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AID from Page 1

regulations, don't know they can increase their allocations by listing their educational expenses.

"A lot of these gals don't know to do it," she said. "They're intimidated by social services or something -- I don't know."

Cox said she won't be able to submit a list of expenses this year because she is just starting school and is unsure what all of her expenses will be.

But Marshall said that even if students don't know how to avoid reductions, they wouldn't be faced with reductions if federal legislation is adopted in Nebraska.

A food stamp act amendment,

effective in 1987, prohibits reduction of food stamps based on income from federal student financial aid, Marshall said.

According to the Aug. 22, 1986, Federal Registrar, "The statute provides that no portion of any federal educational grant, scholarship, fellowship, veterans' educational benefit, educational loan on which payment is deferred, and the like which provides income assistance beyond that used for tuition and mandatory school fees shall be excluded as a reimbursement."

Cox said the amendment has not been officially approved by the Nebraska Legislature, so Nebraska doesn't have to comply with the amendment.

Buresch said she has received "a variety of interpretations from the federal office" since the amendment was federally approved.

The regulations followed by Lincoln social services state that "exclusions will include everything except normal living expenses," Buresch said.

Because miscellaneous personal expenses aren't covered by regulations, she said, some forms of federal financial aid are counted as income, if an itemization of expenses isn't provided.

Cox said she has informed her senator of the need for the amendment's approval on the state level and hopes a bill will be introduced next session to address the issue.

VISSER from Page 1

would be busy with students wanting appeals.

Many times, he did not know where Visser was, he said, and "I just had to have Ms. Visser there" during that week. Gregory said she was in the office that week.

Gregory said he wrote Visser a memo Jan. 18 because he was concerned about her "taking off in the afternoons" and that the number of her personal phone calls and family visits had increased.

Since Visser was taking a class during office hours, her availability as an adviser was further diminished when she was late and spent too much time on personal business, Gregory said.

Carpenter and Shada rarely were late, Gregory said.

After Visser explained that her reason for being late was seeing her son off on the school bus, Gregory said he didn't object to it.

None of his criticism was directed at athletic issues, he said.

After the Jan. 18, 1988, memo, Gregory said Visser's attitude was "less friendly, cooler, more formal, somewhat more distant."

In February Visser again left at 3:30 p.m. without an explanation, Gregory said, which prompted him to write her a memo Feb. 12.

March 2, Visser told general studies employees she was going to class but did not go, Gregory said. By accessing her registration records on the computer, Gregory said he found that she had dropped the class March 1.

Gregory said that although he found Visser's job performance unacceptable, he did recommend a salary increase.

Gregory said he wrote the March 30 memo criticizing Visser because he did not want to take formal personnel action against her.

"I wanted to resolve this between the two of us," Gregory said.

Visser began to cry after reading the memo, saying, "You're trying to fire me, you're trying to fire me," Gregory said.

After the March 30 conference, Visser wrote a memo responding to Gregory's criticisms and distributed it to her co-workers.

Visser's memo "attacked my integrity and the integrity of others in the office," Gregory said. "Sud-

denly, because of this memo, we all felt we better watch our step."

Gregory said he again discussed what he called Visser's "disruptive behavior" with her in mid-April, but she was very resistant. Visser then went on two weeks of sick leave, he said.

Gregory said he then wrote Visser a note saying that if she wanted to meet again, someone from personnel also should be present.

Visser responded that she wanted to meet and set up a session with Personnel Director Bruce Currin for April 27.

The meeting was later cancelled after Currin found that Visser had hired Cope to represent her.

When Visser returned to work in May, Gregory testified, he noticed she was spending a lot of time working on the computer. Gregory tracked her computer transactions and found she was accessing long lists of athletes' academic records.

After this, Gregory said, he still recommended a salary hike for Visser to Griesen. Griesen said Gregory should decide if Visser's performance was acceptable before he gave her a raise, Gregory said.

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