 megapixels
Field of view	180 degrees, full sky
Total base brightness (with flat screen lens)	9,000 lumens
Nominal contrast ratio	Approximately 1,200:1
Light source	Laser-phosphor
Light source estimated life	Up to 20,000 hours on high; 60,000+ hours on lower settings
Control unit	Digitalium CU-T (tower)
Audio support	Up to 7.1 channel surround sound
User interfaces included	Digitalium handheld remote control Universal Console web-based interface software with mobile and desktop hardware Wireless, backlit gamepad
Internal storage	2TB expandable up to 160TB
Power	100-240 VAC, 50-60Hz
Regulatory (USA)	FCC Class A
Dimensions (HxWxD)	8.9" x 18.9" x 26.7"

All Æthos purchases include:

Hardware

- Two projectors
- Two lenses with physical masks
- Two video cables to run from console desk to each projector individualized to your wireway lengths.
- Domeview monitor, keyboard, mouse, and video cable.

Software

- CU-T control computer with:
 - Nightshade G3 Professional planetarium software license
 - Universal Console web-based interface software license
 - Two Digitalium remote controls (one spare)
 - Wireless, backlit gamepad with charging cable
 - High resolution Whole Earth and Solar System datasets
 - Media Master Drive with current content
- Universal Console interface hardware:
 - Wireless router
 - Network cabling
 - Tablet with cover for mobile use
 - Desktop Windows computer, monitor, keyboard, and mouse for stationary use
- Calibration hardware and software

Services

- One year of Priority Plus Support, Standard Support for the life of the system. (see below for details)
- Three days in person training
- Installation

Expanded Digitalis Technical Support Options

Digitalis systems are designed to be easy to use and maintain, and we include free standard technical support for the life of the system. Standard support is available via email.

For those wanting enhanced support options, we have a selection of premium support services. For an annual subscription, you can choose to add video call or phone support, prioritized response times, extended support hours, scripting and media encoding support, and even an onsite yearly maintenance visit. The following table outlines our premium support plan options.

Feature	Standard	Priority	Priority Plus
Regular software and data updates (fully automated, but at your command)	✓	✓	✓
Exclusive <u>Digitalis</u> Community access	✓	✓	✓
Availability	Email or web form.	Email during business hours. Extended hours emergency phone.	Email during business hours. Extended hours emergency phone.
Response Target	One business day.	One business hour for email.	One business hour for email.
Extended hours emergency telephone support.		✓	✓
Multiprojector calibration support.		✓	✓
Scripting or Augmented Lesson support (up to 10 inquiries per year).		✓	✓
Media encoding support (up to 10 inquiries per year).		✓	✓
Ten percent discount on <u>accessory shop</u> purchases.		✓	✓
One free registration per year for a scheduled Digitalis training course.		✓	✓
Media refresh (additional fulldome movies, clips, scripts, etc.).		✓ (mail)	✓ (onsite)
Add-on data set refresh (updates for licensed add-on data sets).		✓ (mail)	✓ (onsite)
One annual scheduled onsite maintenance visit. Includes concierge software and data updates, training, and calibration review.			✓
Price/Year	\$0.00	\$3,150/year	\$6,900/year

Æthos Pricing

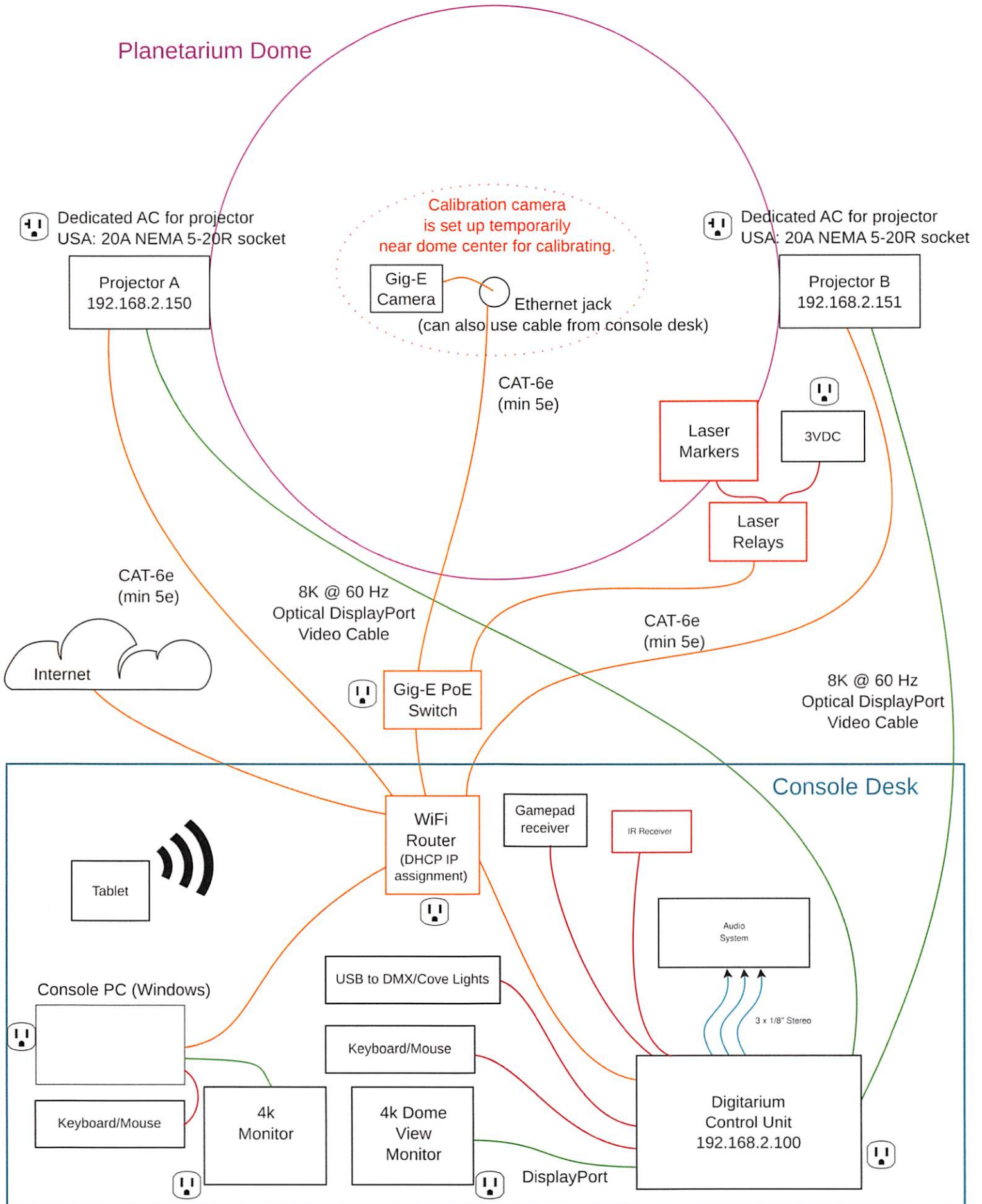
	Barco F80-4k9
Description	Two Barco F80-4k9 projectors mounted in /under the cove on opposite sides of the dome
Estimated Price including Shipping, Installation, and Training Sales Tax not included. Contact us if sales tax will apply.	\$262,800.00

Optional Items

Description	Price
Digitalis Fluid CoveLight Package (Requires Local Electrician Installation)	\$11,724.00
Ultimate Seam Astro-Tec Horizontal Dome with aluminum cove light channel and four speaker mounts including installation.	\$205,544.00
Professional grade audio package including four top speakers, two sub woofers, amplifier, audio interface, installation, and room tuning for 5.1 surround sound.	\$55,000.00

