

Regular Board of Education Meeting

Monday, April 19, 2021 6:00 PM

City of Gering Council Chambers, 1025 P Street, Gering, NE
69341



Agenda

1. **GPS Board of Education Information**

The meeting agenda will be kept current and available for public inspection in the office of the Secretary of the Board of Education at the Central Office during regular working hours.

District Vision: *Gering Public Schools provides a collaborative community, inspiring excellence and innovation in teaching and learning to empower student growth and leadership in school and life.*

District Mission: *Gering Public Schools exists to equip today's learners with the skills necessary to be tomorrow's leaders.*

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2. *The Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of matters to be considered at the meeting. The Board of Education releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the Superintendent of Schools.*

If anyone in attendance is interested in addressing our Board, you are welcome to do so. We simply request that you complete the appropriate form and turn it in to us now, so that you may be recognized during the 'Patron Comment' section of our meeting. These forms are located by the entry doors of the meeting room.

Agenda items are subject to reordering at discretion of the board president. Board members may request specific agenda item(s) be moved to a different place on the agenda. Please attend the entire meeting to ensure you hear discussion on a particular agenda item.

3. **Opening Procedures**

1. Call to Order

The Board of Education reserves the right to enter into Executive Session for the

protection of the public interest; or the prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.

2. Roll Call

3. Excuse Absent Board Member(s)

4. **Pledge of Allegiance**

5. **Opening Meetings Act**

Pursuant to Section 84-1412 of the Nebraska Statutes, the public is hereby informed that a current copy of the Nebraska Open Meetings Act is posted in the Board meeting room on the north wall.

Notice of this meeting was published in the Gering Courier on Thursday, April, 15, 2021.

6. **Appoint Shawnae Case to the position of Board Secretary.**

7. **Consent Agenda**

At this time, any Board member may request that any item in the consent agenda be removed from the consent agenda and be considered and voted on separately.

1. Minutes from the previous month's board meeting(s)

The attached minutes are intended to accurately reflect the action of the Board at its previous meetings.

2. Approval of Claims/Bills

3. Board Policy Adoption

i. First Reading of Board Policies

1. 1002. District Annual Report

2. 1003. Public Examination of School District Records

3. 1004.01 Media Relations

4. 1004.02 News Conferences and Interviews

5. 1004.03 Live Broadcast or Videotaping

6. 1004.04 Crisis Management Communications

7. 1005.01 Public Complaints

8. 1005.02 Parent Relations Goals

9. 1005.03 Parental and Family Involvement in the Schools
10. 1005.04 Community Relations Goals
11. 1005.05 Community Involvement in Decision Making
12. 1005.06 Community Resource Persons and Volunteers

ii. Second Reading of Board Policies

1. 903.7. TRAFFIC AND PARKING PROCEDURES
2. 903.8 VANDALISM
3. 903.9 ENERGY CONSERVATION
4. 904.2 LEASE, SALE OR DISPOSAL OF SCHOOL DISTRICT PROPERTY
5. 905.1. FACILITIES INSPECTIONS
6. 905.2 ANNUAL EMERGENCY SAFETY PLAN
7. 905.3 WARNING SYSTEMS
8. 905.4 BOMB THREATS
9. 905.5 HAZARDOUS MATERIALS
10. 905.6 ACCIDENT REPORTS
11. 905.7 SAFETY DRILLS
12. 905.8 SCHOOL CLOSINGS AND CANCELLATIONS
13. 905.9 EYE PROTECTIVE DEVICES
14. 905.10 ASBESTOS CONTROL

4. Personnel Items

i. Approval of Certified Staff Contract(s)

1. Emily Hauck - Band Instructor at Gering High School

2. Justin Reinmuth - Extended Contract Days
3. Andrea Tritt - Classroom Teacher at Lincoln Elementary.

ii. Certified Staff Resignation

1. John Boswell - Mathematics Teacher at Gering High School.
2. Rae Johnson - English Teacher at Gering Junior High
3. Amaris Renteria - 1st Grade Teacher at Lincoln Elementary.
4. Ronda Roth - Resource Teacher at Gering High School.

