

GIPS BOE Regular Meeting
Thursday, September 11, 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. 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

4. SPECIAL RECOGNITION

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

Speaker(s): Dr. Summer Stephens and Mr. Calvin Hubbard

5. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

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

Speaker(s): Ms. Kay Niebuhr and Mr. Kevin Butters

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

Speaker(s): Mr. Chris Ladwig

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

Speaker(s): Dr. Summer Stephens

6.4. Policy

6.4.1. 6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES

Speaker(s): Mr. Matt Fisher

6.4.2. 6339 JURY DUTY

Speaker(s): Mr. Matt Fisher

6.4.3. 6340 PARENTAL LEAVE

Speaker(s): Mr. Matt Fisher

6.4.4. 6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS

Speaker(s): Mr. Matt Fisher

6.4.5. 6410 NONDISCRIMINATION (Staff)

Speaker(s): Mr. Matt Fisher

6.4.6. 6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Speaker(s): Mr. Matt Fisher

6.4.7. 6420 CERTIFIED STAFF HIRING

Speaker(s): Mr. Matt Fisher

6.4.8. 7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS

Speaker(s): Mr. Matt Fisher

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

Speaker(s): Ms. Kay Niebuhr and Mr. Kevin Butters

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

Speaker(s): Mr. Chris Ladwig

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

7.4. 6335 INJURY LEAVE

8. REPORTS

8.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Lisa Albers

8.2. Student Representative Report

Speaker(s): Ms. Katherin Xicara Ramos

8.3. Superintendent Report

Speaker(s): Mr. Matt Fisher

9. NOTIFICATION OF UPCOMING BOARD MEETINGS

10. ADJOURNMENT

AFFIDAVIT OF PUBLICATION

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

State of Florida, County of Broward, ss:

I, Anjana Bhadoriya, 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 2, 2025

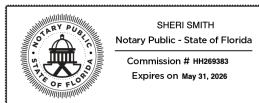
Notice ID: k5DYdNo7dViE6mFxDGGo

Notice Name: GIPS Regular Board Mtg. - September 11, 2025

Publication Fee: \$9.60

Anjana Bhadoriya

Agent



VERIFICATION

State of Florida
County of Broward

Signed or attested before me on this: 09/03/2025



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, A.K.A. Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday, September 11, 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 2, 2025
COL-NE-13002003 ZNEZ

Regular Meeting of the Grand Island Public Schools Board of Education

The regular meeting of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was convened and called to order by President Hank McFarland in open and public session on Thursday, August 14, 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:	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. 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 2, 2025, at 7:30 a.m.

Leading for Learning Committee

Next Meeting Date: September 9, 2025, at 4:00 p.m.

Personnel Committee

Next Meeting Date: September 5, 2025, at 8:15 a.m.

Policy Committee

Next Meeting Date: September 8, 2025, at 4:30 p.m.

Public Relations and Partnership Development Committee

Next Meeting Date: September 10, 2025, at 8:00 a.m.

Governance Committee

Next Meeting Date: September 3, 2025, at 1:00 p.m.

GNSA/Legislative Committee

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

3.3. Claims as submitted

3.4. Staff Adjustments as submitted

3.5. Policy

3.5.1. 4441 PROCUREMENT POLICY - SCHOOL FOOD AUTHORITIES

3.6. MOU, Agreements, and Contracts Renewals

3.6.1. State Grant Awards with Hall County Juvenile Services

3.6.2. Huddle Up Contract

3.6.3. Letter of Intent NDE - Journey to Inclusion FY25-26

3.7. Treasurer's Report as submitted

3.8. Surplus Property Listing

3.9. Change Orders as Documented

3.10. Approval of Agenda as submitted

Mrs. Lisa Albers abstained from voting on item 3.3 claims check number 101496, but approved all other consent agenda items as submitted.

Approve the agenda as submitted. 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. SPECIAL RECOGNITION

4.1. AP Recognition for high school level students from 2024-25 AP Testing

Mrs. Bentley and Ms. Julie Markvicka recognized students for their stellar results in their AP exams. Honorees for the Board Meeting earned the titles of AP Scholar, AP Scholar with Honor, and AP Scholar with Distinction.

5. REQUESTS TO ADDRESS THE BOARD

Amber Harper, 2239 Sunrise Avenue, Grand Island, NE 68803 spoke on the topics of dress code, harassment, bullying, protective hairstyles (LB 289), and on the topic of the partnership with GIPD regarding seat belt checks not communicated to parents.

6. INFORMATION ITEMS

6.1. Summer Programs

Dr. Stephens presented the 2025 summer programs.

6.2. 2025-2026 Student Handbook

Dr. Stephens presented the 2025-2026 Student Handbook changes.

6.3. Neb. Rev. Stat. § 79-3405 - Property Tax Authority Resolution

Mr. Harden presented the Neb. Rev. Stat. § 79-3405, at least seventy percent of the Board of Education of the School District affirmatively votes to increase the School District's overall property tax request authority by an additional five percent above the base growth percentage, or other maximum amount as permitted by law. The Superintendent or designee is hereby

authorized and directed to take any action consistent with this Resolution to ensure that the School District's overall property tax request complies with this Resolution.

6.4. Policy

6.4.1. 6331 CERTIFIED STAFF LEAVE OF ABSENCE: SICK, BEREAVEMENT, AND PERSONAL EMERGENCY

Mr. Fisher presented policy 6.4.1 through 6.4.4 and 6.4.6 only have grammatical changes.

6.4.2. 6332 CERTIFIED STAFF LEAVE OF ABSENCE WITHOUT PAY

6.4.3. 6333 CERTIFIED AND CLASSIFIED WORKERS' COMPENSATION

6.4.4. 6334 STAFF LEAVE OF ABSENCE WITHOUT PAY - ADDITIONAL PROVISIONS FOR COMPLIANCE WITH THE FAMILY AND MEDICAL LEAVE ACT (FMLA)

6.4.5. 6335 INJURY LEAVE

Mr. Fisher presented to delete policy 6335 Injury Leave.

6.4.6. 6337 CERTIFIED STAFF ACADEMIC STUDY

7. ACTION ITEMS

7.1. Transportation Routes for 2025-26 school year

Approve transportation routes for 2025-26 school year 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

7.2. Neb. Rev. Stat. § 79-3405 - Property Tax Authority Resolution

Approve the Property Tax Authorization Resolution as presented. Passed with a motion by Joshua Hawley and a second by Eric Garcia-Mendez.

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

7.3. Policy

7.3.1. 1310 NONDISCRIMINATION

Approve policy 1310 Nondiscrimination as revised. Passed with a motion by Carlos Barcenas and a second by Eric Garcia-Mendez.

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

7.3.2. 1311 BULLYING AND HARASSMENT

Approve policy 1311 Bullying and Harassment 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

7.3.3. 4417 CAPITAL ASSET MANAGEMENT

Approve policy 4417 Capital Asset Management 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

7.3.4. 5321 SAFE DRIVING RECORD STANDARD FOR DRIVERS

Approve policy 5321 Safe Driving Record Standard for Drivers 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

7.3.5. 5330 FOSTER CARE STUDENT TRANSPORTATION

Approve policy 5330 Foster Care Student Transportation 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

7.3.6. 6215 BULLYING AND HARASSMENT (Staff)

Approve policy 6215 Bullying and Harassment (Staff) 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

7.3.7. 6233 DRUG FREE SCHOOL AND COMMUNITY (Staff)

Approve policy 6233 Drug Free School and Community (Staff) 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

7.3.8. 7460 PROGRAMS FOR GIFTED LEARNERS

Approve policy 7460 Programs for Gifted Learners as presented. Passed with a motion by Joshua Hawley and a second by Eric Garcia-Mendez.

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

7.3.9. 8220 ADMISSION OF RESIDENT STUDENTS

Approve policy 8220 Admission of Resident Students 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

7.3.10. 8340 PART TIME ENROLLMENT

Approve policy 8340 Part Time Enrollment 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

7.3.11. 8430 STUDENT ~~APPEARANCE~~ DRESS CODE AND GROOMING

Approve policy 8430 Student Dress Code and Grooming 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

7.3.12. 8450 STUDENT DISCIPLINE

Approve policy 8450 Student Discipline 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

7.3.13. 8452 BEHAVIORAL INTERVENTION & CLASSROOM MANAGEMENT

Approve policy 8452 Behavioral Intervention & Classroom Management 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

7.3.14. 8650 PARTICIPATION IN EXTRA-CURRICULAR ACTIVITIES

Approve policy 8650 Participation in Extra-Curricular Activities 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

7.4. 2025-2026 Student Handbook

Approve the 2025-2026 Student Handbook 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

8. REPORTS

8.1. Grand Island Public Schools Foundation Report

Mrs. Albers reported for the GIPS Foundation.

8.2. Superintendent Report

Mr. Fisher presented the superintendent report.

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

The Board convened to Executive Session at 7:22 p.m.

The recommendation for the Board to convene to executive session for the purpose of discussing real estate. 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

During the executive session, the board discussed possible involvement in a real estate transaction.

10. RECONVENE FROM EXECUTIVE SESSION

The Board reconvened from Executive Session at 7:42 p.m.

The recommendation that the Board reconvene from executive session. Passed with a motion by Joshua Hawley and a second by Donna Douglass.

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

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

None.

12. NOTIFICATION OF UPCOMING BOARD MEETINGS

Regular Board of Education Meeting - Thursday, September 11, 2025, at 5:30 p.m.

13. ADJOURNMENT

All business having been completed, the meeting was adjourned at 7:42 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 - NONE
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.
 - o a - CCC GIPS Addendum to MOU FY 25-26
 - o b - GIPS Wabi Sabi Behavioral Health Center LLC FY 25-26
 - o c - GIPS - Junior Achievement USA FY 25-26
 - o d - Axtell Comm. School_20250806_130724.pdf
 - o e – BBBS MOU FY 25-26
 - o f – NDE Grant No 26-6418-15-10-40-0002-P \$70;470.00
 - o g – ESU10 SPED Services Contract FY 25-26
 - o h – NDE Comprehensive Literacy State Development (CLSD) Grant
 - o I - Craig Resources – Nursing Services Rn's & LPN's FY 25-26
9. Change Orders – Dan Petsch
 - o Barr Flooring Change Order 2
10. Five Year Spending Plan Review
 - o Vehicles
 - o Custodiam Equipment
 - o Grounds Equipment
11. Project List Review FY 24-25 – Final – Dan Petsch
12. FY 25-26 Budget Review - Virg
13. Open Agenda Items as Necessary – F&F Team

NEXT MEETING: **Tuesday, September 30, 2025, at 7:30 A.M. (OCTOBER)**

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



Personnel Committee Agenda

Date: September 5, 2025

Next Meeting: October 3, 2025

Agenda:

1. 25 year pins and tenure bonus delivered
2. EC Coordinator
3. Calendar committee
4. Negotiations
5. Recruiting update
6. Substitute online applications
7. GIPS Educator Fellowship Update



Agenda
Governance Committee Meeting
September 3, 2025

AGENDA:

- 1. Board self-evaluation**
- 2. Policies as Information Items**
- 3. Board retreat (October 10?)**
- 4. Other**
- 5. Next Meeting -- 10/02/2025 @ 1:00pm**

BOE Policy Committee Meeting – September 8, 2025 – 4:30pm – Mr. Fisher’s Office

1. **Review Notes from August 11, 2025 – 1.1.**
2. **Review Agenda for changes or additions – 2.1.**
3. **NEXT MEETING:**
Monday, October 6 – 4:30pm – Mr. Fisher’s Office
4. **Policy as Information @ September 11, 2025, BoE Meeting**

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

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

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

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

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

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

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

7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS:

[Proposed Policy 7419](#)

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

6331 CERTIFIED STAFF LEAVE OF ABSENCE: SICK, BEREAVEMENT, AND
PERSONAL EMERGENCY: [Proposed Policy 6331](#)

6332 CERTIFIED STAFF LEAVE OF ABSENCE WITHOUT PAY: [Proposed Policy 6332](#)

6333 CERTIFIED AND CLASSIFIED WORKERS' COMPENSATION: [Proposed Policy 6333](#)

6337 CERTIFIED STAFF ACADEMIC STUDY: [Proposed Policy 6337](#)



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

6334 STAFF LEAVE OF ABSENCE WITHOUT PAY - ADDITIONAL PROVISIONS FOR COMPLIANCE WITH THE FAMILY AND MEDICAL LEAVE ACT (FMLA): [Proposed Policy 6334](#)

6335 INJURY LEAVE: [Proposed Policy 6335](#)

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: September 9, 2025, Virtual
4:00-5:00

New Business:

1. NE Science Standards Adoption-Dr. Palmer
2. Panorama and Climate, Culture, and Communication Survey results 2024-205-Dr. Stephens

Next Meeting: October 8 , 2025 @ 4:00 Zoom

Public Relations and Partnership Development Committee

Agenda

Wednesday, September 10th, 2025

8:00 - 9:30 a.m. via ZOOM

AGENDA:

- Beat on the Street - *Group*
- Strategic Plan Launch - *Mitch*
- Key Communicators & Citizen's Academy Updates - *Matt & Mitch*
- GISH Mascot Update - *Matt & Mitch*
- New Strategic Content for 2025-26 - *Kelli & Mitch*
- Communication Analytics - *Kelli Mayhew*
 - New Collateral
 - Notable Media Coverage
 - Timely Communications

Next Meeting: October 8th, 2025

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
101833	Amazon Cap Services Inc	Supplies	\$5,880.85
101834	Cassandra Jo Stara	Tech Services	\$737.01
101835	Century Link	Telecommunications	\$380.64
101836	Jaqueline Osborne	Mileage	\$43.05
101837	Jessica Scheer	Misc	\$50.45
101838	Matheson Tri Gas Inc	Supplies	\$1,054.69
101839	Menards	Supplies	\$1,278.25
101840	Midwest Alarm Services	Tech Services	\$746.60
101841	Nebraska Library Association	Supplies	\$228.00
101842	Nicole O Hara	Emp Training	\$206.75
101843	Northwestern Energy	Utility	\$1,669.87
101844	O Reilly Auto Parts	Repairs	\$155.74
101845	Office Depot	Supplies	\$29.69
101846	One Source	Tech Services	\$1,458.00
101847	Pomp's Tire Service Inc	Repairs	\$24.61
101848	Productivity Inc	Supplies	\$1,674.75
101849	Reams Sprinkler Supply Co	Supplies	\$565.90
101850	Renee Sutherland	Supplies	\$55.90
101851	Rentokil North America Inc	Tech Services	\$661.73
101852	Roberts Pump & Supply Co	Supplies	\$45.28
101853	Sherwin Williams Company	Supplies	\$891.21
101854	State Glass Inc	Services	\$11,055.00
101855	Stelling Brass & Winds	Prof Services	\$3,688.00
101856	Steve Weiss Music	Supplies	\$878.85
101857	Unite Private Networks LLC	Telecommunications	\$3,214.65
101858	US Postal Service (Quadiant POC)	Postage	\$4,000.00
101859	Grand Island Utilities Dept	Electricity	\$65,368.24
101860	Allo Communications LLC	Telecommunications	\$1,604.50
101861	Angela Goertzen	Emp Training	\$374.00
101862	Border States Industries Inc	Supplies	\$785.27
101863	Capital Business Systems Inc	Tech Services	\$335.00
101864	Cline Williams Wright Johnson	Legal	\$350.00
101865	Eakes Office Solutions	Supplies	\$12,132.52
101866	Gottlob Asphalt, LLC	Tech Services	\$6,351.00
101867	Grand Island Public Schools	Misc	\$195.88
101868	Grand Island Public Schools Nutrition Sv	Supplies	\$761.82
101869	Grand Island Utilities Dept	Electricity	\$64,090.16
101870	Gustave A Larson Company	Supplies	\$6,608.60
101871	Holiday Express	Emp Training	\$4,300.00
101872	Instructional Coaching Group	Emp Training	\$13,000.00
101873	Interstate All Battery Center	Supplies	\$75.00
101874	Island Indoor Climate	Supplies	\$15,577.00
101875	Island Oasis Water Park	Rentals	\$1,200.00
101876	Island Sprinkler Supply	Supplies	\$397.22

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
101877	IXL Membership Services	Emp Training	\$2,190.00
101878	Jacqueline Juarez Meier	Mileage	\$18.69
101879	Jennifer Hahn	Mileage	\$37.24
101880	Johnson Hardware	Supplies	\$10,402.00
101881	Kelly Supply Co	Supplies	\$13.14
101882	League of Nebraska Municipalities-Util	Emp Training	\$225.00
101883	Lift Solutions Inc	Tech Services	\$1,130.71
101884	NAPA Auto Parts	Repairs	\$647.45
101885	Rosemary Gomez	Mileage	\$60.55
101886	Sarah K Henry	Mileage	\$77.49
101887	T C Ceilings Inc	Supplies	\$2,371.52
101888	The Home Depot Pro	Custodial	\$1,354.24
101889	Tom Dinsdale Chevrolet Cadillac	Repairs	\$511.83
101890	Top 20 Training LLC	Books	\$620.00
101891	Trausch Dynamics	Supplies	\$70.10
101892	Tri City Sign Company	Tech Services	\$5,660.00
101893	Tyler Technologies Inc	Prof Services	\$580.00
101894	UniFirst Corporation	Tech Services	\$236.59
101895	Uprooted Nursery LLC	Supplies	\$274.00
101896	Varsity Spirit LLC	Supplies	\$1,228.68
101897	Verizon Wireless	Telecommunications	\$120.03
101898	Victor Outdoor Advertising	Advertising	\$1,350.00
101899	Village Cleaners	Tech Services	\$679.50
101900	Voyager Sopris Learning Inc	Supplies	\$1,111.00
101901	West Music Co	Supplies	\$41.59
101902	Winsupply of Grand Island	Supplies	\$4,643.39
101903	Woodriver Energy LLC	Utility	\$14,789.97
101904	Woodwards Disposal Service Inc	Utility	\$650.00
101905	Yandas Music	Supplies	\$1,241.01
101906	Grand Island Utilities Dept	Electricity	\$7,199.71
101907	Hiland Dairy Foods Company LLC	Milk	\$480.59
101908	Kens Appliance Inc	Supplies	\$4,506.94
101909	Mid-Nebraska Disposal Inc	Utility	\$353.70
101910	Mighty Ducts	Repairs	\$8,603.00
101911	MJM Marketing	Food	\$4,208.00
101912	Superior Press	Supplies	\$524.07
101913	Wells Fargo Bank Nebraska	Misc	\$157.10
101914	Winsupply of Grand Island	Supplies	\$1,067.70
101915	Amazon Cap Services Inc	Supplies	\$20,429.37
101916	Breanna McDonald	Emp Training	\$166.00
101917	Clearly Communications	Telecommunications	\$1,056.68
101918	Jason McDonald	Emp Training	\$102.63
101919	Kelli Mayhew	Dues & Fees	\$727.52
101920	Kristeen Peng	Emp Training	\$206.75

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
101921	Matheson Tri Gas Inc	Supplies	\$208.32
101922	McGill Restoration Inc	Buildings	\$48,770.00
101923	Melinda Sturgill	Mileage	\$23.03
101924	Melsen Striping LLC	Tech Services	\$15,799.00
101925	Menards	Supplies	\$244.31
101926	Michael Monson	Tech Services	\$7,695.00
101927	Michael Persampieri	Emp Training	\$255.00
101928	Mid-Nebraska Disposal Inc	Utility	\$10,535.23
101929	Midwest Alarm Services	Services	\$37,816.96
101930	Midwest Hydraulic	Repairs	\$627.00
101931	Monoprice Inc	Technology Supplies	\$1,187.65
101932	Mosley Consulting LLC	Prof Services	\$4,000.00
101933	Nebraska Council of School Administrator	Emp Training	\$26.00
101934	Next Generation Recreation	Supplies	\$851.72
101935	Paper Tiger Shredding Inc	Utility	\$160.00
101936	Perry Guthery Haase & Gessford PC	Legal	\$4,118.00
101937	Platte Valley Communications	Supplies	\$99.90
101938	Policy Studies Associates Inc	Prof Services	\$20,163.00
101939	Prime Communications Inc	Services	\$43,896.11
101940	Quill Corporation	Supplies	\$451.74
101941	Really Good Stuff Inc	Supplies	\$210.57
101942	Really Great Reading Company LLC	Software	\$8,181.80
101943	Reams Sprinkler Supply Co	Supplies	\$69.00
101944	Rentokil North America Inc	Tech Services	\$831.18
101945	Riverside Technologies Inc	Technology Supplies	\$385.00
101946	Sapp Bros Inc	Supplies	\$2,240.48
101947	Sara Robinson	Mileage	\$57.40
101948	Scholastic Inc.	Supplies	\$1,387.50
101949	School Specialty Inc	Supplies	\$18,007.20
101950	Sherwin Williams Company	Supplies	\$269.68
101951	Shiffler Equipment Sales Inc	Supplies	\$151.37
101952	Social Thinking	Supplies	\$408.62
101953	Sonova USA Inc.	Repairs	\$457.99
101954	Toni Palmer	Mileage	\$122.01
101955	Verizon Connect Fleet USA L	Repairs	\$1,632.95
101956	Ace Hardware	Supplies	\$639.91
101957	AKRS Equipment Solutions Inc	Supplies	\$1,666.13
101958	Alegent Health Education Department	Supplies	\$160.00
101959	Almquist Maltzahn Galloway & Luth	Prof Services	\$747.00
101960	Alyssa Beck Cardona Alexander	Emp Training	\$49.50
101961	Anderson Ford Lincoln Mercury	Repairs	\$37.64
101962	Apple Computer Inc	Technology Supplies	\$32,412.00
101963	Awards Plus	Supplies	\$14.75
101964	Bark Technologies Inc	Software	\$21,811.50

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
101965	BG Peterson Co	Supplies	\$4,307.77
101966	Blick Art Materials	Supplies	\$1,828.88
101967	Bomgaars Supply Inc	Supplies	\$302.50
101968	Border States Industries Inc	Supplies	\$9,847.27
101969	Brand's	Supplies	\$174.15
101970	Cannon Moss Brygger & Assoc	Supplies	\$2,420.00
101971	Cardio Partners Inc	Supplies	\$461.99
101972	CDW Government	Technology Supplies	\$7,536.00
101973	City of Grand Island - Solid Waste	Utility	\$173.86
101974	Column Software PBC	Advertising	\$346.00
101975	Communications Engineering	Tech Services	\$270.00
101976	Communications Supply Corp	Services	\$1,335.48
101977	CompuCycle Inc	Technology Supplies	\$1,242.00
101978	Computer Hardware	Technology Supplies	\$3,962.95
101979	Construction Rental	Supplies	\$692.15
101980	Copycat Instant Printing	Supplies	\$1,625.58
101981	Culligan of Grand Island	Tech Services	\$69.60
101982	Curriculum Associates	Supplies	\$2,557.20
101983	Danielle Buhrman	Mileage	\$63.00
101984	Delmar Learning Cengage Learning	Books	\$12,370.00
101985	Drapery Den	Supplies	\$918.00
101986	Eakes Office Solutions	Supplies	\$20,406.37
101987	Educational Servie Unit 3	Software	\$311.61
101988	Erin Brooks	Emp Training	\$255.00
101989	First Bankcard Center/Visa	Emp Training	\$286.00
101990	First Bankcard Center/Visa	Supplies	\$86.29
101991	First Bankcard Center/Visa	Emp Training	\$2,519.86
101992	First Bankcard Center/Visa	Emp Training	\$881.24
101993	First Bankcard Center/Visa	Supplies	\$2,820.87
101994	First Bankcard Center/Visa	Emp Training	\$236.00
101995	First Bankcard Center/Visa	Emp Training	\$195.00
101996	First Bankcard Center/Visa	Emp Training	\$866.16
101997	First Bankcard Center/Visa	Misc	\$853.55
101998	First Bankcard Center/Visa	Emp Training	\$1,578.87
101999	First Bankcard Center/Visa	Emp Training	\$3,541.51
102000	First Bankcard Center/Visa	Software	\$57.00
102001	First Bankcard Center/Visa	Emp Training	\$9,196.28
102002	First Bankcard Center/Visa	Software	\$884.30
102003	Freshworks Inc	Software	\$14,447.16
102004	Grand Island Fire Department	Dues & Fees	\$100.00
102005	Gustave A Larson Company	Supplies	\$3,891.36
102006	Interstate All Battery Center	Supplies	\$113.70
102007	Krystal Andreasen	Mileage	\$51.59
102008	Michella Honas	Emp Training	\$182.50

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
102009	Molly Elge	Emp Training	\$161.50
102010	NAPA Auto Parts	Supplies	\$199.14
102011	Tracy Claassen	Emp Training	\$210.23
102012	Valerie Chmelka	Mileage	\$18.20
102013	Vex Robotics Inc	Supplies	\$5,332.30
102014	Wendy Cremers	Emp Training	\$71.82
102015	Wex Bank	Fuels	\$653.15
102016	Wex Bank	Fuels	\$342.48
102017	Wex Bank	Fuels	\$3,303.01
102018	Wex Bank	Fuels	\$152.31
102019	Nebraska School Nutrition Assn	Dues & Fees	\$325.00
102020	Titan Machinery Inc	Supplies	\$38.42
102021	Amazon Cap Services Inc	Supplies	\$118.48
102022	HyVee	Food	\$63.84
102023	Super Saver Five Points	Food	\$14.48
102024	Denise Bone	Mileage	\$72.52
102025	First Bankcard Center/Visa	Travel	\$348.58
102026	First Bankcard Center/Visa	Emp Training	\$4,883.63
102027	First Bankcard Center/Visa	Emp Training	\$1,602.12
102028	First Bankcard Center/Visa	Technology Supplies	\$3,662.00
102029	First Bankcard Center/Visa	Emp Training	\$16,419.46
102030	First Bankcard Center/Visa	Emp Training	\$5,721.52
102031	First Bankcard Center/Visa	Supplies	\$310.19
102032	First Bankcard Center/Visa	Emp Training	\$1,587.48
102033	First Bankcard Center/Visa	Emp Training	\$847.52
102034	Alex Niederklein	Emp Training	\$309.00
102035	Amazon Cap Services Inc	Supplies	\$13,136.80
102036	Beth Schuler	Emp Training	\$166.00
102037	Dan Petsch	Mileage	\$138.25
102038	Danny Oberg	Rentals	\$3,400.00
102039	Jaqueline Osborne	Mileage	\$44.17
102040	Julie M Markvicka	Emp Training	\$322.23
102041	Julie Schnitzler	Mileage	\$55.86
102042	Kimberly Madison	Emp Training	\$255.00
102043	Leah Michel	Mileage	\$14.37
102044	Mayra Ramallo	Emp Training	\$267.00
102045	Mechanical Sales Inc	Equipment	\$37,300.60
102046	Menards	Supplies	\$618.77
102047	Michelle Lynne Sterling-Evans	Emp Training	\$206.75
102048	Midwest Alarm Services	Services	\$13,578.29
102049	Midwest Floor Specialist	Equipment	\$6,310.00
102050	Mitchell Roush	Emp Training	\$692.00
102051	Mosley Consulting LLC	Emp Training	\$2,500.00
102052	Nasco	Supplies	\$123.07

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
102053	Nebraska Council of School Administrator	Dues & Fees	\$450.00
102054	Nebraska Fire Sprinkler Corp	Tech Services	\$8,140.00
102055	Office Depot	Supplies	\$174.14
102056	Overhead Door Of Grand Island	Supplies	\$6,344.00
102057	Quill Corporation	Supplies	\$115.96
102058	Raptor Technologies, LLC	Services	\$2,755.25
102059	Really Good Stuff Inc	Supplies	\$183.25
102060	Really Great Reading Company LLC	Supplies	\$12,590.20
102061	Rons Music	Supplies	\$723.93
102062	Sara Robinson	Mileage	\$9.17
102063	Scholastic Inc.	Books	\$1,106.91
102064	School Outfitters	Supplies	\$4,141.53
102065	Screencastify LLC	Software	\$831.50
102066	Soliant Health LLC	Prof Services	\$299.65
102067	Southwest Strings	Supplies	\$2,875.71
102068	Stacy Quinteros	Emp Training	\$359.00
102069	Stelling Brass & Winds	Supplies	\$31,020.50
102070	Toni Palmer	Emp Training	\$107.38
102071	Vivian Mendoza Johnson	Mileage	\$38.78
102072	Wells Fargo Bank Nebraska	Repairs	\$143.00
102073	First Bankcard Center/Visa	Misc	\$15.04
102074	95 Percent Group INC	Supplies	\$8,228.00
102075	Ace Hardware	Supplies	\$27.97
102076	Agricultural Service	Supplies	\$1,205.00
102077	AKRS Equipment Solutions Inc	Equipment	\$36,406.07
102078	Amanda Bangert	Emp Training	\$1,322.53
102079	Americinn by wyndham	Emp Training	\$238.00
102080	Amy Haney	Emp Training	\$166.00
102081	Andrea Hermance	Emp Training	\$166.00
102082	Apple Computer Inc	Technology Supplies	\$855.90
102083	Awards Plus	Supplies	\$121.50
102084	Barton Lane Cron	Emp Training	\$196.00
102085	Bibiana Luevano	Emp Training	\$628.20
102086	Blick Art Materials	Supplies	\$4,667.37
102087	Border States Industries Inc	Supplies	\$445.07
102088	Brent Heikes	Emp Training	\$255.00
102089	Brian Kort	Emp Training	\$128.80
102090	Capital Business Systems Inc	Tech Services	\$15,463.18
102091	Capital Business Systems Inc.	Tech Services	\$102.60
102092	Capital Business Systems, Inc	Tech Services	\$76.18
102093	Capstone	Software	\$3,998.00
102094	Cara Kuhl	Mileage	\$70.98
102095	Carol Wieck	Mileage	\$59.85
102096	Cengage Learning	Software	\$2,970.00