Recommended Contingency of 10% - \$26,280

Planetarium Dome





*Astro-tec Mfg., Inc.
Canal Fulton, Ohio*

STANDARD SITE PREPARATION GUIDE

- 1.) The architect as part of the building will provide the design of the structural support for the base ring of the dome screen. Also location of work point in center of tension ring and at an elevation equal to that of the tension ring with quadrant lines on the floor and wall representing (N-S-E-W) for all field measurements to be taken.
- 2.) Erection of the structural elements of the dome shall not commence until the theater space is in clean and dust free condition. This includes all scaffolding, decking, and flooring, also, suitable power supply and temporary or permanent work lighting must be in place.
- 3.) The theater space shall, for all intents and purposes, be complete to the satisfaction of the dome manufacturer prior to commencement of erection of the projection dome screen. Any obstruction or contact with the dome framework must be corrected immediately by others at no cost to the dome manufacture. No seating, carpeting or other interior finish work shall be commenced prior to completion of the dome installation.
- 4.) The dome screen shall not be installed until after the following conditions have been met:
 - A) The manufacturer's supervisor is satisfied that electrical work, loudspeakers, mechanical work including all air-conditioning and filtering, painting and acoustical insulation material behind the projection screen have been installed and all work completed.
 - B) The heating and ventilation system has been purged of all construction dust.
 - C) All exposed concrete surfaces have been cleaned and sealed.
 - D) The theater has been thoroughly dusted and cleaned, including vacuuming of scaffolding. This state of cleanliness must be maintained during the entire installation.
 - E) Permanent temperature and humidity control **must** be operational prior to installation of the framework to maintain the conditions during installation as specified by the manufacturer.

- F) Activities of other trades working within the theater shall be restricted to the outside diameter of the dome screen so as to maintain dust free conditions during installation of the screen surface and subject to approval by dome manufacturer's supervisor.
 - G) In the event a light cove has been designed and in place, it is the responsibility of the general contractor to cover or protect the cove during the dome installation.
 - H) It is vitally important that the dome screen receive its final surface paint in a properly heated or cooled dust free environment. The owner shall ensure that, during the period when painting is taking place, the theater space where the dome screen is installed, is properly enclosed, heated and/or air conditioned at an appropriate temperature, in accordance with conditions to be specified by the dome manufacturer. In the event a light cove has been designed and in place, it is the responsibility of the general contractor to cover or protect the cove during dome installation.
5. The manufacturer's personnel can supervise the storage of the dome material if requested. However, protection of, actual storage space for, receiving of, customs clearance for and location adjacent to dome room of dome materials are the responsibility of the owner/GC. The manufacturer is to provide the owner with details of storage space required. Also, if necessary, special rigging equipment for hoisting of dome materials to its final location is the general contractor's responsibility.
 6. All painting of the building behind and below the dome must be completed before the installation of the projection dome.
 7. Scaffolding will be provided by the manufacturer. Scaffolding platform (false flat floor) can be provided by the manufacturer in accordance with information and instructions, at an additional cost. The platform is only necessary if there is a sloped or stepped floor with access for bringing in scaffolding for rolling towers and framework ribs, tension ring, etc. The platform must be flat and smooth with a load-bearing surface of at least 80-lbs./sq. ft. Platform material must be ¾" T&G plywood and screwed in place.

8. Contractor must supply and set all support walls or columns to the dome and ___ equally spaced anchor bolts in the support wall, capable of supporting the dome. In the event the dome is suspended from the ceiling the provision of ___ equally spaced closed eyebolts in the ceiling, capable of supporting the dome from suspension chains. In the case of a suspended dome provisions must be made for lateral support of the dome at an elevation equal to the tension ring.
9. All parts and components for the dome screen shall be capable of being carried or moved through standard double door openings (72"x80") into the theater space and through any straight corridors with no obstructions.

DOME MAINTENANCE and CLEANING

The following is a recommended maintenance and cleaning of the projection dome:

Maintain an operating temperature of 72° and a humidity range of 45% to 55%. Also, we recommend changing the filters in the air filtering systems once every 2 months. The best cleaning program is to vacuum clean the dust from the **backside** of the dome once a year. Recommended equipment for cleaning the dome is a 4.5 to 5 hp industrial vacuum cleaner with 25 ft. of anti-static hose. Using a 5" wide plastic upholstery tool for the vacuuming procedure, or in some cases, due to space restrictions it is recommended using a commercial grade back pack vacuum and the 5" wide plastic upholstery tool for the vacuuming procedure. When climbing on the backside of the dome it must be done with **extreme** caution in order to eliminate any possibility of damaging the panels. Most stains can be removed using a typical household cleaner; such as, Fantastic or 409 spray cleaner (do not spray directly on the dome, spray on a clean white, lint free cloth). If the discoloration on the projection surface is too dark for spot cleaning, the best recommendation we have is to repaint the projection surface. Please feel free to contact Astro-Tec with any questions.

The following must be completed before installation of projection dome:

STANDARD PRE-INSTALLATION CHECK LIST*

- 1.) Anchor bolt/ Eye bolt layout ___ required see attached drawing. (**note**; to be supplied and set by general contractor per Astro-Tec drawing no. _____).
Comments: _____
- 2.) All acoustical insulation and material behind projection dome to be painted flat black. (**note**; to include all ductwork and electrical conduit, etc.)
Comments: _____
- 3.) Overhead sprinkler system pressure tested and all connections cleaned and taped. (**note**; free of cutting oil and or joint sealer)
Comments: _____
- 4.) All exposed concrete surfaces have been cleaned and sealed.
Comments: _____
- 5.) Climate control system has been purged of all construction dust.
Comments: _____
- 6.) Climate control system is operational.
Comments: _____
- 7.) Dome chamber has been thoroughly cleaned and free of dirt and dust.
Comments: _____
- 8.) Sufficient live electrical outlets in the dome chamber. (**note**; at least 12 – 110V outlets on separate circuits)
- 9.) Room access doors are in place.
Comments: _____
- 10.) Close in access to the building for unloading dome components, scaffolding, etc.
Comments: _____
- 11.) Temporary false flat floor (platform) in accordance with section 3.5 of Astro-Tec’s specifications to support rolling scaffolding towers.
Comments: _____

*** Astro-Tec requires that all items listed within this checklist are complete prior to our arrival for installation. Failure to complete one or more items may result in our immediate departure, and/or void the projection screen of all warranties. Trip and delay charges are an additional cost to the owner, and return dates cannot be guaranteed.**