8. **Patron Comments**

9. **Reports and Discussions**

1. Building Report from Geil Elementary Student Leadership Team.
2. Recognition of April Bulldog Staff Member of the Month: Kathy Rose, Northfield Music Teacher
3. Curriculum/Personnel Committee Report
4. Business/Facilities Committee Report
 - i. Trial Balance Summary
 - ii. Fund Balances
 - iii. Schedule of Investments
 - iv. Financial Statements
5. Superintendent's Report
6. Announcements of Upcoming Events for the Board
7. Building Report from Gering High School Ag Department.

10. **Action Items**

1. Discuss, consider, and take action regarding the purchase of a digital learning platform from Acellus Learning System in the amount of \$10,900.

2. Discuss, consider, and take action regarding the purchase of K-5 English Language Arts materials from Amplify CKLA in the amount of \$442,159.32.
3. Discuss, consider, and take action regarding the purchase of 6-12 English Language Arts materials from Study Sync by McGraw Hill in the amount of \$131,536.44.

11. Board Comments

12. Adjourn

**GERING PUBLIC SCHOOLS
GERING, NE**

POLICY ADOPTION

The board shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of two regular board meetings. The proposed policy changes shall be distributed and public comment will be allowed at each meeting prior to final board action. This notice procedure shall be required except for emergency situations. If the board adopts a policy in an emergency situation, a statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The board shall have complete discretion to determine what constitutes an emergency situation.

The final action taken to adopt the proposed policy shall be approved by a simple majority vote of the board at the next regular meeting after the meeting allowing public discussion. The policy will be effective on the later of the date of passage or the date stated in the motion.

In the case of an emergency, a new or changed policy may be adopted by a majority vote of a quorum of the board. The emergency policy shall expire at the close of the third regular meeting following the emergency action, unless the policy adoption procedure stated above is followed and the policy is reaffirmed.

Legal Reference: Neb. Statute 79-520 (Class III)
 79-521 (Class IV)
 79-522 (Class V)
 79-523 (Class VI)
 79-526
 84-712 et seq.
NDE Rule 10.004.01A1

Cross Reference: 201.1 Board Powers and Responsibilities

| Approved 1/20/03

Reviewed ~~8/17/09~~2/23/15

Revised 9/14/09

PARENT RELATIONS GOALS

It is the general goal of the district to foster relationships with parents which encourage cooperation between the home and school in establishing and achieving common educational goals for students. The board believes parents should be active participants in education by demonstrating interest in and support for their school and the district, by becoming informed about their role as partners in education, and by becoming involved in the education of their children.

While parents are individually responsible for their children, the district provides direct services of education and indirect services of child care for students during the time when they are within the supervision of school personnel. Consistent with these shared responsibilities and as appropriate to the maturity of the student, members of the school staff will consult with parents regarding student progress and achievement, methods to enhance student development, and matters of correction.

Additionally, parental involvement in the schools is encouraged through regular communication with the school principal and staff, the parent/teacher organizations, the school volunteer program, and other opportunities for participation in school activities and district programs. It is assumed that the relationship described in the general goal is fostered if the district will:

- consult with and encourage parents to share in school planning, in setting objectives, and evaluating programs;
- help parents understand the education process and their role in promoting this process;
- provide for parent understanding of school operations;
- provide opportunities for parents to be informed of their child's development and the criteria for its measurement; and
- help parents improve in their role as parents.

Cross Reference: 508.07 Custody and Parental Rights
 611.01 Student Progress Reports
 611.04 Parent Conferences

Approved 2/16/2004

Reviewed 4/28/2014

Revised _____

DISTRICT ANNUAL REPORT

The superintendent or designee shall annually prepare a written report informing the public of the following areas of district characteristics and student achievement results:

- Student demographics, including enrollment by grade and site, number of students receiving free or reduced meals and number of special education students.
- District financial information including levy, total budget, valuation per pupil, per pupil costs and local, state and federal revenue.
- Student academic performance including results of standardized tests, average g.p.a. for elementary and secondary students, graduation rates and dropout rates.
- Faculty experience and education data.
- Transportation and facilities summary data.
- Average class size information by site.
- Graduation requirements and survey results of recent graduating classes.
- College credits earned by 11th and 12th grade students.
- Parent-teacher conference attendance rates.
- Course-offering information.
- Numbers of volunteers and total time volunteered.
- Community attitudes survey information.

The annual report shall be communicated to the public by one or more of the following: publication in the newspaper of record, posting on school bulletin boards/ district website, distribution to students.