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
102097	Central District Health Dept	Supplies	\$30.00
102098	Charity LaBrie	Emp Training	\$457.80
102099	Chelsey Liess	Tech Services	\$249.30
102100	Christina M Vrooman	Emp Training	\$249.87
102101	Clever Inc	Software	\$27,950.00
102102	Cline Williams Wright Johnson	Legal	\$4,350.00
102103	Communications Engineering	Services	\$9,817.00
102104	Computer Hardware	Technology Supplies	\$5,290.20
102105	Construction Rental	Supplies	\$395.00
102106	Continental Battery Company	Supplies	\$825.33
102107	Copycat Instant Printing	Supplies	\$870.27
102108	Curriculum Associates	Supplies	\$3,465.00
102109	Dallas Love	Mileage	\$11.76
102110	Deanna Hirschman	Mileage	\$10.01
102111	Debora Houdek	Emp Training	\$360.10
102112	Demco	Supplies	\$634.35
102113	Disipline Associates LLC	Emp Training	\$1,210.00
102114	Dobesh Land Leveling	Tech Services	\$13,447.00
102115	Eakes Office Solutions	Supplies	\$29,576.99
102116	Eberl Plumbing & Drain	Equipment	\$9,750.00
102117	Educational Service Unit 10	Emp Training	\$200.00
102118	Educational Service Unit 7	Emp Training	\$150.00
102119	Educational Service Unit 9	Supplies	\$20.00
102120	Educational Servie Unit 3	Software	\$600.00
102121	Edwards Audio	Repairs	\$269.95
102122	Elizabeth Anne James	Mileage	\$42.63
102123	Express Signs	Misc	\$350.00
102124	Fairbanks Irrigation Inc	Supplies	\$2,631.00
102125	Faviola Valerie Canfield	Emp Training	\$255.00
102126	Follett Content Solutions LLC	Software	\$44,766.20
102127	Frontline Technologies Group LLC	Software	\$25,000.00
102128	Galvan Construction	Tech Services	\$38,664.00
102129	GI Family Radio KRGi	Communications	\$450.00
102130	Gill Athletics	Supplies	\$877.79
102131	Go Physical Therapy LLC	Prof Services	\$30,139.45
102132	Grainger	Supplies	\$4,254.17
102133	Grand Island Fire Department	Dues & Fees	\$500.00
102134	Grand Island Noon Rotary	Dues & Fees	\$210.00
102135	Grand Island Public Schools	Misc	\$192.85
102136	Great Lakes Sports	Supplies	\$1,377.46
102137	Great Minds PBC	Books	\$30,559.76
102138	Hall County Leadership Unlimited Inc.	Advertising	\$1,600.00
102139	Hamilton Information Systems Inc	Services	\$414.00
102140	Hayley Dubbs	Supplies	\$9.94

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
102141	Head Start Family Dev Program	Prof Services	\$36,218.99
102142	Hesselgesser Electric	Supplies	\$194.56
102143	Holiday Express	Prof Services	\$7,160.00
102144	Idea Express Group Inc	Supplies	\$1,746.78
102145	Imagination City Childrens Museum Inc	Prof Services	\$3,000.00
102146	Interactive Health Technologies LLC	Supplies	\$2,324.99
102147	Island Indoor Climate	Supplies	\$248.00
102148	Island Sprinkler Supply	Supplies	\$651.44
102149	Jack's Uniforms & Equipment	Supplies	\$3,934.35
102150	Jeff Westerby	Emp Training	\$398.62
102151	Jennifer Hunkins	Emp Training	\$206.75
102152	Jennifer Kipper	Emp Training	\$206.75
102153	Jennifer Leitschuck	Emp Training	\$166.00
102154	Johanna Parten	Mileage	\$97.34
102155	John Dalton Ambrose Johnson	Emp Training	\$66.57
102156	Johnson Hardware	Supplies	\$3,709.00
102157	Jon Linden	Mileage	\$36.40
102158	Jordan Earnest	Emp Training	\$206.75
102159	Joseph Blake West	Mileage	\$107.03
102160	Joseph Eckerman	Mileage	\$89.25
102161	Julie Bruning	Emp Training	\$255.00
102162	JW Pepper Son Inc	Supplies	\$4,309.94
102163	Kaili Aspen York	Emp Training	\$404.19
102164	Katherine Beran	Supplies	\$19.44
102165	Kayla Wichman	Emp Training	\$224.00
102166	Kaylie Jones	Emp Training	\$206.75
102167	Kelly Supply Co	Supplies	\$130.95
102168	Kelly Zeckser	Emp Training	\$255.00
102169	Kidwell Inc	Services	\$11,340.00
102170	Kristen Laurent	Tech Services	\$306.79
102171	Krystal Andreasen	Mileage	\$44.17
102172	L A & A Consulting LLC	Prof Services	\$5,000.00
102173	Lakeshore Learning Materials	Supplies	\$2,837.55
102174	Laser Works	Supplies	\$130.75
102175	Legacy Outdoor Advertising LLC	Advertising	\$725.00
102176	Levanders LLC	Repairs	\$93.34
102177	Lexia Learning Systems LLC	Books	\$1,689.00
102178	Loria Thunker	Mileage	\$160.65
102179	Marlena B Zepeda	Emp Training	\$166.00
102180	Megan Jo Ahrens	Mileage	\$54.46
102181	Megan L Jaixen	Prof Services	\$9,918.70
102182	Opal J Bentley	Emp Training	\$116.62
102183	Regina Harpham	Emp Training	\$1,215.45
102184	Sara Lynn White	Postage	\$80.16

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
102185	Shelley Eickhoff	Mileage	\$50.75
102186	Steven Dunham	Emp Training	\$443.20
102187	Tarjimly	Prof Services	\$268.65
102188	Tausha Jones	Mileage	\$54.46
102189	Teaching Strategies LLC	Software	\$9,011.50
102190	The Hearing Clinic Inc	Prof Services	\$2,092.00
102191	The Home Depot Pro	Custodial	\$12,174.28
102192	The Violin Shop in Lincoln Inc	Supplies	\$1,064.22
102193	TK Elevator Corporation	Tech Services	\$10,071.37
102194	Tom Dinsdale Chevrolet Cadillac	Repairs	\$95.00
102195	Tools of the Mind	Software	\$6,500.00
102196	Tracy Jakubowski	Emp Training	\$196.00
102197	Uline	Custodial	\$4,271.23
102198	UniFirst Corporation	Tech Services	\$1,520.11
102199	Valerie Chmelka	Emp Training	\$617.70
102200	Verizon Wireless	Telecommunications	\$1,610.26
102201	Victor Outdoor Advertising	Advertising	\$675.00
102202	Village Cleaners	Tech Services	\$229.72
102203	Virco Inc	Supplies	\$7,389.90
102204	Wayne State College	Emp Training	\$1,961.75
102205	West Music Co	Supplies	\$696.33
102206	Willie Louis Caleb Fair	Emp Training	\$526.30
102207	Winsupply of Grand Island	Supplies	\$1,748.44
102208	Wolverine Sports	Supplies	\$379.25
102209	Yandas Music	Supplies	\$10,298.05
102210	YouScience LLC	Prof Services	\$3,450.00
102211	Amazon Cap Services Inc	Supplies	\$2,472.84
102212	Century Link	Telecommunications	\$850.62
102213	Marisela Solache	Emp Training	\$14.42
102214	Melinda Sturgill	Mileage	\$36.40
102215	Northwestern Energy	Utility	\$1,966.46
102216	Shar Products Company	Supplies	\$3,418.10
102217	Summer Stephens	Mileage	\$133.07
102218	Zoe Streck	Emp Training	\$206.75
102219	Nebraska U C Fund	Unemployment Comp	\$5,062.53
102220	Rebecca Gimpel	Mileage	\$39.48
	Central Nebraska Education Agency	Lease	\$45,000.00
	Medsurety	Emp Benefits	\$716.00
	Nemaha Sports Construction LLC	Construction	\$247,220.14
	Midwest Floor Covering Inc	Flooring	\$152,771.00
	Kidwell Inc	Security	\$61,290.00
	TimeClock Plus LLC	Software	\$97,229.53
	Midwest Glass Tinters Inc	Security	\$9,886.95
	Communications Engineering	Tech Service	\$2,180.00

Grand Island Public Schools

Claims Listing

September 11, 2025

Reference	Payee	Description	Amount
	Kidwell Inc	Hardware	\$30,592.00
	Mudd Jockies Inc	Improvement	\$22,231.00
	Mudd Jockies Inc	Improvement	\$31,794.00
	Amplify Education Inc	Books	\$464.40
	Amplify Education Inc	Books	\$12,712.00
	Amplify Education Inc	Books	\$43,090.52
	Blocksi Inc	Software	\$94,500.00
	Edmentum Inc	Software	\$118,100.80
	Edupoint Educational Systems LLC	Software	\$204,033.99
	Nasb Alicap	Insurance	\$1,919,772.00
	McGill Restoration Inc	Improvement	\$87,630.00
	State Glass Inc	Supplies	\$45,125.00
	State Glass Inc	Supplies	\$45,125.00
	State Glass Inc	Supplies	\$391.30
	Ombudsman Educational Services, LTD	Tuition	\$164,872.50
	Eakes Office Solutions	Cubicles	\$73,549.93
	Eakes Office Solutions	Furniture	\$26,895.08
	CDW Government	Chomebooks	\$239,536.00
	Tri-Cities Roofing and Sheet Metal	Wasmer Roof	\$227,552.00
	Tyler Technologies Inc	Software	\$133,831.12
			\$5,640,199.61
	Aug 15, 2025 Payroll	All Funds	\$8,006,568.06
			\$13,646,767.67

GRAND ISLAND PUBLIC SCHOOLS

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

~~The~~ Grand Island Public Schools recognizes that certain absences are unavoidable and at such times, desires staff to return to work at the earliest time commensurate with good health, safety, and reasonable personal considerations. As such, the district provides for sick, bereavement, and personal leaves, the parameters of which are subject to specific terms of employment.

The Superintendent or designee has the prerogative to extend leaves if unusual situations warrant such action.

Special Provisions for Use of Sick Leave

Sick leave for administrative, supervisory, and teaching personnel shall be subject to the following conditions:

1. After any absence of more than three consecutive school days, the employee may be required to have a written statement from their personal physician stating they are well enough to return to work and describing the nature of the infirmity causing loss of work time.
2. In the case of any extended period of absence due to illness or injury the Superintendent or designee, may ask for and receive from time to time a written statement from a physician selected by the school district and at the district's expense of the continued need for time off including the probable time anticipated for return to work.
3. The Superintendent or designee, may restrict the above sick leave provision to an individual or individuals who have abused the policy provisions. Such abuse of sick leave policy shall be considered insubordination on the part of the staff member and may serve as grounds for recommendation of nonrenewal of their contract or term of employment. The Superintendent or designee reserves the right to perform all necessary investigations to ascertain the facts in cases of contested use of leave provisions.

Policy Adopted: 03/05/1979

Policy Revised: 08/14/1995

Policy Revised: 05/12/2016

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

GRAND ISLAND PUBLIC SCHOOLS

6332 CERTIFIED STAFF LEAVE OF ABSENCE WITHOUT PAY

Leaves of absence may be granted for up to one year at a time without pay and may be subject to renewal in such cases as for example: recovery from personal illness.

1. Under the provisions of this policy, up to a one year leave of absence may be granted upon the recommendation of the Superintendent for personal reasons which may include travel, extended recuperation, parental leave, adoption, or other conditions.
2. Staff, on leave of absence, shall not receive credit toward advancement on the salary schedule during the period of leave, nor shall such time count as years of service for the purpose of acquiring permanent tenure or credit toward retirement.
3. If staff on leave of absence remain away from duty beyond the expiration date of the leave or renewal of leave, any offer of a position shall be canceled by such failure to return.
4. Except as noted in Policy 6334, staff, when granted leaves of absence, shall not be guaranteed immediate re-employment.
5. Leaves of absence for study (not covered in Policy 6337 Academic Study) may be granted only to staff who have begun service as permanent staff and who have served more than five consecutive years in the Grand Island Public Schools at the time of the application for leave.
6. The reduction in wages under this policy will be prorated on the basis of contract days missed. This computation will involve all monetary benefits provided by the school district.
7. Continuity of instruction for students will be the fundamental concern of this district as staff return to work from a requested leave of absence. This will mean that, as far as practicable, terms of instruction will not be interrupted.
8. Nothing in this policy shall be construed to conflict with or supersede the provisions of *Policy 6334*.

Cross Reference:

6334 Leave of Absence without Pay: Additional Provisions for Compliance with the
Family and Medical Leave Act (FMLA)
6340 Parental Leave

Policy Adopted: 03/05/1979

Policy Revised: 01/14/1991

Policy Revised: 02/04/1994

Policy Revised: 06/09/2016

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

6333 CERTIFIED AND CLASSIFIED WORKERS' COMPENSATION

~~The~~ Grand Island Public Schools will participate in workers' compensation as required by statute. All staff members of the GIPS will be covered by workers' compensation regardless of type of assignment, length of assignment, or hours worked per day.

The selected workers' compensation plan will provide coverage for medical expenses and wages to the extent required by statute to qualifying staff members. The amount of workers' compensation wage-replacement and sick leave benefits shall not exceed a regular daily rate of pay.

The superintendent or designee shall be responsible for developing administrative regulations to implement the workers' compensation plan and shall annually review the costs and performance of the plan with the Board, making recommendations for changes as necessary.

Legal Reference: Neb. Statute 48-101 et seq.

Policy Adopted: 10/13/2016

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

6337 CERTIFIED STAFF ACADEMIC STUDY

Upon written application, leave for academic study for a period not to exceed one full school year may be granted to certified staff by ~~the~~ Grand Island Public Schools, upon recommendation of the Superintendent or designee. An outline of a planned program must be submitted with the application for leave for the following school year by April 1 of each year. An applicant desiring academic leave during the second semester only will be considered, provided the applicant will be available for a position at the beginning of the following school term.

1. Eligibility - Certified staff members become eligible to apply for academic leave after they have served in ~~the~~ Grand Island Public Schools at least seven full consecutive years without a period of leave for academic study. Such leaves will be granted to certified staff working on Doctorate degrees. The number of certified staff members to be granted academic leave in any fiscal year will not exceed one percent of the total number of certified staff.
2. Selection - Selection of those to be recommended to the Board of Education shall be made by the Executive Director for Human Resources and the building principals involved. In making the selection of those to be recommended for academic leave, the committee shall give first consideration to the benefit which will accrue to ~~the~~ Grand Island Public Schools for such leave. Other factors which shall be considered are length of service, contribution to the general welfare of the schools, and benefit to the individual. The committee shall consider the availability of a replacement, should leave be granted.
2. Salary Allowance - Certified staff members granted academic leave shall receive one-half of the current base salary in equal monthly installments.
3. Provisions of leave -
 - a. Academic leave may be granted for study or travel.
 - b. If an academic leave is granted for the purpose of study, the staff member must complete at least twelve semester hours, or the equivalent, during each semester of leave.
 - c. If an academic leave is granted for the purpose of study, such study will be in the individual's current area of assignment or in such ~~an~~ area deemed by the selection committee to be of value to the district.
 - d. If an academic leave is granted for travel, the complete itinerary must be approved by the Superintendent and the Board of Education. Such leave will not warrant pay or be considered in the one percent granted on academic leave for study.
 - e. ~~Teacher~~ The teacher's contract to fill the position of leave will be terminal to one year.
 - f. Certified staff members granted an academic leave will not advance on the salary scale for that term. For example, if the staff member leaves on the fifth step, he/she will return on the sixth step and not on the seventh.
4. Contractual Agreements -- Certified staff members accepting academic leave shall agree to return to service in ~~the School District of~~ Grand Island Public Schools for at least a three-year period immediately following the leave of absence. Said staff members shall sign a contract obligating them for a three-year period of time. If the staff member fails to return following the leave of absence, he/she shall refund all moneys paid him/her during the period of academic leave. If the staff member returns for only one of the three years, they shall refund the Board two-thirds of the moneys paid and if the staff member returns for only two years he/she shall refund the Board of Education one-third of all the moneys paid him/her. A person granted such leave shall sign a contractual agreement with the Board of Education which stipulates all regulations and agreements set forth in this policy.
5. Benefits --A staff member on academic leave, for all purposes other than the stipulation stated in 4(d. will be viewed as a full-time employee. This will include the staff member's right to contribute to the Nebraska School Retirement System, the school's group insurance plan, deduction for tax deferred annuities, and Social Security, plus any other rights granted to any other personnel.

GRAND ISLAND PUBLIC SCHOOLS

6. Change of Status Due to Inability to Complete Program - If the staff member cannot complete the planned program for which academic leave was granted, it is the staff member's responsibility to notify the Superintendent or designee. The leave may then be rescinded by the Board of Education and the staff member placed on the appropriate leave status, reassigned or terminated. Salary allowances and benefits shall be adjusted accordingly, and the staff member must make arrangements satisfactory to the Board of Education by payment of any moneys paid to him/her on their behalf for which they may be liable due to the change in leave status.
7. The Completion of a Leave for Academic Study -- does not carry with it a guarantee to return to a specific teaching position. The district reserves the right to assign the staff member to any equivalent position in keeping with the education and experience level of the teacher.

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
09/11/2025

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>
Ruth Cruz	EL Teacher/1.0 FTE West Lawn	BA+00 -02	UNK	08/06/2025	Open position
Valeria de Paula	Resource Room/1.0 FTE Howard	BA+00 -07	UNK	09/02/2025	New position
Lynette Gibson	Resource Room/1.0 FTE Dodge	BA+00 -02	Chadron State College	08/18/2025	Open position
Bradley Wolfe	Early Childhood Coordinator 1.0 FTE/OLC	Admin	UNK	08/29/2025	E. Lantz

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Norma Acevedo	Asst 9th Gr Girls Wrestling/GISH Splitting this position w/James Parton	08/19/2025	Open Position
Kiersten Anderson	Asst Speech Coach/Westridge	01/07/2026	New position
Yohanna Ghaifan	Asst 8th Gr Football Asst/Walnut Splitting 0.5 FTE w/Josh Grosvenor	09/05/2025	Sharing with J. Newman
Josh Grosvenor	Asst 8th Gr Football Asst/Walnut Splitting 0.5 FTE w/Yohanna Ghaifan	09/05/2025	Sharing with J. Newman
Carolyn Johnson-Erb	Youth Sports, Girls/Boys Elem Coordinator/GISH	08/11/2025	Open positon
Jonathan Linden	Asst Girls Wrestling/Barr	08/19/2025	M. Tubbs
Jonathan Linden	Asst Boys Soccer/Barr	08/04/2025	C. Lemburg
James Parten	Asst 9th Gr Girls Wrestling/GISH Splitting this position w/Norma Acevedo	08/19/2025	Open position

Jeff McQuinn	Early Bird Strength & Conditioning/GISH	08/11/2025	Open position
Cassidy Moody	Head Flag Corp/GISH	08/06/2025	J. Slattery
Damon Rodriguez	Head Girls Varsity Wrestling/GISH	08/22/2025	M. Hernandez
Jett Stuhr	Head 9th Grade Boys Basketball/GISH	08/26/2025	J. Owen & J. Moritz
Katelyn Weseman	Speech Coach/Sponsor/Barr	08/14/2025	New position
Joseph Wood	Asst DECA Sponsor/GISH	08/13/2025	C. Holton
Tatiana Young	Concessions/Barr	08/11/2025	Splitting with S. Derickson
Kathryn Zeller	Head Speech Coach/Sponsor/Westridge	01/27/2026	New position
Adam Zlomke	Head JV Boys Soccer/GISH	08/21/2025	R. Almquist

Classified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Sheyla Abarca	SLP Asst/1.0 FTE/SE	09/03/2025	G. Fisher
Tisha Adams	Head Server/.2500 FTE/Shoemaker Server Elem/.5313 FTE/Stolley	08/12/2025	N. Petzoldt G. Villanueva R
Reyna Aguilar	Paraed Inst Suppt/.9375 FTE/Engleman	08/14/2025	New Position
Dustin Amick	Crossing Guard/.3125 FTE/Wasmer	08/14/2025	New Position
Dinoshka Baez R	Bilingual Para ESL/.9375 FTE/Walnut	08/26/2025	M. Velasco
Maria Covarrubias	Food Svc Dishwasher/.3750 FTE/Barr	09/02/2025	E. Stahl
Jefferson Donis R	Asst Cust Elem/.5000 FTE/West Lawn	08/20/2025	A. Arriaza O
Maria Flores	Asst Cust Elem/1.0 FTE/Stolley Park	09/02/2025	G. Trejo
Eva Gonzalez	Elem & MS Para/.9375 FTE/Jefferson	08/14/2025	R. Wiese
Ashley Gonzalez R	Bilingual Para ESL/.6875 FTE/Lunch Monitor .3125 FTE/ Barr	08/25/2025	R. Ramirez G

Charlie Haines	Elem Lunch Monitor/.3750 FTE/Shoemaker	08/27/2025	K. Rahmt Alla
Ryan Hillman	ELC Inst Suppt/1.0 FTE/Starr	08/18/2025	S. Barreto F
Monica Jacobo	Asst Sec Sr High/1.0 FTE/GISH	08/20/2025	L. Fregoso
Hermelinda Lima O	Asst Cust Elm/1.0 FTE/Wasmer	09/10/2025	D.Turnes Del S
Paige Lorenson	Paraed Inst Suppt/.9375 FTE/Knickrehm	08/26/2025	T. Asche
Karla Marquez V	Bilingual Para ESL/1.0 FTE/Westridge	08/13/2025	G. Cordova
Adrianna Martinez	ELC Inst Suppt/1.0 FTE/OLC	09/03/2025	L. Hinken
Ana Martinez	Food Svc Asst/.5000 FTE/Westridge	08/19/2025	D. Lora W
Laurie Martinez	Paraed Inst Suppt/.9375 FTE/Howard	08/25/2025	D. Oroasco
Tucker Ninete	Paraed Inst Suppt/.9375 FTE/Howard	09/08/2025	C. Utley
Giselle Onofre	Parapro Alt Prg/.9375 FTE/Barr-Success Academy	08/20/2025	C. Stenka
Kristen Penner	Food Svc Asst/.7500 FTE/Walnut	08/19/2025	D. Lora W
Aspen Poltack	Elem & MS Para/.6250 FTE/Dodge Lunch Monitor/.2500 FTE/Dodge	08/14/2025	G. Berger
Mirra Ramirez	Paraed Inst Suppt/.9375 FTE/Walnut	09/02/2025	K. Starman
Kayla Smith	Paraed Inst Suppt/.9375 FTE/Westridge	08/28/2025	J. Baxter
Molly Stanger	Paraed Inst Suppt/.9375 FTE/Gates	08/14/2025	L. Anderson
Madeline Ummel	ELC Inst Suppt/1.0 FTE/Starr	09/02/2025	S. Barreto F
Yarelis Vidal L	Food Svc Asst/1.0 FTE/Knelae-CNC	09/10/2025	M. Balsa Diaz
Morena Villalobos	Food Svc Asst/.5000 FTE/Barr	08/27/2025	N Guerrero P

Administrative/Certified Separations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>
Elizabeth Lantz	Early Childhood Coordinator/ELC Administrative 230	08/26/2025

Certified Extra Standard Separations

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>
Clinton Felber	Fall Weight Training/Barr	08/18/2025
Christopher Holton	Asst DECA Sponsor/GISH	08/13/2025
Jason Moritz	Head 9th Grade Boys Basketball/GISH	05/23/2025
Jaydon Owen	Head 9th Grade Boys Basketball/GISH	05/23/2025
Raymond Rodriguez	Asst Boys Soccer Coach/Walnut	08/15/2025

Classified Separations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>
Jennifer Aragon	Bilingual Para ESL/1.0 FTE/Stolley Park	09/05/2025
Minerva Balsa D	Food Svc Asst/1.0 FTE/Kneale-CNC	05/22/2025
Alma Castillo D	Food Svc Asst/.7500 FTE/Walnut	08/13/2025
Sonia Castillo G	Asst Cust Sr High/1.0 FTE/GISH	08/29/2025
Noemy Guerrero P	Food Svc Asst/.5000 FTE/Barr	08/29/2025
Fonzia Jamea	Food Svc Asst/.5000 FTE/Barr	05/22/2025
Ana M Martinez	Food Svc Asst/.500 FTE/Westridge	08/20/2025
Khlood Rahmt Alla	Elem Lunch Monitor/.3750 FTE/Shoemaker	08/21/2025
Ronald Vrba	Yard Worker Summ II/1.0 FTE/Kneale	09/03/2025

Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Jenny Battershaw	2nd Grade/1.0 FTE Wasmer	3rd Grade/1.0 FTE Wasmer	08/06/2025	N. O'Hara
Penny Brown	SE Supervisor/1.0 FTE Administrator	SE Educational Consultant 1.0 FTE/Walnut	08/06/2025	M. Elge
Eluard Resendiz	5th Grade/1.0 FTE Wasmer	4th Grade/1.0 FTE Wasmer	08/06/2025	Open
Jean Vaughn	4th Grade/1.0 FTE Howard	3rd Grade/1.0 FTE Howard	08/06/2025	Open

Certified Changes/Extra Standard Assignments

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Amanda Bonczynski	Head 8th Gr Girls Basketball Coach/Barr	Asst 7th Gr Girls Basketball Coach/Barr	08/12/2025	G. Conyers
Gina Conyers	Asst 7th Gr Girls Basketball Coach/Barr	Head 8th Gr Girls Basketball Coach/Barr	08/12/2025	A. Bonczynski
Michael Tubbs	Asst Girls Wrestling/Barr	Fall Weight Training/Barr	08/18/2025	C. Felber

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/ Reason</u>
Marc DuVall	Parapro Alt Pgr/.9375 FTE/ GISH-CBI	Parapro Alt Pgr/.9375 FTE/ GISH-WPA	08/06/2025	M. Ewoldt
Destiny Emde	Parapro Alt Pgr/.9375 FTE/ GISH-CBI	Pared Inst Suppt/.9375 FTE/ GISH	08/06/2025	P. Weatherly
Robyn Engleman	Elem & MS Para/.7500 FTE/ Wasmer	Elem & MS Para/1.0 FTE/ Wasmer	08/06/2025	Change in hrs

Stacie Forsman	Elem & MS Para/.9375 FTE/ Westridge	Study Tutor Disc Ro/1.0 FTE/ Westridge	08/14/2025	E. Gassiot
Alan Hemmelman	Crossing guard/.3125 FTE/ Gates	Crossing guard/.3125 FTE/ Jefferson	08/22/2025	S. Lahm
Kenneth Hill	Crossing guard/.3125 FTE/ Knickrehm	Crossing guard/.3125 FTE/ Dodge	08/22/2025	M. Cochran
Stanley Lahm	Crossing guard/.3125 FTE/ Jefferson	Crossing guard/.3125 FTE/ Newell	08/22/2025	M. McHenry
Kaylin Lee	Parapro Alt Pgr/.9375 FTE/ GISH-Indra House	Parapro Alt Pgr/.9375 FTE/ GISH-CBI	08/06/2025	M. DuVall
Madison Leetch	Parapro Alt Pgr/.9375 FTE/ GISH-Indra House	Parapro Alt Pgr/.9375 FTE/ GISH-CBI	08/06/2025	T. Molt
Theresa McCarthy	Food Svc Asst/1.0 FTE/GISH	Food Svc Asst/.5000 FTE/ GISH Food Svc Asst/.4375 FTE/ Kneale-CNC	08/06/2025	Open
Michelle McHenry	Crossing guard/.3125 FTE/ Newell	Crossing guard/.3125 FTE/ Gates	08/22/2025	A. Hemmelman
Terri Molt	Parapro Alt Pgr/.9375 FTE/ GISH-CBI	Parapro Alt Pgr/.9375 FTE/ GISH-Indra House	08/06/2025	M. Leetch
Erica Stahl	Food Svc Dishwasher/.3750 FTE/Barr	Food Svc Asst/.5000 FTE/ Barr	08/25/2025	F. Jamea
Dayami Turnes	Asst Cust Elem/1.0 FTE/ Wasmer	Asst Cust Elem/1.0 FTE/ Howard	08/18/2025	W. Smith
Penny Weatherly	Paraed Inst Suppt/.9375 FTE/ GISH	Parapro Alt Pgr/.9375 FTE/ GISH-CBI	08/06/2025	D. Emde

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.			