Signed _____ Date _____
Owner/Contractor

Signed _____ Date _____
Astro-Tec Manufacturing Inc

Grand Island Public Schools

Budget Development Calendar FY 26-27

Fiscal Year 2025 - 2026

STATUS	DATE	ACTIVITY	RESPONSIBLE PARTY
✓	09/30/2025	Regular Facilities and Finance Committee Meeting - October	F&F BOE Committee Members & Staff
✓	10/01/2025	Start Meeting w/ Building & Department Administration to Update Project List	Director of Building & Grounds_CFO
✓	10/06/2025	Double Check Levy Rates Actually Adopted * (Oct 15th deadline) (CURRENT FY)	Chief Financial Officer
✓	10/06/2025	DLT Monday Morning Weekly Meetings (8:00 a.m. - 12:00 p.m.)	DLT
✓	10/09/2025	Regular Board of Education Meeting	Board of Education
	10/10/2025	Poverty and LEP Estimate of Expenditures for FY 26-27 Due Date (Opens 09/01/2025)	Chief Financial Officer
	10/21/2025	FY 26-27 State Aid Recalculation Per §79-1065 [adjustment to FY 25-26 TEEOSA]	Chief Financial Officer
	October - TBD	Nebraska Economic Forecasting Advisory Board Meeting Per §79-27,158	State of Nebraska - NEVAB
	11/01/2025	Health Insurance Rates Announced by BCBS of NE (EHA) for FY 26-27	EHA Board of Trustees
	11/01/2025	Negotiations must start unless agreement otherwise Per LB397 (2011)	Chief Human Capital Management
	11/01/2025	Negotiations Meetings with GIEA - Ongoing as Scheduled	Chief Human Capital Management
	11/05/2025	Tax Request Becomes Final (CURRENT FY)	Hall County Board of Commissioners
	11/04/2025	Regular Facilities and Finance Committee Meeting - November Mtg	F&F BOE Committee Members & Staff
	11/04/2025	Present Budget Development Calendar for FY 26-27 to F&F Committee	Chief Financial Officer
	11/04/2025	Review Budget Factors Posted on NDE Web Site (November 15-23, 2025)	Chief Financial Officer
	11/12/2025	Regular Board of Education Meeting	Board of Education
	11/14/2025	Present Budget Development Calendar for FY 26-27 as an Information Item on BOE Agenda	Chief Financial Officer
	12/01/2025	FY 24-25 Budget Factors Posted on NDE Portal (used for FY 26-27 TEEOSA)	State of Nebraska - NDE
	12/02/2025	Regular Facilities and Finance Committee Meeting	F&F BOE Committee Members & Staff
	12/02/2025	Start Staffing Planning Process FY 26-27	Chief Human Capital Management
	12/10/2025	NCSA Legislative Preview Conference	Chief Financial Officer
	12/11/2025	Regular Board of Education Meeting	Board of Education
	12/11/2025	Approve Budget Development Calendar For FY26-27 as an Action Item on the BOE Agenda	Board of Education
	12/30/2025	Regular Facilities and Finance Committee Meeting - January	Chief Financial Officer
	January -TBD	Board of Education & Administration Retreat	Board of Education
	January -TBD	Strategic Budgeting (Staffing Plan)	DLT
	01/01/2026	New Year's Day	Holiday
	01/02/2026	Review Certification of FY 25-26 Budget Factors	Chief Financial Officer
	01/08/2026	Day ONE of 2026 Legislative Session (60 Day Session)	State of Nebraska - Legislature
	01/08/2026	Regular Board of Education Business Meeting	Board of Education
	01/08/2026	Review Project List\Ten Year Building Plan	Director of Building & Grounds
	01/08/2026	Project List\Facilities Master Planning Workshop @ 4:30 p.m.	Director of Building & Grounds
	01/19/2026	FY 25-26 Budget Review and FY 26-27 Budget Planning	DLT
	02/02/2026	Open NEXT Fiscal Year Connection Group in SERPP - GL Rollover	Chief Financial Officer
	02/02/2026	Start Mid Year Budget Meetings with Principals (FY 25-26 Review & FY26-27 Planning)	Chief Financial Officer
	02/03/2026	Regular Facilities and Finance Committee Meeting - February	F&F BOE Committee Members & Staff
	02/08/2026	Per LB 397 (2011) Neb. Rev. Stat. §48-818.01Negotiations finalize or mandatory mediation	Chief Human Capital Management
	02/12/2026	Regular Board of Education Business Meeting	Board of Education
	02/12/2026	Present Staffing Plan FY 26-27 as an Information item on the BOE Agenda	Chief Human Capital Management
	02/20/2026	Day 30 of 60 - 2026 Legislative Session - half way point	State of Nebraska - Legislature
	February - TBD	Nebraska Economic Forecasting Advisory Board Meeting	State of Nebraska - NEVAB
	03/02/2026	Certification of FY26-27 State Aid (TEEOSA)	State of Nebraska - NDE
	03/03/2026	Regular Facilities and Finance Committee Meeting	F&F BOE Committee Members & Staff
	03/16/2026	Regular Board of Education Business Meeting	Board of Education
	03/16/2026	Present FY 2026 - 2027 Staffing Plan for Approval	DLT
	03/31/2026	Regular Facilities and Finance Committee Meeting - April	F&F BOE Committee Members & Staff
	April - TBD	NE Economic Forecasting Advisory Board Meeting (Odd Yrs. Only)	State of Nebraska - NEVAB
	April - TBD	Board of Education & Administration Retreat	Board of Education, DLT
	April - TBD	Master Facilities Planning Town Hall Meeting 1-5:30 p.m.	Board of Education, DLT
	04/10/2026	Regular Board of Education Business Meeting	Board of Education
	04/10/2026	Approve Staffing Plan FY 26-27	Board of Education
	04/10/2026	Day 60 of 60 - 2026 Legislative Session (60 Days)	State of Nebraska - Legislature

Grand Island Public Schools
 Budget Development Calendar FY 26-27
 Fiscal Year 2025 - 2026

STATUS	DATE	ACTIVITY	RESPONSIBLE PARTY
	04/15/2026	Reduction In Force (RIF) Deadline	Board of Education
	05/04/2026	Start Budget Meetings with Principals (FY24-25 Review & FY25-26 Planning)	Chief Financial Officer
	05/05/2026	Regular Facilities and Finance Committee Meeting - May	F&F BOE Committee Members & Staff
	05/14/2026	Regular Board of Education Business Meeting - May	Board of Education
	05/25/2026	Memorial Day	Holiday
	06/02/2026	Regular Facilities and Finance Committee Meeting	F&F BOE Committee Members & Staff
	06/11/2026	Regular Board of Education Business Meeting	Board of Education
	06/22/2026	Budget Documents Become Available (SDBF/LC2) From APA & NDE	State of Nebraska - APA
	06/23/2026	FY 25-26 to FY 26-27 SERPP - Payroll Rollover	Chief Financial Officer
	06/30/2026	Regular Facilities and Finance Committee Meeting - July	F&F BOE Committee Members & Staff
	07/04/2026	Independence Day - 4th of July	Holiday
	07/09/2026	Regular Board of Education Business Meeting - July	Board of Education
	07/10/2026	Site Based Building/Program Budgets Due	Building Administrators
	08/03/2026	Site Based Building Budgets Approved	Chief Financial Officer
	08/04/2026	<u>TCP URL Switchover from current to next Fiscal Year 5:30 PM</u>	Chief Financial Officer
	08/04/2026	Regular Facilities and Finance Committee Meeting - August	F&F BOE Committee Members & Staff
	08/13/2026	Regular Board of Education Business Meeting - August	Board of Education
	08/20/2026	Assessed Valuation Certified	Hall and Merrick County Assessors
	09/01/2026	Labor Day	Holiday
	09/02/2026	Regular Facilities and Finance Committee Meeting - September	F&F BOE Committee Members & Staff
	09/04/2026	Deadline to notify & submit information to County Assessor if JPH is required	Chief Financial Officer
	09/04/2026	Place Budget & Levy Hearing Notices for Publication w/ GI Independent	Chief Financial Officer
	09/10/2026	Publish Budget & Levy Hearing Notices in the GI Independent	Chief Financial Officer
	09/10/2026	Budget Workshop Materials to Board of Education	Chief Financial Officer
	09/10/2026	Regular Board of Education Meeting	Board of Education
	09/14/2026	Joint Public Hearing Window (September 14th - 24th annually)	BOE, CFO, Hall Co
	09/15/2026	Joint Public Hearing @ 6:30 PM GISH Little Auditorium (If Needed)	BOE, CFO, Hall Co
	09/17/2026	Budget Workshop @ 5:15 P.M. Challenge Center	Board of Education, DLT
	09/17/2026	Budget Hearing @ 6:30 p.m. (immediately following the Budget Workshop)	Board of Education, DLT
	09/17/2026	Levy Hearing @ 6:30 p.m. (immediately following the Budget Hearing) If needed JPH?	Board of Education, DLT
	09/21/2026	Approve Budget and Adopt Levy Resolution for FY 25-26 @ 5:30 PM	Board of Education
	09/30/2026	SDBF, et al. Due to NDE, APA, & Hall County	Chief Financial Officer

File with NDE, APA, & Hall/Merrick County Clerk by 09/30/25

Notes:

Changes in sequence/dates are anticipated after Board of Education approval

✓ = DONE

IP = In Process

BLANK = Not Started Yet

* Call (308) 385-5080
 Marla Conley
 Hall County Clerk
 121 South Pine Street
 Grand Island, NE 68801

GRAND ISLAND PUBLIC SCHOOLS

6421 PROHIBITION ON AIDING AND ABETTING SEXUAL ABUSE

In ~~the~~ Grand Island Public Schools a staff member, contractor, or agent of the school district is prohibited from assisting another staff member, contractor, or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other staff member, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: ESSA sec. 8038, § 8546

Policy Adopted: 09/08/2016

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

GRAND ISLAND PUBLIC SCHOOLS

6430 CERTIFIED STAFF VACANCIES

All new staff positions or vacated positions to be filled will be posted as they occur on the Grand Island Public Schools website.