Legal Reference: NDE Rule 10.005.02
 NDE Rule 10.010.01

Cross Reference: 1001 Principles and Objectives for Community Relations
 1004 Press, Radio and Television News Media
 1005 Public Participation in the School District

PUBLIC EXAMINATION OF SCHOOL DISTRICT RECORDS

Public records of the school district may be viewed by the public during the regular business hours of the administration offices of the school district. These hours are 9:00 a.m. to 4:00 p.m. Monday through Friday, except for holidays and recesses.

Records defined by law as confidential records shall be viewed or copied upon receipt of written permission by the administration office from the person or entity whose confidential records are being requested. Lacking such permission, the superintendent will issue a written denial of the request.

Persons wishing to view the school district's public records shall contact the central administration office and make arrangements for the viewing. The office personnel will make arrangements for viewing the records as soon as practicable and within 4 business days if possible.

Persons wanting copies may be assessed a fee for the copies not to exceed the actual costs. If the estimated cost of the records exceeds \$50.00, the office will obtain an advance deposit equal to the estimated cost. Records will not be made available in any form in which that record is not already maintained or produced. Persons making requests to use their own copying equipment must make arrangements satisfactory to the administration office.

It shall be the responsibility of the administration office to maintain accurate and current records of the school district. It shall be the responsibility of the office to respond in a timely manner to requests for viewing and receiving public information of the school district. If the office is unable to provide the requested records within 4 business days, the secretary will issue a written explanation with a revised date for completion and an estimate of cost; allowing the requester to modify or prioritize the information request.

Legal Reference: Nebraska Statutes 84-712.0 et seq.

Cross Reference: 507.01 Student Records Access

Approved 2/16/2004 Reviewed 1/19/2004 Revised _____

MEDIA RELATIONS

The board recognizes the value of and supports open, fair and honest communication with the news media. The board will maintain a cooperative relationship with the news media. As part of this cooperative relationship, the board and the media will develop a means for sharing information while respecting each party's limitations.

Members of the news media are encouraged and welcome to attend open board meetings. The board president shall be the spokesperson for the board, and the superintendent shall be the spokesperson for the school district. It shall be the responsibility of the board president and superintendent to respond to inquiries from the news media about the school district.

Members of the news media seeking information about the school district shall direct their inquiries to the superintendent. The superintendent shall accurately and objectively provide the facts and board positions in response to inquiries from the news media about the school district.

NEWS CONFERENCES AND INTERVIEWS

The superintendent, on behalf of the board and the school district, may hold a news conference or respond to a request for an interview with the news media.

The superintendent shall respond accurately, openly, honestly, and objectively to inquiries from the news media about the school district.

News conferences and interviews planned or pre-arranged for school district activities shall include the board and the superintendent. News conferences for issues requiring an immediate response may be held by the superintendent. It shall be within the discretion of the superintendent to determine whether a news conference or interview shall be held to provide an immediate response to an issue.

It shall be the responsibility of the superintendent to keep the board apprised of news conferences and interviews.

Information about school activities and issues will be provided to the community in a way which will create and maintain a dignified and professionally responsible image for the district.

The procedures listed below will be followed in giving official information to the news media:

1. The board president will be the official spokesperson for the board, unless this duty is delegated;
2. News releases that are of districtwide interest or that pertain to established district policy will be the responsibility of the superintendent;
3. The superintendent will establish regulations for the dissemination of news releases pertaining to the district.

When individual board members receive requests from press media representatives for information about board meetings or actions, members will refer these representatives to the board president, who is the spokesman for the board. The president may designate others to speak on behalf of the board at his/her discretion.

Nothing in this policy is intended to limit the rights of individual board members to speak their personal opinions.

Approved 2/16/2004

Reviewed 3/31/2014

Revised _____

LIVE BROADCAST OR VIDEOTAPING

Within the limitations described below, individuals may broadcast or videotape public school district events, including open board meetings, as long as it does not interfere with or disrupt the school district event and it does not create an undue burden in adapting the buildings and sites to accommodate the request.

It shall be within the discretion of the superintendent to determine whether the request is unduly burdensome and whether the broadcast or videotaping will interfere with or disrupt the school district event.

In addition to limitations on recording or transmitting image or sound in policy 504.12 referenced below, anyone recording or transmitting any sound or image of any person (including themselves) must have the prior consent of the person or persons being recorded or whose image or sound is being transmitted. This requirement applies to all persons, including staff, students, volunteers, and community members, at district facilities or attending district sponsored events. This policy does not apply to District-sponsored athletic events or activities where the focus of the recording or transmission is on the student performances or activity. Nothing in this policy shall prohibit the recording of an Individualized Education Program meeting when necessary to implement parental rights as guaranteed by the Individuals with Disabilities Education Act or in conducting meetings to implement Section 504.

