

Regular Board of Education Meeting

Monday, July 11, 2022 6:00 PM

Gering High School - Freshmen Academy Wing, 1500 U 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 the 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

3.1. 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.

3.2. Roll Call

3.3. Excuse Absent Board Member(s)

3.4. Pledge of Allegiance

3.5. Open 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, July 7, 2022.

4. **Student Fees Public Hearing**

4.1. Public Hearing for the purpose of hearing support, opposition, criticism, suggestions or observations for taxpayers relating to setting the student fee schedule.

5. **Title I Parental and Family Engagement Public Hearing**

5.1. Public Hearing for the purpose of Reviewing and Re-Adopting Policy 1005.12 Parental and Family Engagement

6. **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.

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

6.2. Approval of Claims/Bills

6.3. Board Policy Adoption

6.3.i. First Reading of Board Policies

6.3.ii. Second Reading of Board Policies

6.3.ii.1. **403.1 Release of Employee Information**

6.3.ii.2. **403.1E1 Employee Information Release Form**

6.3.ii.3. **403.2 Child Abuse Reporting**

6.3.ii.4. **403.2R1 Child Abuse Reporting Regulation**

- 6.3.ii.5. **403.3 Abuse of Students By School District Employees**
- 6.3.ii.6. **403.3F1 Abuse Complaint Form**
- 6.3.ii.7. **403.3F2 Witness Disclosure Form**
- 6.3.ii.8. **403.3R1 Abuse of Students By School District Employees
Regulation**
- 6.3.ii.9. **403.4 Gifts to Employees**
- 6.3.ii.10. **403.5 Public Complaints About Employees**
- 6.3.ii.11. **204.12 Public Participation In Board Meetings**
- 6.3.ii.12. **706.6 Payment For Goods And Services**

6.4. Personnel Items

- 6.4.i. Approval of Certified/Classified Staff Contract(s)

Kory Knight, Curriculum Director, Stacy Rodriguez, Business Manager, Keaton Green, Assistant Principal, Mario Chavez, Principal, Crystal Palser, Assistant Principal, Julie Siebke, Assistant Principal, Jordan Roseborough, IT Director, Kim Graslie, GHS Math Teacher

7. Reports and Discussions

7.1. Board Committee Report: Curriculum & Personnel

7.2. Board Committee Report: Finance & Facilities

- 7.2.i. Monthly Finance Summary Report

7.3. Superintendent's Report

8. Patron Comments

9. Action Items

9.1. Discuss, consider, and take action regarding setting breakfast and lunch prices for the 2022-23 school year

9.2. Discuss, consider, and take action regarding the approval of the preschool student hand book.

- 9.3. Discuss, consider, and take action regarding the approval of the 2022-23 Board of Education Meeting Schedule
- 9.4. Discuss, consider, and take action regarding Policy 504.19R1, Student Fees for the 2022-23 school year
- 9.5. Discuss, consider, and take action regarding policy 504.20, "**Bullying Prevention**"
- 9.6. Discuss, consider, and take action regarding policy 1005.03 "**Parental and Family Involvement in the Schools**"
- 9.7. Discuss, consider, and take action regarding the approval of 2022-23 Certified, Classified, and Substitute Staff Handbooks.
- 9.8. Discuss, consider, and take action regarding the approval of Substitute Pay Increase.

10. **Board Comments**

10.1. Tentative Upcoming Board Meeting/Event Dates

Future Board Meetings

Special Meeting: TBD

Regular Meeting: Mon, August 15, 2022 @ 6:00 p.m. (City Council Chambers)

Special Meeting: Tues, August 23, 2022 @ 12:00 p.m. (Central Office)

Tentative Committee Meeting Dates:

Personnel & Curriculum Committee: Tues, August 7, 2022 @ 7:00 a.m. (Central Office)

Policy Review Committee: Tues, August 11, 2022 @ 4:30 p.m. (Central Office)

Finance & Facilities Committee: Thurs, August 4, 2022 @ 4:30 p.m. (Central Office)

Upcoming Event Highlights:

10.2. Just a reminder that school resumes August 17, 2022.

11. **Adjourn**

**POLICY 1005.12
GERING PUBLIC SCHOOLS
GERING, NE**

TITLE 1 PARENT AND FAMILY MEMBER ENGAGEMENT

The district commits to meeting all requirements of the No Child Left Behind Act of 2001 including Every Student Succeeds Act (ESSA) amendments as they apply to all Title 1 programs conducted within the District. For the purpose of this policy “parents and family members” means “parents and persons in a parental relation to the student.” This Policy will be distributed to all parents annually, in a language that parents can understand.