A staff vacancy shall be determined to exist when:

- Staff members exit an existing position through employment termination, long-term interruption of service such as leave of absence, or transfer, and appropriate administrative staff determine that replacing such position is in the best interest of the students and district; or
- Enrollment, staffing patterns, or instructional requirements are such that it is determined by appropriate administrative staff that additional support is required.

Policy Adopted: 03/05/1979

Policy Revised: 01/11/1993

Policy Revised: 09/12/1994

Policy Revised: 05/12/2016

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

GRAND ISLAND PUBLIC SCHOOLS

6440 SUBSTITUTE TEACHERS

The Superintendent, or designee, shall maintain a list of qualified substitute teachers who may be called on to replace regular teachers who are absent. Teachers whose names appear on the substitute list shall be duly certified by the State of Nebraska, shall have a current application on file, and shall **have the opportunity to** participate in an annual orientation session.

Substitutes will be paid at a rate to be annually established by the Board of Education and will be utilized only to the extent allowed in the particular teaching certificate of the teacher involved.

Substitutes may be subject to evaluation by building administrators, with input from the teacher who had the substitute in their classroom. These evaluations may be used in placement and utilization of the substitute as future absences occur.

Policy Adopted: 03/05/1979

Policy Revised: 01/10/2008

Policy Revised: 05/12/2016

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

GRAND ISLAND PUBLIC SCHOOLS

6450 CERTIFIED STAFF PROBATION AND TENURE

The first three years of service for certified staff in ~~the~~ Grand Island Public Schools shall be a probationary period during which time the contract may be terminated without just cause. For the purpose of credited service tenured staff who are employed for less than one-half time (.5 FTE) will receive no credit toward tenure. Staff employed one-half time (.5 FTE) through four-fifths time (.8 FTE) will receive that fraction of a year toward tenure. Staff employed over four-fifths time will receive a full year's experience. A specific probationary contract will be issued to each staff member during this period.

Any certified staff member may be placed administratively in a probationary status provided the following procedures are used:

1. Written notice of impending probation will be given in writing by the Superintendent or designee. A list of the elements of unsatisfactory conduct and the expectations for improvement will be provided in writing and made a part of this notice.
2. Written notice will also include information of the right to appeal first to the Superintendent and subsequently to the Board of Education. Such an appeal process must be initiated within 10 days of the receipt of the notice of probation.
3. In the absence of a formal appeal the documentation will be made a part of the personnel file and no public Board personnel action will be noted.
4. During this type of probation, no vertical advancement on the salary schedule will be allowed.

During a reduction in force, permanent or tenured staff members shall not be reduced while a probationary staff member is retained to render a service ~~in~~ which such permanent staff member is qualified by reason of certification and endorsement to perform or where certification is not applicable, by reason of college credits in the content area.

Legal Reference: Neb. Statute 79-828

Policy Adopted: 03/05/1979
Policy Revised: 01/04/1996
Policy Revised: 05/12/2016
Policy Revised: ??/??/????

GRAND ISLAND PUBLIC SCHOOLS

6460 TERMINATION OF EMPLOYMENT FOR CERTIFIED STAFF

The Superintendent or designee shall, not later than April 15, notify each certified administrator or non-probationary teacher in writing of any conditions of unsatisfactory performance or other conditions, because of a reduction of staff members, or change of leave of absence policies of the Board of Education, which the Board considers may be just cause to either terminate or amend the contract for the ensuing school year.

As used in this policy the term "just cause" shall mean incompetence, neglect of duty, unprofessional conduct, insubordination, immorality, physical or mental incapacity, or other conduct which interferes substantially with the continued performance of duties or a change of circumstances necessitating a reduction in the number of administrators or teachers to be employed by the Board of Education.

No member of the board shall enter into or execute on behalf of the district any contract with any teacher or administrator related to them by blood or marriage.

It shall be the policy of ~~the~~ Grand Island Public Schools to comply with all requirements of due process in considering the cancellation, amendment, or termination of a permanent certificated staff member's contract of employment. After compliance with the requirements of due process, the board of education may cancel, amend or terminate the contract of employment of a permanent certificated staff member for reasons of just cause as provided in statute, contract, or school board policy.

The Superintendent of schools may notify a permanent certificated staff member that their employment contract may be canceled, amended, or terminated. ~~In the event of consideration of mid-term amendment or cancellation of a certificated staff member's employment contract,~~ The affected staff member shall be provided:

- a) A written statement of the alleged grounds for cancellation or amendment of the contract ~~and that such certificated staff member's contract may be canceled or amended mid-term as well as the information set out in subsections c) and d) of this policy.~~

~~In the event of consideration of amendment or termination of a permanent certificated staff member's employment contract at the close of the school year, the affected staff member shall be provided:~~

- ~~b) Written notice of the alleged grounds for the proposed action in the initial notice or, in the alternative, notice of consideration of amendment or termination and, if requested by the staff member, written notice of the alleged grounds for the proposed action at least five (5) days prior to the hearing.~~

~~In the event of the proposed cancellation, amendment, or termination of a permanent certificated staff member's employment contract, whether mid-term or at the close of the contract year, the affected staff member shall be provided:~~

- b) Written notice that they are entitled to a hearing before the board of education prior to any final decision on the proposed contract action. To secure such a hearing, the staff member must submit a written request to the superintendent or designee within (7) calendar days of receipt of notice of possible cancellation, amendment, or termination.
- c) Upon request of the certificated staff member, a notification, at least five (5) days prior to the hearing, of the names of any witnesses who will be called to testify against the certificated staff member as well as the general areas of their testimony and an opportunity to examine any documents that will be presented at the hearing.

Due and proper notice of the board hearing regarding any permanent certificated staff shall be given in accordance with the Nebraska Public Meeting Law (Neb. Rev. Stat., §§ 84-1408 to 84-1414). Staff shall have the right to be represented at the hearing and shall be given an opportunity to cross-examine all witnesses and to examine all documents and to present evidence material on the issues.

GRAND ISLAND PUBLIC SCHOOLS

A decision to cancel, amend, or terminate a permanent certificated staff member's contract shall be based solely upon the evidence produced at the hearing and must be agreed to by a majority of the members of the school board (5 members). If the board of education cancels, amends, or terminates a certificated staff member's contract, it shall reduce its findings and determinations to writing and shall deliver a written copy thereof to the certificated staff member.

Legal References: Neb. Statute §79-12,110
 §79-12,112
 §79-12,114
 §79-12,115

 Neb. Rev. Statute
 79-1249
 §§84-1408 through 84-1414

Policy Adopted: 03/05/1979
Policy Revised: 01/04/1996
Policy Revised: 05/12/2016
Policy Revised: ??/??/????

GRAND ISLAND PUBLIC SCHOOLS

6462 CERTIFIED STAFF RESIGNATION

Certified staff who wish to be released from contract should consider the difficulty of securing an adequate replacement for the district and disruption to the educational program. A late resignation greatly increases this difficulty and disruption.