News media coverage of sports and other special events is encouraged. Radio broadcasts of events will be arranged through the superintendent's office. Videotaping of classroom activities will be allowed at the discretion of the superintendent or designee. Parents will be notified prior to videotaping of classroom activities.

It shall be the responsibility of the superintendent or designee to implement this policy and for handling requests for other broadcasting or videotaping activities.

Cross Reference: 504.12 Regulated Electronic Devices

Approved 2/16/2004

Reviewed 3/31/2014

Revised _____

CRISIS MANAGEMENT COMMUNICATIONS

A school crisis may occur at any time, may take various shapes, and may hit with varying degrees of severity. The superintendent is directed to develop a School Communications Crisis Procedure to manage information more effectively and to ensure the crisis will be managed more effectively.

The procedure should include the following provisions outlined in the Safety Manual:

1. Designation of a crisis spokesperson and description of the spokespersons duties;
2. Preparations to be taken before a crisis for dealing with the media;
3. Procedures for contacting various groups such as emergency response units, employees, parents, and the media;
4. Procedures for developing and releasing a public statement soon after the initiation of the crisis; and
5. Procedures for developing a public statement or report following the conclusion of the crisis.

Cross Reference: 905 Safety Program

Approved 2/16/2004

Reviewed 3/31/2014

Revised _____

PUBLIC COMPLAINTS

The board recognizes that concerns regarding the operation of the school district will arise. The board further believes constructive criticism can assist in improving the quality of the education program and in meeting individual student needs more effectively. The board also places trust in its employees and desires to support their actions in a manner that frees them from unnecessary or unwarranted criticism and complaints.

Procedures for dealing with complaints concerning programs or practices should be governed by the following principles:

- where action/investigation is desired by the complainant, or where it seems appropriate, the matter should be handled as near the source as possible;
- complaints should both be investigated and, if possible, resolved expeditiously;
- complaints should be dealt with courteously and in a constructive manner; and,
- individuals directly affected by the complaint should have an opportunity to respond.

The board, consistent with its board policy-making role, will review the action taken to resolve complaints concerning specific schools, programs or procedures only after the usual channels have been exhausted. Complaints regarding employees or complaints by students will follow the more specific policies 403.05 and 504.01 respectively.

When a complaint requiring attention is received by the board or a board member it will be referred to the superintendent. After all of the channels have been exhausted, any complainant wishing to appeal to the board shall appeal in writing. However, the board will only directly consider appeals dealing with policies, procedures and programs. Any appeals involving employee issues will be passed on to the board's legal counsel to determine whether district policies and procedures were followed by the administrator in attempting to resolve the conflict.

Cross Reference: 204.12 Public Participation at Board Meetings
 403.05 Public Complaints about Employees
 504.01 Student Due Process Rights
 606.03 Objection to Instructional Materials

Approved 2/16/2004

Reviewed 4/28/2014

Revised _____

PARENT RELATIONS GOALS

It is the general goal of the district to foster relationships with parents which encourage cooperation between the home and school in establishing and achieving common educational goals for students. The board believes parents should be active participants in education by demonstrating interest in and support for their school and the district, by becoming informed about their role as partners in education, and by becoming involved in the education of their children.

While parents are individually responsible for their children, the district provides direct services of education and indirect services of child care for students during the time when they are within the supervision of school personnel. Consistent with these shared responsibilities and as appropriate to the maturity of the student, members of the school staff will consult with parents regarding student progress and achievement, methods to enhance student development, and matters of correction.

Additionally, parental involvement in the schools is encouraged through regular communication with the school principal and staff, the parent/teacher organizations, the school volunteer program, and other opportunities for participation in school activities and district programs. It is assumed that the relationship described in the general goal is fostered if the district will:

- consult with and encourage parents to share in school planning, in setting objectives, and evaluating programs;
- help parents understand the education process and their role in promoting this process;
- provide for parent understanding of school operations;
- provide opportunities for parents to be informed of their child's development and the criteria for its measurement; and
- help parents improve in their role as parents.