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



Memorandum of Understanding for Early College Courses in CCC Service Area

This Agreement is entered into this 4th day of August, 2025 between Hall County School District 2 Schools (hereinafter "THE DISTRICT") and Central Community College (hereinafter "CCC"), agree as follows:

WHEREAS, THE DISTRICT desires to provide course offerings to its students in partnership with CCC, provided by CCC at THE DISTRICT High School, and,

WHEREAS, CCC is a community college that can provide course offerings to THE DISTRICT students for college credit, or for dual high school and college credit, and,

WHEREAS, the parties desire to enter into an agreement specifying the rights and responsibilities of the parties with respect to this partnership.

NOW, THEREFORE, the parties hereby agree as follows:

1. THE DISTRICT selects the rate option for each course offered, as determined by CCC Rate Guidelines. Students will be charged CCC tuition and fees for any classes provided by CCC based on the rate option selected by the THE DISTRICT (See Addendum for tuition options and classes offered). THE DISTRICT maintains ability to pay tuition or assist students with Foundation or scholarship assistance.
2. CCC provides online registration and enrollment via DualEnroll. This application is available to students, parents, guardians, and appropriate faculty and staff from THE DISTRICT to assist with registering students and verifying enrollment.
3. If the high school employed instructor (hereinafter referred to as "HS INSTRUCTOR(s)") is paid by the CCC, CCC will pay THE DISTRICT the published college adjunct rate of pay for each credit hour per section with minimum registrations of 8. The minimum enrollment and payment of 80% of the published College adjunct rate will be determined by the Community and Workforce Education (CWE) Dean and Associate Dean. Sections which have enrollments less than the established minimum may be combined for payment if approved by the CWE Dean and Associate Dean. CCC will provide W-2 forms as required by law and follow CCC payroll deadlines and processes.
4. Census data for the purposes of determining payment will be compiled by CCC by the 10th day of attendance each term.
5. Grades for CCC courses taught by HS INSTRUCTORS in the high school will be due no later than seven days after the end of the respective CCC term unless given prior approval from CCC administration.
6. HS INSTRUCTORS who teach college credit or dual credit courses pursuant to the terms of this agreement will be invited to annual adjunct instructor training as offered during the

05/22/2025

year. New faculty must attend Learning Management System (LMS) training at least 10 days prior to the first day of class. This may be accomplished by attending Adjunct Instructor Training provided each summer by CCC, setting up an individual meeting with CCC's LMS staff, or meeting with their supervising associate dean. Returning instructors must attend the training at least once every three years and update training as needed. CCC will pay attending HS INSTRUCTORS a stipend for each day of training at the published college rate.

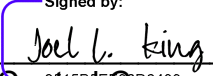
7. HS INSTRUCTORS must be appropriately credentialed prior to teaching according to current CCC guidelines. Credentials must be on file with CCC's Vice President of Innovation & Instruction. CCC will share credential files with THE DISTRICT at THE DISTRICT's request.
8. HS INSTRUCTORS will be observed and evaluated once within every three years by CCC personnel. HS INSTRUCTORS found not to meet CCC requirements may be required to attend supplemental training, meet with CCC supervisors and/or be removed from their CCC instructional role.
9. HS INSTRUCTORS will utilize the CCC Learning Management System (LMS). Use of the LMS includes, as a minimum, the approved course syllabus, the assigned grade scale established by CCC, and the approved electronic grade book to submit the final grade. Any individual graded assignments that are not recorded in the LMS gradebook and are appealed by students, will need to be tracked and addressed utilizing THE DISTRICTS own LMS using CCC's grade appeal procedure. THE DISTRICT agrees to provide CCC access to THE DISTRICT's LMS information upon request.
10. HS INSTRUCTORS will utilize CCC curriculum. Additional course content may also be taught, so long as all CCC learning objectives are met.
11. HS INSTRUCTORS will utilize the CCC required textbook, unless approval has been granted for an alternative textbook by the CCC instructional administration. Schools may use approved textbooks for a period of three (3) years from date of approval. A 30-day advanced notice and sample textbook are required for review prior to approval.
12. HS INSTRUCTORS will participate in CCC's Early College Registration Verification and Student Progress Notification System (SPNS). HS INSTRUCTORS will respond to roster verification requests from CCC staff in a timely manner. HS INSTRUCTORS may also refer students that are academically at risk to the CCC Early College Success Coach. Additional information is provided at the annual Adjunct Training workshops.
13. HS INSTRUCTORS will participate in the collection of assessment of student learning (ASL) data and will assist in the analysis of data.
14. Students who are enrolled in CCC coursework are CCC students and are required to access the CCC WebCentral portal to access their LMS and to utilize CCC student email.
15. CCC uses Multi-factor Authentication (MFA) to verify students' online identity. This requires students to have access to their cell phone to receive a text message or utilize a

free application for verification. Upon THE DISTRICT's request, CCC can also provide a Security Token (aka FOB) that is programmed to each student to verify their identity. If THE DISTRICT determines FOBs are required, advanced notification is needed to assist students with access to their supporting CCC LMS, course materials, and CCC email address.

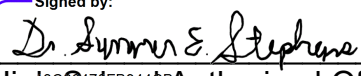
16. CCC provides traditional and online registration and enrollment. DualEnroll, the online registration application, is available to students, parents, guardians and appropriate faculty and staff from THE DISTRICT to assist with register students and verifying enrollment. THE DISTRICT may identify staff to monitor student registration and enrollment via DualEnroll, when the application is utilized.

CCC utilizes Barnes and Noble College to provide a textbook service called "Raider Ready." This service is made available to all students to ensure that required textbooks (Printed and Digital) are available on the first day of class. There is a mandatory per-credit hour fee for this service. Most Early College courses offered on-site at a high school are exempt from this program, but if not, the student must request to opt-out in advance or be subject to the additional cost.

17. Students who are enrolled in CCC coursework are CCC students and are responsible for knowing and behaving in compliance with the CCC Student Code of Conduct and Civil Rights policies and procedures. These are published on CCC's public website.
18. The Transition Advantage Scholarship (TAS) is available to students who earn 12 college semester credits or more from CCC before graduation and continue to CCC after graduating from high school. Additional scholarship opportunities are available by using the CCC Scholarship Application <https://ccc.awardspring.com/>
19. This agreement shall remain in full force and effect for one academic year until June 30, 2026 and shall be automatically renewed annually following that date upon like terms and conditions unless one of the parties notifies the other in writing ninety (90) days prior to the expiration of this agreement that it desires to renegotiate an agreement. Specific class offerings will be updated by an addendum to this agreement on an annual or semester basis.
20. Changes to this agreement must be in writing and executed by both parties to the agreement.

Signed by:


Joel L. King
Central Community College
Authorized Official

Signed by:


Dr. Summer E. Stephens
High School Authorized Official

8/5/2025

Date

8/4/2025

Date

Signed by:


Susan Hooker
950E32EA9A224AC...
8/4/2025

05/22/2025



Addendum to the Memorandum of Understanding for Early College Courses in CCC Service Area

Signed by: *Dr. Summer E. Stey*
13C66470FB944CB...

This Addendum to the Memorandum of Understanding (MOU) is entered into this 4th day of August, 2025 between Hall County School District 2 Schools (hereinafter "THE DISTRICT") and Central Community College (hereinafter "CCC"), agree as follows:

Based on available funding, CCC provides high schools with two tuition rate options for class sections taught by a faculty member of that high school:

- A. Early College students will be charged \$ 34/credit hour tuition + \$16/credit hour for student fees = \$ 50/credit hour for courses taught by high school-employed instructors. CCC pays \$600/credit hour resource payment to the high school or directly to the high school instructor or a combination of both, not to exceed \$600/credit hour.
- B. Early College students will be charged student fees only (\$16/credit hour) for courses taught by high school-employed instructors offered at high school locations. CCC will not reimburse the school or provide payment to the high school instructor.

CCC is now partnering with Barnes and Noble College to provide a textbook service called "Raider Ready". This service is made available to all students to ensure that textbooks (Printed and Digital) are available on the first day of classes. There is a mandatory \$22/credit hour fee in addition to tuition and fees. Most Early College courses are exempt from this program, but if not, students must request to opt-out in advance or be subject to the additional cost.

THE DISTRICT has selected the following option(s): B (Please explain if multiple options are selected).

Proposed Courses to be offered at (HS):

<u>Term</u>	<u>ALPHA/Title</u>	<u>Instructor Name</u>	<u>Credits</u>	<u>\$ Amount Paid to Instructor or HS</u>	<u>Raider Ready</u>
FA	AMDT 1010 Prec Meas	M. Samuelson	3	\$0	No
FA	ANDT 1000 Blueprint Rdg	M. Samuelson	3	\$0	No
SP	AMDT 1030 Maual Mach	M. Samuelson	3	\$0	No
SP	AMDT 1080 Intro to CNC	M. Samuelson	3	\$0	No
FA	AUTO 1000 Bas Shp Prac	S. Trout	2	\$0	No
FA	AUTO 1020 Fasteners	S. Trout	2	\$0	No
FA	AUTO 1200 Manual Trans	S. Trout	2	\$0	No
SP	.AUTO 1100 Elec System	S. Trout	3	\$0	No
SP	AUTO 1800 Brakes, etc	S. Trout	3	\$0	No
FA	CNST 1200 Const. Safety	B. Forsman	1	\$0	No
FA	CNST 1400 Res. Compon	B. Forsman	2	\$0	No
FA	CNST 1600 Res. Exterior	B. Forsman	3	\$0	No
SP	CNST 1500 Res. Framing	B. Forsman	3	\$0	No
SP	CNST 1700 Res. Interior	B. Forsman	3	\$0	No

05/22/2025

Certificate Of Completion

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Gerald Dunn

3134 W Hwy 34

Grand Island, NE 68801

geraldldunn@cccneb.edu

IP Address: 198.99.91.32

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geraldldunn@cccneb.edu

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Signer Events

Gerald Dunn

geraldldunn@cccneb.edu

Regional Director

Central Community College

Security Level: Email, Account Authentication
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Electronic Record and Signature Disclosure:

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Susan Hooker

shooker@cccneb.edu

Security Level: Email, Account Authentication
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Signature

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Signed by:

Susan Hooker
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Signature Adoption: Pre-selected Style

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Summer Stephens

sstephens@gips.org

Associate Superintendent

Security Level: Email, Account Authentication
(None)

Signed by:

Dr. Summer E. Stephens
13C66470FB944CB...

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Joel L. King

joelking@cccneb.edu

Vice-President of Administrative Services

Central Community College

Security Level: Email, Account Authentication
(None)

Signed by:

Joel L. King
3515B5EF80D6488...

Signature Adoption: Pre-selected Style

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Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	8/4/2025 12:02:43 PM
Certified Delivered	Security Checked	8/5/2025 8:49:03 AM
Signing Complete	Security Checked	8/5/2025 8:49:16 AM
Completed	Security Checked	8/5/2025 8:49:16 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Central Community College (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Central Community College:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: carmentaylor@cccneb.edu

To advise Central Community College of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at carmentaylor@cccneb.edu and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Central Community College

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to carmentaylor@cccneb.edu and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Central Community College

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to carmentaylor@cccneb.edu and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Central Community College as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Central Community College during the course of your relationship with Central Community College.

AGREEMENT FOR BEHAVIORAL SERVICES

This agreement is entered into and effective August 13, 2025 by and between Wabi Sabi Behavioral Health Center LLC ("WSBHC") and Hall County School District 2 dba Grand Island Public Schools ("School District"), and is executed pursuant to the terms and conditions set forth herein in consideration of those mutual undertakings and covenants, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

Purpose:

This agreement establishes a partnership between WSBHC and School District to provide comprehensive behavioral intervention services for students with complex behavioral challenges.

Term:

This agreement is effective beginning on August 13, 2025 and ending on May 21, 2026. The agreement may be renewed by mutual agreement between both parties.

1. Services Provided by WSBHC:

- **1.1 Applied Behavior Analysis (ABA) Services:** WSBHC will provide ABA Services designed to support students with complex behavioral challenges. This includes individualized psycho-educational assessments, behavior intervention plans, and parent training sessions.
- **1.2 Consultation and Training:** WSBHC will offer consultation and training to School District personnel, including teachers, administrators, and support staff. This may include strategies for managing challenging behaviors, implementing behavior intervention plans, and creating a supportive learning environment.
- **1.3 Testing/Assessment:** WSBHC will administer standardized IQ tests, neuropsychological evaluations, adaptive behavior assessments, and academic assessments to provide thorough assessments at the program's outset. These assessments will inform individualized intervention plans tailored to each student's specific needs.

2. Responsibilities of School District:

- **2.1 Referral and Enrollment:** School District will identify and refer students who may benefit from the services provided by WSBHC. Referrals will be submitted to WSBHC for evaluation and will include an application form, the current Individualized Education Plan/MDT, release of Information signed by the parent/guardian, all relevant behavioral data collected, and any disciplinary documentation.
- **2.2 IEP Management:** School District will maintain active management of each student's Individualized Education Program ("IEP") throughout their enrollment in the WSBHC program.

3. Compensation for Services Rendered: The fees, as listed below, apply to each student contracted to be served, and shall be dependent upon the specific needs of each child and WSBHC's determination of each child's need level with input from School District. Billing for all services will occur at the end of the month for services rendered, with a net payment of 45 days.

- **3.1 Intake:**

- **Services Covered:** Intake psycho-educational assessment is required for every student. Services include review of records, initial and annual assessment/testing, scoring/interpretation, and collection of baseline data.
- **Fees:** Intake Fees are billed at \$374 per hour in one-quarter (1/4) hour increments, with the number of hours variable as to the student's needs. Additionally, a la carte services will be billed, as necessary for crisis related services.
- **3.2 ABA Services:**
 - **Services Covered:** ABA services will include initial and ongoing behavioral assessments, behavior treatment protocols, and 1:1 behavior treatment by a technician. Treatments will be supervised by a BCBA or Licensed Psychologist, with quarterly progress updates. Any meetings, including IEP and parent training, will be billed at the rate listed in 3.3 for the level of provider(s) attending.
 - **Fees:** The fee for ABA Services is \$140 per hour, plus any a la carte services listed in Section 3.3 below that may be necessary for crisis situations as determined by WSBHC in its sole discretion.
- **3.3 A La Carte Services:**
 - **1:1 with Licensed Provider:** \$374 per hour, billed in one-quarter (1/4) hour increments.
 - **1:1 with Behavior Tech:** \$140 per hour billed in one-quarter (1/4) hour increments.
 - **Meetings:** Meetings will be billed at the providers 1:1 rate for actual time spent, with a minimum of 1 hour.
 - **Crisis Staff:** Crisis staff services will be billed in one-quarter (1/4) hour increments at the 1:1 rate for positions providing services.
 - **Training for School District Staff:** Billed in one-quarter (1/4) hour increments as per the above listed 1:1 rate for the position providing the training.
 - **Testing/Assessment for IEE or other need outside of ABA Services**
 - **Diagnostic Interview:** \$384
 - **First hour of Standardized Testing:** \$323
 - **Each additional hour of Testing:** \$274
 - **Scoring/Interpreting first 30 min:** \$124
 - **Scoring/Interpreting additional 30 min:** \$113
 - **Travel:**
 - **Mileage:** Mileage will be billed at the most current IRS published rate for businesses.
 - **Travel Time:** Travel time will be billed in one-quarter (1/4) hour increments at \$18 per hour.

3. Individual Student Addenda

The Parties acknowledge and agree that the enrollment of each student by School District into the WSBHC program shall be accompanied by a corresponding Addendum to this Agreement ("Addendum"), which will include student-specific information, such as the student's IEP, service plan, and other relevant documentation as may be required.

Each Addendum:

- Shall be executed by both Parties;
- Shall be incorporated by reference into this Agreement;
- Shall be governed by and subject to the terms and conditions of this Agreement;
- May contain additional terms that apply specifically to the enrolled student, provided such terms do not conflict with this Agreement;
- Shall terminate automatically upon the occurrence of conditions specified therein, including but not limited to student graduation from the program, change in placement under the student's IEP, or conclusion of the school year.

In the event of any conflict between the terms of this Agreement and any Addendum, the terms of this Agreement shall prevail unless otherwise expressly stated in the Addendum.

4. Intellectual Property: All plans, programs, and materials developed by WSBHC while providing services under this agreement shall remain the intellectual property of WSBHC and may not be reproduced or distributed without prior written consent.

5. Indemnification: Each party hereby agrees to save and hold the other party, and its successors and assigns, harmless, and to protect and indemnify the other party from and against any and all liabilities or claims of liabilities, losses, costs, charges, expenses and damages of any kind or character whatsoever, including reasonable attorney's fees incurred or sustained, without limitation, by reason of or arising out of the indemnifying party's breach of this Agreement, negligent act, intentional act, omission, or otherwise, which the indemnified party may incur or sustain directly or indirectly in any action at law or equity, or under any theory of recovery as a result of the indemnifying party's actions inconsistent with the statements set forth herein or made in bad faith. This mutual indemnification shall survive expiration or termination of this Agreement.

6. Laws for FERPA/HIPAA/HITECH: All parties shall comply with the applicable Family Educational Rights and Privacy Act (FERPA), the Health Insurance Portability and Accountability Act (HIPAA), and the Health Information Technology for Economic and Clinical Health Act (HITECH) in the handling and protection of student and client information.

7. Insurance:

Each party shall maintain the following minimum insurance requirements:

- **7.1 Commercial General Liability Insurance:** Each party shall maintain commercial general liability insurance coverage with limits not less than \$1,000,000 per occurrence and \$3,000,000 in the aggregate.
- **7.2 Business Automobile Liability Insurance:** Each party shall maintain business automobile liability insurance coverage with limits not less than \$100,000 per person and \$300,000 per occurrence for bodily injury and \$50,000 per occurrence for property damage.
- **7.3 Employers Liability Insurance:** Each party shall maintain employers' liability insurance coverage as required by Nebraska state law.
- **7.4 Workers' Compensation Insurance:** Each party shall maintain workers' compensation insurance coverage as required by Nebraska state law.

- **7.5 Professional Liability Insurance:** WSBHC shall maintain professional liability insurance coverage with limits not less than \$1,000,000 per occurrence and \$3,000,000 in the aggregate.

8. Amendment:

This Agreement may only be amended upon written agreement of the parties, except that WSBHC may periodically adjust fees unilaterally upon thirty (30) days written notice to School District.

9. Termination:

Either party may terminate this Agreement unilaterally upon ninety (90) day's written notice to the other.

10. Late Payments:

All payments shall be made within forty-five (45) days of the invoice date. Any late payment shall accrue interest at the rate of 1.5% per month.

11. No Partnership:

Nothing herein shall be construed to establish a partnership among the parties.

12. Confidentiality:

Both parties agree to maintain the confidentiality of student records and information shared during the course of this partnership in accordance with applicable laws and regulations.

13. Governing Law:

This agreement shall be governed by and construed in accordance with the laws of Nebraska. The parties hereto agree that the forum for any dispute under this Agreement shall be the District Court of Adams County, Nebraska and the parties hereby waive any right to assert forum non conveniens.

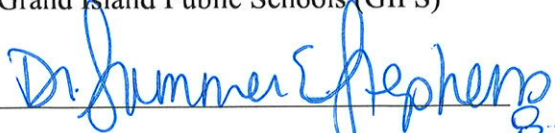
Signatures:

Wabi Sabi Behavioral Health Center LLC,
A Nebraska Limited Liability Company

By: _____

Carley Starling, Managing Member

Hall County School District 2 dba
Grand Island Public Schools (GIPS)



Summer Stephens, Associate Superintendent 8-12-25

ADDENDUM TO AGREEMENT FOR BEHAVIORAL SERVICES

Effective Date: August 13, 2025

This Addendum ("Addendum") is made and entered into on August 13, 2025 by and between Wabi Sabi Behavioral Health Center LLC ("WSBHC") and Hall County School District 2 dba Grand Island Public Schools ("School District"). This Addendum modifies and supplements the original agreement between the parties dated August 13, 2025 ("Original Agreement").

1. Purpose:

This Addendum is executed to address the specific services to be provided to Kemmer Dose as part of the Original Agreement.

2. Student-Specific Services:

Summit agrees to provide the following services to the specific student(s) identified below:

Student Identification:

- Name: Kemmer Dose
- Date of Birth: October 12, 2018

Service to be Provided:

- Applied Behavior Analysis Services as per Original Agreement.
- A La Carte Services in support of the named student as per Original Agreement.
- Ongoing evaluation to determine appropriate programming.

Service Schedule:

- The schedule of services will be determined based upon intake evaluation and IEP, as outlined in the Original Agreement.

Assessment and Reporting:

- Quarterly progress reports will be provided to the School District.

3. Compensation:

In consideration for the services provided under this Addendum, the School District agrees to compensate WSBHC as per the Original Agreement. Services will be billed to the School District in arrears monthly.

4. Termination and Amendment:

This Addendum may be terminated or amended in accordance with the terms set forth in the Original Agreement, including the provision permitting termination by either party with ninety (90) days' written notice.

In addition, this Addendum shall automatically terminate upon the earliest occurrence of any of the following events:

1. The student's placement is changed pursuant to an updated Individualized Education Program (IEP); or
2. The conclusion of the student's established school year, as defined by the referring school district.

All other terms and conditions of the Original Agreement shall remain in full force and effect.

5. Attachments

The following document(s) are attached to and incorporated into this Addendum by reference:

- **Attachment A** – Individualized Education Program (IEP) for Kemmer Dose, dated _____.

6. Signatures

IN WITNESS WHEREOF, the parties have executed this Addendum as of the Effective Date.

**Wabi Sabi Behavioral Health Center, LLC
A Nebraska Limited Liability Company**

Signature

Date

Name: Carley Starling
Title: Owner/CEO/PsyD/LP

**Hall County School District 2 dba
Grand Island Public Schools**

Signature

Date

Name: Summer Stephens
Title: Associate Superintendent

Attachments

- Attachment A: Individualized Education Program (IEP) for Kemmer Dose, dated _____.

Note: This document is considered part of this Addendum and shall be maintained in accordance with all applicable confidentiality and records retention policies.

LIMITED LICENSE AGREEMENT

(Use of JA USA Properties; No Modification)

THIS LIMITED LICENSE AGREEMENT ("Agreement") is effective as of 08/07/2025, 20__, ("Effective Date") and is entered into by and between JA of Lincoln / Grand Island [Local JA Area], a JA USA nonprofit corporation ("JA Area"), and Hall County School District 2 dba Graceland School District, a JA of Lincoln ("Licensee").

BACKGROUND

A. Junior Achievement USA ("JA USA") is a Colorado nonprofit corporation whose foundational purpose is education of youth in the principles of free enterprise, including work readiness, entrepreneurship and financial literacy. JA USA has developed, and is continuing to develop, JA Programs, JA Materials and related curriculum, including the JA USA Digital Files, relating to educating and training youth in the concepts and practices of enterprise, which constitute proprietary intellectual property owned by JA USA (collectively, the "JA USA Properties"). The JA USA Properties may include certain JA Worldwide Brand licensed to JA USA for use in connection with the JA USA Properties.

B. In furtherance of its foundational purpose of educating youth in the principles of free enterprise, JA USA licenses the JA USA Properties to JA Area and other chapters with geographic territories within the United States and to members of the JA Worldwide network.

C. As part of programs conducted by JA Area in cooperation with Licensee, JA Area makes certain of the JA USA Properties available for use by students, educators and other personnel in Licensee's school(s) and/or school district, including through the learning management system or other online platform operated by JA USA.

D. As part of its ongoing cooperation with JA Area, Licensee is requesting that JA Area grant a license for Licensee to make JA USA Properties available directly to its students, educators and other personnel, including through third-party platforms (such as Google Classroom, Schoology, etc.) ("Third Party Platforms"), and JA Area is willing to grant such a license, all pursuant to the terms and conditions of this Agreement.

AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants and conditions set forth in this Agreement and other good and valuable consideration, the parties agree as follows:

1. Definitions.

1.1. "JA Materials" means materials in physical, digital or any other format relating to or used in connection with JA Programs, including without limitation educational and instructional materials and methods, designs and color schemes for curriculum and promotional materials prepared and distributed in relation to the JA Programs, other materials and

specifications for certain products, and methods of operation, including manuals covering business practices and policies.

1.2. “JA Programs” means curriculum, events, experiences, programs, processes, and activities in every form whatsoever relating to educating and training youth in the concepts and practices of work readiness, entrepreneurship, financial literacy, business, ethics, and any related economic-based content.

1.3. “JA USA Digital Files” means JA Programs and JA Materials existing in electronic and digital means, whether on computer disk, CD Rom, electronic mail, online, or via any other medium now existing or developed at a later time.

1.4. “JA Worldwide Brand” means certain brands, logos, trademarks, service marks, trade names, commercial symbols, goodwill, and other related branding and trademarks owned by JA Worldwide, a Delaware nonprofit corporation (“JA Worldwide”) and licensed to JA USA and other members of the global JA network, including but not limited to “Junior Achievement,” “JA Worldwide” and “JA,” and other marks, and all derivatives and modifications thereof. “JA Worldwide Brand” does not include JA Programs or JA Materials owned by JA USA.

2. Grant of Limited License.

2.1. Subject to the terms and conditions of this Agreement, JA Area hereby grants to Licensee a non-exclusive, fully-paid, nontransferable, non-sublicensable limited right and license (“Limited License”) to make available JA USA Properties, as furnished to it by JA Area from time to time, to its students, educators and other personnel in connection with the participation of such students in JA Programs.

2.2. The Limited License does not include the right to sublicense the JA USA Properties. However, Licensee may deliver JA USA Properties to its students, educators and other personnel through Third-Party Platforms, provided that (i) Licensee will limit, and will require the operator of the Third Party Platform to limit, access to the JA USA Properties only to the students, educators and other personnel of Licensee, (ii) Licensee will delete, and will require the operator of the Third Party Platform to delete, all JA USA Properties from the Third Party Platform (A) promptly upon completion of the class or program in which the JA USA Properties are used and (B) promptly upon request by JA Area in the event it notifies Licensee that the operator of the Third Party Platform has published, modified or otherwise used the JA USA Properties in a manner inconsistent with the Limited License.

2.3. The Limited License granted to Licensee herein is limited solely to the use of JA USA Properties as described herein, and no provision hereof shall be construed to allow Licensee to modify, adapt or make derivative works of the JA USA Properties in any form. Without limiting the foregoing, Licensee shall, in no event, make any modifications to the JA Worldwide Brand, or have the right to distribute, publish, publicly perform, publicly display or sublicense the JA USA Properties in any manner other than as expressly stated in this Agreement. The rights of Licensee to use the JA USA Properties are limited to the scope of the

express Limited License in this Agreement, and there are no implied licenses. All rights and licenses not expressly granted under this Agreement are reserved by JA USA and JA Area.

2.4. In consideration of the Limited License hereunder, Licensee will share with JA Area the following information and data related to its use of the JA USA Properties, to the extent reasonably available to Licensee: which JA USA Properties are used by the students, educators and other personnel of Licensee, the frequency of use and the number of students using such JA USA Properties; and results of surveys, pre / post-testing and other assessments of its students, educators and other personnel conducted by or on behalf of Licensee; provided that Licensee will not share any information or data with JA Area that includes or constitutes (i) personally identifiable information or education records of any person or (ii) any individual information or data that has not been de-identified.

3. Ownership of JA USA Properties. The rights with respect to the JA USA Properties are licensed and not sold to Licensee hereunder. The only rights granted to Licensee in the JA USA Properties are the Limited License rights granted under this Agreement. Licensee agrees that neither it nor any of its affiliates shall in any manner acquire any ownership or use rights, title or interest in the JA USA Properties, whether by virtue of any use they may make of such JA USA Properties hereunder, or otherwise. Licensee acknowledges and agrees that JA USA is the sole owner of the JA USA Properties and holds the sole copyright in and to the JA USA Properties. Licensee shall not attack, challenge or dispute the title or any rights of JA USA in or to the Modified Materials.

4. Term and Termination. The term of this Agreement shall be for a period of one (1) year after the Effective Date and may be renewed for successive one (1) year terms as agreed by the parties in writing. Either party may terminate this Agreement for any reason or no reason upon 60 days written notice to the other party. In the event of the termination of this Agreement as provided herein, Licensee agrees to, and will cause any Third Party Platform operator to, (a) cease the use of the JA USA Properties; (b) turn over or destroy, at JA Area's request, any and all digital or hard copies of JA USA Properties; and (c) not disclose, reveal, or publish all or any portion of the JA USA Properties following termination.