Certified staff who wish to be released from their contract shall immediately deliver a written and signed notice of resignation to the office of the Superintendent or Chief of Human Capital Management. The Superintendent, upon reviewing the request and its impact on the district, shall forward the request to the Board of Education with an appropriate recommendation.

The Board shall make the final determination regarding the request but shall have no obligation to approve the staff member's early release from contract.

The Board may request the staff member to continue as a member of the staff and to fulfill the terms of their contract. The early release, if allowed, will become effective at the end of the school year in which it is submitted. If the staff member has requested the release to become effective at an earlier date than the end of the school year, the Board may consider it on an individual basis.

A staff member's refusal to fulfill their contract shall be cause for the district to request a suspension or revocation of certification by the Nebraska Department of Education.

Legal Reference: Nebraska Statutes §79-817 to 79-845
NDE Rule 27, part 007

Policy Adopted: 03/05/1979
Policy Reviewed: 10/18/2007
Policy Revised: 08/11/2016
Policy Revised: 10/13/2022
Policy Reviewed: ??/??/????

RESOLUTION

WHEREAS, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications by October 15th for the following school year; and,

WHEREAS, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to standards for acceptance or rejection and with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs for the following school year; and,

WHEREAS, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolutions, and the policies and specific standards herein contained.

NOW, THEREFORE, BE IT RESOLVED that the Option Enrollment Policy presented to the School Board as Policy 7511.1, and Appendix "1" to such Policy 7511.1, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 7511.1, and Appendix "1" to such Policy 7511.1, are repealed effective on the date of the passage of this resolution,

BE IT FURTHER RESOLVED that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 7511.1, and Appendix "1" to such Policy 7511.1 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

BE IT FURTHER RESOLVED that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed after adoption of this resolution, and are hereinafter set forth:

DATED this ___ day of _____, 20__.

GRAND ISLAND PUBLIC SCHOOLS

By: _____
President

Attest: _____
Secretary

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 7511.1 for the current school year. The Board of Education hereby sets forth the capacity limit for option enrollment based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special programs. Any program, class, grade level, or school building which has “0” as the number of Option Students is hereby declared unavailable to option students due to lack of capacity.

Grade Level or Program	Section/Program CAPACITY	Number of Options Available
Kindergarten	19 / section	*
First	19 / section	*
Second	21 / section	*
Third	21 / section	*
Fourth	23 / section	*
Fifth	23 / section	*
Sixth	23 / section	*
Seventh	23 / section	*
Eighth	23 / section	*
Ninth	25 / section	*
Tenth	25 / section	*
Eleventh	25 / section	*
Twelfth	25 / section	*
Success Academy GISH	70	0
Success Academy Middle School	20	0
Ombudsman	70	0
English Learner Newcomer elementary (2 nd -5 th)	45	0
English Learner Newcomer middle school	Barr=45 WN=45 WR=15	0
English Learner Newcomer senior high	100	0

* Special education capacity will be determined on a case-by-case basis in accordance with state law and the available resources as determined by the District’s Director of Special Education or designee.

Enrollments can fluctuate throughout the year. It is possible that throughout the school year a grade level may not have capacity for option enrollments. In addition, the district may not have the availability of staffing to approve option enrollments regardless of the available grade level capacity.

7551 ~~GRAND ISLAND SECONDARY ASYNCHRONOUS LEARNING ONLINE~~ POLICY FOR CREDIT RECOVERY

~~The~~ Grand Island Public Schools is focused on accelerating growth for all Grand Island Public Schools secondary students of all identities and abilities by ensuring equitable access to opportunity and removing barriers to learning. This policy conveys GIPS requirements for GISH Online Credit Recovery Learning Lab to ensure that credit recovery online learning options are helping students graduate on time while also delivering rigorous academic instruction. All requests for enrollment must be submitted using the building's approved process.

~~Credit recovery is an alternative to course repetition for students who have previously failed a course required for high school graduation. Additionally, a student may qualify if a needed class is outside of a student's aligned cohort.~~

~~After course failure, students may request to enroll in GISH online in the following semester or academic year if they have an available block period in their schedule.~~

~~Students may be enrolled in only one credit recovery course via GISH Online at a time. All requests for enrollment must be submitted to the GISH Online Counselor, examined by committee, and approved by the GISH Online Administrator. An individualized learning plan and student contract will be completed and then the GISH Online Administrator/Coordinator/Counselor will enroll the student in the appropriate courses.~~

~~A blended approach will be used whereby teachers combine the use of teacher support with approved online credit recovery courseware. In all cases, staff will regularly monitor and assess students' progress.~~

~~English Learners and students with disabilities are included as eligible for credit recovery under this policy. Students with disabilities, identified through IDEA 2004, are eligible for credit recovery as determined in accordance with the goals, objectives, accommodations, and modifications as it relates to the content standards developed and agreed upon by the IEP Team. For English Learners, any decision on credit recovery must be made in conjunction with the EL team.~~

Implementation of this policy requires that principals use existing district curriculum office course guidance or obtain approval from the district curriculum office to use alternative courses. All students enrolled in a credit recovery course will have a credit recovery plan in the SIS prior to beginning.

Policy Adopted: 10/13/2022

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

GRAND ISLAND PUBLIC SCHOOLS

8456 STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES (ECDs)

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

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

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

1. Typically, unless otherwise defined below, student ECDs will be prohibited from connecting to the wireless network due to interference with our 1 to 1 device initiative. Students will be asked to disable Wi-Fi and to disable any hotspot functionality as it causes additional channel congestion on the wireless network.
2. Camera, video, and/or audio recorders will not be used while on school property, at school-sponsored activities, or while on school-provided transportation, without administrative consent.
3. Phones should be kept either turned off, or on silent following the rules specified by the classroom teacher.
4. Any ECD containing an integrated camera will be turned off (not simply on silent or vibrate mode) and kept stowed out of sight in locker/dressing rooms or on district provided transportation.
5. When allowed by administration, personal ECDs are only allowed to connect to the filtered, wireless network in the district. Students shall not attempt to circumvent technology protection measures, such as network internet access filtering.
6. Students in grades 6-12 may use personal ECDs at school following administrative guidelines. Buildings may ask students to turn off devices that are not contributing to the learning environment. Guidelines for acceptable use are available in the student handbook.
7. Students in grades Pre-K-5 are discouraged from bringing ECDs to school.
8. Use of ECDs will follow the same network access guidelines as included in the Acceptable Use Agreement. Examples of behavior which is not tolerated includes but is not limited to:
 - cheating;
 - bullying or harassment;
 - displaying, accessing, or downloading obscene or pornographic materials; or
 - disruption of the learning environment.
9. The consequences for using ECDs in violation of the aforementioned rules, state or federal law, or school board policy are as follows:

For elementary and middle schools:

1st Office Referral: The ECD will be confiscated, turned into the school office, and picked up by the student from the principal by the end of the day, unless the device is needed longer for examination by school or district IT personnel. Document **MAJOR** incident in Synergy

2nd Office Referral: The ECD will be confiscated, turned in to the school office, and picked up by the student at the end of the day along with parent contact. Document **MAJOR** incident in Synergy

GRAND ISLAND PUBLIC SCHOOLS

3rd Office Referral: The ECD will be confiscated, turned into the school office, and picked up by a parent at the end of the day along with parent contact. Document **MAJOR** incident in Synergy

4th Office Referral: Insubordination – 1 Day OSS

5th Office Referral: Insubordination – Individual student/parent plan

For Grand Island Senior High:

- Personal electronic devices will remain off and out of sight from 8:05 am-3:30 pm in all Grand Island Senior High buildings
 - This includes classrooms as well as all common spaces (halls, bathroom, lunch rooms, etc.)
 - This includes open blocks and open lunch
 - In addition to the regular school day the phone out of sight expectation extends to before and after school instructional time
- Failure to abide by these expectations will result in personal electronic devices being confiscated by building administrators
 - If a phone is confiscated, it will only be returned to a parent/guardian during the times of 4:00-4:30 pm

10. In addition to the above consequences, school officials may conduct a search of the ECD if they have reasonable suspicion that the student was using the ECD to violate the law, school board policies, or school rules. Depending on the nature of the violation, school officials may make a referral to law enforcement officials, and/or commence disciplinary action against the student such as expulsion, suspension, or reassignment. The possession of obscene or pornographic or other illicit material on an ECD will result in a referral to law enforcement officials.