Cross Reference: 508.07 Custody and Parental Rights
 611.01 Student Progress Reports
 611.04 Parent Conferences

Approved 2/16/2004

Reviewed 4/28/2014

Revised _____

PARENTAL AND FAMILY INVOLVEMENT IN THE SCHOOLS

It is the policy of the district to provide full access to the parent and family members of any student of the district to review textbooks, tests, curriculum and instructional materials, records of a student of any such parent, unless otherwise prohibited by law, and to any surveys of students done by the school district. Summary information regarding the district's curriculum, testing, and surveys will be provided at the beginning of each school year. Requests for access to specific instructional materials should be addressed to the teacher or building principal.

Requests by parents and family members to attend and monitor courses, assemblies, counseling sessions and other instructional activities shall also be made to the building principal or teacher. While requests to monitor are usually granted, if the request is denied, reasons for the denial will be provided.

It is the policy of the district to provide as consistent an experience as possible in all classroom instruction, testing, surveys, and other school experiences. It is the policy of the district not to excuse students from classroom instruction, testing, and other school experiences unless an objection is submitted to the building principal or teacher outlining the specific experience, the basis for the objection and a proposed solution for dealing with the objection that would be satisfactory to the parent and family members.

The request for the student to be excused will be reviewed by the building principal and a decision provided to the parents and family members. While verbal objections and decisions are valid, written followup to verbal communications is required from the parent and family members, and the principal. If a student is excused from the requested activity no penalty will be assessed but an agreed upon alternative activity must be performed to the satisfaction of the teacher and principal.

It is the policy of the district to use only testing methods and testing instruments that are not of an experimental nature and to avoid using any testing materials or testing techniques that are not generally recognized by educational professionals to be within sound educational standards and both educationally and academically appropriate. It is the policy of the district to notify parents and family members of any standardized testing that may be scheduled within the school district.

It is the policy of the district to notify parents and family members of any survey which may be scheduled and to conduct student surveys judiciously, with full consideration of the fact that parents and family members may find items of the survey objectionable.

The following activities will also be included in the district's plan for parental and family involvement:

1. The district will involve parents and family members in the development of the Title I plan, the process for school review of the plan and the process for improvement;
2. The district will provide the coordination, technical assistance and other support necessary to assist participating schools in planning and implementing effective parental and family involvement activities to improve student academic achievement and school performance;
3. The district will build the schools' and parents' and family members' capacity for strong parental and family involvement;
4. The district will coordinate and integrate parental and family involvement strategies under Title I with other programs such as Head Start, Reading First, etc.;
5. The district will conduct with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parental and family involvement policy in improving the academic quality of the school served including identifying barriers to greater participation by parents and family members in Title I activities (with particular attention to parents and families who have low income, Limited English Proficient (LEP), minorities, disabilities and low literacy) and use the findings of the evaluation to design strategies for more effective parental and family involvement and to revise, as necessary, the parental and family involvement policies; and
6. The district will involve parents and family members in Title I activities.

The parent and family members or guardian of a student may have access to that student's records during normal business hours of the district according to Policy 507.01 Student Records Access.

This policy is adopted following a public hearing to receive public comments and suggestions.

Legal Reference: Neb. Statute 79-530 to 533
 No Child Left Behind, Title I, Sec. 1118, P.L. 107-110

Cross Reference: 507.01 Student Records Access
 606.03 Objection to Instructional Materials
 610.02 Test or Assessment Administration
 611.01 Student Progress Reports
 611.04 Parent Conferences
 1002. District Annual Report
 1005.01 Public Complaints

Approved 2/16/2004 Reviewed 8/22/2016 Revised _____

COMMUNITY RELATIONS GOALS

The school community relations program is a responsibility of both the Board of Education and the total school staff. Within the bounds of legal and ethical responsibilities to pupils, the school district will attempt to keep the community well informed about the operations and needs of the school district. The school district recognizes the necessity of involving citizens in the work of the schools and of two-way communications with the schools' internal and external publics.

The board will work closely with school district-community groups, including, but not limited to, the booster club and parent-teacher organizations. The Board expects all district staff to demonstrate commitment to the involvement of parents and community members in education.

Prior to any purchase of, or fund raising for, goods or services for the school district, the group shall confer with the superintendent to assist the group in purchasing goods or services to meet the school district's needs.

Funds raised by these groups for the school district may be kept as part of the accounts of the school district.