5. No Assignment; No Agency; Third-Party Beneficiary. Licensee shall not have the right to assign, transfer or sublicense any rights or licenses hereunder to any third party, without the prior written consent of JA Area and JA USA, which consent may be withheld in their sole and absolute discretion. Notwithstanding any provision of this Agreement, neither Licensee nor its directors, trustees, officers, employees, agents and staff are authorized to enter into contracts or other obligations on behalf of JA Area or JA USA or to otherwise undertake any legal obligation on behalf of JA Area or JA USA, unless specifically authorized by JA Area and JA USA in writing to do so. JA USA is an express third-party beneficiary of this Agreement.

6. Notices. Any notice to be given or consents to be obtained between the parties to this Agreement shall be in writing and delivered personally to the designated party, mailed by certified mail, return receipt requested, or delivered by a recognized national overnight courier service, to the address set forth in the signature blocks below. Either party may change the address to which notice is to be sent by written notice to the other in accordance herewith.

7. Governing Law and Venue. This Agreement shall be governed by and determined in accordance with the internal laws of the State of Colorado without regard to the conflicts of law provisions. For any matter arising hereunder, the parties submit to the jurisdiction of the state and federal courts located in the State of Colorado and in the state where Licensee is located.

8. Severability; Counterparts. If any one or more of the provisions contained in this Agreement shall be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision hereof. This Agreement may be executed in multiple counterparts, each of which shall be deemed to be an original, and all such counterparts shall constitute but one instrument. Signatures delivered by facsimile or electronically shall be deemed original signatures.

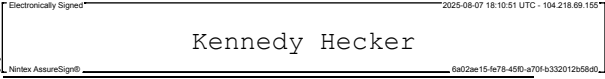
9. Entire Agreement. This Agreement, including the preamble and recitals which are hereby incorporated by reference, constitutes the entire understanding between the parties and supersedes all other agreements, whether written or oral, concerning the subject matter hereof. This Agreement may be amended only by a writing signed by all parties.

[SIGNATURES ON THE FOLLOWING PAGE]

IN WITNESS WHEREOF, this Agreement is executed and delivered effective as of the date first set forth above.

JA AREA:

JA of Lincoln

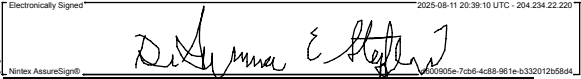
By:  Kennedy Hecker
Name: Kennedy Hecker
Title: Director of Programs and Experier

Address for notice purposes:

631 L Street, Lincoln NE, 68508

LICENSEE:

Hall County School District 2 dba Gran

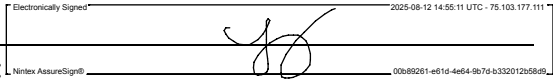
By:  Summer Stephens
Name: Summer Stephens
Title: Associate Superintendent

Address for notice purposes:

123 S. Webb Road, Grand Island, NE 6

JA USA is not a party to this Agreement but hereby consents to the Limited License granted by JA Area hereunder.

JA USA:

By:  Carrie Lively
Name: Carrie Lively
Title: Vice President, Education Solutions

**AGREEMENT FOR EDUCATIONAL SERVICES
PURSUANT TO NEB. REV. STAT. § 79-215(10)**

This Agreement is made and entered into by and between Axtell Community Schools ("Axtell") and Hall County School District 2 dba Grand Island Public Schools (the "Resident District") for educational services for Ali, Cadnan (the "Student") pursuant to Neb. Rev §79-215(10).

RECITALS

This contract is subject to the condition that the following recitals be true and accurate:

- A. The Student is residing at Mosaic in Axtell, Nebraska (the "Facility"), a residential facility which is certified or licensed by the Department of Health and Human Services.
- C. The Student was placed at the Facility for reasons other than to receive an education.
- D. The Student resided in the Resident District immediately prior to his placement in the Facility and is a resident of the Resident District for purposes of student enrollment.
- E. The Facility does not maintain its own Rule 18 interim-program school, or an approved or accredited school.

The Resident District and Axtell further agree to the following:

1. **Recitals.** The foregoing Recitals are an integral part of this Agreement and are incorporated herein by this reference.

2. **Term of Agreement.** The term of this Agreement shall commence effective August 1, 2025, and automatically end on July 31, 2026, unless terminated earlier. The Agreement may be terminated before July 31, 2026, by either Party without cause upon 30 days' written notice. If either Party fails to fulfill its obligations under this Agreement in a timely and proper manner, or if either Party violates any material term of this Agreement, then the other Party shall have the right to immediately terminate this contract upon written notice. In addition, this Agreement shall automatically terminate effective upon the occurrence of any of the following: (a) any of the Recitals is no longer true and accurate or fails in the future to be true and accurate; (b) either Party no longer has a responsibility to contract for the provision of educational services for the Student (including, without limitation, a change of the Student's residence); or (c) the Student is placed at a location other than at the Facility.

It is the intent of both parties that Axtell will provide special education services to the Resident District's student on the days that Axtell Community Schools is in session, unless the student needs Extended School Year services or Axtell otherwise needs to adjust its calendar.

3. **Services.** In consideration of the foregoing, and for other good and valuable consideration, the Parties agree to perform and provide the following:

Axtell will:

- a. Provide the Student with educational services as identified in the Student's IEP;
- b. Provide its Director of Special Education or an Axtell administrator to schedule and collaborate with Resident District for and during each Student's IEP meeting;
- c. Oversee the Student's educational services and provide periodic updates to the Resident District of the Student's progress; and
- d. Communicate with the Resident District about concerns, issues, or other matters relating to the Student and/or this Agreement.

The Resident District will:

- a. Be responsible for maintaining the Student's special education and related paperwork, in collaboration with Axtell;
- b. Promptly communicate any concerns to Axtell regarding any suspected or perceived problems with the Student or Student's educational services;
- c. Provide Axtell's Director of Special Education, or designee, with full and complete access to the Student's information and files on SRS or other electronic database, including access to the Student's progress reports, IEP's, notes, and other documents relating to the Student's educational history and services;
- d. Designate at least one staff member to attend (either in-person or virtually) all of the Student's IEP meetings; and
- e. Provide any other resources or support to Axtell as reasonably identified by Axtell to ensure that the Student receives educational services in accordance with the Student's IEP and all applicable legal requirements.

Any materials or equipment purchased for use under this Agreement shall be retained or returned (at said Party's sole expense) to the Party who bore the cost of the item upon termination or expiration of this Agreement.

4. Indemnification. The Resident District and Axtell hereby agree to indemnify, defend, and hold each other harmless from any and all damages and liabilities arising from a breach or noncompliance of their obligations under this Agreement, including but not limited to, damages and other monetary remedies for the Student including attorney fees and costs. The foregoing indemnification obligation shall continue notwithstanding the expiration or termination of this Agreement.

If any parent, guardian, advocate, or other third party files any administrative or regulatory complaint or lawsuit against Axtell regarding the Student, including any complaint regarding the Student's failure to receive or be provided with educational services in accordance with the Student's IEP or other legal requirements, then the Resident District agrees to fully reimburse Axtell for any expenses (including attorneys' fees or costs) incurred by Axtell in defending such complaint and/or providing any further services to the Student (such as compensatory education). This paragraph is limited to allegations that occur or are filed between August 15, 2025, through

the last effective date of this Agreement.

5. Payment for Services. For the term of this Agreement, the Resident District shall pay to Axtell a monthly amount to be identified by Axtell in the sum of not less than the proportionate amount of Axtell's costs associated with operating the services at Mosaic divided by the number of students receiving services at Mosaic. In general, Axtell will calculate this proportionate amount by dividing the actual expenses incurred by Axtell to serve students at Mosaic, divided by the number of students being served by Axtell at Mosaic. Both Parties recognize that this monthly amount may need to be adjusted from time to time, depending on changes in circumstances (including student enrollment). Axtell will submit an invoice to the District by the 1st of each month to reflect the amount owed to Axtell by the Resident District. The Resident District shall make such monthly payments to Axtell by the 15th day of each month, beginning on September 15, 2025. If Axtell does not receive the Resident District's monthly payment by the 15th day of any month, Axtell shall notify the Resident District and the Resident District shall have five days to submit payment. If the Resident District fails to timely remit payment on more than one occasion, Axtell shall have the option to immediately terminate this Agreement.

Further, and notwithstanding anything to the contrary herein, if, for whatever reason, the costs of providing special education services for the Resident District's student exceeds Axtell's budgeted, anticipated expenses for such student, then Axtell shall have the right to notify the Resident District of a proposed increase in the monthly amount owed by the Resident District for the then remaining term of the Agreement. The Resident District shall then have 10 days to review the proposed increase in the monthly amounts owed. If the Resident District has questions or concerns about the proposed increase, the Resident District must contact Axtell within the 10-day period. If the Resident District does not wish to pay the increased amount, then the Resident District shall have the right to terminate this Agreement, effective immediately, by giving written notice to Axtell within the 10-day period.

6. E-Verify. Axtell shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

7. No Admission or Precedent. The Resident District and Axtell have agreed to the terms of this Agreement to address the unique circumstances relating to the providing of education services for Student and agree that this Agreement shall not establish a precedent with regard to other students of the Resident District who may be placed in other residential settings.

8. No Third-Party Rights. This Agreement shall not provide third parties with any remedy, claim, liability, reimbursement, cause of action or other right or privilege.

9. Applicable Law. This Agreement shall be governed by the laws of the State of Nebraska.

Axtell Public Schools	Resident School District
By: <u>Robert C. Gregory</u>	By: <u>Dr. Summer E. Stephens</u>
Printed Name: <u>Robert Gregory</u>	Printed Name: <u>Summer Stephens</u>
Title: <u>Superintendent</u>	Title: <u>Associate Superintendent</u>
Dated: <u>8-6-25</u>	Dated: <u>8-6-2025</u>



Memorandum of Understanding

This Memorandum of Understanding (MOU) is an agreement between Big Brothers Big Sisters of Central Nebraska and Grand Island Public Schools. The purpose of this document is to outline each entity's roles and responsibilities.

Big Brothers Big Sisters of Central Nebraska

Christine Haba
Executive Director
715 W Anna Street
Grand Island, NE 68801

School District

Grand Island Public Schools
Summer Stephens
Associate Superintendent
123 S Webb Rd.
Grand Island, NE 68803

SECTION A:

Big Brothers Big Sisters of Central Nebraska (BBBS) will:

1. Maintain full membership affiliation with Big Brothers of America, and as such, subscribe to, and evaluate the program based on *"Big Brothers Big Sisters Service Delivery Model."* These standards of practice serve to ensure quality mentoring services with excellent risk management systems.
2. Take shared responsibility for identifying, locating, and recruiting high school students as mentors and elementary students as mentees for the School Based Program. And to take shared responsibility for providing outreach to connect students to all programs of BBBS that they are eligible.
3. Provide a referral and application process for mentee students in partnership with the teachers, counselors, and/or social workers for all program opportunities.
4. Take full responsibility enrolling, assessing, and training mentors and mentees.
5. "Match" the mentors and mentees using the standards of practice set forth by Big Brothers Big Sisters of America. Mentors will be assigned to the mentees in such a way that the mentors will enhance and further develop other assets as needed by the mentees.
6. Provide ongoing (monthly minimum) monitoring of the mentor-mentee relationships and provide consultation and assistance to all parties. BBBS will keep a record of these monitoring contacts.
7. Measure the outcomes for the mentee at the end of the school year. Outcome measurement will be performed using *"Program Outcome Evaluation"* (POE) and *"Youth Outcome Survey"* (YOS), which are mentoring outcome measurement instruments. (A copy of this POE and YOS is attached to this MOU.)

8. Provide reports regarding outcomes to Grand Island Public Schools Administration and/or Principals when requested.
9. Work to carefully incorporate the mentoring program outcomes into Grand Island Public Schools' goals for students.
10. BBBS agrees to indemnify, defend and hold harmless the Mayor and City Council of Grand Island ("the City") and the Grand Island Public Schools School Board and their respective elected/appointed officials, agents, employees, volunteers, donors and sponsors from any and all claims, demands, suits, and actions, including reasonable attorney's fees, litigation expenses and court costs, connected therewith, arising as a result of any direct or indirect, willful, or negligent act or omission of BBBS or its officers, agents, employees, or volunteers, except to the extent caused by the negligence of Grand Island Public Schools.
11. BBBS agrees that it is an independent contractor, and that neither BBBS nor any of its employees or agents is an employee of Grand Island Public Schools or of the Mayor and City Council of Grand Island, Nebraska.
12. BBBS agrees that it is its responsibility to make certain that its employees, agents, volunteers, and those persons acting as mentors who may have contact with students have had the appropriate background checks completed and are cleared to serve children. All costs therefore shall be borne by BBBS.
13. BBBS and its employees, agents, volunteers, and mentors shall maintain the confidentiality of all student records in compliance with federal and state laws.

SECTION B:

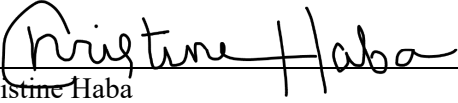
The **SCHOOL DISTRICT** will:

1. Take shared responsibility for identifying, locating, and recruiting high school students as mentors and elementary students as mentees for the School Based Program. And to take shared responsibility for providing outreach to connect students to all programs of BBBS that they are eligible.
2. Participate in a referral and application process for mentee students in partnership with BBBS.
3. Participate in data collection via social workers and counselors and the BBBS team. The school district will coordinate data collection on data efforts. The day-to-day program implementation will be between the BBBS team and the school social workers and/or counselors for an individual student.
4. Ensure that all procedures and regulations for health, fire, safety, pick-ups, parent consents, transportation, field trips, food, insurance, medical and other emergency procedures will be clearly listed and widely disseminated, and that they will conform to applicable local and state standards.
5. Designate BBBS as one of Grand Island Public Schools' approved service providers.
6. Support communication between the school staff and BBBS representatives.

7. Prioritize healthy relationship development between mentor and mentee by avoiding consequences during match meeting times. If unavoidable, school staff will communicate with BBBS staff so that another time can be arranged for the week.
8. Inform school principals and/or social workers of the executed BBBS Memorandum of Understanding (MOU).
9. Provide opportunities for BBBS to interact with school personnel and to attend appropriate related meetings or community events.
10. Develop mechanisms and opportunities to communicate on a regular basis with family members of the program's students, including information regarding the goals, activities, and philosophy of the mentoring program.
11. Facilitate the provision of full custodial services during match meetings at no cost.
12. Maintain dialogue with BBBS to ensure that it meets the school system's expectations for effective, high quality, program delivery.
13. Work with BBBS to ensure sustainability of program, including discussion of local funding, leverage of school resources and development of strategic plan for program.

This memorandum may be amended, in writing, at any time with the concurrence of both parties.

Summer Stephens
Assistant Superintendent I
Grand Island Public Schools


Christine Haba
Executive Director
Big Brothers Big Sisters of Central Nebraska

Date

08/25/25

Date



July 22, 2025

Grand Island Public Schools
Dr. Summer Stephens
PO Box 4904
Grand Island, NE 68802-4904

Re: Grant No. 26-6418-15-10-40-0002-P
Journey to Inclusion Grant

Dear Dr. Summer Stephens:

Please find enclosed your copy of the Grant Award Notification in the amount of \$70490 for the grant period of 8/1/2025 to 7/31/2026. Also note Enclosure 3 (Memorandum to Grantees Regarding the use of Grant Funds for Conferences and Meetings) which is attached to the GAN. Additional clarification is available at www2.ed.gov/policy/fund/guid/gposbul/gposbul.html.

Procedures resulting from the NDE Grants Management System require NDE to only reimburse grantees for funds expended. Please feel free to request funds based on expenditures as often as necessary to accommodate your cash flow needs. Requests for funds and other fiscal reviews will include application of the information contained in Enclosure 3. However, a final request to funds accompanied by the final report of expenditures must be submitted to NDE with Proper documentation no later than 60 days after the last day of the grant period.

The Report of Expenditures and Estimated Requirements of Grant Funds form used to request funds, and instructions for completing this form, may be found on the web at www.education.ne.gov/FOS/Forms/NDE28003.pdf. Please complete and print this form, obtain the signature of the Authorized Representative and mail it to the above NDE address to the attention of the Special Education Office. You may also email it to nde.spedmail@nebraska.gov. Please include the appropriate ledger printouts showing all expenditures for the dates corresponding to the Report of Expenditures, supported by documentation. If you cannot access the form on the web for any reason, please contact me and I will send you a paper copy.

If you have any questions regarding your grant award and/or payments, please do not hesitate to contact me at (402) 471-2471.

Sincerely,

Amy Rhone
Administrator/ State Director - Office of Special Education

Cc: Renee Engel
Enclosure



GRANT AWARD NOTIFICATION

*Instrument of Financial Assistance between Nebraska
Department of Education and Non-Federal Entity*

Project Title

Journey to Inclusion Grant

Agreement Number

26-6418-15-10-40-0002-P

Agreement Amount

\$70,490.00

Agreement Period

8/1/2025 through 7/31/2026

Project Description

See Project Narrative

**Please Send Special Education Reimbursement
Requests To NDE.SPEDHelp@nebraska.gov.**

Recipient

Grand Island Public Schools
PO Box 4904
Grand Island, NE 68802-4904

Funding Provider

NDE Office of Special Education
P.O. Box 94987
Lincoln, NE 68509-4987

Administrator

Dr. Summer Stephens
308-385-5900 | sstephens@gips.org

Program Liaison

Dr. Michelle (Micki) Charf
402-937-5866 | micki.charf@nebraska.gov

Project Director

Renee Engel
(308) 385-5900 | rengel@gips.org

Fiscal Liaison

Budget & Grants Management
NDE.SPEDHelp@nebraska.gov

ABN

564649

SAM UEI

L95GBBCJA4J5

FTIN

47-6003169

SAM Expiration Date

9/3/2025

Program Title

Special Education - Grants to States

Continuation Status

Continuation

Indirect Cost Rate**CFDA/AL Funding and Program Title**

84.027 U.S. Department of Education-Individuals
with Disabilities Education Act-Part
B-Section 611
*Office of Special Education - (OSEP): IDEA
Part B*

FAIN

H027A240079

Source Coding

13888154.591100.PEAK

Cost

\$70,490.00

Federal Award Date: 7/1/2024

Terms and Conditions

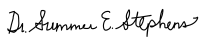
1. Activities undertaken pursuant to this Grant Award Notification (hereafter known as “GAN”) shall be conducted according to the completed/attached Letter of Intent (Cover Document/Objectives/Activities/Method of Evaluation/Budget).
2. This GAN shall be in effect for the designated period unless otherwise terminated or suspended. Termination may occur as follows:
 - a. Nebraska Department of Education (NDE) Office of Special Education may terminate this GAN at any time by written notice to the GAN Recipient.
 - b. This GAN may be terminated in whole or in part when both parties agree that continuation under the GAN would not produce beneficial results commensurate with the future expenditure of funds. The parties shall agree upon the termination conditions, including the effective date, and in case of partial termination, the portion to be terminated. Parties shall not incur new obligations for any termination portion after the effective date.
 - c. GAN may be terminated immediately in whole or in part when federal funding is terminated, suspended, reduced, not released or otherwise not forthcoming.
 - d. NDE reserves the right to issue a ‘Stop Work’ notice, requiring the GAN Recipient to immediately cease all activities funded by the grant until further notice by NDE.
 - e. NDE Office of Special Education reserves the right to withhold funds, temporarily or permanently pursuant to this GAN pending corrective action pursuant to 34 CFR Part 300.600 through 300.609 or a decision to terminate this GAN.
3. Program and fiscal reports will be completed and submitted as required and shall report subaward activities in accordance with the approved application and budget as required by the NDE.
4. Amendments must be agreed to by the subaward and the NDE and documented by the NDE and an amended subaward Notification provided to the subaward.
5. The obligation period of the subaward is identified in subaward Period above. Obligations cannot be made prior to or after this subaward Period. All obligations should be liquidated within 45 days after ending date of subaward. At the completion of the subaward period, a final request for funds accompanied by the final report of expenditures must be submitted to the NDE with proper documentation not later than 45 days after the last day of the subaward period.
6. Funding requests will be documented as required by the NDEs Grants Management System (GMS) or, for subawards not in the GMS documented using a Report of Expenditures (NDE 28-003) according to procedures identified in application process. This form can be found on the NDE website: <http://www.education.ne.gov/FOS/Forms/index.html> or the NDE Portal, Forms Tab: <https://portal.education.ne.gov/site/DesktopDefault.aspx>.
7. Records will be maintained for equipment acquired and the equipment will remain under the administrative control of the subaward. The Secretary of State Record Retention Schedules are applicable to records retention, except that all subaward records shall be maintained for at least five (5) years following the end of the subaward period. Federal Regulations 34 CFR 80.32 or the Secretary of State Record Retention Schedule 124 is applicable to records retention.
8. The parties to the agreement certify, and each relies thereon in execution of this agreement, they neither their entity nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily exclude for the award of contracts by any Federal government agency or department. 2 CFR 200.332 (a) and 34 CFR Part 85, “Government-wide Debarment and Suspension (non-procurement).”
9. Activities undertaken pursuant to this GAN shall be conducted in accordance with all applicable federal statutes and regulations including but not limited to the requirements of the Individuals with Disabilities Education Act (IDEA) of 2004 and implementing regulations (34 CFR Part 300), the Family Educational Rights and Privacy Act (FERPA) and implementing regulations (34 CFR Part 99) and all applicable provisions of the Education Department General Administrative Regulations (EDGAR) referenced in 34 CFR Part 300.3 and the General Education Provisions Act (GEPA).
10. Activities undertaken pursuant to this GAN shall be conducted in accordance with all applicable state statutes, and state and federal regulations including but not limited to the Nebraska Special Education Act, § 79-1110 to 79-1167 R.R.S., the Early Intervention Act, and Title 92 Nebraska Administrative Code Chapter 51 (Rule 51) and Chapter 52 (Rule 52).
11. Activities undertaken pursuant to this GAN shall support and enhance Impact Area(s) associated with the NE Improving Learning for Children with Disabilities (ILCD) process and/or the NE Special Education State Performance Plan (SPP) for IDEA Part B and/or Part C.
12. If subaward funds are not expended in accordance with the subaward, the NDE may require that all subaward funds or any portion thereof be returned by a means to be determined by the NDE.
13. If the subrecipient expends a total of \$1,000,000 or more during subrecipient’s fiscal year from all federal funding sources, the subrecipient shall have either a single audit or a program-specific audit made for such fiscal year in accordance with 2 CFR 200 Subpart F-Audit Requirements and a copy of the complete audit report must be submitted to the NDE no later than nine months after the audited period ends.
14. The recipient will permit the NDE and its auditors to have access to the recipient’s records and financial statements as necessary for the NDE to meet the requirements of the Uniform Grants Guidance located at 2CFR Part 200.332 (b5)
15. Total Funding contingent upon availability of appropriated funds.
16. Additional terms and conditions are attached, if applicable.
17. The term subaward means:
 - a. A legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient. (See 2 CFR 200.331(a))
 - b. The term does not include your procurement of property and services needed to carry out the project or program (The payments received for goods or services provided as a contractor are not Federal awards, see 2 CFR 200.501(f) of the

OMB Uniform Guidance: "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards").

- c. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract. (See 2 CFR 200.1)
18. The negotiated indirect cost rate or the indirect cost allocation plan approved for the entity identified in this GAN applies to this subaward.
19. If Applicable, UNDER THE "TYDINGS AMENDMENT," SECTION 421(b) OF THE GENERAL EDUCATION PROVISIONS ACT, 20 U.S.C. 1225(B), ANY FUNDS THAT ARE NOT OBLIGATED AT THE END OF THE FEDERAL FUNDING PERIOD SPECIFIED IN THIS GAN SHALL REMAIN AVAILABLE FOR OBLIGATION FOR AN ADDITIONAL PERIOD OF 12 MONTHS.
20. This non-research or non-development subaward shall be in effect for the designated period of the subaward (Subaward Period) unless otherwise terminated or suspended by the Nebraska Department of Education (NDE) at any time. (2 CFR 200.332 (b 1 xiii))
21. Negotiated indirect cost rate or the indirect cost allocation plan approved for the subaward of this GAN applies to subaward
22. Adequately detailed documentation specifying the subaward expenditures must accompany all requests for reimbursement. (i.e., computer printouts, system generated documentation, etc.)
23. The subrecipient assures the NDE that the project will be conducted in accordance with state statutes and federal regulations as identified in the Statement of Assurances for the specific subaward program.
24. The Federal Funding Accountability and Transparency Act (FFATA) is designed to increase transparency and improve the public's access to Federal government information. To this end, FFATA requires that NDE subaward recipients:
- d. Report first-tier subawards made under Federal subawards that are funded at \$30,000 or more that meet the reporting conditions as set forth in this subaward term;
 - e. Report their executives' compensation for all new Federal subawards that are funded at \$30,000 and that meet the reporting conditions as set forth in this subaward term; and
 - f. Report executive compensation data for their first-tier subrecipients that meet the reporting conditions as set forth in this subaward term.
- For FFATA reporting purposes, the NDE subaward recipient is the entity listed in box 1 of the subaward Notification. (2 CFR 200.332 (b 1 x))
25. "By the drawdown of funds under this GAN, the grantee accepts that this award is subject to the requirements of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards; Title 2 CFR Part 200 as revised at 89 FR 30136-30208 (April 22, 2024)."

Failure to comply with all assurances and certifications in this application, all relevant provisions and requirements of the Program/Act, or any other applicable law or regulation may result in liability under the False Claims Act, 31 U.S.C. § 3729, et seq.; OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Non-procurement) in 2 CFR Part 180, as adopted and amended as regulations of the Department in 2 CFR Part 3485; and 18 U.S.C. § 1001, as appropriate, and other enforcement actions.

The parties to the agreement certify, and each relies thereon in execution of this agreement.



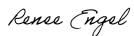
Project Administrator Signature

Dr. Summer Stephens

Aug 21, 2025

Print Name

Date



Project Director Signature

Renee Engel

Aug 21, 2025

Print Name

Date



NDE Office Administrator Signature

Amy Rhone

Aug 21, 2025

Print Name

Date



Steve Bauers (Aug 4, 2025 18:05:45 CDT)

Fiscal Liaison Signature

Steve Bauers

Aug 4, 2025

Print Name

Date

LETTER OF INTENT



NAME & TITLE OF AGENCY ADMINISTRATOR Click or tap here to enter text. Dr. Summer Stephens	NAME & TITLE OF PROJECT DIRECTOR Click or tap here to enter text. Renee Engel
NAME OF AGENCY Hall County School District 2	ADDRESS (INCLUDES STREET, CITY, & ZIP CODE) 123 S. Webb Rd Grand Island, NE 68802 -4904
COUNTY NAME & NUMBER Hall County (40-0002-000)	TELEPHONE & FAX NUMBER (INCLUDE AREA CODE) Click or tap here to enter text. (308) 385-5900
ADMINISTRATOR'S EMAIL ADDRESS Click or tap here to enter text. 123 S. Webb Rd Grand Island, NE 68802-4904	PROJECT DIRECTOR'S EMAIL ADDRESS Click or tap here to enter text. rengel@gips.org
TITLE OF PROJECT Click or tap here to enter text. Journey to Inclusion	TOTAL AMOUNT REQUESTING Click or tap here to enter text. \$ 70 ,4 9 0
PROPOSED PROJECT DURATION (MM/DD/YY – MM/DD/YY) Click or tap here to enter text. 08/01/2025 to 07/31/202 6	APPLICATION DATE (MM/DD/YY) Click or tap here to enter text. 04/28/2025
FEDERAL TAX ID NUMBER Click or tap here to enter text. 05-0733792	FIRST YEAR OF CONTINUATION Click or tap here to enter text. Continuation (5th year)
SAM EXPIRATION DATE (ANNUAL RENEWAL REQUIRED) Click or tap here to enter text. 09/03/20 2 5	UNIQUE ENTITY ID (SEE SAM.GOV) Click or tap here to enter text. L95GBBCJA4J5
FOR NDE USE ONLY IDEA PART C _____ RESTRICTED	INDIRECT COST RATE <i>Approved by your cognizant agency</i> N A Click or tap here to enter text.

Dr. Summer E. Stephens

SIGNATURE OF AUTHORIZED AGENCY OFFICIAL

Jul 1, 2025

DATE

Renee Engel

SIGNATURE OF PROJECT DIRECTOR

Jun 23, 2025

DATE



EMAIL TO:
nde.spedmail@nebraska.gov

district package revised 5/25 v5

**NEBRASKA DEPARTMENT OF EDUCATION
OFFICE OF SPECIAL EDUCATION**



Journey to Inclusion – Promoting Engagement and Knowledge Grant

PROJECT TITLE Click or tap here to enter text. Journey to Inclusion	PRIMARY CONTACT & EMAIL Click or tap here to enter text. Cassie Blase(cblase@gips.org)
--	---

Title.