The written District parent and family engagement policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

1. Parents and family members of all students are welcomed and encouraged to become involved with their child’s school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand.
2. Parents are involved in the planning, review, evaluation and improvement of the Title I program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.
3. Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy.
4. Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities.
5. Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents

work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand.

6. Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.
7. Coordinate and integrate parental involvement programs and activities with other Federal, State and local programs, including preschool programs that encourage and support parents in more fully participating in the education of their children.

Legal Reference: Neb. Statute 79-530 to 533
 Title 92, Chapter 51, Nebraska Administrative Code
 No Child Left Behind, Title 1, Sec. 1118, P.L. 107-110
 Every Student Succeeds Act (ESSA)

Approved 9/18/17

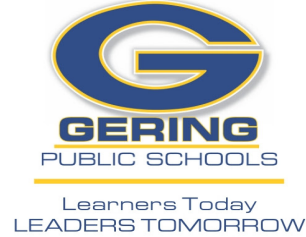
Reviewed 8/27/18

Revised 9/17/18

Regular Board of Education Meeting

Monday, June 20, 2022 6:00 PM

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



Minutes

1. GPS Board of Education Information

2. Opening Procedures

2.1. Call to Order

BJ Peters called this meeting to order at 6:00 pm

2.2. Roll Call

A motion to was presented by Mary Winn, seconded by Brian Copsey. After voting, motion Passed. was presented by Mary Winn, seconded by Brian Copsey. After voting, motion Passed.

Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

2.3. Excuse Absent Board Member(s)

A motion to excuse absent board members Brady Shaul and Josh Lacy was presented by Mary Winn, seconded by Brian Copsey. After voting, motion Passed.

Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

2.4. Pledge of Allegiance

2.5. Open Meetings Act

3. Consent Agenda

A motion to approve the Consent Agenda was presented by Mary Winn, seconded by Brian Copsey. After voting, motion Passed.

Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

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

3.2. Expenditures \$478,787.95

3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.i.1. **403.1 Release of Employee Information**

3.3.i.2. **403.1E1 Employee Information Release Form**

3.3.i.3. **403.2 Child Abuse Reporting**

3.3.i.4. **403.2R1 Child Abuse Reporting Regulation**

- 3.3.i.5. **403.3 Abuse of Students By School District Employees**
- 3.3.i.6. **403.3F1 Abuse Complaint Form**
- 3.3.i.7. **403.3F2 Witness Disclosure Form**
- 3.3.i.8. **403.3R1 Abuse of Students By School District Employees Regulation**
- 3.3.i.9. **403.4 Gifts to Employees**
- 3.3.i.10. **403.5 Public Complaints About Employees**
- 3.3.i.11. **204.12 Public Participation In Board Meetings**
- 3.3.i.12. **706.6 Payment For Goods And Services**

3.3.ii. Second Reading of Board Policies

3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

3.4.i.1. Keaton Green, Assistant Principal at Gering High School

3.4.ii. Certified Staff Resignation(s)

3.5. Approval of Early Graduation Request from **Rosemary Cota, Shaylynn Sauder, and Joshua Buskirk (2022-23 school year)**

4. Reports and Discussions

4.1. Board Committee Report: Curriculum & Personnel

Board Member, Tracy Wiese reported on behalf of the Curriculum & Personal Meeting. Again, HVAC updates are still in the works, and the district is excited to move forward with this project. ALL staff salary increases were also discussed during this committee meeting. All school handbooks were reviewed, and the updated revisions will be posted soon for the upcoming 2022-23 school year.