It shall be the responsibility of the building principal to be the liaison with the school district-community groups affiliated with the building principal's attendance center.

Approved 2/16/2004

Reviewed 4/28/2014

Revised

COMMUNITY INVOLVEMENT IN DECISION MAKING

The Board endorses the concept that community participation in school affairs is essential if the school system and the community are to maintain mutual confidence and respect and work together to improve the quality of education for students. It therefore intends to exert every effort to identify the community's desires and to be responsive, through its actions, to those desires.

All district citizens will be encouraged to express their ideas, concerns and judgments about the schools through such means as: (1) written suggestion(s) or proposal(s); (2) presentations at hearings; (3) responses to surveys made through interviews, written instruments or other means; (4) comments at Board meetings; and (5) service on citizens' advisory committees and school improvement teams.

The public advice will be given careful consideration. In evaluating such advice, the first concern will be for the educational program as it affects students. The Board's final decisions may depart from public advice when, in the judgment of staff and the Board, such advice is not consistent with goals adopted by the Board or with good educational practice or within available financial resources.

Cross Reference: 203.07 Advisory Board Committees

Approved 2/16/2004

Reviewed 4/28/2014

Revised _____

COMMUNITY RESOURCE PERSONS AND VOLUNTEERS

The board recognizes the valuable resource it has in the members of the school district community. When possible and in concert with the education program, members of the school district community may be asked to make presentations to the students or to assist employees in duties other than teaching. The school district may officially recognize the contributions made by volunteers.

Recruitment, training, utilization, and the maintenance of records for the purposes of insurance coverage or recognition of school district volunteers are responsibilities of the superintendent.

POLICY 204.12
GERING PUBLIC SCHOOLS
GERING, NE

PUBLIC PARTICIPATION IN BOARD MEETINGS

The board recognizes the importance of citizen participation in school district matters. In order to assure citizens are heard and board meetings are conducted efficiently and in an organized manner, the board shall set time aside for citizen participation, either at a specific time during the meeting or during the discussion of agenda items. The board has the discretion to limit the amount of time set aside for public participation.

If the pressure of business or other circumstances dictate, the board president may decide to eliminate this practice at a particular meeting. The board president will recognize these individuals to make their comments at the appropriate time. The orderly process of the board meeting shall not be interfered with or disrupted. Only those speakers recognized by the board president shall be allowed to speak. Comments by others are out of order. If disruptive, the individual making the comments or another individual causing disruption may be asked to leave the board meeting.

Citizens wishing to address the board on a certain agenda item must notify the superintendent prior to the board meeting. Citizens wishing to present petitions to the board may do so at this time. However, the board will only receive the petitions and not act upon them or their contents.

Subjects for comment should involve areas within the board's proper responsibility. Discussion on unrelated matters is to be discouraged.

Individuals who have a complaint about employees may bring their complaint to the board only after they have followed board policy addressing citizens' complaints. Students who have a complaint may only bring their complaint to the board after they have followed board policy addressing students' complaints.

Any written or printed materials to be circulated for a meeting of the school board must be submitted to the superintendent by the Wednesday preceding a Monday night meeting. This material will be transmitted to the members of the board for their consideration.

Legal Reference: Nebraska Statute 84-1408 to 1414

Cross Reference: 201.7 School Board Liability
204.3 Public Hearings
204.10 Agenda
403.5 Public Complaints about Employees

Approved 1/20/03 Reviewed 2/23/15 Revised 9/14/09

**GERING PUBLIC SCHOOLS
GERING, NE**

PUBLIC COMPLAINTS ABOUT EMPLOYEES

The board recognizes situations may arise in the operation of the school district which are of concern to parents and other members of the school district community. While constructive criticism is welcomed, the board desires to support its employees and their actions to free them from unnecessary, spiteful, or negative criticism and complaints that do not offer advice for improvement or change.

While speakers may, during public meetings, offer objective criticism of school operations and programs, the board will not hear personal complaints concerning district personnel nor against any person connected with the school system unless that complaint is an agenda item having followed the process described below. To do so could expose the board to a charge of being party to slander and would prejudice any necessity to act as the final review of administrative recommendations regarding the matter. The board president will direct the patron to the appropriate means for board consideration and disposition of legitimate complaints involving individuals.