Journey to Inclusion Grant Application

Districts Requesting Direct Funding

*Note: If you are unable to finish the application in one session, please return to this survey using the same web browser that you began the survey with to continue where you left off. You may either leave the tab open, or copy the URL to save and complete at another time.

Q0.

NAME & TITLE OF AGENCY ADMINISTRATOR	Dr. Summer Stephens & Renee' Engel
NAME & TITLE OF PROJECT DIRECTOR	Dr. Summer Stephens & Renee' Engel
NAME OF AGENCY	Hall County School District 2
ADDRESS (INCLUDE STREET, CITY & ZIP CODE)	123 South Webb Rd Grand Island, NE 68802-4904
COUNTY NAME & NUMBER	Hall County 40-0002-000
TELEPHONE NUMBER (INCLUDE AREA CODE)	PHONE: 308-385-5900, ext. 201189 FAX: 308-385-579
ADMINISTRATOR'S EMAIL ADDRESS	sstephens@gips.org & reengel@gips.org
TITLE OF PROJECT	Journey to Inclusion Grant
TOTAL AMOUNT REQUESTED	70,490
PROPOSED PROJECT DURATION	08/01/2025 TO 07/31/2026
APPLICATION DATE (MM/DD/YY)	Continuation
PROPOSED FUNDING DURATION	08/01/2025 TO 07/31/2026
FEDERAL TAX ID NUMBER	05-0733792
SAM EXPIRATION DATE (Annual renewal required)	L95GBBCJA4J5
UNIQUE ENTITY ID/SAM	10-060-2622

Q1. I. TIP Review

Grant activities must be used to address needs identified through districts' [Targeted Improvement Plans \(TIPs\)](#) and in support of [Inclusive Education](#). Below, please include information from the district or consorted districts' TIPs to inform the proposed use of grant funding.

Q2. District special education determination

*Note: The district's special education determination can be found on the ILCD portal.

Q3. General Focus for Improvement

Improve Reading

▼

Q4. Specific Measurable Goals with Annual Targets

By May 2026, the achievement gap in reading will close to within five percentage points between the average proficiency score for GIPS students in special education & the state average for students in special education as measured on Nebraska Student-Centered Assessment System (NSCAS) English Language Arts (ELA). For the 2022-23 school year, GIPS students in special education assessed on NSCAS ELA, for grades 3-8, averaged 12% proficiency while the state's average was 27%. For the 2023-2024 school year, students in special education in GIPS averaged 14% proficiency, growing by 2%. Projected growth: 2024-2025: 18% proficiency (NSCAS ELA) 2025-2026: 21% proficiency (NSCAS ELA) 2026-2027: 25% proficiency (NSCAS ELA)

Q5. Student-Centered Evidence-Based Practice

*Note: The Evidence-Based Practice selected on this application must match the Evidence-Based Practice on the district's TIP report.

- ☐ Using explicit instruction
- ☐ Using flexible grouping
- ☐ Using strategies to promote active student engagement
- ☒ Providing positive and instructive feedback to guide students' learning and behavior

Q6. II. Inclusive Education Needs Assessment

As a district team, indicate the stage of implementation for each item below using the following scale:

Exploring: The district is considering the shifts in systems and structures that are needed to create this condition for Inclusive Education

Implementing: The district has established the mindsets and are beginning to shift systems and structures to create this condition for Inclusive Education.

Refining: The district has started to see some instructional shifts related to this condition for Inclusive Education and is working to refine their implementation efforts.

Q7. Collaboration

	Exploring	Implementing	Refining
General and Special Education teachers have a common prep time, meet weekly, and co-plan all lessons.	☐	☒	☐
General and Special Education teachers have clear expectations and use common protocols for co-planning.	☒	☐	☐
There are opportunities to provide feedback on collaborative structures and practices used during collaboration.	☐	☒	☐

Q8. Decision Making

	Exploring	Implementing	Refining
IEP goals are rigorous and aligned to grade-level standards and reflect present levels of performance. Meaningful measures of progress are included, and it is evident that services are determined on an individual basis.	☐	☐	☒
Team members regularly consider multiple data points to make instructional decisions for students.	☐	☐	☒
Team members value and center perspectives from all members of the learning community in decision making.	☐	☐	☒

Q9. Continuous Improvement

	Exploring	Implementing	Refining
Professional learning experiences are aligned with strategic plans and improvement efforts.	☐	☐	☒
General and special education teachers receive job-embedded training together at least 4 times a year.	☐	☒	☐
Professional learning communities (PLCs) or a similar structure is established and utilized in the school.	☐	☐	☒

Q10. Total Number of Items Rated as “Implementing” or “Refining”

8

Q11. What is your district’s stage of Inclusive Education Implementation?

- ☐ Exploring (less than 6 items rated as “implementing” or “refining”)
- ☒ Implementing (between 6-8 items rated as “implementing” or “refining”)
- ☐ Refining (All 9 items rated as “implementing” or “refining”)

Q12. III. Grant Activities

Grant funds must be used to address needs identified through districts’ TIPs in support of Inclusive Education.

Considering your district’s general focus area and specific annual goals, select the allowable activities below for which funds are being requested (select all that apply):

Q13. Exploring

These districts are considering the shifts in systems and structures that are needed to create the conditions for Inclusive Education.

This question was not displayed to the respondent.

Q14. Implementing

These districts have established the mindsets and are beginning to shift systems and structures that create the conditions for Inclusive Education.

- ☐ Engage in an Inclusive Education pilot (small scale implementation in select schools or classrooms to collect data and establish proof points to inform large scale implementation efforts).
- ☐ Hire substitute teachers to cover classes while teachers observe model inclusive classrooms
- ☒ **Professional learning related to:** Supporting the conditions for inclusive education.
- ☒ **Professional learning related to:** Inclusive instructional practices
- ☐ **Professional learning related to:** The implementation of NeMTSS
- ☒ Coaching for leaders on implementation efforts
- ☒ Purchase evidence-based special education intervention materials (please specify):
- ☐ Other activities as outlined in the [Equity for All Learners Guide](#) (please specify):

Q15. Refining

These districts have started to see some instructional shifts related to Inclusive Education and are working to codify their implementation efforts.

This question was not displayed to the respondent.

Q16. Please describe below how the activity(ies) selected will support the implementation of the district's TIP:

The GIPS TIP centers around improving reading for students with disabilities. The activities selected support the TIP by ensuring both special educators and general educators have the system, tools, and knowledge to collaborate and intentionally plan for each individual student. Professional learning centered around inclusive conditions for learning and practices ensures appropriate support for students throughout all settings. These sessions cover a range of topics such as creating inclusive classroom environments, high-quality instruction, PLCs, and implementing evidence-based reading interventions for students with disabilities.. The activities selected for the GIPS Targeted Improvement Plan work synergistically to empower educators with the knowledge, skills, and resources necessary to create inclusive reading environments where students with disabilities can thrive.

Q17. IV. Grant Activity Evaluation

Grant activities must demonstrate that they are contributing to the implementation of Inclusive Education in service of improved outcomes for students with disabilities.

Q18. Please indicate below which data sources will be collected and included in an annual report to the NDE:

- ☒ Professional learning survey data
- ☐ Inclusive practices checklist
- ☒ Student achievement data (e.g. NSCAS, universal screening, district assessment, etc)
- ☐ Teacher efficacy data
- ☐ Classroom observations

☐ Other (please specify):

Budget Form. VII: Budget Form (Discretionary Funds)

Please fill out the dollar amounts in the form fields below, then upload the necessary corresponding itemized lists.

Salaries (FTE): List each staff member name, salary, FTE and project related job description on attachment.

*Note: Journey to Inclusion grant funds may not be upset to supplant existing positions (e.g. special education directors).

40,775.28

Employee Benefits

0

Purchased Services: List itemized services to be purchased on attachment.

0

Supplies and Materials: List itemized supplies and materials to be purchased on attachment.

4,178.72

Capital Outlay
(Not Applicable with PEaK Funds)

0

Other Expenses: List itemized expenses(s) on attachment.

25,536

TOTAL OF 100 THROUGH 600

70,490

INDIRECT COST

0

TOTAL COST OF PROJECT

70,490

Q26. Purchased Services Itemized List Upload

*Note: Most file types are accepted (e.g., PDF, docx, xlsx, etc.)

*Note: If you do not plan on using funds in this area, please attach a document that affirms "There are no funds being requested in this area."

[Purchased Services.pdf](#)

15.1KB

application/pdf

Q27. Supplies and Materials Itemized List Upload

*Note: Most file types are accepted (e.g., PDF, docx, xlsx, etc.)

*Note: If you do not plan on using funds in this area, please attach a document that affirms "There are no funds being requested in this area."

[Supplies and Materials.pdf](#)

15.5KB

application/pdf

Q28. Salaries Itemized List Upload

*Note: Most file types are accepted (e.g., PDF, docx, xlsx, etc.)

*Note: If you do not plan on using funds in this area, please attach a document that affirms "There are no funds being requested in this area."

[Salaries Itemized.pdf](#)

83.5KB

application/pdf

Q29. Other Expenses Itemized List Upload

*Note: Most file types are accepted (e.g., PDF, docx, xlsx, etc.)

[Other Expenses.pdf](#)

69.2KB

application/pdf

Q19. V. Grant Assurances

Please use the space below to indicate your acknowledgement of the following grant assurances:

- ☒ Budget realignment must be based upon anticipated needs and may not exceed the previous year grant allocation.
- ☒ The Inclusive Education Grant funding is supplemental to, and shall not supplant or duplicate, any other funding source(s).
- ☒ Districts who participate in a consortium supported by an ESU must maintain involvement in that consortium for the duration of the project.
- ☒ Upon review, NDE may choose to reallocate funding if it is determined that the grantee is not meeting the assurances and expectations defined within the project.
- ☒ These projects are funded with IDEA discretionary dollars for the specific purpose identified.
- ☒ The multi-year project support will be contingent upon availability of funds.

Q20. Signature of Authorized Agency Official


clear

Q21. Date (mm/dd/yyyy)

04/24/2025

Q25.

End of Application

By clicking the next page button, your responses to the survey will be recorded and you will be unable to return to the survey and change your answers.

Location Data

Location: [\(40.9286, -98.3873\)](#)

Source: GeoIP Estimation



GRAND ISLAND PUBLIC SCHOOLS JOB DESCRIPTION

Position Title: Special Education Supervisor
Job ID #: 21420
Reports To: Director of Special Education
FLSA Status: Salaried Exempt
Contract-Type: Certified Administrative, 260 day
Salary Schedule: GICSA



Position Purpose: The Special Education Supervisor is responsible for oversight, planning, supervision and direction of Special Education staff to ensure appropriate delivery of special education services to students on Individualized Education Plans.

Desired Characteristics:

- Excellent written, oral and presentation skills required.
- Excellent interpersonal skills, ability to establish trust and rapport with students, parents, teachers and administrators.
- Excellent communicator and relationship building skills
- Thinks critically
- Ability to make sound and timely decisions
- Effective leadership skills
- Ability to problem solve



Job Responsibilities:

- Supervise and administer special education programs for students on IEP's.
- Supervises and participates as necessary, in eligibility and IEP meetings with staff and parents.
- Interprets state and federal regulations governing special education and ensures compliance in assigned special education functional areas.
- Assists in development, revision and implementation of special education programs.
- Provides input into the selection and implementation of special education resources.
- Visits schools/classrooms and performs observations of staff, providing feedback for professional growth.
- Assists teachers in the improvement of instructional performance.
- Serves as a resource to staff and administrators, providing information and/or resources to meet the needs of special education students.
- Administers performance evaluations on non-tenured certified staff.
- Evaluates effectiveness of instructional methods and programs and recommends revisions and improvements as necessary.
- Assists principals with the interviewing and selection of special education staff.
- Assists with and supports professional development programs for special education staff.
- Coordinates meetings as required with staff and/or parents.

Additional Job Responsibilities:

- Other duties as assigned by the supervisor.

- Serve as a role model to all students.
- Serve as a positive member of the community in a way that does not negatively affect the District's reputation or image in the community.
- Refrain from engaging in conduct that interferes with the operations of the District, including the education of students.
- Develop and maintain a positive and professional working relationship with other staff and administration.
- Adhere to all District policies, rules, regulations, and supervisory directives.
- Maintain confidentiality of information concerning staff, students, and parents in accordance with law and District rules.
- Adhere to the code of ethics of the District and the Nebraska Department of Education (NDE Rule 27).



Position Requirements:

- Bachelor's Degree in Education, with endorsements from the Nebraska Department of Education in Special Education; Masters Degree in Educational Leadership (or related field) with endorsement in administration/supervision.
- Prefer three years or more of successful special education teaching experience.

Essential Functions: The essential functions of the position include (1) regular, dependable in-person attendance on the job; (2) the ability to perform the identified responsibilities and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and (3) the ability to perform the following physical requirements in the identified working conditions:

	Never (0%)	Occasional (1-32%)	Frequent (33-66%)	Constant (67%+)
Standing			X	
Walking			X	
Sitting			X	
Bending/Stooping/Squatting		X		
Reaching/Pushing/Pulling		X		
Climbing		X		
Driving			X	
Typing			X	
Physical Tasks		X		
Lifting (25 lb max)		X		
Carrying (50 ft)		X		
Manual/Finger Dexterity Tasks	medium level			

Working Conditions

No exposure to hazards except those associated with travel between or being in schools.

Grand Island Public Schools do not discriminate on the basis of race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry, or any legally protected status in any of its employment practices, educational programs, services or activities. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

This job description is intended to accurately reflect the duties, responsibilities and requirements of the position. It is not intended to be and should not be construed as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position. Management and administration reserves the right to modify, add, or remove duties and assign other duties as necessary.

25-26 PEAK Additional Information

1.

Professional Learning	Frequency/Duration	By Who
DI Training	2 days, 6.5 hrs each	Special Education Supervisor team and SE Reading coaches
ELEM Stipend for PL- 43 Teachers	4 times a year, 1 hour each	Special Education Supervisor team
SEC Stipend for PL - 59 Teachers	4 times a year, 1 hr each	Special Education Supervisor team
PLC Facilitator Training- 10 Members	6 times a year, 1 hr each	Special Education Supervisor team
Support for new teachers/those that need support- 15 Members	5 times a year, 1 hr each	Special Education Supervisor team
Secondary Co-Teaching Training	1 time, 5 hrs	Special Education Supervisor team

Roles and responsibilities attached on separate PD (attaching supervisor role and responsibility that has PD mentioned)

- The following statement: "Having teachers observe model classrooms allows GIPS to elevate beginning practices and is relevant and applicable to other educators. The activities selected for the GIPS Targeted Improvement Plan work synergistically to empower educators with the knowledge, skills, and resources necessary to create inclusive reading environments where students with disabilities can thrive." was an error in the narrative. Due to the inability to secure consistent substitute teachers for this process to occur, GIPS will not be utilizing that strategy for the 25-26 school year.

PROGRESS REPORT

The Nebraska Department of Education (NDE) Special Education Office requires, at minimum, semiannual reports on all projects. NDE reserves the right to request/require more reports during a grant cycle. The purpose of this report is to provide information concerning the project accomplishments to date by documenting progress in meeting each of the project's goals and objectives. Failure by project representative to provide required reports may delay payments and jeopardize future funding.

Please include the assigned project number on all future reports & correspondence.

PROJECT TITLE & NUMBER Journey to Inclusion Grant 2 6-6 41815-10400002P	ALLOCATION AMOUNT \$70,490.00 Click here to enter text.
AGENCY Hall County School District 2 (40-0002-000)	PRIMARY CONTACT Ren ee Engel Click here to enter text.
TELEPHONE Click or tap here to enter text.	EMAIL rengel@gips.org Click here to enter text.

REPORT INSTRUCTIONS

1. List approved project goals/objectives, and related activities. Report on progress toward meeting the goals/objectives and implementing activities during this project period.
2. Report project accomplishments during the period as specified in project proposal in relation to the intended outcomes for each goal and objective. Include evaluation results supporting progress toward each goal and objective. Summary information may be attached; Please do not include extraneous documents.

SUBMISSION

Submit progress reports to nde.spedmail@nebraska.gov, as well as your SPED Project Contact by the due dates listed below. If you have questions, please contact the Office of Special Education at nde.spedmail@nebraska.gov or your SPED project representative.

REPORTING SCHEDULE

Project Period:						
	Project Start Date	1 st Reporting Period	1 st Report Due	2 nd Reporting Period	2 nd Report Due	Final Fiscal Expenditures Report Due
	January	1/1 to 6/30	7/31	7/1 to 12/31	1/31	2/15
	February	2/1 to 7/31	8/31	8/1 to 1/31	2/28	3/15
	March	3/1 to 8/31	9/30	9/1 to 2/28	3/31	4/15
	April	4/1 to 9/30	10/31	10/1 to 3/31	4/30	5/15
	May	5/1 to 10/31	11/30	11/1 to 4/30	5/31	6/15
	June	6/1 to 11/30	12/31	12/1 to 5/31	6/30	7/15
	July	7/1 to 12/31	1/31	1/1 to 6/30	7/31	8/15
☒	August	8/1 to 1/31	2/28	2/1 to 7/31	8/31	9/15
	September	9/1 to 2/28	3/31	3/1 to 8/31	9/30	10/15
	October	10/1 to 3/31	4/30	4/1 to 9/30	10/31	11/15
	November	11/1 to 4/30	5/31	5/1 to 10/31	11/30	12/15
	December	12/1 to 5/31	6/30	6/1 to 11/30	12/31	1/15

Purchases cannot be made prior to start date or after end date. All obligations should be liquidated within 45 days after ending date of GAN; final narrative report should be submitted to Office of Special Education no later than 30 days after the end date of the GAN.

* Final Fiscal Expenditures Report Due 45 Days From End of Project Duration

* Fiscal Request for Funds with appropriate supporting documentation may be submitted as needed.
<https://www.education.ne.gov/fos/Forms/NDE28003.pdf>

The Individuals with Disabilities Education Act (IDEA) – Special Education Act and The Early Intervention Act - Grant Assurances

I certify and assure, as an authorized school district official, that:

1. The district will comply with all of the federal requirements of the Individuals with Disabilities Education Act (IDEA), the Education Department General Administration Regulations (EDGAR), and the General Education Provisions Act (GEPA), and all of the State requirements of the Special Education Act and the Early Intervention Act including the NDE Regulations and Standards for Special Education Programs, 92 NAC 51 and 92 NAC 52.
2. Any noncompliance in the district's special education program identified through audits or monitoring will be corrected as soon as possible but in no case more than one year from the date the district is notified of the noncompliance;
 - a. If, through the audit process, a finding is made regarding inappropriate use or misapplication of IDEA funds, the district will remit repayment of funds equal to the amount of such finding using non federal funds and in no case may federal funds be used to refund the amount found to be misspent or misapplied;
3. The district will ensure that every employee paid with IDEA funds will document time-and-effort for compensation of personal services as required in 2 CFR Part 200.430 or under Nebraska's Substitute Reporting System as described in the NDE State and Federal Grant Management Guidance (<http://www.education.ne.gov/gms2/index.html>)
4. The district agrees to review and follow the content of Appendix D in the NDE State and Federal Grant Management Guidance (<http://www.education.ne.gov/gms2/index.html>) regarding the purchase of food with IDEA funds. There will be a high level of scrutiny on these types of purchases.
5. The total costs (according to the provisions of IDEA, the Special Education Act and the Early Intervention Act) reflected in the school district budget document which includes anticipated expenditures for children with disabilities (birth through the school year in which the student reaches 21 years of age) is approved by the School District Board of Education and is hereby submitted to NDE;
6. The district participates in a regional plan of services for children with disabilities below age five in accordance with 92 NAC 51 and 92 NAC 52.
7. A full educational opportunity exists for every child with a disability, birth through the school year in which the student reaches age 21, and that children with disabilities and their parents or guardians are afforded the procedural safeguards identified in the Individuals with Disabilities Education Act, the Special Education Act and the Early Intervention Act; (34 CFR Part 300.109 and 300.121)
8. If the district utilizes seclusion or restraint techniques for children with disabilities, district staff are trained in the district's policies, procedures and practices regarding such techniques prior to implementation; (NDE Rule 10-011.01E)
9. Participation of students with disabilities in the appropriate statewide tests, using the Nebraska "IEP Decision Making Guidelines for NeSA Assessments", including the provision of accommodations as indicated on the student's IEP.
10. Services provided to Medicaid eligible students which are reimbursed through Medicaid will

not be claimed for reimbursement from IDEA funds.

11. Least Restrictive Environment (LRE)-To the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are educated with children who are nondisabled; and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only if the nature or severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.

Assurances to the SEA that the LEA meets each of the conditions in §300.201 through 300.213.

(Authority: 20 U.S.C. 1413(a))

§300.201 Consistency with State policies.

The LEA, in providing for the education of children with disabilities within its jurisdiction, must have in effect policies, procedures, and programs that are consistent with the State policies and procedures established under §300.101 through 300.163, and §300.165 through 300.174.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(1))

§300.202 Use of amounts.

- (a) *General.* Amounts provided to the LEA under Part B of the Act—
 - (1) Must be expended in accordance with the applicable provisions of this part;
 - (2) Must be used only to pay the excess costs of providing special education and related services to children with disabilities, consistent with paragraph (b) of this section; and
 - (3) Must be used to supplement State, local, and other Federal funds and not to supplant those funds.
- (b) *Excess cost requirement—*(1) *General.* (i) The excess cost requirement prevents an LEA from using funds provided under Part B of the Act to pay for all of the costs directly attributable to the education of a child with a disability, subject to paragraph (b)(1)(ii) of this section.
 - (ii) The excess cost requirement does not prevent an LEA from using Part B funds to pay for all of the costs directly attributable to the education of a child with a disability in any of the ages 3, 4, 5, 18, 19, 20, or 21, if no local or State funds are available for nondisabled children of these ages. However, the LEA must comply with the nonsupplanting and other requirements of this part in providing the education and services for these children.
- (2)(i) An LEA meets the excess cost requirement if it has spent at least a minimum average amount for the education of its children with disabilities before funds under Part B of the Act are used.
- (ii) The amount described in paragraph (b)(2)(i) of this section is determined in accordance with the definition of excess costs in §300.16. That amount may not include capital outlay or debt service.

- (3) If two or more LEAs jointly establish eligibility in accordance with §300.223, the minimum average amount is the average of the combined minimum average amounts determined in accordance with the definition of excess costs in §300.16 in those agencies for elementary or secondary school students, as the case may be.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(2)(A))

§300.203 Maintenance of effort.

- (a) *Eligibility standard.* (1) For purposes of establishing the LEA's eligibility for an award for a fiscal year, the SEA must determine that the LEA budgets, for the education of children with disabilities, at least the same amount, from at least one of the following sources, as the LEA spent for that purpose from the same source for the most recent fiscal year for which information is available:
 - (i) Local funds only;
 - (ii) The combination of State and local funds;
 - (iii) Local funds only on a per capita basis; or
 - (iv) The combination of State and local funds on a per capita basis.
- (2) When determining the amount of funds that the LEA must budget to meet the requirement in paragraph (a)(1) of this section, the LEA may take into consideration, to the extent the information is available, the exceptions and adjustment provided in §§300.204 and 300.205 that the LEA:
 - (i) Took in the intervening year or years between the most recent fiscal year for which information is available and the fiscal year for which the LEA is budgeting; and
 - (ii) Reasonably expects to take in the fiscal year for which the LEA is budgeting.
- (3) Expenditures made from funds provided by the Federal government for which the SEA is required to account to the Federal government or for which the LEA is required to account to the Federal government directly or through the SEA may not be considered in determining whether an LEA meets the standard in paragraph (a)(1) of this section.
- (b) *Compliance standard.* (1) Except as provided in §300.204 and 300.205, funds provided to an LEA under Part B of the Act must not be used to reduce the level of expenditures for the education of children with disabilities made by the LEA from local funds below the level of those expenditures for the preceding fiscal year.
- (2) An LEA meets this standard if it does not reduce the level of expenditures for the education of children with disabilities made by the LEA from at least one of the following sources below the level of those expenditures from the same source for the preceding fiscal year, except as provided in §300.204 and 300.205:
 - (i) Local funds only;
 - (ii) The combination of State and local funds;
 - (iii) Local funds only on a per capita basis; or
 - (iv) The combination of State and local funds on a per capita basis.
- (3) Expenditures made from funds provided by the Federal government for which the SEA is required to account to the Federal government or for which the LEA is required to account to the Federal government directly or through the SEA may not be considered in

determining whether an LEA meets the standard in paragraphs (b)(1) and (2) of this section.

- (c) *Subsequent years.* (1) If, in the fiscal year beginning on July 1, 2013 or July 1, 2014, an LEA fails to meet the requirements of §300.203 in effect at that time, the level of expenditures required of the LEA for the fiscal year subsequent to the year of the failure is the amount that would have been required in the absence of that failure, not the LEA's reduced level of expenditures.
- (2) If, in any fiscal year beginning on or after July 1, 2015, an LEA fails to meet the requirement of paragraph (b)(2)(i) or (iii) of this section and the LEA is relying on local funds only, or local funds only on a per capita basis, to meet the requirements of paragraph (a) or (b) of this section, the level of expenditures required of the LEA for the fiscal year subsequent to the year of the failure is the amount that would have been required under paragraph (b)(2)(i) or (iii) in the absence of that failure, not the LEA's reduced level of expenditures.
- (3) If, in any fiscal year beginning on or after July 1, 2015, an LEA fails to meet the requirement of paragraph (b)(2)(ii) or (iv) of this section and the LEA is relying on the combination of State and local funds, or the combination of State and local funds on a per capita basis, to meet the requirements of paragraph (a) or (b) of this section, the level of expenditures required of the LEA for the fiscal year subsequent to the year of the failure is the amount that would have been required under paragraph (b)(2)(ii) or (iv) in the absence of that failure, not the LEA's reduced level of expenditures.
- (d) *Consequence of failure to maintain effort.* If an LEA fails to maintain its level of expenditures for the education of children with disabilities in accordance with paragraph (b) of this section, the SEA is liable in a recovery action under section 452 of the General Education Provisions Act (20 U.S.C. 1234a) to return to the Department, using non-Federal funds, an amount equal to the amount by which the LEA failed to maintain its level of expenditures in accordance with paragraph (b) of this section in that fiscal year, or the amount of the LEA's Part B subgrant in that fiscal year, whichever is lower.

(Approved by the Office of Management and Budget under control number 1820-0600)

(Authority: 20 U.S.C. 1413(a)(2)(A), Pub. L. 113-76, 128 Stat. 5, 394 (2014), Pub. L. 113-235, 128 Stat. 2130, 2499 (2014))

[80 FR 23666, Apr. 28, 2015]

§300.204 Exception to maintenance of effort.

Notwithstanding the restriction in §300.203(b), an LEA may reduce the level of expenditures by the LEA under Part B of the Act below the level of those expenditures for the preceding fiscal year if the reduction is attributable to any of the following:

- (a) The voluntary departure, by retirement or otherwise, or departure for just cause, of special education or related services personnel.
- (b) A decrease in the enrollment of children with disabilities.
- (c) The termination of the obligation of the agency, consistent with this part, to provide a program of special education to a particular child with a disability that is an exceptionally costly program, as determined by the SEA, because the child—
 - (1) Has left the jurisdiction of the agency;

- (2) Has reached the age at which the obligation of the agency to provide FAPE to the child has terminated; or
 - (3) No longer needs the program of special education.
 - (d) The termination of costly expenditures for long-term purchases, such as the acquisition of equipment or the construction of school facilities.
 - (e) The assumption of cost by the high cost fund operated by the SEA under §300.704(c).
- (Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(2)(B))
- [71 FR 46753, Aug. 14, 2006, as amended at 80 FR 23667, Apr. 28, 2015]

§300.205 Adjustment to local fiscal efforts in certain fiscal years.

- (a) *Amounts in excess.* Notwithstanding §300.202(a)(2) and (b) and §300.203(b), and except as provided in paragraph (d) of this section and §300.230(e)(2), for any fiscal year for which the allocation received by an LEA under §300.705 exceeds the amount the LEA received for the previous fiscal year, the LEA may reduce the level of expenditures otherwise required by §300.203(b) by not more than 50 percent of the amount of that excess.
- (b) *Use of amounts to carry out activities under ESEA.* If an LEA exercises the authority under paragraph (a) of this section, the LEA must use an amount of local funds equal to the reduction in expenditures under paragraph (a) of this section to carry out activities that could be supported with funds under the ESEA regardless of whether the LEA is using funds under the ESEA for those activities.
- (c) *State prohibition.* Notwithstanding paragraph (a) of this section, if an SEA determines that an LEA is unable to establish and maintain programs of FAPE that meet the requirements of section 613(a) of the Act and this part or the SEA has taken action against the LEA under section 616 of the Act and subpart F of these regulations, the SEA must prohibit the LEA from reducing the level of expenditures under paragraph (a) of this section for that fiscal year.
- (d) *Special rule.* The amount of funds expended by an LEA for early intervening services under §300.226 shall count toward the maximum amount of expenditures that the LEA may reduce under paragraph (a) of this section.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(2)(C))

[71 FR 46753, Aug. 14, 2006, as amended at 80 FR 23667, Apr. 28, 2015]

§300.206 Schoolwide programs under title I of the ESEA.