4.2. Board Committee Report: Finance & Facilities

Board Member Brian Copsey reported on behalf of the Finance & Facilities meeting. Moving bond funds and a CD the district has from their current banks to PVC was discussed to try and gain a higher interest rate. To date of the meeting, the district has spent 61% of the budget, where this time last year 75% of the budget had been spent.

4.2.i. Monthly Finance Summary Report

4.3. Superintendent's Report

Dr. Nicole Regan had some exciting things to add to the meeting. GPS administrators attended their 2nd annual leadership retreat where Strategic Action Plans were discussed for the 2022-23 school year. Eighteen individuals collaboratively worked to see that their "WE CAN, WE WILL TOGETHER" mantra was successful. PreK expansion is underway, along with Dual Credit Expansion. Over \$1 million in grants have been awarded for early childhood education, an aviation pathway program, summer school, and after-school programs. We are watching our graduation rates rise from 88% to 93%. Dr. Regan closed by saying we have the best leaders with sheer focus and determination.

5. Patron Comments

The BOE was addressed by 2 separate patrons with some questions regarding the aviation pathway GPS now has to offer. Mr. Ryan Robinson presented a wealth of knowledge, being he is a pilot himself. He stressed the 300k pilot shortage in the USA, and wants to see as

many students as possible enrolled in the program. Mr. Robert Rahmig also had some questions in regards to the program. He stated his concerns about many obstacles being thrown in the way of a successful program. He is very passionate about the program and wants to see the aviation students get the full training needed to become successful pilots.

6. Action Items

6.1. Discuss, consider, and take action regarding the 2022 NASB Superintendent evaluation report.

A motion to approve regarding the 2022 NASB Superintendent evaluation report. was presented by Mary Winn, seconded by Brian Copsey. After voting, motion Passed.
Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

6.2. Discuss, consider, and take action regarding the contract renewal of the Panhandle Interlocal Agreement for Day School/ Treatment Facility.

A motion to approve the contract renewal of the Panhandle Interlocal Agreement for Day School/ Treatment Facility. was presented by Brian Copsey, seconded by Mary Winn. After voting, motion Passed.
Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

6.3. Discuss, consider, and take action regarding the 2.5% salary increase for administrators and the 2% wage increase for classified staff.

A motion to approve the 2.5% salary increase for administrators and the 2% wage increase for classified staff. was presented by Brian Copsey, seconded by Mary Winn. After voting, motion Passed.
Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

6.4. Discuss, consider, and take action regarding the renewal Agreement For The purchase of The Head Start Services For Children (ESU 13)

Absent: Josh Lacy, Brady Shaul, **Present:** Brian Copsey, B.J. Peters, Tracy Wiese, Mary Winn.
A motion to approve the renewal Agreement For The purchase of The Head Start Services For Children (ESU 13) was presented by Mary Winn, seconded by Tracy Wiese. After voting, motion Passed.
Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

6.5. Discuss, consider, and take action regarding the approval of the elementary and secondary handbooks

A motion to approve the elementary and secondary handbooks. was presented by Brian Copsey, seconded by Mary Winn. After voting, motion Passed.
Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

6.6. Discuss, consider, and take action regarding the renewal agreement Sixpence CCP Yearly Agreement Report.

A motion to approve the the renewal agreement Sixpence CCP Yearly Agreement Report. was presented by Tracy Wiese, seconded by Brian Copsey. After voting, motion Passed.
Josh Lacy: Absent, Brady Shaul: Absent, Brian Copsey: **Yea**, B.J. Peters: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

7. Board Comments

7.1. Tentative Upcoming Board Meeting/Event Dates

8. Adjourn

B.J. Peters adjourned the meeting at 7:08 p.m.

POLICY 205.2
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

**POLICY 403.1
GERING PUBLIC SCHOOLS
GERING, NE**

RELEASE OF EMPLOYEE INFORMATION

The following information will be released to an entity with whom an employee has applied for credit or has obtained credit: title of position, income, and number of years employed. This information will be released without prior written notice to the employee.

If a current or former employee wishes the district to release information to a prospective employer, written consent must be provided on the district's Employee Information Release Form. Even with the receipt of the Employee Information Release Form, the district may, at the superintendent's discretion, refuse to release such information. The Employee Information Release Form will be invalid six months after the signing date.