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

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

Grand Island Public Schools policies:

1310–NONDISCRIMINATION
1311–BULLYING AND HARRASSMENT
5521–COPYRIGYT COMPLIANCE
7352 –ACCESS TO NETWORKED INFORMATION RESOURCES
8457-INTERNET SAFETY

Policy Adopted: 06/12/2012
Policy Reviewed: 12/14/2017
Policy Revised: 07/12/2018
Policy Revised: 10/13/2022
Policy Revised: 08/08/2024
Policy Revised: ??/??/????

Proposal and Quotation: Grand Island Public Schools

Thank you for requesting a quotation for an Æthos digital planetarium system for your 30 ft diameter fixed dome.

Date: 05/10/2025

Prepared by: Katherine Hunt

Key Advantages of Our Offer

- **Designed for Interaction.** Our software is designed from the ground up for truly interactive programs. Not only can the students answer questions posed by the teacher, the teacher can also easily use the software to respond to student questions.
- **Unparalleled Usability.** Digitalis' user interfaces are uniquely intuitive, built from the ground up to enable teachers to respond to student questions on the fly.
- **Augmented Lessons.** Unique to Digitalis, our Augmented Lessons are lessons in digital form, with narration, embedded media thumbnails, and command buttons to launch software scripts. This functionality makes it a snap to start doing live, interactive programs right out of the box.
- **High Resolution.** The proposed Æthos systems project a 4K diameter circle, providing excellent detail for high resolution datasets or other imagery.
- **Outstanding Projection Quality.** In addition to high resolution projectors, we use custom lenses that offer the sharpest focus over the entire dome, as well as consistent black levels, brightness, and pixel sizes.
- **Software Support and Expertise.** Unlike our competitors, who use third party software, we develop our own simulation and interface software, so we can directly add features requested by our customers. We maintain all system software—including the operating system—to ensure complete interoperability.
- **Best Overall Value.** We provide the best overall value in a planetarium system and the lowest total cost of ownership. No other systems even come close to matching our unique combination of usability, features, projection quality, and affordability.
- **Global Community:** Digitalis has over 900 systems around the world, more than any other digital planetarium brand. Our exclusive free Digitalis Community site enables our users to share content and ideas collaboratively.

Overview: Æthos with Barco F80 4K9

Digitalis' multi-projector Æthos digital planetarium systems come in a variety of configurations and specifications. Based on feedback about the needs, goals, and the scope of the Grand Island High School Planetarium project we are proposing the Barco F80-4k9 configuration.

The Barco F80 projector combines Single Step Processing™ image processing with Texas Instrument's pixel shift technology to provide effective 4K resolution.

What is pixel-shifted?

Pixel-shifting is a means of producing higher resolution at a much lower cost. With a pixel-shifted projector, the projector rapidly shifts each pixel diagonally back-and-forth by a half-pixel width and projects the result onto the screen. The shifting motion is fast, fooling the eye into perceiving the result as a higher resolution image.

See the specifications in the table below to determine if this option is best for you and your planetarium.

	Barco F80-4k9
Maximum dome diameter	45 ft/ 13.72 m
Pixel diameter circle	Effective (pixel-shifted) 4K
Projected resolution	Approximately 12.5 megapixels
Field of view	180 degrees, full sky
Total base brightness (with flat screen lens)	9,000 lumens
Nominal contrast ratio	Approximately 1,200:1
Light source	Laser-phosphor
Light source estimated life	Up to 20,000 hours on high; 60,000+ hours on lower settings
Control unit	Digitalium CU-T (tower)
Audio support	Up to 7.1 channel surround sound
User interfaces included	Digitalium handheld remote control Universal Console web-based interface software with mobile and desktop hardware Wireless, backlit gamepad
Internal storage	2TB expandable up to 160TB
Power	100-240 VAC, 50-60Hz
Regulatory (USA)	FCC Class A
Dimensions (HxWxD)	8.9" x 18.9" x 26.7"

All Æthos purchases include:

Hardware

- Two projectors
- Two lenses with physical masks
- Two video cables to run from console desk to each projector individualized to your wireway lengths.
- Domeview monitor, keyboard, mouse, and video cable.

Software

- CU-T control computer with:
 - Nightshade G3 Professional planetarium software license
 - Universal Console web-based interface software license
 - Two Digitalium remote controls (one spare)
 - Wireless, backlit gamepad with charging cable
 - High resolution Whole Earth and Solar System datasets
 - Media Master Drive with current content
- Universal Console interface hardware:
 - Wireless router
 - Network cabling
 - Tablet with cover for mobile use
 - Desktop Windows computer, monitor, keyboard, and mouse for stationary use
- Calibration hardware and software

Services

- One year of Priority Plus Support, Standard Support for the life of the system. (see below for details)
- Three days in person training
- Installation

Expanded Digitalis Technical Support Options

Digitalis systems are designed to be easy to use and maintain, and we include free standard technical support for the life of the system. Standard support is available via email.

For those wanting enhanced support options, we have a selection of premium support services. For an annual subscription, you can choose to add video call or phone support, prioritized response times, extended support hours, scripting and media encoding support, and even an onsite yearly maintenance visit. The following table outlines our premium support plan options.

Feature	Standard	Priority	Priority Plus
Regular software and data updates (fully automated, but at your command)	✓	✓	✓
Exclusive <u>Digitalis Community</u> access	✓	✓	✓
Availability	Email or web form.	Email during business hours. Extended hours emergency phone.	Email during business hours. Extended hours emergency phone.
Response Target	One business day.	One business hour for email.	One business hour for email.
Extended hours emergency telephone support.		✓	✓
Multiprojector calibration support.		✓	✓
Scripting or Augmented Lesson support (up to 10 inquiries per year).		✓	✓
Media encoding support (up to 10 inquiries per year).		✓	✓
Ten percent discount on <u>accessory shop</u> purchases.		✓	✓
One free registration per year for a scheduled Digitalis training course.		✓	✓
Media refresh (additional fulldome movies, clips, scripts, etc.).		✓ (mail)	✓ (onsite)
Add-on data set refresh (updates for licensed add-on data sets).		✓ (mail)	✓ (onsite)
One annual scheduled onsite maintenance visit. Includes concierge software and data updates, training, and calibration review.			✓
Price/Year	\$0.00	\$3,150/year	\$6,900/year

Æthos Pricing

	Barco F80-4k9
Description	Two Barco F80-4k9 projectors mounted in /under the cove on opposite sides of the dome
Estimated Price including Shipping, Installation, and Training Sales Tax not included. Contact us if sales tax will apply.	\$262,800.00

Optional Items

Description	Price
Digitalis Fluid CoveLight Package (Requires Local Electrician Installation)	\$11,724.00
Ultimate Seam Astro-Tec Horizontal Dome with aluminum cove light channel and four speaker mounts including installation.	\$205,544.00
Professional grade audio package including four top speakers, two sub woofers, amplifier, audio interface, installation, and room tuning for 5.1 surround sound.	\$55,000.00