- (a) *General.* Notwithstanding the provisions of §300.202 and 300.203 or any other provision of Part B of the Act, an LEA may use funds received under Part B of the Act for any fiscal year to carry out a schoolwide program under section 1114 of the ESEA, except that the amount used in any schoolwide program may not exceed—
 - (1)(i) The amount received by the LEA under Part B of the Act for that fiscal year; divided by
 - (ii) The number of children with disabilities in the jurisdiction of the LEA; and multiplied by
 - (2) The number of children with disabilities participating in the schoolwide program.

- (b) *Funding conditions.* The funds described in paragraph (a) of this section are subject to the following conditions:
 - (1) The funds must be considered as Federal Part B funds for purposes of the calculations required by §300.202(a)(2) and (a)(3).
 - (2) The funds may be used without regard to the requirements of §300.202(a)(1).
 - (c) *Meeting other Part B requirements.* Except as provided in paragraph (b) of this section, all other requirements of Part B of the Act must be met by an LEA using Part B funds in accordance with paragraph (a) of this section, including ensuring that children with disabilities in schoolwide program schools—
 - (1) Receive services in accordance with a properly developed IEP; and
 - (2) Are afforded all of the rights and services guaranteed to children with disabilities under the Act.

(Approved by the Office of Management and Budget under control number 1820-0600)
 (Authority: 20 U.S.C. 1413(a)(2)(D))

§300.207 Personnel development.

The LEA must ensure that all personnel necessary to carry out Part B of the Act are appropriately and adequately prepared, subject to the requirements of §300.156 (related to personnel qualifications) and section 2102(b) of the ESEA.

(Approved by the Office of Management and Budget under control number 1820-0600) (Authority: 20 U.S.C. 1413(a)(3))

[71 FR 46753, Aug. 14, 2006, as amended at 82 FR 29761, June 30, 2017]

§300.208 Permissive use of funds.

- (a) *Uses.* Notwithstanding §300.202, 300.203(b), and 300.162(b), funds provided to an LEA under Part B of the Act may be used for the following activities:
 - (1) *Services and aids that also benefit nondisabled children.* For the costs of special education and related services, and supplementary aids and services, provided in a regular class or other education-related setting to a child with a disability in accordance with the IEP of the child, even if one or more nondisabled children benefit from these services.
 - (2) *Early intervening services.* To develop and implement coordinated, early intervening educational services in accordance with §300.226.
 - (3) *High cost special education and related services.* To establish and implement cost or risk sharing funds, consortia, or cooperatives for the LEA itself, or for LEAs working in a consortium of which the LEA is a part, to pay for high cost special education and related services.
- (b) *Administrative case management.* An LEA may use funds received under Part B of the Act to purchase appropriate technology for recordkeeping, data collection, and related case management activities of teachers and related services personnel providing services described in the IEP of children with disabilities, that is needed for the implementation of those case management activities.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(4))

[71 FR 46753, Aug. 14, 2006, as amended at 80 FR 23667, Apr. 28, 2015]

§300.210 Purchase of instructional materials.

- (a) *General.* Not later than December 3, 2006, an LEA that chooses to coordinate with the National Instructional Materials Access Center (NIMAC), when purchasing print instructional materials, must acquire those instructional materials in the same manner, and subject to the same conditions as an SEA under §300.172.
- (b) *Rights of LEA.* (1) Nothing in this section shall be construed to require an LEA to coordinate with the NIMAC.
- (2) If an LEA chooses not to coordinate with the NIMAC, the LEA must provide an assurance to the SEA that the LEA will provide instructional materials to blind persons or other persons with print disabilities in a timely manner.
- (3) Nothing in this section relieves an LEA of its responsibility to ensure that children with disabilities who need instructional materials in accessible formats but are not included under the definition of blind or other persons with print disabilities in §300.172(e)(1)(i) or who need materials that cannot be produced from NIMAS files, receive those instructional materials in a timely manner.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(6))

§300.211 Information for SEA.

The LEA must provide the SEA with information necessary to enable the SEA to carry out its duties under Part B of the Act, including, with respect to §300.157 and 300.160, information relating to the performance of children with disabilities participating in programs carried out under Part B of the Act.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(7))

§300.212 Public information.

The LEA must make available to parents of children with disabilities and to the general public all documents relating to the eligibility of the agency under Part B of the Act. (Approved by the Office of Management and Budget under control number 1820-0600)

(Authority: 20 U.S.C. 1413(a)(8))

§300.213 Records regarding migratory children with disabilities.

The LEA must cooperate in the Secretary's efforts under section 1308 of the ESEA to ensure the linkage of records pertaining to migratory children with disabilities for the purpose of electronically exchanging, among the States, health and educational information regarding those children.

(Approved by the Office of Management and Budget under control number 1820-0600)
(Authority: 20 U.S.C. 1413(a)(9))

§ 300.646 Disproportionality.

- (a) **General.** Each State that receives assistance under Part B of the Act, and the Secretary of the Interior, must provide for the collection and examination of data to determine if significant disproportionality based on race and ethnicity is occurring in the State and the LEAs of the State with respect to -
 - (1) The identification of children as children with disabilities, including the identification of children as children with disabilities in accordance with a particular impairment described in section 602(3) of the Act;
 - (2) The placement in particular educational settings of these children; and
 - (3) The incidence, duration, and type of disciplinary removals from placement, including suspensions and expulsions.
- (b) **Methodology.** The State must apply the methods in § 300.647 to determine if significant disproportionality based on race and ethnicity is occurring in the State and the LEAs of the State under paragraph (a) of this section.
- (c) **Review and revision of policies, practices, and procedures.** In the case of a determination of significant disproportionality with respect to the identification of children as children with disabilities or the placement in particular educational settings, including disciplinary removals of such children, in accordance with paragraphs (a) and (b) of this section, the State or the Secretary of the Interior must -
 - (1) Provide for the annual review and, if appropriate, revision of the policies, practices, and procedures used in identification or placement in particular education settings, including disciplinary removals, to ensure that the policies, practices, and procedures comply with the requirements of the Act.
 - (2) Require the LEA to publicly report on the revision of policies, practices, and procedures described under paragraph (c)(1) of this section consistent with the requirements of the Family Educational Rights and Privacy Act, its implementing regulations in 34 CFR part 99, and Section 618(b)(1) of the Act.
- (d) **Comprehensive coordinated early intervening services.** Except as provided in paragraph (e) of this section, the State or the Secretary of the Interior shall require any LEA identified under paragraphs (a) and (b) of this section to reserve the maximum amount of funds under section 613(f) of the Act to provide comprehensive coordinated early intervening services to address factors contributing to the significant disproportionality.
 - (1) In implementing comprehensive coordinated early intervening services an LEA -
 - (i) May carry out activities that include professional development and educational and behavioral evaluations, services, and supports.
 - (ii) Must identify and address the factors contributing to the significant disproportionality, which may include, among other identified factors, a lack of access to scientifically based instruction; economic, cultural, or linguistic barriers to appropriate identification or placement in particular educational settings; inappropriate use of disciplinary removals; lack of access to appropriate diagnostic screenings; differences in academic achievement levels; and policies, practices, or procedures that contribute to the significant

disproportionality.

- (iii) Must address a policy, practice, or procedure it identifies as contributing to the significant disproportionality, including a policy, practice or procedure that results in a failure to identify, or the inappropriate identification of, a racial or ethnic group (or groups).
- (2) An LEA may use funds reserved for comprehensive coordinated early intervening services to serve children from age 3 through grade 12, particularly, but not exclusively, children in those groups that were significantly overidentified under paragraph (a) or (b) of this section, including -
 - (i) Children who are not currently identified as needing special education or related services but who need additional academic and behavioral support to succeed in a general education environment; and
 - (ii) Children with disabilities.
- (3) An LEA may not limit the provision of comprehensive coordinated early intervening services under this paragraph to children with disabilities.
- (e) **Exception to comprehensive coordinated early intervening services.** The State or the Secretary of the Interior shall not require any LEA that serves only children with disabilities identified under paragraphs (a) and (b) of this section to reserve funds to provide comprehensive coordinated early intervening services.
- (f) **Rule of construction.** Nothing in this section authorizes a State or an LEA to develop or implement policies, practices, or procedures that result in actions that violate the requirements of this part, including requirements related to child find and ensuring that a free appropriate public education is available to all eligible children with disabilities.

(Authority: 20 U.S.C. 1413(f); 20 U.S.C. 1418(d))

[81 FR 92463, Dec. 19, 2016]

34 CFR Part 300.718 Accessibility Standards for Facilities

Any construction of new facilities, or alterations of existing facilities, complies with the requirements of the "Americans with Disabilities Accessibility Standards for Buildings and Facilities" (Appendix A, to Part 36 of Title 28, Code of Federal Regulations) or the "Uniform Federal Accessibility Standards" (Appendix A of subpart 101-19.6 of Title 41, Code of Federal Regulations).

Minor Building Modifications:

The school district assures the Nebraska Department of Education that the modifications described in this application will be completed with consultation from NE ATP and will be consistent with the following requirements listed above in 34 CFR, 300.718

INVOLVEMENT OF AND CONSULTATION WITH LILLY BLASE (NDE VOC REHAB) IS REQUIRED.

CONTACT LILLY BLASE AT 402-471-6051 or e-mail (lilly.blase@nebraska.gov)

General Assurances and Certifications

Civil Rights

No person shall, on grounds of race, color, national origin, sex, disability, or age, be excluded from participation in or subjected to discrimination in any program or activity funded, in whole or in part, by federal funds. The subrecipient certifies there is compliance with the following:

- Title VI of the Civil Rights Act of 1964, as amended, 45 USC 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance;
- Section 504 of the Rehabilitation Act of 1973, as amended, 29 USC 794, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance;
- Title IX of the Education Amendments of 1972, as amended, 20 USC 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance;
- The Age Discrimination Act of 1975, as amended, 42 USC 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance;
- All regulations, guidelines, and standards lawfully adopted under the above statutes by the United States Department of Education;
- The Americans with Disabilities Act, 42 USC 12101 et seq., is a civil rights law that prohibits discrimination against persons with disabilities in the areas of accessibility, employment, public services, public accommodations, transportation, and communications.

Conflict of Interest

As the duly authorized representative of the subrecipient, I certify that the subrecipient will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.

Debarment, Suspension And Other Responsibility Matters

1. As required by Executive Order 12549 and implemented at 34 CFR Part 85, the subrecipient certifies that it and its principals:
 - a. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded by any Federal department or agency;
 - b. Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
 - c. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
 - d. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State or local) terminated for cause or default.

2. Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Drug-Free Workplace Requirements

1. Subrecipients Other Than Individuals

The subrecipient certifies that it will or will continue to provide a drug-free workplace by:

- a. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- b. Establishing an ongoing drug-free awareness program to inform employees about –
 - i. The dangers of drug abuse in the workplace;
 - ii. The grantee's policy of maintaining a drug-free workplace;
 - iii. Any available drug counseling, rehabilitation, and employee assistance programs; and
 - iv. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- c. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
- d. Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will –
 - i. Abide by the terms of the statement; and
 - ii. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
- e. Notifying the agency in writing, within ten calendar days after receiving notice under paragraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;
- f. Taking one of the following actions, within 30 calendar days of receiving notice under paragraph (d)(2), with respect to any employee who is so convicted –
 - i. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
 - ii. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- g. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e) and (f). The subrecipient may insert in the space provided below the site(s) for the performance of work done in connection with the specific grant:

Place of Performance (Street address, city, county, state, zip code)

123 S. Webb Road

Grand Island, NE 68802

☐ Check if there are workplace on file that are not identified here.

2. Subrecipients Who Are Individuals

- a. The grantee certifies that, as a condition of the grant, he or she will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity with the grant;
- b. If convicted of a criminal drug offense resulting from a violation occurring during the conduct of any grant activity, he or she will report the conviction, in writing, within 10 calendar days of the conviction, to NDE.

Environmental Tobacco Smoke

The Pro Children Act requires that smoking not be permitted in any portion of any indoor routinely owned or leased or contracted for by an entity and used routinely or regularly for provision of health, day care, 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 subrecipient certifies that it will comply with the requirements of the Act and that it will require this certification in any subawards.

Hatch Act

As the duly authorized representative of the subrecipient, I certify that the subrecipient will comply with the provisions of the Hatch Act (5 U.S.C. §§ 1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

Lobbying

The subrecipient certifies that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

By signing below, the applicant hereby certifies that he or she has read, understood, and will comply with the assurances stated above, as applicable to the program(s) for which funding is requested. These assurances are binding for Districts/Fiscal Agents that are accepting funding under this program.

AGENCY NUMBER AND NAME Hall County School District 2 (40-0002-000)	PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE Dr. Summer E. Stephens Associate Superintendent
SIGNATURE and DATE <i>Dr. Summer E. Stephens</i> Jul 1, 2025	

Addendum 1

AN OVERVIEW OF SINGLE AUDIT REQUIREMENTS OF STATES, LOCAL GOVERNMENTS, AND NONPROFIT ORGANIZATIONS

This GAN ATTACHMENT is **not** applicable to for-profit organizations. For-profit organizations comply with audit requirements specified in block 9 of their Grant Award Notification (GAN).

Summary of Single Audit Requirements for States, Local Governments and Nonprofit Organizations:

1. Single Audit. A non-Federal entity (a State, local government, Indian tribe, Institution of Higher Education (IHE)¹, or nonprofit organization) that expends \$1,000,000 or more during the non-Federal entity's fiscal year in Federal awards must have a single audit conducted in accordance with 2 CFR 200.501, "Audit Requirements," except when it elects to have a program specific audit conducted.
2. Program-specific audit election. When an auditee expends Federal awards under only one Federal program (excluding research and development (R&D)), and the Federal program's statutes, regulations, or the terms and conditions of the Federal award do not require a financial statement audit of the auditee, the auditee may elect to have a program-specific audit conducted. A program-specific audit may not be elected for R&D unless all of the Federal awards expended were received from the same Federal agency, or the same Federal agency and the same pass-through entity, and that Federal agency, or pass-through entity in the case of a subrecipient, approves in advance a program-specific audit.
3. Exemption when Federal awards expended are less than \$1,000,000. A non-Federal entity that expends less than \$1,000,000 during the non-Federal entity's fiscal year in Federal awards is exempt from Federal audit requirements for that year, except as noted in 2 CFR 200.503, but records must be available for review or audit by appropriate officials of the Federal agency, pass-through entity, and Government Accountability Office (GAO). Generally, grant records must be maintained for a period of three years after the date of the final expenditure report ([2 CFR § 200.334](#)).
4. Federally Funded Research and Development Centers (FFRDC). Management of an auditee that owns or operates a FFRDC may elect to treat the FFRDC as a separate entity.
5. Report Submission. To meet audit requirements of U.S. Office of Management and Budget (OMB) Uniform Guidance: Cost Principles, Audit, and Administrative Requirements for Federal Awards (Uniform Guidance), grantees must submit all audit documents required by Uniform Guidance 2 CFR 200.512, including Form SF- SAC: Data Collection Form electronically to the Federal Audit Clearinghouse.

¹As defined under the Higher Education Act of 1965, as amended (HEA) section 101.

<https://facides.census.gov/Account/Login.aspx>.

The audit must be completed, and the data collection form and reporting package must be submitted within the earlier of 30 calendar days after receipt of the auditor's report(s), or nine months after the end of the audit period. If the due date falls on a Saturday, Sunday, or Federal holiday, the reporting package is due the next business day. Unless restricted by Federal statutes or regulations, the auditee must make copies available for public inspection. Auditees and auditors must ensure that their respective parts of the reporting package do not include protected personally identifiable information. (2 CFR 200.512)

Grantees are strongly urged to obtain the "OMB Compliance Supplement" and to contact their cognizant agency for single audit technical assistance.

The designated cognizant agency for single audit purposes is "the Federal awarding agency that provides the predominant amount of direct funding to the recipient." Grantees should obtain a copy of the OMB Compliance supplement. This supplement will be instructive to both grantees and their auditors. Appendix III of the supplement provides a list of Federal Agency Contacts for Single Audits, including addresses, phone numbers, fax numbers, and e-mail addresses for technical assistance.

For single audit-related questions, if the U.S. Department of Education is the cognizant agency, grantees should contact the Non-Federal Audit Team in the Department's Office of Inspector General, at oinon-federalaudit@ed.gov. Additional resources for single audits are also available on the Non-Federal Audit Team's website at <https://www2.ed.gov/about/offices/list/oig/nonfed/index.html>. For programmatic questions, grantees should contact the education program contact shown on the Department's GAN.

Grantees can obtain information on single audits from:

The OMB website at www.omb.gov. Look under Office of Management and Budget (in right column) then click Office of Federal Financial Management (to obtain OMB Compliance Supplement). The SF- SAC: Data Collection Form can be found at the Federal Audit Clearinghouse at: <https://facides.census.gov/Files/2019-2021%20Checklist%20Instructions%20and%20Form.pdf>.

The American Institute of Certified Public Accountants (AICPA) has illustrative OMB Single Audit report examples that might be of interest to accountants, auditors, or financial staff at www.aicpa.org.

Addendum 2

TRAFFICKING IN PERSONS

The Department of Education adopts the requirements in the Code of Federal Regulations at 2 CFR [175](#) and incorporates those requirements into this grant through this condition. The grant condition specified in 2 CFR [175.15\(b\)](#) is incorporated into this grant with the following changes. Paragraphs a.2.ii.B and b.2. ii. are revised to read as follows:

“a.2.ii.B. Imputed to you or the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 34 CFR part 85.”

“b.2. ii. Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 34 CFR part 85.”

Under this condition, the Secretary may terminate this grant without penalty for any violation of these provisions by the grantee, its employees, or its subrecipients.

Addendum 3

SPECIFIC CONDITIONS FOR DISCLOSING FEDERAL FUNDING IN PUBLIC ANNOUNCEMENTS

When issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal money, U.S. Department of Education grantees shall clearly state:

- 1) the percentage of the total costs of the program or project which will be financed with Federal money;
- 2) the dollar amount of Federal funds for the project or program; and
- 3) the percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

Recipients must comply with these conditions under Division B, Title V, Section 505 of Public Law 115-245, Consolidated Appropriations Act, 20

Addendum 4

PROHIBITION OF TEXT MESSAGING AND EMAILING WHILE DRIVING DURING OFFICIAL FEDERAL GRANT BUSINESS

Federal grant recipients, sub recipients and their grant personnel are prohibited from text messaging while driving a government owned vehicle, or while driving their own privately- owned vehicle during official grant business, or from using government supplied electronic equipment to text message or email when driving.

Recipients must comply with these conditions under Executive Order 13513, "Federal Leadership on Reducing Text Messaging While Driving," October 1, 2009.

Addendum 5

REGISTRATION OF UNIQUE ENTITY IDENTIFIER (UEI) NUMBER AND TAXPAYER IDENTIFICATION NUMBER (TIN) IN THE SYSTEM FOR AWARD MANAGEMENT (SAM)

The U.S. Department of Education (Department) Grants Management System (G5) disburses payments via the U.S. Department of Treasury (Treasury). The U.S. Treasury requires that we include your Tax Payer Identification Number (TIN) with each payment. Therefore, in order to do business with the Department you must have a registered Unique Entity Identifier (UEI)¹ and TIN number with the SAM, the U.S. Federal Government's primary registrant database. If the payee UEI number is different than your grantee UEI number, both numbers must be registered in the SAM. Failure to do so will delay the receipt of payments from the Department.

A TIN is an identification number used by the Internal Revenue Service (IRS) in the administration of tax laws. It is issued either by the Social Security Administration (SSA) or by the IRS. A Social Security number (SSN) is issued by the SSA whereas all other TINs are issued by the IRS.

The following are all considered [TINs according to the IRS](#).

- Social Security Number "SSN"
- Employer Identification Number "EIN"
- Individual Taxpayer Identification Number "ITIN"
- Taxpayer Identification Number for Pending U.S. Adoptions "ATIN"
- Preparer Taxpayer Identification Number "PTIN"

If your UEI number is not currently registered with the SAM, you can easily register by going to www.sam.gov. Please allow 3-5 business days to complete the registration process. If you need a new TIN, please allow 2-5 weeks for your TIN to become active. If you need assistance during the registration process, you may contact the SAM Federal Service Desk at 866-606-8220. If you are currently registered with SAM, you may not have to make any changes. However, please take the time to validate that the TIN associated with your UEI is correct.

If you have any questions or concerns, please contact the NDE at NDE.BGMhelp@nebraska.gov

Addendum 6

SYSTEM FOR AWARD MANAGEMENT AND UNIVERSAL IDENTIFIER REQUIREMENTS

1. Requirement for System for Award Management (SAM)

Unless you are exempted from this requirement under 2 CFR 25.110, you are, in accordance with your grant program's Notice Inviting Applications, required to maintain an active SAM registration with current information about your organization, including information on your immediate and highest level owner and subsidiaries, as well as on all predecessors that have been awarded a Federal contract or grant within the last three years, if applicable, at all times during which you have an active Federal award or an application or plan under consideration by a Federal awarding agency. To remain registered in the SAM database after your initial registration, you are required to review and update your information in the SAM database on an annual basis from the date of initial registration or subsequent updates to ensure it is current, accurate and complete.

2. Requirement for Unique Entity Identifier (UEI)* Numbers

If you are authorized to make subawards under this award, you:

1. Must notify potential subrecipients that they may not receive a subaward from you unless they provided their UEI number to you.
2. May not make a subaward to a subrecipient when the subrecipient fails to provide its UEI number to you.
3. Definitions

For purposes of this award term:

1. System for Award Management (SAM) means the Federal repository into which a recipient must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM internet site (currently at <https://www.sam.gov>).
2. Unique Entity Identifier (UEI) means the identifier assigned by SAM registration to uniquely identify business entities. Currently the Data Universal Numbering System (DUNS) number, the nine-digit number established and assigned by Dun and Bradstreet, Inc. (D&B), is used to uniquely identify business entities. A DUNS number may be obtained from D&B by telephone (currently 866-705- 5711) or the Internet (currently at <http://fedgov.dnb.com/webform>).
3. Recipient means a non-Federal entity that receives a Federal award directly from a Federal awarding agency to carry out an activity under a Federal program. The term recipient does not include subrecipients. See 2 CFR 200.86.
4. Subaward means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract. See 2 CFR 200.92.
5. Subrecipient means a non-Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency. See 2 CFR 200.93.

*Currently, the Department uses the Data Universal Numbering System (DUNS) number, assigned by Dun and Bradstreet, Inc. to uniquely identify business entities, as the UEI.

Addendum 7

THE USE OF GRANT FUNDS FOR CONFERENCES AND MEETINGS

You are receiving this memorandum to remind you that grantees must take into account the following factors when considering the use of grant funds for conferences and meetings:

1. Before deciding to use grant funds to attend or host a meeting or conference, a grantee should:
 - A. Ensure that attending or hosting a conference or meeting is consistent with its approved application and is reasonable and necessary to achieve the goals and objectives of the grant;
 - B. Ensure that the primary purpose of the meeting or conference is to disseminate technical information, (e.g., provide information on specific programmatic requirements, best practices in a particular field, or theoretical, empirical, or methodological advances made in a particular field; conduct training or professional development; plan/coordinate the work being done under the grant); and
 - C. Consider whether there are more effective or efficient alternatives that can accomplish the desired results at a lower cost, for example, using webinars or video conferencing.
2. Grantees must follow all applicable statutory and regulatory requirements in determining whether costs are reasonable and necessary, especially the Cost Principles for Federal grants set out at 2 CFR Part 200 Subpart E of the, "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards." In particular, remember that:
 - A. Federal grant funds cannot be used to pay for alcoholic beverages; and
 - B. Federal grant funds cannot be used to pay for entertainment, which includes costs for amusement, diversion, and social activities.
3. Grant funds may be used to pay for the costs of attending a conference. Specifically, Federal grant funds may be used to pay for conference fees and travel expenses (transportation, per diem, and lodging) of grantee employees, consultants, or experts to attend a conference or meeting if those expenses are reasonable and necessary to achieve the purposes of the grant.
 - A. When planning to use grant funds for attending a meeting or conference, grantees should consider how many people should attend the meeting or conference on their behalf. The number of attendees should be reasonable and necessary to accomplish the goals and objectives of the grant.
4. A grantee hosting a meeting or conference may not use grant funds to pay for food for conference attendees unless doing so is necessary to accomplish legitimate meeting or conference business.
 - A. A working lunch is an example of a cost for food that might be allowable under a Federal grant if attendance at the lunch is needed to ensure the full participation by conference attendees in essential discussions and speeches concerning the purpose of the conference and to achieve the goals and objectives of the project.
5. A meeting or conference hosted by a grantee and charged to a Department grant must not be promoted as a
6. U.S. Department of Education conference. This means that the seal of the U.S. Department of Education must not be used on conference materials or signage without Department approval.
7. meeting or conference materials paid for with grant funds must include appropriate disclaimers, such as the following:
 - A. The contents of this (insert type of publication; e.g., book, report, film) were developed under a grant from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government.
8. Grantees are strongly encouraged to contact their project officer with any questions or concerns about whether using grant funds for a meeting or conference is allowable prior to committing grant funds for such purposes.
 - A. A short conversation could help avoid a costly and embarrassing mistake.

Grantees are responsible for the proper use of their grant awards and may have to repay funds to the Department if they violate the rules on the use of grant funds, including the rules for meeting- and conference-related expense.