Cross Reference: 402.06 Employee Records

**POLICY 403.1E1
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE INFORMATION RELEASE FORM

Under Nebraska state statutes, a current or former employer may disclose the following information about a current or former employee's employment history to a prospective employer of the current or former employee upon receipt of written consent from the current or former employee:

- Date and duration of employment;
- Pay rate and wage history on the date of receipt of written consent;
- Job description and duties;
- The most recent written performance evaluation prepared prior to the date of the request and provided to the employee during the course of his or her employment;
- Attendance information;
- Results of drug or alcohol tests administered within one year prior to the request;
- Threats of violence, harassing acts, or threatening behavior related to the workplace or directed at another employee;
- Whether the employee was voluntarily or involuntarily separated from employment and the reasons for the separation; and
- Whether the employee is eligible for rehire.

I, _____, hereby give consent to any and all prior employers of mine to provide information in accordance with state statutes with regard to my employment with prior employers to the following prospective employer:

I realize that by disclosing such information the employer shall be presumed to be acting in good faith and shall be immune from civil liability for the disclosure of any consequences of such disclosure to the extent provided by state statutes. I understand that even with receipt of this form the district may, at the superintendent's discretion, refuse to release such information.

(Signature of Current or Former Employee)

(Date)

THIS FORM BECOMES INVALID SIX MONTHS FROM THE ABOVE DATE

**POLICY 403.2
GERING PUBLIC SCHOOLS
GERING, NE**

CHILD ABUSE REPORTING

All school employees who have reasonable cause to suspect a child is a victim of abuse or neglect, including sexual abuse, or who observe conditions which reasonably would result in abuse or neglect, shall promptly report such incidents to the proper law enforcement authorities and the principal. "Employees" also includes coaches and volunteers participating in interstate amateur extracurricular competitions. The principal shall ensure that the report has been made to the proper law enforcement authorities..

The employee, after informing the principal, shall make an oral report to the local law enforcement agency by telephone within a 24-hour period, followed by a written report if necessary. The report will include all information required by law.

Legal Reference: Neb. Statute 28-711
 34 U.S.C. § 20341

Cross Reference: 403.03 Abuse of Students by School District Employees
 504.17 Questioning of Students by Outside Agencies
 508 Student Health and Well Being

Approved 03/15/2010

Reviewed 01/25/2016, 08/27/2018 Revised 09/17/2018

**POLICY 403.2R1
GERING PUBLIC SCHOOLS
GERING, NE**

CHILD ABUSE REPORTING REGULATION

Any school employee shall make an oral report by telephone to the local law enforcement authorities or the Department of Health and Human Services when that employee has reasonable cause to believe that a child has been subjected to abuse or neglect or observes a child being subjected to conditions or circumstances which reasonably would result in abuse or neglect.

"Child abuse" is defined as knowingly, intentionally or negligently causing or permitting a minor child to be:

1. Placed in a situation that endangers his or her life or physical or mental health;
2. Cruelly confined or cruelly punished;
3. Deprived of necessary food, clothing, shelter, or care;
4. Left unattended in a motor vehicle if such minor child is six years of age or younger;
5. Placed in a situation to be sexually exploited by allowing, encouraging, or forcing such minor child to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions; or
6. Placed in a situation to be sexually abused as defined in Neb. Statutes 28-319 or 28-320.01.

The oral report shall include the caller's name and address.

The oral report will be followed by a written report that shall include to the extent available, the following:

1. The employee's name and address;
2. The name, address and age of the abused or neglected child;
3. The address of the person(s) having custody of the child;
4. The nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect;
5. Any evidence of previous abuse or neglect, including the nature and extent; and
6. Any other information which in the opinion of the person making the report may be helpful in establishing the cause of such abuse or neglect and the identity of the perpetrator(s).

Any person making such a report as required by law will be immune from any civil or criminal liability, except for in the case of making maliciously false statements.

Failure to make such a required report, or knowingly releasing confidential information other than as permitted by law will result in a Class III misdemeanor.