Recommended Contingency of 10% - \$26,280



*Astro-tec Mfg., Inc.
Canal Fulton, Ohio*

STANDARD SITE PREPARATION GUIDE

- 1.) The architect as part of the building will provide the design of the structural support for the base ring of the dome screen. Also location of work point in center of tension ring and at an elevation equal to that of the tension ring with quadrant lines on the floor and wall representing (N-S-E-W) for all field measurements to be taken.
- 2.) Erection of the structural elements of the dome shall not commence until the theater space is in clean and dust free condition. This includes all scaffolding, decking, and flooring, also, suitable power supply and temporary or permanent work lighting must be in place.
- 3.) The theater space shall, for all intents and purposes, be complete to the satisfaction of the dome manufacturer prior to commencement of erection of the projection dome screen. Any obstruction or contact with the dome framework must be corrected immediately by others at no cost to the dome manufacture. No seating, carpeting or other interior finish work shall be commenced prior to completion of the dome installation.
- 4.) The dome screen shall not be installed until after the following conditions have been met:
 - A) The manufacturer's supervisor is satisfied that electrical work, loudspeakers, mechanical work including all air-conditioning and filtering, painting and acoustical insulation material behind the projection screen have been installed and all work completed.
 - B) The heating and ventilation system has been purged of all construction dust.
 - C) All exposed concrete surfaces have been cleaned and sealed.
 - D) The theater has been thoroughly dusted and cleaned, including vacuuming of scaffolding. This state of cleanliness must be maintained during the entire installation.
 - E) Permanent temperature and humidity control **must** be operational prior to installation of the framework to maintain the conditions during installation as specified by the manufacturer.

- F) Activities of other trades working within the theater shall be restricted to the outside diameter of the dome screen so as to maintain dust free conditions during installation of the screen surface and subject to approval by dome manufacturer's supervisor.
 - G) In the event a light cove has been designed and in place, it is the responsibility of the general contractor to cover or protect the cove during the dome installation.
 - H) It is vitally important that the dome screen receive its final surface paint in a properly heated or cooled dust free environment. The owner shall ensure that, during the period when painting is taking place, the theater space where the dome screen is installed, is properly enclosed, heated and/or air conditioned at an appropriate temperature, in accordance with conditions to be specified by the dome manufacturer. In the event a light cove has been designed and in place, it is the responsibility of the general contractor to cover or protect the cove during dome installation.
5. The manufacturer's personnel can supervise the storage of the dome material if requested. However, protection of, actual storage space for, receiving of, customs clearance for and location adjacent to dome room of dome materials are the responsibility of the owner/GC. The manufacturer is to provide the owner with details of storage space required. Also, if necessary, special rigging equipment for hoisting of dome materials to its final location is the general contractor's responsibility.
 6. All painting of the building behind and below the dome must be completed before the installation of the projection dome.
 7. Scaffolding will be provided by the manufacturer. Scaffolding platform (false flat floor) can be provided by the manufacturer in accordance with information and instructions, at an additional cost. The platform is only necessary if there is a sloped or stepped floor with access for bringing in scaffolding for rolling towers and framework ribs, tension ring, etc. The platform must be flat and smooth with a load-bearing surface of at least 80-lbs./sq. ft. Platform material must be ¾" T&G plywood and screwed in place.

8. Contractor must supply and set all support walls or columns to the dome and ___ equally spaced anchor bolts in the support wall, capable of supporting the dome. In the event the dome is suspended from the ceiling the provision of ___ equally spaced closed eyebolts in the ceiling, capable of supporting the dome from suspension chains. In the case of a suspended dome provisions must be made for lateral support of the dome at an elevation equal to the tension ring.
9. All parts and components for the dome screen shall be capable of being carried or moved through standard double door openings (72"x80") into the theater space and through any straight corridors with no obstructions.

DOME MAINTENANCE and CLEANING

The following is a recommended maintenance and cleaning of the projection dome:

Maintain an operating temperature of 72° and a humidity range of 45% to 55%. Also, we recommend changing the filters in the air filtering systems once every 2 months. The best cleaning program is to vacuum clean the dust from the **backside** of the dome once a year. Recommended equipment for cleaning the dome is a 4.5 to 5 hp industrial vacuum cleaner with 25 ft. of anti-static hose. Using a 5" wide plastic upholstery tool for the vacuuming procedure, or in some cases, due to space restrictions it is recommended using a commercial grade back pack vacuum and the 5" wide plastic upholstery tool for the vacuuming procedure. When climbing on the backside of the dome it must be done with **extreme** caution in order to eliminate any possibility of damaging the panels. Most stains can be removed using a typical household cleaner; such as, Fantastic or 409 spray cleaner (do not spray directly on the dome, spray on a clean white, lint free cloth). If the discoloration on the projection surface is too dark for spot cleaning, the best recommendation we have is to repaint the projection surface. Please feel free to contact Astro-Tec with any questions.

The following must be completed before installation of projection dome:

STANDARD PRE-INSTALLATION CHECK LIST*

- 1.) Anchor bolt/ Eye bolt layout ___ required see attached drawing. (**note**; to be supplied and set by general contractor per Astro-Tec drawing no. _____).
Comments: _____
- 2.) All acoustical insulation and material behind projection dome to be painted flat black. (**note**; to include all ductwork and electrical conduit, etc.)
Comments: _____
- 3.) Overhead sprinkler system pressure tested and all connections cleaned and taped. (**note**; free of cutting oil and or joint sealer)
Comments: _____
- 4.) All exposed concrete surfaces have been cleaned and sealed.
Comments: _____
- 5.) Climate control system has been purged of all construction dust.
Comments: _____
- 6.) Climate control system is operational.
Comments: _____
- 7.) Dome chamber has been thoroughly cleaned and free of dirt and dust.
Comments: _____
- 8.) Sufficient live electrical outlets in the dome chamber. (**note**; at least 12 – 110V outlets on separate circuits)
- 9.) Room access doors are in place.
Comments: _____
- 10.) Close in access to the building for unloading dome components, scaffolding, etc.
Comments: _____
- 11.) Temporary false flat floor (platform) in accordance with section 3.5 of Astro-Tec’s specifications to support rolling scaffolding towers.
Comments: _____

*** Astro-Tec requires that all items listed within this checklist are complete prior to our arrival for installation. Failure to complete one or more items may result in our immediate departure, and/or void the projection screen of all warranties. Trip and delay charges are an additional cost to the owner, and return dates cannot be guaranteed.**

Signed _____ Date _____
Owner/Contractor

Signed _____ Date _____
Astro-Tec Manufacturing Inc

6340 PARENTAL LEAVE

A staff member may use provisions of the 6340 Parental Leave policy to receive pay for time that the staff member needs for adjustment to the birth of his or her child or the adoption of a child. The following provisions will apply to the administration of this policy:

1. A benefit covering compensated days for a period of six weeks (42 calendar days) will be available for staff who have experienced the birth of their child or the adoption of a child. Leave under 6335.1 policy guidelines may not be added to leave available under 6335 policy.
2. The maximum benefit will apply if the staff member has accumulated a sufficient number of days of sick leave. If the employee has accumulated less than a sufficient number of days of sick leave, the staff member shall be entitled to first use the days of accumulated sick leave. Any leave days remaining after use of all accumulated sick leave shall be taken as unpaid leave for the balance of the leave, or the staff member may elect to return to work with a physician's release. A staff member will be allowed to use additional accumulated sick leave days beyond the six week period of Parental Leave provided the staff member provides a certificate from a physician verifying that the staff member continues to be medically unable to work and also stating the duration of time that the employee will continue to be medically unable to work.
3. Notification must be made in writing to the staff member's immediate supervisor as soon as the staff member **knows they** expect to take advantage of this form of leave.
4. If **both** parents or adoptive parents are employees of the School District, the provisions of policy 6340 can only be utilized by one parent.
5. This policy does not apply to the following adoptive situations:
 - a. where the child being adopted is a special needs child over 18 years of age;
 - b. a child who is over 8 years of age and is not a special needs child;
 - c. a stepchild being adopted by his or her stepparent;
 - d. a foster child being adopted by his or her foster parent; and/or
 - e. a child who was originally under voluntary placement for purposes other than adoption without assistance from an attorney, physician, or other individual or agency which later results in a petition for the adoption of the child by the person with whom the voluntary placement was made.
6. A staff member who does not desire to return to work immediately after **medical recovery Parental Leave covered in policy 6340 expires** may request an extended leave consistent with Policy 6332 (Leave of Absence Without Pay) and Policy 6334 (FMLA).
7. Leave under policy 6340 Parental Leave runs concurrently with (not in addition to) FMLA leave available under Policy 6334. Parental Leave is provided in lieu of, not in addition to, every other type of paid leave available. ~~including but not limited to 6335.1 Administrative Guidelines for Policy 6335.~~