25-26 Grant Package v5 PEaK - Grand Island

Final Audit Report

2025-07-01

Created:	2025-06-30
By:	Lisa Haussler (lisa.haussler@nebraska.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXAskA5wUzxSSM9ewSh0uBYjiYZq8Mxl1

"25-26 Grant Package v5 PEaK - Grand Island" History

-  Document created by Lisa Haussler (lisa.haussler@nebraska.gov)
2025-06-30 - 7:19:19 PM GMT- IP address: 132.147.141.11
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-  Email viewed by Summer Stephens (sstepphens@gips.org)
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-  Document e-signed by Summer Stephens (sstepphens@gips.org)
Signature Date: 2025-07-01 - 12:30:32 PM GMT - Time Source: server- IP address: 140.228.132.224
-  Agreement completed.
2025-07-01 - 12:30:32 PM GMT



GIPS: Supplies & Materials Itemized List Upload

Big Book of tools -25 x \$40.00 = \$1,000

The Way Forward 15X 27.50 = \$412.50

Heggerty books 27x \$90 = 2430

NEW Teacher DI Binders - 92.22

Total Supplies & Materials: \$3,934.72

GIPS: Salaries Itemized List Upload

Staff Member	NEW SE STAFF - DI Intensive Reading Training (15): Nicole Zulkoski, Marcy Burr, Jeyelhy Manriquez, Maggie Bourland, Molly Steinkamp, Joan Wanjiru Njoroge, Sierra Eastman, Michelle Colburn, Angela Pierce, Jennifer Porter, Mackenzie Treat (additional unfilled positions)
STIPEND for Professional Learning	Two-day summer training: \$27.70/hr (GIPS Teaching and Learning) • July two-day training: 6.5 hrs/day (x2) = 13 hrs per person ○ \$27.70 x 13hrs = \$360.10/person (x15) = \$5,401.50
Staff Member	Elementary Special Education Staff (38): TiLynn Scott, Marcy Burr Liz Obermiller, Katie Martikinen, Nicole Zulkoski Amanda Johnson, Julie Molt, Joan Wanjiru Njoroge, Melissa Martin, Angela Harders Jen Kuppeweiß, Colleen Mentel, Jen Leitschuck, Jill Turek, Christi Rademacher, Elizabeth Spiehs, Melanie Bruns, Lisa Allan, Kathy Schollmeyer, Tiersa Darley, Nicole Brandt, Ali Vincent, Janice Winklebauer Kelli Fries, Codee Carr Amanda Bennett, Lynnette Gibson, Chasta Bourland, Ashley Kneival, Jeremy Otto Timberly Carr, Bailee Moritz, Marisalynn Koepke, Jenny Clark, Cheri Bullock, Maggie Bourland, Jeyelhy Manriquez, Mollie Steinkamp, (additional 5 unfilled positions)
STIPEND for Professional Learning	Monthly resource meetings held outside of contract time to accommodate staggered school schedules. Staff GIPS T & L rate = \$27.70 /hr Elementary Quarterly Resource Mtgs - Aug, Oct, Jan, March \$27.70 x 4 = \$110.80/person x 43 = \$4,764.40
Staff Member	Secondary Special Education Staff (59): Amanda Bonczynski, Sarah Derickson, Lauren Grescek, Shania Spellman, Tamara Williams, Chelesa Sonderup, Kathlyn Philpot, Angel Alberti Mikayla Kostbahn, Christy Dubbs, Desere Erpenback, Jackie Stalvey, Peter Kok, Michele Pittman, Danielle Haak, Taeller Schultz, Scott Walker Lauren Bokowski, Brenda Nash, Demi Arres, Abigail Spiehs, Jamie Hugelman, Kat Lange, Sierra Eastman, Cathay Breuer, Jennifer Porter Cathy Halsey, Fred Lowery, Jeff Ehlers, Barb Franke, Bruce Kier, Alex Michel, Lance Nelson, Angie Stanczyk, Kirby Wells, Mark Wortman, Donna Zima, Emily McPherson, Michella Honas, Teresa Goettsche, Jeremy Hogan, Lori Watts, Taylar Hienemann, Jonathan Kubicka, Laura Blomstedt, Braeden Mlinar, Alex Fahey, Kelsey Alcorn, Emilee Bruns, Nathaniel Bailey, Sally Carter, Angela Pierce, Lindsey Hiers (6 additional unfilled positions)
STIPEND for Professional Learning	Monthly resource meetings are held outside of contract time. Staff GIPS Teaching & Learning rate = \$27.70 /hr Secondary Monthly Resource Mtgs - Aug, Oct, Jan, March \$27.70 x 4 = \$110.80/person x 59 = \$6537.20

Staff Member	Reading Coaches Retreat, Monthly Meetings, Training(6): Julie Molt, Jen Kurpgeweit, Liz Obermiller, Amanda Jo Johnson, Lisa Cunningham, Sierra Eastman
STIPEND for Leading Professional Learning	Staff is paid \$27.70/hr for leading Professional Learning (GIPS T and L). • 2025 Summer RC Retreat: 6.5 hrs x 27.70 =\$180.05 (x6 ppl)=\$1080.30 • One-hour Monthly Reading Coaches Planning Meetings 9 x 27.70=\$249.30 (x6 ppl) = \$1495.80 • Leading New Teacher DI Training- 13 hrs x 27.70=360.10 (x6 ppl)=\$2,160.60 • Additional Role & Responsibilities as a Reading Coach \$3,000 stipend (x6)= \$18,000 • TOTAL: \$22,736.70
Staff Member	PLC Facilitator Training (10): Staff to be determined
STIPEND for Professional Learning	27.70 x 9 meetings= 249.30/person x 10= \$2,493
Staff Member	Additional Support for new SE teachers and nontenured teachers (12) Sierra Eastman, Michelle Colburn, Angela Pierce, Nicole Zulkoski, Maggie Bourland, Mollie Steinkamp, Marcy Burr (additional 8 TBD)
STIPEND for Leading Professional Learning	27.70 x 4 meetings =110.80/person x 12= \$1,329.60
Staff Member	Co-Teaching Training (24 people) Sierra Eastman, Michelle Colburn, Angela Pierce, General Education Staff TBD
STIPEND for Professional Learning	\$27.70 x 6 hrs = 166.20 x 30 people = \$3,324
Grand Total	\$40,775.28

GIPS: Other Expenses Itemized List Upload

Greg Henley - PFA - SBT Training \$150.00 x 8 people = **\$1,200**

The Summit on PLC at Work - Phoenix, Arizona Feb 18-20

- Registration: \$895/person (5 staff) = \$4,475
- Hyatt Regency Phoenix: \$299/night plus taxes/fees (3rms/3 nights) \$2,691
- Travel/Airfare: \$650.00 per person = \$3,250
- Meals: GIPS Out of State Daily Max \$55 per person (4 days) = \$1,110
 - TOTAL COST for 5: **\$11,532**

OR

Brining in speaker for Solution Tree (Summit on PLC) to speak to 40-50 Special Education Teachers

Total:\$12,732

GIPS: Employ Benefits

$$\$40,776 \times 32\% = \$13,048$$

**EDUCATIONAL SERVICE UNIT 10
CONTRACT FOR
SPECIAL EDUCATION SERVICES**

THIS AGREEMENT, made and entered into this 12th day of June, 2025, by and between **EDUCATIONAL SERVICE UNIT 10** of the State of Nebraska hereinafter called "**SERVICING AGENCY**," and **Hall County School District 2 dba Grand Island Public Schools**, called "**DISTRICT**."

WITNESSETH:

The District does hereby agree to hire the Servicing Agency to service its age-eligible students with disabilities during the school year 2025-26, and the Servicing Agency agrees to act as such Servicing Agency, for the consideration and under the terms and conditions as hereinafter set forth:

1. A description of the program of special education and related services to be provided to District students shall be as set forth in Schedule "A" hereto attached, including full-time equivalency (FTE) provided in 2024-25 and anticipated in 2025-26 unless district notifies servicing agency otherwise.
2. The District shall pay the Servicing Agency for said special education and related services in accordance with Schedule A. This Schedule shall be in full force and effect during the school year of 2025-26, commencing not earlier than August 1, 2025, and ending not later than August 20, 2026. The total dollar amount of this contract will be submitted to the district on or before July 1, 2025, or as soon as the budgets are set for the Servicing Agency, whichever is later.
3. The District agrees that the costs for the actual services rendered will be reconciled by the Service Agency, and the amount payable for those special education services to be delivered by the Servicing Agency shall be paid in full. All programs and services will be billed based on the actual services delivered as outlined in Schedule A, based on the structure in Schedule B.
4. The District agrees that the amount payable for special education services the first month of the school year will be one-tenth (1/10) of the budgeted cost with payment due on or before October 16, 2025.
5. The Servicing Agency agrees to bill the District for the actual cost of special education services rendered and to reconcile prior overpayment or underpayment based on actual services rendered.
6. The Servicing Agency agrees to provide the District with the final billing, a complete reconciliation of the actual costs of services rendered, and the actual rate for cost of services. The final billing to the District shall serve as a final reconciliation of the amount of payment previously agreed upon in item two of this contract.
7. The District agrees that the final billing for special education services submitted to the District by the Servicing Agency for actual services rendered during the contract period shall be considered as an amendment to the original contract and shall be included in full by this reference. If the District does not dispute any of the amounts or services contained in the final billing within 30 days, the parties agree that it will be incorporated in full as an amendment to this contract.
8. Special education programs or services which extend beyond the regular school year will be provided by the Servicing Agency upon request by the District. Extended programs shall be covered by separate contract.
9. It is further agreed that in the event the District does not pay the Servicing Agency as herein set forth, the Servicing Agency may cancel this contract and refuse further service. In the event of such Cancellation, the Servicing Agency may recover any past due amounts and exercise any other rights that may exist by law.
10. The Servicing Agency shall record and supply to the District, upon request, information on each child for whom services are contracted, including time-and-effort logs detailing the services provided, the name of the provider, the duration of the services, and the date on which services were provided. The Servicing Agency agrees to confer with the District for purposes of evaluating such child's progress and the District's compliance with applicable laws.

11. The Servicing Agency shall assist the District with the preparation of plan and budget, financial reports and other procedures, artifacts, and obligations required by NDE Rule 51 or 52.
12. The District and the Servicing Agency agree to abide by the mandated procedures for identification, verification, placement, development of the individualized program, inspection and review of student records, and other requirements as specified in NDE Rules 51 and 52, Regulations and Standards for Special Education Programs, Nebraska State Department of Education, and the current Federal Regulations implementing IDEA.
13. The District hereby agrees that changes or modifications in the program or children served shall be mutually agreed upon before said change or modifications are implemented.
14. Should the Servicing Agency be unable to render the services contracted because of the Servicing Agency's inability to employ personnel who meet the criteria for employment of the Servicing Agency and/or the certification requirements of the State of Nebraska, or for other reasons which are determined by the Servicing Agency to be valid, the Servicing Agency has no obligation to provide services contracted for but not provided or reimburse the District for any additional cost incurred to procure those services. The Servicing Agency values its collaborative relationship with the District and will give reasonable efforts to assist the District in procuring those services. The District will be notified no later than September 1, 2025 of the Service Agency's inability to provide any services under this contract.
15. The District agrees that any act intentionally and unilaterally done which may cause litigation against the Servicing Agent shall be defended at the sole expense of the District and any damages assessed against the District for the Servicing Agency or either of them shall be borne entirely by the District. This paragraph shall not operate to indemnify or relieve the Servicing Agency of any liability otherwise attaching to it under any applicable state or federal law, nor to any action undertaken by the District in the provision of special education services or related services which are undertaken in consultation with the Servicing Agency or in a good faith effort by the District to comply with lawful obligations of the District.
- 16. The District agrees that in the event the District desires to change the services provided by this contract for a subsequent year whether by change in full-time equivalency, staffing, change in percentage FTE of any area of endorsement held by personnel presently assigned to the District, or to eliminate any program or service being provided pursuant to this contract, the District shall notify the Servicing Agency administrator in writing of such requested change on or before August 1, 2025 (next preceding the starting date of the school year to be affected by any changes) as are described in this paragraph.**
- 17. The District agrees that in the event that no such written notice is made to the Servicing Agency on or before March 1, that the Servicing Agency shall be entitled to assume that the District desires the same FTE in all areas of endorsement, certification or other qualification, and in all programs it had through this contract with the Servicing Agency, including in Schedule A. In the event the District should later notify the Servicing Agency of a diminished request for FTE in any area of endorsement, certification or other qualification, or in any program or service provided by this contract, the Servicing Agency shall use its best effort to find other employment for such affected personnel, provided, however, that in the event such personnel cannot be reassigned and to the extent that such personnel constitute a cost to the Servicing Agency that cannot be passed through by way of contract or otherwise, the District agrees to pay any cost incurred by the Servicing Agency for such personnel.**
18. This contract may be renegotiated or amended by mutual agreement.

ACCEPTED FOR Hall County School District 2 dba Grand Island Public Schools as **DISTRICT**

THIS 15 DAY OF August 2025

BY Dr. Summer E. Stephens
President or Secretary of Board

ACCEPTED FOR **EDUCATIONAL SERVICE UNIT 10** AS SERVICING AGENCY

THIS ____ DAY OF _____ 2025

BY _____

Secretary of the Board of Education, ESU 10

12/24

Schedule A

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM

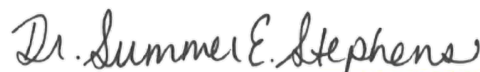
2025-2026

Agency Code--950010

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

Contracted Reimbursable School Age Services	NDE Service Code	2024-25 Percent Per District	2025-26 Percent Per District
Speech Teacher School Age - Secondary	4001	-	-
Speech Teacher School Age - Elementary		-	-
SpEd Supplemental Super School Age - Secondary	0001	-	0.4000
SpEd Supervision School Age - Elementary		-	-
D/E Audiology School Age - Secondary	1003	-	-
D/E Audiology School Age - Elementary		-	-
Deaf Education Services School Age - Secondary	2014	-	-
Deaf Education Services School Age - Elementary		-	-
D/E Psychology School Age - Secondary	1002	-	-
D/E Psychology School Age - Elementary		-	-
Occupational Therapy School Age - Secondary	4006	-	-
Occupational Therapy School Age - Elementary		-	-
Physical Therapy School Age - Secondary	4005	-	-
Physical Therapy School Age - Elementary		-	-
Vision Services School Age - Secondary	2008	-	0.2222
Vision Services School Age - Elementary		-	-
Orientation & Mobility - Secondary	4048		0.0610
Orientation & Mobility - Elementary			-
Vocational	4012	-	-
Licensed Mental Health Provider Service - Secondary		-	-
Licensed Mental Health Provider Service- Elementary		-	-

Contracted Nonreimbursable Preschool Services		2024-25 Percent Per District	2025-26 Percent Per District
Speech Teacher Ages 3 - 4	4001	-	-
Speech Teacher Birth - 2		-	-
SpEd Supervision Ages 3 - 4	0001	-	-
SpEd Supervision Birth - 2		-	-
D/E Audiology Ages 3 - 4	1003	-	-
D/E Audiology Birth - 2		-	-
Deaf Education Services Ages 3 - 4	2014	-	-
Deaf Education Services Birth - 2		-	-
D/E Psychology Ages 3 - 4	1002	-	-
D/E Psychology Birth - 2		-	-
Occupational Therapy Ages 3 - 4	4006	-	-
Occupational Therapy Birth - 2		-	-
Physical Therapy Ages 3 - 4	4005	-	-
Physical Therapy Birth - 2		-	-
Vision Services Ages 3 - 4	2008	-	-
Vision Services Birth - 2		-	-
Orientation & Mobility - 3 - 4	4048		
Orientation & Mobility - Birth - 2			



signature of authorized school representative

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2024-2026

Cooperative Program Name: ESU 10 Supplement Supervision Cooperative

Part V:

NAME OF	School District or ESU
ADMINISTRATIVE AGENCY:	Educational Service Unit 10
	ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848
Phone:	308-237-5927
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person: Jean Anderson, Special Education Director	
Address:	Same
Phone:	Same
Signature:	Date: 06 / 16 / 2025
Administrative Agency	

Part VI:

Cooperative	School District or ESU
Program Participant:	Hall County School District 2 dba Grand Island Public Schools
	40-0002
Address:	PO Box 4904 Grand Island, NE 68802-4904
Phone:	308-385-5900
Name / Title of Cooperative Program Participant Representative: Matthew Fisher	
Name / Title of Contact Person: Same	
Address:	Same
Phone:	Same
Signature:	Date: 08/15/2025
Dr. Summer E. Stephens Cooperative Program Participant Representative	

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2024-2026

Cooperative Program Name: ESU 10 Vision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person: Jean Anderson, Special Education Director		
Address:	Same	
Phone:	Same	
Signature:	_____	Date: 06 / 16 / 2025
Administrative Agency		

Part VI:

Cooperative Program Participant:	Hall County School District 2 dba Grand Island Public Schools	School District or ESU 40-0002
Address:	PO Box 4904 Grand Island, NE 68802-4904	
Phone:	308-385-5900	
Name / Title of Cooperative Program Participant Representative: Matthew Fisher		
Name / Title of Contact Person: Same		
Address:	Same	
Phone:	Same	
Signature:	<u>Dr. Summer E. Stephens</u>	Date: 08/15/2025
Cooperative Program Participant Representative		

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2024-2026

Cooperative Program Name: ESU 10 Orientation & Mobility (O&M)

Part V:

NAME OF	School District or ESU
ADMINISTRATIVE AGENCY:	Educational Service Unit 10
	ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848
Phone:	308-237-5927
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person: Jean Anderson, Special Education Director	
Address:	Same
Phone:	Same
Signature:	Date: 06 / 16 / 2025
Administrative Agency	

Part VI:

Cooperative	School District or ESU
Program Participant:	Hall County School District 2 dba Grand Island Public Schools
	40-0002
Address:	PO Box 4904 Grand Island, NE 68802-4904
Phone:	308-385-5900
Name / Title of Cooperative Program Participant Representative: Matthew Fisher	
Name / Title of Contact Person: Same	
Address:	Same
Phone:	Same
Signature:	Date: 8/15/2025
Cooperative Program Participant Representative	

Budget

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM
2025-2026
Agency Code--950010

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

Contracted Reimbursable School Age Services

	Service Code	Budget	FTE/Hours
Speech Teacher School Age - Secondary	4001	0.00	-
Speech Teacher School Age - Elementary		0.00	-
SpEd Supplemental Super School Age - Secondary	0001	1,375.20	0.400
SpEd Supervision School Age - Elementary		0.00	-
D/E Audiology School Age - Secondary	1003	0.00	-
D/E Audiology School Age - Elementary		0.00	-
Deaf Education Services School Age - Secondary	2014	0.00	-
Deaf Education Services School Age - Elementary		0.00	-
D/E Psychology School Age - Secondary	1002	0.00	-
D/E Psychology School Age - Elementary		0.00	-
Occupational Therapy School Age - Secondary	4006	0.00	-
Occupational Therapy School Age - Elementary		0.00	-
Physical Therapy School Age - Secondary	4005	0.00	-
Physical Therapy School Age - Elementary		0.00	-
Vision Services School Age - Secondary	2008	28,261.62	0.222
Vision Services School Age - Elementary		0.00	-
Vocational	4012	0.00	-
Licensed Mental Health Provider Service - Secondary		0.00	-
Licensed Mental Health Provider Service- Elementary		0.00	-
Orientation & Mobility - Secondary	4048	6,594.57	0.061
Orientation & Mobility - Elementary			

Contracted Nonreimbursable Preschool Services

Speech Teacher Ages 3 - 4	4001	0.00	-
Speech Teacher Birth - 2		0.00	-
SpEd Supervision Ages 3 - 4	0001	0.00	-
SpEd Supervision Birth - 2		0.00	-
D/E Audiology Ages 3 - 4	1003	0.00	-
D/E Audiology Birth - 2		0.00	-
Deaf Education Services Ages 3 - 4	2014	0.00	-
Deaf Education Services Birth - 2		0.00	-
D/E Psychology Ages 3 - 4	1002	0.00	-
D/E Psychology Birth - 2		0.00	-
Occupational Therapy Ages 3 - 4	4006	0.00	-
Occupational Therapy Birth - 2		0.00	-
Physical Therapy Ages 3 - 4	4005	0.00	-
Physical Therapy Birth - 2		0.00	-
Vision Services Ages 3 - 4	2008	0.00	-
Vision Services Birth - 2		0.00	-
Orientation & Mobility Ages 3 - 4	4048	0.00	
Orientation & Mobility Birth - 2		0.00	

36,231.39



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

1. REIMBURSEMENT ACTIVITIES

A. High-Quality Instructional Materials (HQIM)

- a) The Grantor (NDE) may fund HQIM that are offered as subscription services, but may only cover one year at a time, regardless of subscription length or pricing structure.
- b) Multi-year subscription agreements must be prorated or contracted annually. Approval of funding for future years is not guaranteed and is subject to the availability of funds and continued eligibility.
- c) The Subrecipients (Grantees) must provide documentation to the Grantor showing evidence of a plan for implementation support or professional learning as a condition for approving HQIM purchases. This may include:
 - i. Instructional coaching;
 - ii. Curriculum-specific professional development;
 - iii. Participation in training modules provided by the HQIM vendor or approved third parties.
 - iv. Subrecipients must adhere to any implementation requirements specified in the subgrant award or outlined by the Grantor during the funding period. Failure to comply may result in reimbursement denial or future funding ineligibility.

B. Professional Learning (PL) and Stipends

- a) Subrecipients will only be reimbursed for Professional Learning (PL) activities specific to literacy that are included in the approved application and align with the scope and goals of the subgrant.
- b) Only PL conducted by providers listed in Appendix D of the RFA is eligible for reimbursement. Activities delivered by unlisted providers are not reimbursable, even if similar in content or objectives.
- c) Stipends for PL may only be paid to participants when:
 - i. The PL activity is included in the approved subgrant application;
 - ii. The activity is delivered by an approved provider (Appendix D);
 - iii. The stipends are clearly documented in the grant budget and comply with applicable federal cost principles.
- d) To receive reimbursement, subrecipients must submit the following documentation with their reimbursement request:
 - i. Proof of attendance (e.g., sign-in sheets, certificates);
 - ii. Agenda or description of the PL activity;
 - iii. Provider verification (confirmation provider is listed in Appendix D);
 - iv. Stipend payment records

C. Facilitator Training and Professional Services

- a) Costs associated with preparing staff to become facilitators of PL may be allowable under 2 CFR § 200.459 (Professional Service Costs).
- b) Such costs must meet the following criteria:
 - i. Services must be reasonable and necessary.
 - ii. Facilitators must possess specialized skills relevant to the services provided.
 - iii. The subrecipient must maintain documentation of cost reasonableness, necessity, and scope of work.
 - iv. Retainer fees must be supported by evidence of actual services rendered.
 - v. All arrangements must be documented in a detailed written agreement, including deliverables, hours, rates, and termination clauses.

D. Staff Compensation and Time & Effort Documentation

- a) Allowable Use of Grant Funds for Staff Compensation - Salaries and wages paid to individuals under this subgrant must be:
 - i. Reasonable and necessary for the performance of the grant;
 - ii. Specifically included in the approved budget and application;
 - iii. In compliance with 2 CFR § 200.430 (Compensation—personal services). 332D
- b) Time and Effort Requirements
 - i. Time and Effort refers to the documentation that shows how an employee's work hours are allocated across different funding sources or activities, ensuring that salaries charged to federal grants accurately reflect the work performed.
 - ii. All personnel whose salary or wages are funded in whole or in part by this subgrant must maintain appropriate time and effort documentation that supports the amount of compensation charged.

2. DATA, COMPLIANCE & OTHER FEDERAL REQUIREMENTS

A. Access to Program Activities and Use of Data (ESEA-Funded Agreement)

- a) The Grantee acknowledges that data submitted under these assurances becomes the property of the NDE may be used by the NDE and its authorized agents for purposes of program evaluation, state and federal reporting, and to inform literacy policy and practice in Nebraska.

B. Program Changes, Fund Reallocation, and Continuation Criteria

- a) Awarded funds is limited to the amounts, timeframes, and purposes specified within the executed subgrant, contingent on recipient utilization, and subject to the availability of federal funds.
- b) Mid-Grant Adjustments and Reallocation of Funds- If funded activities are not progressing as planned, including, but not limited to, delays, underperformance, cancellation, or failure to meet intended goals as

determined by Grantor. The Subrecipient must promptly notify the Grantor. The Grantor reserves the right to:

- i. Require the reallocation of funds to a different, allowable activity aligned with the original goals of the subgrant; or
 - ii. Withhold or withdraw unspent funds if no suitable alternative activity is identified and approved within a reasonable timeframe.
- c) Reallocation to Other Subrecipients
- i. In cases where funds are withdrawn due to lack of progress, failure to meet reporting requirements, or noncompliance, the Grantor reserves the right to reallocate those funds to another eligible subrecipient.
- d) Contingency of Continued Funding - Continued or future disbursement of funds under this subgrant is contingent upon the Grantor's determination that the subrecipient is meeting the following conditions:
- i. Demonstrated progress toward achieving the approved program goals and objectives;
 - ii. Full compliance with all reporting requirements and submission deadlines;
 - iii. Adherence to the terms of the subgrant agreement and all **applicable federal regulations.**

C. Other Federal Compliance Requirements

- a) All activities and expenditures under this subgrant are subject to compliance with applicable federal cost principles, including but not limited to:
- i. [eCFR :: 2 CFR Part 200 -- Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards](#)
 - ii. Elementary and Secondary Education Act of 1965, as amended, Title II, Part B, Subpart 2, Section 2222
 - iii. EDGAR as applicable

3. REPORTING REQUIREMENTS

- A. Subrecipients must submit all required programmatic and financial reports in accordance with the timelines, formats, and content specified by the Grantor. All reports are subject to review and must be approved by the Grantor as sufficient, as determined by the Grantor.
- B. The types, frequency, and format of reports are subject to change at the discretion of the Grantor based on program needs, federal or state requirements, or monitoring findings. Subrecipients will be notified in writing of any such changes. Examples of required reports include, but are not limited to what is listed in Table 1. Templates and forms associated with required reports are provided as attachments at the end of this document. Subgrantees should refer to these attachments to ensure submissions align with the current reporting expectations.

Table 1: Reporting Requirements

REPORT	FREQUENCY	DESCRIPTION
Subgrantee 1:1 with NDE	Quarterly	The NDE will conduct quarterly one-on-one meetings with each subgrantee to support strong partnerships and program success. These check-ins are designed to build relationships, reinforce grant expectations, review and confirm submitted data, and use that data as a tool for continuous improvement. They also provide an opportunity to address questions, troubleshoot challenges, and offer targeted technical assistance as needed.
Bi-Monthly Data Collections	Bi-Monthly	Subgrantees are required to complete and submit bi-monthly data collection forms as scheduled by the Nebraska Department of Education (NDE). These submissions help track program progress, monitor key performance indicators, and inform ongoing evaluation efforts. Refer to Attachment A for more details.
Literacy Comprehensive Needs Assessment (L-CNA)	Annually	Subgrantees are required to complete a Literacy Comprehensive Needs Assessment as part of the application process and to revisit and update this assessment at the end of Years 2, 3, 4, and 5 of the grant. This tool is used to evaluate literacy practices, identify areas of strength and need, and guide strategic planning. By updating the original assessment, subgrantees will demonstrate progress over time and reflect on how implementation efforts are impacting literacy outcomes. The updated assessments also support data-informed decision-making and continuous improvement throughout the grant period.
External Evaluator Reports	To be scheduled by Grantor	The Nebraska Department of Education (NDE) is required to contract with an external evaluator for this grant. The external evaluator is responsible for conducting independent assessments to measure the effectiveness, implementation, and overall impact of the funded programs. As part of the evaluation process, subgrantees may be selected for participation in evaluation activities and monitored accordingly. • Evaluation activities may include, but are not limited to: • Evaluation Surveys • Interviews • Focus Groups • Implementation Analysis • Impact Analysis Subgrantees are expected to cooperate with the external evaluator by providing requested information, participating in evaluation activities, and supporting data collection efforts. These

		evaluations are critical for demonstrating outcomes, informing continuous improvement, and fulfilling federal and state reporting requirements.
Requests for Reimbursement	Monthly as expenditures are incurred	All Requests for Reimbursement must be submitted through the Nebraska Department of Education's Grants Management System (GMS). Subgrantees are expected to submit reimbursement requests on a monthly basis as costs are incurred. Regular invoicing is essential to maintaining consistent cash flow, ensuring compliance with grant requirements, and accurately tracking expenditures against the approved budget. Timely and complete submissions also help NDE process payments efficiently and support strong fiscal accountability across all programs.
Final Expenditure Reports	Annually	A Final Expenditure Report is required for each budget period. This report provides a comprehensive summary of all financial activity related to the subgrant, including both direct and indirect expenditures, as well as any remaining unobligated balances. Unobligated funds may be eligible for carryover to the following year, provided the funds remain within the approved Period of Performance and the Nebraska Department of Education (NDE) grants prior approval. Submission of the Final Expenditure Report is essential for grant closeout and ensures fiscal accountability and compliance with federal and state requirements.

NDE Bi-Monthly Subgrantee Reporting Tool (TEMPLATE)

Overview of Subgrantee Reporting Tool

- **Purpose:** This reporting tool captures NDE's progress toward implementing CLSD-funded strategies. The Nebraska Department of Education (NDE) will use this information to:
 - Monitor trends across districts
 - Provide targeted support and technical assistance
 - Track alignment with CLSD goals and Nebraska's student achievement outcomes
 - Maintain consistent and actionable records for compliance and reporting
- **Cadence:** Bi-Monthly
 - To be submitted on the last Friday of the reporting month
- **Alignment with other Data Collection Methods:** Reports will be revisited during quarterly sub-grantee 1:1s between subgrantee program leads and Literacy Program Officer / Literacy Program Specialist

Section 1 of 5: Grantee Information

Purpose of the section	To establish who is reporting, the grant year in question, and which CLSD strategies are currently active for the district, consortium, or other eligible entity. • Allows NDE to track implementation across multiple data collection cycles • Supports correct routing of support or follow-up communications
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Prompt / Question	Type of Answer	Options / Notes
Welcome! Thank you for the important work you're doing to support literacy in Nebraska. This short form helps us at the Nebraska Department of Education (NDE) stay updated on your district or coalition's progress with CLSD grant activities. It's designed to take no more than 30 minutes to complete and will serve as the foundation for our quarterly 1:1 check-ins with you. The form has 5 brief sections: 1. Basic information about your team and grant 2. Updates on your CLSD strategies 3. Financial activity 4. Reflections and insights 5. Feedback on the reporting tool (during pilot phase) Please complete this form every two months, even if your updates are minimal—this helps us monitor progress, troubleshoot challenges early, and better support your work. If you have any questions, feel free to contact Jamie Cook, Literacy Program Officer and Victoria Katzberg, Literacy Program Specialist at: NDE.CLSD@nebraska.gov We appreciate your time and partnership!		