It is not the responsibility of employees to prove that a child has been abused or neglected. Employees should not take it upon themselves to investigate the case or contact the family of the child. The Department of Health and Human Services is responsible for investigating the incident of alleged abuse.

Approved 03/15/2010

Reviewed 01/25/2016

Revised _____

**POLICY 403.3
GERING PUBLIC SCHOOLS
GERING, NE**

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers of the school district under the direction and control of the school district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The school district will respond promptly to allegations of abuse of students by school district employees by investigating or arranging for the investigation of an allegation. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

The superintendent will appoint an investigator and alternate investigator of opposite sexes. The investigator will pass the findings on to the superintendent who will complete any further investigations as deemed necessary and take appropriate final action.

The superintendent is responsible for implementing this policy and for organizing employee training when needed relating to this policy. Procedures shall be reviewed periodically for adequacy and accuracy.

Cross Reference: 403.02 Child Abuse Reporting
 404.06 Harassment by Employees
 505.06 Corporal Punishment

Approved 03/15/2010

Reviewed 01/25/2016

Revised _____

**POLICY 403.3F1
GERING PUBLIC SCHOOLS
GERING, NE**

ABUSE COMPLAINT FORM

Name of complainant:

Position of complainant:

Date of complaint:

Name of alleged abuser:

Date and place of incident or incidents:

Description of misconduct:

Name of witnesses (if any):

Evidence of abuse, i.e., letters, photos, etc. (attach evidence if possible):

Any other information:

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: _____

**POLICY 403.3F2
GERING PUBLIC SCHOOLS
GERING, NE**

WITNESS DISCLOSURE FORM

Name of witness:

Position of witness:

Date of testimony, interview:

Description of instance witnessed:

Any other information:

I agree that all of the information in this form is accurate and true to the best of my knowledge.

Signature: _____

Date: _____

**POLICY 403.3R1
GERING PUBLIC SCHOOLS
GERING, NE**

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

Definition of Physical Abuse

Physical abuse is non-accidental physical injury to the student as a result of the action of an employee. Injury occurs when evidence of it is still apparent at least twenty-four hours after its occurrence. The following do not constitute physical abuse, and no employee is prohibited from:

1. Using reasonable and necessary force, not designed or intended to cause pain:
 - a. To quell a disturbance or prevent an act that threatens physical harm to any person.
 - b. To obtain possession of a weapon or other dangerous object within a pupil's control.
 - c. For the purposes of self-defense or defense of others as provided for in Neb. Statute 28-1409 and 1410.
 - d. For the protection of property as provided for in Neb. Statute 28-1411.
 - e. To remove a disruptive pupil from class, or any area of school premises or from school-sponsored activities off school premises.
 - f. To prevent a student from the self-infliction of harm.
 - g. To protect the safety of others.

2. Using incidental, minor, or reasonable physical contact to maintain order and control. In determining the reasonableness of the contact or force used, the following factors shall be considered:
 - a. The nature of the misconduct of the student, if any, precipitated the physical contact by the school employee.
 - b. The size and physical condition of the student.
 - c. The means or device used in making the physical contact.
 - d. The motivation of the school employee in initiating the physical contact.
 - e. The extent of injury to the student resulting from the physical contact.

"Reasonable force" is that force and no more which a reasonable person, in like circumstances, would judge to be necessary to prevent an injury or loss and can include deadly force if it is reasonable to believe that such force is necessary to avoid injury or risk to one's life or safety or the life or safety of another, or it is reasonable to believe that such force is necessary to resist a like force or threat.

Definition of Sexual Abuse

Sexual abuse is defined as including sexual acts involving a student, acts that encourage the student to engage in prostitution, inappropriate, intentional sexual behavior or physical manifestations of sexual harassment by the employee toward a student. "Sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

1. Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits;
2. Submission to or rejection of the conduct is used as the basis for academic decisions affecting that student; or
3. The conduct has the purpose or effect of substantially interfering with a student's academic performance by creating an intimidating, hostile or offensive education environment.