~~A staff member who gives birth may use provisions of the sick leave policy to receive pay for the time the mother is medically unable to work. The following provisions will apply to the administration of this policy:~~

GRAND ISLAND PUBLIC SCHOOLS

- ~~1. A benefit covering compensated days for a period of up to six weeks (42 calendar days) will be available for staff members who have a medical disability (inability to perform the duties of their position) as determined by their physician and which is related to pregnancy, childbirth, or complications related to pregnancy.~~
- ~~2. Notification must be made in writing as soon as the staff member knows she is pregnant and expects to take advantage of this leave policy.~~

Legal Reference: Pregnancy Discrimination Act, Public Law 95-555, 92 Stat. 2076 (1978)

Cross Reference: Policy 6332 CERTIFIED STAFF LEAVE OF ABSENCE WITHOUT PAY
Policy 6334 STAFF LEAVE OF ABSENCE WITHOUT PAY –
FAMILY AND MEDICAL LEAVE ACT
6334.1 Administrative Procedures and Regulations for 6334

Policy Adopted: 05/12/2016

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

~~6340.1 Administrative Guidelines~~

- ~~2. The benefit will apply if the staff member has accumulated a sufficient number of days of sick leave to cover the six week period. If the staff member has accumulated less than a sufficient number of days of sick leave, the staff member shall be entitled to use his or her accumulated sick leave. Any days of leave remaining after use of all accumulated sick leave shall be taken as unpaid leave for the balance of the six week period, or the staff member may elect to return to work.~~

GRAND ISLAND PUBLIC SCHOOLS

6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS

The schedule for payment of extra-standard duties shall be developed by the Extra-Standard Committee for review by the Superintendent of Schools and adoption by the Board of Education. Extra-standard amounts ~~and the payout schedule will be, as~~ reflected on the individual contract, ~~will be subdivided into twelve monthly payments~~ and so noted on staff member's monthly paycheck.

The Board of Education reserves the right to retain or alter the category or level for any individual on the extra-standard schedule. The Board of Education also retains the right to withdraw from extra standard responsibilities any member of the certified staff. Such an assignment will be without tenure and will be discretionary on the part of the Board of Education with the recommendation of the superintendent or designee.

Policy Adopted: 03/05/1979

Policy Reviewed: 10/18/2007

Policy Reviewed: 05/12/2016

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

GRAND ISLAND PUBLIC SCHOOLS

~~7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS~~

~~The Grand Island Public Schools will annually generate a list of resources to include digital and electronic materials, certain write-in texts, as well as multiple texts on their annual list designated for use in the schools. This will be done by November 15 of each year for current resources and those approved by January 15. The list of textbooks will be available on the district website.~~

~~The last day for receiving applications for textbook loans from parents or legal guardians residing within the school district for use during the following school year is January 15 of each year. A limit of 10 textbooks per student in grades K-6 and 8 textbooks per student in grades 7-12 has been established by NDE.~~

~~The Grand Island Public Schools shall follow guidance provided by NDE in Rule 4 (attached).~~

~~Ten days prior to the beginning of the district classes, the administration will notify parents or guardians in writing where and when textbooks will be available. Parents or legal guardians receiving textbooks will be required to sign a receipt at the time the textbooks are picked up on designated Form NDE 122-002. Parents or legal guardians shall return textbooks to the designated individual within the local school district within 15 days after the close of the school year. All textbooks are to be returned in reasonably good condition. Lost or damaged books will require that the parent or legal guardian reimburse the district for replacement costs.~~

~~It is important to understand that a "textbook" shall be mean any instructional material designated for use by individual students as the principal source of study material in grades K-12 of a public school district as defined in Rule 4.~~

~~Legal Reference: _____ Neb. Statute 79-734~~

~~Policy Adopted: 07.11.2019~~

RESOLUTION

WHEREAS, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications by October 15th for the following school year; and,

WHEREAS, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to standards for acceptance or rejection and with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs for the following school year; and,

WHEREAS, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolutions, and the policies and specific standards herein contained.

NOW, THEREFORE, BE IT RESOLVED that the Option Enrollment Policy presented to the School Board as Policy 7511.1, and Appendix "1" to such Policy 7511.1, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 7511.1, and Appendix "1" to such Policy 7511.1, are repealed effective on the date of the passage of this resolution,

BE IT FURTHER RESOLVED that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 7511.1, and Appendix "1" to such Policy 7511.1 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

BE IT FURTHER RESOLVED that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed after adoption of this resolution, and are hereinafter set forth:

DATED this ___ day of _____, 20__.

GRAND ISLAND PUBLIC SCHOOLS

By: _____
President

Attest: _____
Secretary

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 7511.1 for the current school year. The Board of Education hereby sets forth the capacity limit for option enrollment based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special programs. Any program, class, grade level, or school building which has “0” as the number of Option Students is hereby declared unavailable to option students due to lack of capacity.

Grade Level or Program	Section/Program CAPACITY	Number of Options Available
Kindergarten	19 / section	*
First	19 / section	*
Second	21 / section	*
Third	21 / section	*
Fourth	23 / section	*
Fifth	23 / section	*
Sixth	23 / section	*
Seventh	23 / section	*
Eighth	23 / section	*
Ninth	25 / section	*
Tenth	25 / section	*
Eleventh	25 / section	*
Twelfth	25 / section	*
Success Academy GISH	70	0
Success Academy Middle School	20	0
Ombudsman	70	0
English Learner Newcomer elementary (2 nd -5 th)	45	0
English Learner Newcomer middle school	Barr=45 WN=45 WR=15	0
English Learner Newcomer senior high	100	0

* Special education capacity will be determined on a case-by-case basis in accordance with state law and the available resources as determined by the District’s Director of Special Education or designee.

Enrollments can fluctuate throughout the year. It is possible that throughout the school year a grade level may not have capacity for option enrollments. In addition, the district may not have the availability of staffing to approve option enrollments regardless of the available grade level capacity.



Grand Island Public Schools Foundation
Notes for Board of Education
10-9-2025

1. The Foundation announced its gratitude for all the outstanding support for our 4th Annual Harvest Fundraiser. We are appreciative of all the support of GIPS Staff, Administration, and the GIPS Foundation Board for the overwhelming support of the community. Thank you to everyone for your stupendous generosity. We were grateful for the outstanding support of both the Heart of the Foundation recipients, Ron & Dan Eakes, and our Mission Moment speaker, Brian Levander.
2. The GIPS Foundation closed the Classroom Grant application, and the grants will go to the Reviewing committee on October 1st, 2025. We had amazing submissions, and this will be a challenging year to decide who will receive grants. The Foundation will be surprising the recipients at the end of October.
3. The GIPS Foundation's college scholarship online application will open on December 1 and is accessible on our website: gipsfoundation.org. We are foreseeing a record-breaking year of submissions and the amount of granted Scholarship funds.