The board firmly believes concerns should be resolved at the lowest organizational level by those individuals closest to the concern. Whenever a complaint or concern is brought to the attention of the board it will be referred to the administration to be resolved. Prior to any board consideration however, the following should be completed:

1. Matters concerning an individual student, teacher, or other employee should first be addressed to the teacher or employee.
2. Unsettled matters from (1) above or problems and questions about individual attendance centers should be addressed to the employee's building principal for certificated employees and support staff. At this level, if requested by the administrator, the complainant shall put the complaint in writing.
3. Unsettled matters regarding certificated employees from (2) above or problems and questions concerning the school district should be directed to the superintendent.
4. If a matter cannot be settled satisfactorily by the superintendent, it may then be brought to the board in writing. The board will follow policy 1005.01 in handling public complaints.

Cross Reference: 204.10 Agenda
 204.12 Public Participation at Board Meetings
 1005.01 Public Complaints

Approved 03/15/10

THE MONTH ENDING FMarch 31, 2021
TRIAL BALANCE SUMMARY- YEAR-TO-DATE

	GENERAL	BUILDING	DEPREC'N	FEE	QUALIFIED CAPITAL	EMPL BEN	ACTIVITY	CAFETERIA	BOND
9/1/2020	\$2,625,075.91	\$751,534.93	\$435,847.81	\$14,451.64	\$0.00	\$11,376.73	\$47,719.68	\$186,076.85	\$1,210,122.89
CD Deposit									
+ YTD RECPTS	\$12,564,802.91	\$110,141.36	\$11.91	\$8,314.00	\$0.00	\$3.06	\$225,432.52	\$412,266.72	\$993,057.02
+ RECPT ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= AVAILABLE FUNDS	\$15,189,878.82	\$861,676.29	\$435,859.72	\$22,765.64	\$0.00	\$11,379.79	\$273,152.20	\$598,343.57	\$2,203,179.91
- YTD EXPENSE	\$13,283,858.40	\$175,459.00	\$0.00	\$0.00	\$0.00	\$2,047.76	\$227,731.90	\$541,291.78	\$1,151,928.80
- EXPENSE ADJ	\$0.00	\$600,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= RECEIPT-EXP BALANCES	\$1,906,020.42	\$86,217.29	\$435,859.72	\$22,765.64	\$0.00	\$9,332.03	\$45,420.30	\$57,051.79	\$1,051,251.11

4004445.14

IMPREST	\$0.00								
PAYROLL	\$0.00								
CASH AT COUNTY	\$2,330,919.02								\$0.00
+ REGULAR CHECKING	\$69,406.76		\$11,018.65	\$22,765.62		\$9,332.03	\$45,420.30	\$57,051.79	\$751,193.75
+ MMA ACCOUNT	\$260,764.92	\$86,217.29	\$394,841.07		\$0.00		\$0.00	\$0.00	\$300,057.36
+ IMPREST SUSPENSE	\$0.00								
+ DUE TO BUILDING									
+ DUE FROM BOND	(\$600,000.00)								
+ CD'S + or -							\$0.00		
+ A/R or (A/P)	(\$155,070.28)								
= FUND BALANCES	\$1,906,020.42	\$86,217.29	\$405,859.72	\$22,765.62	\$0.00	\$9,332.03	\$45,420.30	\$57,051.79	\$1,051,251.11

THE MONTH EDN March 31, 2021
TRIAL BALANCE SUMMARY

	GENERAL	target \$650K BUILDING	target \$750k DEPREC'N	FEE	QUALIFIED CAPITAL	EMPL BEN	ACTIVITY	CAFETERIA	BOND
03/01/2021 Balance	\$2,310,236.96	\$86,200.65	\$435,857.87	\$22,761.27	\$0.00	\$9,331.87	\$27,273.50	\$129,827.31	\$991,107.26
CD Deposit									
+ MTD Receipts	\$1,393,196.04	\$16.64	\$1.85	\$4.35	\$0.00	\$0.16	\$36,571.06	\$10,312.47	\$58,743.85
+ RECPT ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= AVAILABLE FUNDS	\$3,703,433.00	\$86,217.29	\$435,859.72	\$22,765.62	\$0.00	\$9,332.03	\$63,844.56	\$140,139.78	\$1,049,851.11
- MTD EXPENSE	\$1,797,412.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,424.26	\$83,088.29	\$0.00
- EXPENSE ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= RECEIPT-EXP BALANCES	\$1,906,020.42	\$86,217.29	\$435,859.72	\$22,765.62	\$0.00	\$9,332.03	\$45,420.30	\$57,051.49	\$1,049,851.11