Prompt / Question	Type of Answer	Options / Notes
Name of Subgrantee	Dropdown	<i>Names of districts</i>
Role of District Representative	Short text	
Email address of District Representative	Short text	
Academic Year	Dropdown	• 2025-2026 • 2026-2027 • etc.
CLSD Strategy/ies your district is actively implementing	Multiple Choice (ability to select multiple answers)	• Professional Learning (K–12 Educators) • Curriculum-Based Professional Learning (Birth–PreK, K–12) • Instructional Materials • Local Literacy Plan Development • Assessment & Intervention • Literacy Partnerships & Family Literacy

Section 2 of 5: Strategy-Level Progress Reporting

Purpose of the section	To collect targeted, activity-specific implementation updates for each strategy a district is working on (i.e. allowable activities): • Provides NDE with a standardized yet flexible view of how implementation is progressing across sites • Helps identify patterns across subgrantees around what's working, where delays or challenges are emerging, and what technical assistance may be needed • Ensures alignment between district activities and NDE's overarching goal of improving student achievement • Prompts districts to reflect on how they are using funds and whether spending aligns with progress
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Prompt / Question	Type of Answer	Options / Notes
<i>Complete the following questions for each strategy your district is implementing. You may duplicate this section for as many strategies as are being applied.</i>		
CLSD Strategy #1	Multiple Choice (ability to select multiple answers)	• Professional Learning (K–12 Educators)

ATTACHMENT A – NDE BI-MONTHLY SUBGRANTEE REPORTING TOOL (TEMPLATE)

Prompt / Question	Type of Answer	Options / Notes
		- Curriculum-Based Professional Learning (Birth–PreK, K–12) - Instructional Materials - Local Literacy Plan Development - Assessment & Intervention - Literacy Partnerships & Family Literacy
Briefly describe progress made in the last 2 months.	Short text	
What measurable outputs or outcomes were achieved? (see: success indicators)	Short text	
In what way/s does this strategy support NDE's student achievement goals? (see: NDE student achievement goals) - Increase third grade proficiency on NSCAS ELA from to 75% by 2030. - Increase the % of Nebraska K-3 students who meet the Nebraska Reading Improvement Act approved assessment thresholds. - Ensure 100% of Nebraska educator preparation programs are implementing evidence-based instruction for teachers grounded in the science of reading.	Short text	
What challenges or barriers have emerged or persisted in the last two months?	Short text	
What support from the NDE Literacy Office would be most valuable to you?	Short text	
Have you issued or do you anticipate issuing purchase orders or contracts related to this strategy before our next quarterly check-in?	Dropdown	- Yes - No
If yes, please briefly describe.	Short text	

Section 3 of 5: Financial Updates

Purpose of the section	To gather a high-level snapshot of expenditures, invoicing status, and any upcoming financial actions: • Enables early course correction (e.g., if funds are misaligned with approved strategies). • Gives NDE visibility before districts submit reimbursement requests • Prevents compliance issues downstream
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Prompt / Question	Type of Answer	Options / Notes
Please describe any CLSD-related expenditures in the last 2 months.	Short text	
What is the status of submitting invoices for reimbursement?	Dropdown	• Not yet started • In Progress • Submitted • Reimbursed
Do you anticipate submitting a reimbursement request in the next 30 days?	Dropdown	• Yes • No
Do you need any help or support with your reimbursement request?		

Section 4 of 5: Reflection and Feedback

Purpose of the section	To capture broader reflections, emerging insights, and implementation shifts not easily captured in activity-specific fields: • Creates space for strategic insights that may reveal systemic challenges or innovative practices • Helps NDE surface trends across multiple districts • Gives grantees a voice in the process and builds trust through two-way communication
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Prompt / Question	Type of Answer	Options / Notes
Have there been any changes made in staffing, project timeline, or scope of work since your last sub-grantee reporting?	Dropdown	• Yes • No
[Optional] If yes, please describe these changes.	Short text	
What is one insight or lesson your team has learned during this last reporting period?	Short text	
Is there anything else you'd like the NDE Literacy Office to know?	Short text	

Section 5 of 5: Feedback on the Reporting Tool

Purpose of the section	To gather input from grantees during the pilot phase of the tool on whether the format is clear, useful, and manageable. • Provides real-time learning to improve the tool before statewide adoption • Helps NDE avoid grantee fatigue and ensure the tool is truly fit for purpose • Surfaces technical or content-related issues early, before they become widespread
Notes	<i>To be used in the Pilot Phase only (first 6 months)</i>

Prompt / Question	Type of Answer	Options / Notes
NDE is committed to making this reporting process as clear, manageable, and meaningful as possible. Your feedback helps us improve this tool before rolling it out more broadly. As a reminder, NDE is required to report back to the U.S. Department of Education on the progress and impact of CLSD-funded efforts across Nebraska. The information you share—both in this form and in your feedback—helps NDE: • Understand what's working and where support is needed • Make the case for continued funding from the U.S. Department of Education • Ensure future reporting tools are useful, efficient, and aligned to your work We appreciate your time in completing this final section. Your input truly shapes what comes next.		
On a scale of 1-6, How would you rate the clarity and ease of using this form?	Likert scale	
[Optional] Please explain your answer.	Short text	
What improvements or changes would make this tool more useful or easier to complete?	Short text	



Aug 19, 2025

CONTRACT FOR PROVIDING NURSING SERVICES BY ARRANGEMENT WITH A SCHOOL DISTRICT

THIS AGREEMENT is made and entered into this 13 day of August, 2025, by and between Craig Resources, a PHS company (hereinafter referred to as "Craig"), and Hall County School District 2 (hereinafter referred to as "the District").

WITNESSETH, that for and in consideration of the mutual promises contained herein, it is understood and agreed by the parties that:

SECTION I - PURPOSE

The purpose of this Agreement is to expand the District's ability to provide nursing services, including the services of registered nurses and licensed practical nurses, (hereinafter referred to as "services"), when available, in schools where there are persons receiving care from the District. The District bears ultimate responsibility for the administration of these services and the decision as to when and by whom services are to be provided.

The services will be rendered within the geographical area served by the District and Craig.

SECTION II - LEA RESPONSIBILITIES

The District shall:

1. Participate in the placement of Craig Personnel by making assignments in accordance with its judgment.
2. Request Craig to assign fully qualified Personnel, when available, for service to the extent practicable and in accordance with the established policies and practices of the District.
3. Determine the scope and duration of the activities of Craig Personnel on each assignment, orient, demonstrate procedures, and regularly supervise and coordinate the performance of services by Craig Personnel according to the District's procedures.
4. Discuss with Craig Nursing Supervisor any problems that may arise regarding the ability of Craig Personnel to perform the assigned duties, or in his/her relationships with the Student, family, or District staff, and to have the right to request Craig to replace any personnel assigned to the District, and whom the District deems unsatisfactory. Craig shall comply

with any such request. The District shall notify Craig immediately of the initiation of any complaint, inquiry, investigation, or review with or by any licensing or regulatory authority, peer review organization, hospital committee, or other committee, organization or body which reviews quality of medical care which complaint, inquiry, investigation, or review directly or indirectly, evaluates or focuses on the quality of care provided by Craig either in any specific instance or in general.

5. Notify Craig of any changes in time schedule and weekly plan for services.

SECTION III - CRAIG RESPONSIBILITIES

Craig shall:

1. Insure that each employee in whatever job category meets the minimum health requirements established by Craig and the District for such Personnel, including a statement of satisfactory health and requirements for selection and training specified by the applicable federal and state laws and regulations.
2. Provide, upon request of the District and to the extent they are available, such Personnel for its assignments. All nurses assigned to the District pursuant to this agreement shall be considered employees of Craig.
3. Consult with the District about the qualifications of its Personnel for the assignments to be made.
4. Establish and maintain minimum standards and specifications of services to be performed by its Personnel under this Agreement.
5. Pay all wages to its Personnel for services performed by them, and be responsible for withholding federal and state income taxes, paying Social Security taxes, unemployment insurance and maintaining workers' compensation insurance coverage in an amount and under such terms as requested by state law; and verify the identity and work authority of each employee under the United States immigration laws.

SECTION IV - MUTUAL RESPONSIBILITIES

The District and Craig shall:

1. Designate a person within each agency who shall have responsibility for coordinating assignments of Craig Personnel.

2. Consult and cooperate on a continuing basis with each other in the establishment of mutually acceptable standards and procedures for selection, training and assignment of Personnel, handling of requests for service, billing procedures and other matters incidental to the carrying out of the provisions and purpose of this Agreement.
3. Not discriminate or permit discrimination against any employee, applicant or student on the grounds of age, race, color, religion, disability, sex, national origin, or veteran status.
4. Respect the need of each party to maintain continuity and growth in their respective employee rosters. Neither party shall solicit the employment of the other parties' employees or hire such employees during the term of the Agreement and for ninety (90) days after its termination.
5. Maintain the confidentiality and privacy of student records.

SECTION V - COMPENSATION

Craig will invoice the District bi-monthly for its services. The rates for services are attached as Exhibit A to this Agreement. The rates for services established in Exhibit A can be prospectively amended by Craig at any time upon thirty (30) days notice to the District.

Payment for services rendered by Craig shall be made within sixty (60) days from the date of invoicing. Unpaid accounts will be considered in default after forty-five (45) days at which time a default charge will be imposed at one and one-half percent (1.5%) per month on unpaid balances (annual percentage rate of eighteen percent 18%) or the maximum legal interest rate, whichever is lower.

SECTION VI - INSURANCE

Craig shall maintain and, during the term of this Agreement and any subsequent renewals will maintain, general liability and professional liability insurance coverage for all of its acts and omissions in the provision of the designated services with limits of not less than \$1,000,000 per occurrence. Craig will provide upon request, a Certificate of Insurance or other evidence of coverage, and will notify the District of any cancellation or modification of its liability insurance.

SECTION VII - TERM OF AGREEMENT - MISCELLANEOUS

It is understood and agreed by and between the parties hereto that:

1. This Agreement, including Exhibit A, constitutes the entire contract between the parties, and may be changed or modified only by a subsequent written agreement.
2. This Agreement shall become effective on the 1st day of July, 2025 and shall remain in effect until June 30, 2026. It may be terminated at any time by either party upon thirty (30) days advance written notice to the other party.
3. Craig shall not assign or in any way transfer any interest in this Agreement without the prior written consent of the District. None of the purchased services to be provided by Craig pursuant to this Agreement shall be subcontracted to any other organization, association, individual, partnership or group of individuals without the prior written consent of the District. Any assignment, transfer or subcontract to which the District consents shall be attached together with the consent to this Agreement and made a part hereof.
4. All notices shall be in writing and shall be addressed to the parties as set forth below. Notices shall be effective upon receipt when delivered personally or by FAX and shall be effective upon mailing when sent properly addressed with postage prepaid.

If to Craig:
Craig Resources, a PHS
Company
PO Box 2241
Wichita, KS 67201-2241
1220 E 1st St N
Wichita, KS 67214-3907

If to Hall County School District 2:
Kneale Administration Building
123 S Webb Rd
PO Box 4904
Grand Island, NE 68802-4904

IN WITNESS WHEREOF, the parties hereto have set their hands on the dates indicated below:

Craig Resources, a PHS
Company

Hall County School District 2

By: Angie Bacon
Title: Director, Finance &
Accounting

Date: _____

Dr. Summer E. Stephens

By: ~~Dr. Summer E. Stephens~~
Title: Associate Superintendent

13 August 2025
Date: _____

By:
Title:

Date: _____

EXHIBIT A

Bill Rate Schedule

July, 2025

	Hourly Rate
Registered Nurse	\$92.00
Licensed Practical Nurse	\$66.00

All rates are per hour.

Grand Island Public Schools

Fund Balances

Fiscal Year: 2025-2026

Month: September

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	\$0.00	\$0.00	(\$158,271.42)	\$0.00	(\$158,271.42)
02	Depreciation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
03	Employee Benefit	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
04	Contingency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
05	Activities	\$0.00	\$0.00	(\$719.38)	\$0.00	(\$719.38)
06	School Nutrition	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
07	Bond	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
08	Special Building	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
09	Qualified Capitol Purpose Undertaking	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10	Cooperative	\$0.00	\$0.00	(\$45,000.00)	\$0.00	(\$45,000.00)
12	Student Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total:		\$0.00	\$0.00	(\$203,990.80)	\$0.00	(\$203,990.80)

End of Report



DATE: August 6, 2025
TO: Grand Island Public Schools
CONTACT: Dan Petsch
FROM: Dustin Simpson
PROJECT: GIPS Barr Middle School - *Change Order*
SUBJECT: Added Classroom

Costs to demo and replace carpet and base in classroom as direct to crew on site:

Demo broadloom carpet & base:	882 SF @ \$3.16 / SF =	\$ 2,787.12
Install new carpet tile & base:	6 HRS @ \$50.00 / HR =	<u>\$ 300.00</u>

TOTAL ADD: \$ 3,087.00

NOTES:

All bid notes apply.

Material was owner stock from 2025 Barr / Lincoln Project.

8/7/2025

GIPS BOE Regular Meeting
Thursday, September 11, 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. 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

4. SPECIAL RECOGNITION

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

Speaker(s): Dr. Summer Stephens and Mr. Calvin Hubbard

5. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

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

Speaker(s): Ms. Kay Niebuhr and Mr. Kevin Butters

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

Speaker(s): Mr. Chris Ladwig

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

Speaker(s): Dr. Summer Stephens

6.4. Policy

6.4.1. 6338 CERTIFIED STAFF NONCHARGABLE TEMPORARY LEAVES

Speaker(s): Mr. Matt Fisher

6.4.2. 6339 JURY DUTY

Speaker(s): Mr. Matt Fisher

6.4.3. 6340 PARENTAL LEAVE

Speaker(s): Mr. Matt Fisher

6.4.4. 6341 CERTIFIED STAFF EXTRA-STANDARD REIMBURSEMENTS

Speaker(s): Mr. Matt Fisher

6.4.5. 6410 NONDISCRIMINATION (Staff)

Speaker(s): Mr. Matt Fisher

6.4.6. 6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Speaker(s): Mr. Matt Fisher

6.4.7. 6420 CERTIFIED STAFF HIRING

Speaker(s): Mr. Matt Fisher

6.4.8. 7419 TEXTBOOK LOANS TO CHILDREN ENROLLED IN PRIVATE SCHOOLS

Speaker(s): Mr. Matt Fisher

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

Speaker(s): Ms. Kay Niebuhr and Mr. Kevin Butters

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

Speaker(s): Mr. Chris Ladwig

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

7.4. 6335 INJURY LEAVE

8. REPORTS

8.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Lisa Albers

8.2. Student Representative Report

8.3. Superintendent Report

Speaker(s): Mr. Matt Fisher

9. NOTIFICATION OF UPCOMING BOARD MEETINGS

10. ADJOURNMENT

7310 STANDARDS ADOPTION

The Grand Island Public Schools recognizes that the curriculum of the school district must be organized in such fashion as to provide and insure equitable opportunities for students of different aptitudes, personality characteristics, and viewpoints. Standards based education is critical to teaching and learning and must provide measurable quality academic content standards by the dates specified in Part 004 of Rule 10 that are the same as, equal to, or more rigorous than the adopted state standards of the Nebraska Department of Education.

The Board of Education may vote to adopt the academic content standards recommended by the State Board of Education ("State Board").

If the Board of Education does not affirmatively vote to adopt an academic content standard recommended by the State Board, then the Board of Education will adopt a standard equal to or excess in rigor of the standard recommended by the State Board.

The district Leadership for Learning Team shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

The superintendent or designee shall be responsible for implementing standards based education to include collecting, interpreting, and sharing data to identify the district's curriculum needs. This data will also guide long-range curriculum planning and program development.

It shall be the responsibility of the superintendent or designee to inform the board of necessary curriculum changes and revisions and, if needed, to develop administrative regulations for curriculum development and recommendations to the board.

Legal Reference: NDE Rule 10
 Neb.Rev.Stat. §§ 79-760 to 79-760.05
 20 U.S.C. § 1232h (1994).
 34 C.F.R. Pt. 98 (1996).

Policy Adopted 3-5-84
Policy Reviewed: 7-10-03
Policy Revised: 10.14.
Policy Revised: 11.14.2011
Policy Revised: 11.12.2015
Policy Revised: 04.11.2019
Policy Revised: 02.10.2022

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: ??/??/????

6340 PARENTAL LEAVE

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:

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.
3. 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.
4. A staff member who does not desire to return to work immediately after medical recovery may request an extended leave consistent with Policy 6332 (Leave of Absence Without Pay) and Policy 6334 (FMLA).
5. Leave under policy 6335 Parental Leave ~~policy~~ 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.

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

6340.1 Administrative Guidelines

A staff member may use provisions of the 6335 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 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.
3. Notification must be made in writing to the staff member's immediate supervisor as soon as the staff member expects to take advantage of this form of leave.
4. A staff member who does not desire to return to work immediately after medical recovery may request an extended leave consistent with Policy 6332 (Leave of Absence Without Pay) and Policy 6334 (FMLA).
5. If parents or adoptive parents are employees of the School District, the provisions of both 6335 policy and 6335.1 policy guidelines can only be utilized by one parent.
6. 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.
7. Leave under 6335 Parental Leave policy 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 to the staff member.

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

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:

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

GRAND ISLAND PUBLIC SCHOOLS

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.

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

~~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~~

7310 STANDARDS ADOPTION

The Grand Island Public Schools recognizes that the curriculum of the school district must be organized in such fashion as to provide and insure equitable opportunities for students of different aptitudes, personality characteristics, and viewpoints. Standards based education is critical to teaching and learning and must provide measurable quality academic content standards by the dates specified in Part 004 of Rule 10 that are the same as, equal to, or more rigorous than the adopted state standards of the Nebraska Department of Education.

The Board of Education may vote to adopt the academic content standards recommended by the State Board of Education ("State Board").

If the Board of Education does not affirmatively vote to adopt an academic content standard recommended by the State Board, then the Board of Education will adopt a standard equal to or excess in rigor of the standard recommended by the State Board.

The district Leadership for Learning Team shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

The superintendent or designee shall be responsible for implementing standards based education to include collecting, interpreting, and sharing data to identify the district's curriculum needs. This data will also guide long-range curriculum planning and program development.

It shall be the responsibility of the superintendent or designee to inform the board of necessary curriculum changes and revisions and, if needed, to develop administrative regulations for curriculum development and recommendations to the board.

Legal Reference: NDE Rule 10
 Neb.Rev.Stat. §§ 79-760 to 79-760.05
 20 U.S.C. § 1232h (1994).
 34 C.F.R. Pt. 98 (1996).

Policy Adopted 3-5-84
Policy Reviewed: 7-10-03
Policy Revised: 10.14.
Policy Revised: 11.14.2011
Policy Revised: 11.12.2015
Policy Revised: 04.11.2019
Policy Revised: 02.10.2022

GRAND ISLAND PUBLIC SCHOOLS

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

~~The~~ Grand Island Public Schools will comply with all provisions of the Family and Medical Leave Act (FMLA) of 1993 and amendments.

Unpaid family and medical leave (FMLA) will be granted up to twelve (12) weeks in any twelve (12) month period to eligible staff members for the following reasons:

1. the birth or care of a newborn child within one (1) year of the child's birth
2. the placement or care by way of adoption or foster care with the staff member within one (1) year of the child's arrival
3. to care for the staff member's spouse, parent, or dependent child with a serious health condition;
4. if the staff member's own serious health condition prevents that employee from performing the functions of the employee's job
5. in qualifying urgent situations arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or call to active duty status as a member of the National Guard or Reserves in support of a contingency operation

Unpaid leave (FMLA) will be granted up to twenty-six (26) weeks during a single twelve (12) month period to eligible staff members to care for a spouse, son, daughter, parent, or next of kin of a current member of the Armed Forces, including a member of the National Guard or Reserves, with a serious injury or illness.

The "leave year" for purposes of FMLA shall be a "rolling" twelve-month period, measured backward from the date of any FMLA leave usage.

To be eligible for FMLA benefits, staff must:

1. have worked for the district for a total of 12 months; and
2. have worked at least 1,250 hours over the previous 12 months.

When meeting the requirements set out in the family and medical leave administrative rules, staff may be allowed or required to substitute paid leave for unpaid family and medical leave according to the terms and conditions of the district's normal leave policies. Staff eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave. Requests for FMLA leave shall be submitted in writing to the superintendent or designee. This policy shall not be construed to expand eligibility for an FMLA leave beyond what is required by the Act.

Legal References: *The Family and Medical Leave Act of 1993 (29 U.S.C. §§ 2601 et seq. (1994) and 29 CFR Part 825 (1996))*

Cross Reference: 6340 PARENTAL LEAVE

Policy Adopted: 02/14/1994

Policy Revised: 09/05/1994

Policy Revised: 04/08/2004

Policy Revised: 08/13/2009

Policy Revised: 05/12/2016

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

6334.1 Administrative Procedures and Regulations for 6334

Determining the 12 month previous employment eligibility:

While the 12 months of employment need not be consecutive, employment periods prior to a break in service of seven years or more need not be counted unless the break is occasioned by staff fulfillment of National Guard or Reserve military obligation (as protected under the Uniformed Services Employment and Reemployment Rights Act (USERRA)), or a written agreement, including a collective bargaining agreement, exists concerning the district's intention to rehire staff after the break in service.

Spouses employed by the same employer:

Spouses employed by the same employer are limited in the amount of family leave they may take for the birth and care of a newborn child, placement of a child for adoption or foster care, or to care for a parent who has a serious health condition to a combined total of 12 weeks (or 26 weeks if leave to care for a covered service member with a serious injury or illness is also used). Leave for birth and care, or placement for adoption or foster care, must conclude within 12 months of the birth or placement.

Serious Health Condition defined:

"Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves either:

1. Inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility, including any period of incapacity (i.e., inability to work, attend school, or perform other regular daily activities) or subsequent treatment in connection with such inpatient care; or
2. Continuing treatment by a health care provider, which includes:
 - A. A period of incapacity¹ lasting more than three consecutive, full calendar days, and any subsequent treatment or period of incapacity relating to the same condition, that also includes:
 - 1) treatment² two or more times by or under the supervision of a health care provider (i.e., in-person visits, the first within 7 days and both within 30 days of the first day of incapacity); or
 - 2) one treatment by a health care provider (i.e., an in-person visit within 7 days of the first day of incapacity) with a continuing regimen of treatment (e.g., prescription medication, physical therapy); or
 - B. Any period of incapacity related to pregnancy or for prenatal care. A visit to the health care provider is not necessary for each absence; or
 - C. Any period of incapacity or treatment for a chronic serious health condition which continues over an extended period of time, requires periodic visits (at least twice a year) to a health care provider, and may involve occasional episodes of incapacity. A visit to a health care provider is not necessary for each absence; or
 - D. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective. Only supervision by a health care provider is required, rather than active treatment; or
 - E. Any absences to receive multiple treatments for restorative surgery or for a condition that would likely result in a period of incapacity of more than three days if not treated.

Intermittent Leave for "Instructional Staff":

Special rules apply if staff employed "mainly in an instructional capacity" requests intermittent leave or leave on a reduced schedule because of their own serious health condition or the serious health condition of a parent, child, or spouse that is foreseeable based on a planned medical treatment and staff would be gone for more than twenty percent (20%) of the working days during the period of leave. In such cases, the district may require staff to do the following things:

1. Take leave for periods of a particular duration not to exceed the duration of the planned medical treatment.

¹'incapacity', for purposes of FMLA, is defined to mean inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment therefore, or recovery therefrom.

²Treatment includes examinations to determine if a serious health condition exists and evaluation of the condition. Treatment does not include routine physical examinations, eye examinations, or dental examinations.

GRAND ISLAND PUBLIC SCHOOLS

- ~~2. Transfer temporarily to another position offered by the district for which the staff member is qualified, as long as the new position has equivalent pay and benefits and better accommodates the recurring periods of leave.~~

~~Instructional staff who take leave constituting less than twenty percent (20%) of the working days during the leave period would not be subject to transfer to an alternative position, or a requirement to be on leave for the duration of the treatment period.~~

~~Staff will be denied intermittent leave or leave on a reduced leave schedule to care for an immediate family member (spouse, child, parent) with a serious health condition or if the staff member has a serious health condition, if:~~

- ~~1. Staff, whether requesting leave because of their own serious health condition or because of the serious health condition of a parent, child, or spouse fails to establish, through medical certification, that there is a medical need for such a leave (as distinguished from voluntary treatments and procedures or a continuous treatment schedule).~~
- ~~2. Staff, whether requesting leave for their own serious health condition or because of the serious health condition of a family member, fails to establish, through medical certification, that it is medically necessary for the leave to be taken intermittently on a reduced leave schedule.~~

~~Intermittent leave or a reduced leave schedule may not be taken for the birth of a child or for the placement of a child for adoption or foster care.~~

~~When intermittent leave or leave on a reduced leave schedule is requested based on planned medical treatment, the district also may alter an existing job to better accommodate the staff member's need for intermittent or reduced leave. The alternative or altered position must have equivalent pay and benefits.~~

End-Of-Semester Circumstances:

~~In some circumstances, the district may require instructional staff to continue their leave to the end of the academic semester within the FMLA guidelines.~~

Maintenance of Health Benefits:

~~The district is required to maintain group health insurance coverage for staff on FMLA leave whenever such insurance was provided before the leave was taken and on the same terms as if the staff member had continued to work. If applicable, arrangements will need to be made for staff to pay their share of health insurance premiums while on leave. In some instances, the district may recover premiums it paid to maintain health coverage for staff who fail to return to work from FMLA leave.~~

Job Restoration:

~~Upon return from FMLA leave, staff will be restored to their original job, or to an equivalent job with equivalent pay, benefits, and other terms and conditions of employment. Staff use of FMLA leave will not result in the loss of any employment benefit that the staff member earned or was entitled to before using FMLA leave, nor be counted against staff under a "no fault" attendance policy. If a bonus or other payment, however, is based on the achievement of a specified goal such as hours worked or perfect attendance, and the staff member has not met the goal due to FMLA leave, payment may be denied unless it is paid to the staff member on equivalent leave status for a reason that does not qualify as FMLA leave.~~

~~Staff have no greater right to restoration or to other benefits and conditions of employment than if the staff member had been continuously employed.~~

Notice and Certification:

~~Staff Notice: Staff seeking to use FMLA leave are required to provide 30-day advance notice of the need to take FMLA leave when the need is foreseeable and such notice is practicable. If leave is foreseeable less than 30 days in advance, staff must provide notice as soon as practicable — generally, either the same or next business day. When the need for leave is not foreseeable, staff must provide notice to the district as soon as practicable under the facts and circumstances of the particular case. Absent unusual~~

GRAND ISLAND PUBLIC SCHOOLS

~~circumstances, staff must comply with the district's usual and customary notice and procedural requirements for requesting leave.~~

~~Staff must provide sufficient information for the district to reasonably determine whether the FMLA may apply to the leave request. Depending on the situation, such information may include that the staff member is incapacitated due to pregnancy, has been hospitalized overnight, is unable to perform the functions of the job, and/or that the staff member or qualifying family member is under the continuing care of a health care provider.~~

~~When staff seek leave due to an FMLA-qualifying reason for which the district has previously provided the staff member FMLA-protected leave, staff must specifically reference either the qualifying reason for leave or the need for FMLA leave.~~

Employer Notice: ~~The district will post a notice approved by the Secretary of Labor explaining rights and responsibilities under FMLA. Additionally, the district will either include this general notice in staff handbooks or other written guidance to staff concerning benefits, or must distribute a copy of the notice to new staff upon hiring.~~

~~When staff request FMLA leave or the district acquires knowledge that leave may be for a FMLA purpose, the district shall notify staff of their eligibility to take leave, and inform staff of their rights and responsibilities under FMLA. When the district has enough information to determine that leave is being taken for an FMLA-qualifying reason, the district must notify the staff member that the leave is designated and will be counted as FMLA leave.~~

Certification:

~~The district may require that request for leave due to a serious health condition affecting the staff member or a covered family member be supported by a certification from a health care provider. The district may require second or third medical opinions (at the district's expense) and periodic recertification of a serious health condition. The district may use a health care provider, a human resource professional, a leave administrator, or a management official — but not the staff member's direct supervisor — to authenticate or clarify a medical certification of a serious health condition. The district may have a uniformly applied policy requiring staff returning from leave for their own serious health condition to submit a certification that they are able to resume work. If reasonable safety concerns exist, the district may, under certain circumstances, require such a certification for staff returning from intermittent FMLA leave.~~

6335 INJURY LEAVE

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

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

Legal Reference: _____ LB 1186 (2020)

Policy Adopted: 01/14/2021



Grand Island Public Schools Foundation
Notes for Board of Education
9-11-25

1. The Foundation Staff and Board met with organizations operating under our umbrella on Tuesday, August 25 to review policies and procedures and build relationships. The organizations that currently operate under the GIPS Foundation's Umbrella include boosters clubs, special project clubs, and other ongoing philanthropy-funded ventures.
2. The Foundation has opened the online Classroom Grant application. This year there will only be one round of grants shall be for projects that will benefit students after November or during the spring or summer of 2026. Classroom grant requests will be accepted through September 25.

Classroom grants are designed to fund educational opportunities for students that are not available through the school district's general budget.

3. The Foundation will undergo our annual audit this week.
4. The 4th annual Harvest Gala will be held on September 25 at Riverside Golf Club. Doors will open at 5:30PM Tickets are available at GIPSFoundation.org
5. The Foundation Board will meet on their September 16, 2025. The annual budget will be presented.