IMPREST	\$0.00								
PAYROLL	\$0.00		\$0.00	\$0.00	\$0.00				
CASH AT COUNTY	\$2,330,919.02								
+ REGULAR CHECKING	\$69,406.76		\$41,018.65	\$22,765.62			\$45,420.30	\$57,051.79	\$751,193.75
+ MMA	\$260,764.92	\$ 86,217.29	\$394,841.07		\$0.00	\$933,203.00	\$0.00	\$0.00	\$300,057.36
+ IMPREST SUSPENSE	\$0.00								
DUE TO BUILDING DUE FROM BOND	(\$600,000.00)	\$0.00							
CD'S + or - A/R or (A/P)	(\$155,070.28)						\$0.00		
= FUND BALANCES	\$1,906,020.42	\$86,217.29	\$435,859.72	\$22,765.62	\$0.00	\$933,203.00	\$45,420.30	\$57,051.79	\$1,051,251.11

Gering Public Schools Building Fund 3/31/2021		
Cash Balance	3/31/2021	\$ 86,217.29
Projected Revenue	03/31/21-08/31/21	
Taxes		\$ -
Transfer from General		\$ 600,000.00
Interest		\$ 1,200.00
Total		\$ 601,200.00
Projected Expenses		\$ -
Admin Building		\$ -
High School Project		\$ 170,000
Total		\$ 170,000.00
Cash Balance		<u>\$517,417.29</u>

Gering Public Schools Depreciation Fund 2/28/2021		
Cash Balance	3/31/2021	<u>\$435,859.72</u>
Projected Revenue	03301/21-08/31/21	
Interest		\$ 1,500.00
Total		\$ -
		\$ 1,500.00
Projected Expenses		\$ -
		\$ -
Total		\$ -
Cash Balance		<u>\$437,359.72</u>

SCHEDULE OF INVESTMENTS HELD

AS OF March 31, 2021

Depository	Number	Fund	Amount	Rate	Date of Issue	Date of Maturity
Valley Bank	1097688	Depreciation	\$340,065.88	1.25%	11-26-08	11-26-20
Valley Bank	1097480	Depreciation	\$55,869.889	.6485	03-18-08	03-18-21
Valley Bank	1097261	Activity- Whitney Parr	\$30,257.94	1.30%	08-16-07	08-16-20
US Bank	35050016148 3	Activity-Twyla Fulk	\$5,571.32	.45%		02-06-21

To: Board of Education
Re: September Financial Statements.
Date: April 19, 2021

The Business Committee has reviewed the financial records for the month of March 2021. Items found in the various bill lists needing further description are notated, if necessary, in the right-hand margin of the Schedule of Checks Written. The remainder of items are typical service or supply expenditures and are adequately defined in the descriptive columns.

General Fund revenue was \$1,393,196.04 and expenditures were \$302,079.49 and the payroll for March totaled \$1495,333.09 total general Fund expenditures for March were \$1,797,412.58.,

Building Fund revenue was \$16.64 expenditures were \$0.00 The Depreciation Fund revenue was \$1.65 and expenditures were \$0.00, the Qualified Capital Fund revenue was \$0.00 and expenditures were \$0.00 the Fee Fund revenue was \$4.35 expenditures were \$0.00 and the Employee Benefit Fund revenue was \$.16 and expenditures were \$0.00.

The Activity Fund revenue was \$29,955.08 Activity Fund expenditures totaled \$9,024.25. Cafeteria Fund revenue was \$10,312.47, Cafeteria Fund expenditures \$79,978.24 plus \$3,110.05 for payroll for for a total of \$83,088.29 and Bond revenue was \$58,743.85 expenditures were \$0.00

		EXPENSES	REVENUE
GENERAL FUND		\$302,079.49	\$1,393,196.04
	Payroll	\$1,495,333.09	
BUILDING		\$0.00	\$16.64
DEPRECIATION		\$0.00	\$1.65
QUALIFIED CAPITAL		\$0.00	\$0.00
EMPLOYEE BENEFIT		\$0.00	\$.16
ACTIVITY		\$18,424.26	\$36,571.06
CAFETERIA		\$79,978.24	\$10,312.47
	Payroll	\$3,110.05	
FEE FUND		\$0.00	\$4.35
Bond Fund		\$0.00	\$58,743.85