Complaint Procedure

An individual who believes he/she has been abused shall notify the building administrator. The alternate investigator is a school counselor/social worker. The investigator may request that the individual complete the Abuse Complaint form. Information received during the investigation shall be kept confidential to the extent possible.

The investigator, with the approval of the superintendent, or the superintendent has the authority to initiate a harassment investigation in the absence of a written complaint. The investigator shall have access to the educational records of the student and access to the student for purposes of interviewing the student about the report.

When abuse is reported, the investigator shall make copies of the report and give a copy to the person filing the report, the students' parents and the immediate supervisor of the employee named in the report. The employee named in the report shall not receive a copy of the report until the employee is initially interviewed.

The investigator shall use discretion in handling the information received regarding an investigation of abuse by an employee, and those persons involved in the investigation shall not discuss information regarding the complaint outside the investigation. The entire investigative procedure will be thoroughly explained, including the confidential nature of the proceedings, to the student and other persons involved in the investigation.

The investigator shall notify the parent, guardian or legal custodian of a student of the date and time of the interview and of the right to be present or to see and hear the interview or send a representative in the parent's place. The investigator shall interview the student as soon as possible, but in no case later than five days from the receipt of a report or notice of the allegation of sexual abuse. The investigator may record the interview electronically.

It is the responsibility of the investigator to determine whether it is more likely than not that an incident took place between the employee and the student. If the investigator believes the employee committed a sex act with a student or sexually exploited a student, the investigator shall defer the investigation and immediately notify law enforcement officials, the superintendent, the student's parents and the person filing the report.

The designated investigator shall not interview the school employee named in a report of abuse until after a determination is made that jurisdiction exists, the alleged victim has been interviewed and a determination made that the investigation will not be deferred.

If the investigator determines an incident occurred, while not an illegal sex act with a student or sexual exploitation of a student, but where the employee engaged in inappropriate, intentional sexual behavior, further investigation is warranted. If further investigation is warranted, the investigator may proceed to interview the employee and other individuals who may have knowledge of the circumstances contained in the report. Prior to interviewing other individuals who may have knowledge of the circumstance contained in the report, the investigator shall provide notice of the impending interview of student witnesses or the student to their parent, guardian, or legal custodian prior to interviewing those students.

Within five days of receipt of an investigable report, the investigator shall complete an informal investigation. The informal investigation shall consist of interviews with the student, the employee and others who may have knowledge of the alleged incident. If the investigator determines that the allegations in the report are founded and that immediate and professional investigation is necessary, the investigator may defer further investigation and contact appropriate law enforcement officials, the student's parents and the person filing the report.

Within fifteen days of receipt of the report, the investigator shall complete a written investigative report, unless the investigation was temporarily deferred. The written investigative report shall include:

1. The name, age, address and attendance center of the student named in the report.
2. The name and address of the student's parent or guardian and the name and address of the person filing the report, if different from the student's parent or guardian.
3. The name and work address of the employee named in the report as allegedly responsible for the abuse of the student.
4. An identification of the nature, extent and cause, if known, of any injuries or abuse to the student named in the report.
5. A general review of the investigation.
6. Any actions taken for the protection and safety of the student.
7. A statement that, in the investigator's opinion, the allegations in the report are either:
 - o Unfounded. (It is not likely that an incident, as defined in district rules, took place), or

- Founded. (It is likely that an incident took place.)
- 8. The applicability of exceptions to the investigated incident, or reason for the contact or force used.
- 9. A statement that, in the investigator's opinion, any physical contact that occurred was:
 - Appropriate. (Actions not requiring any disciplinary process), or
 - Inappropriate. (Actions invoking a disciplinary process as defined in district rules).
- 10. The disposition or current status of the investigation and recommendations regarding the need for further investigation.
- 11. A listing of the options available to the parents or guardian of the student to pursue the allegations. These options include, but are not limited to:
 - Contacting law enforcement officials.
 - Contacting private counsel for the purpose of filing a civil suit or complaint.
 - Filing a complaint with the Nebraska Professional Practices Commission if the employee is a certificated employee.

The investigator shall retain the original and provide a copy of the written investigative report to the school employee named in the report, the employee's supervisor, the superintendent and the student's parent or guardian. The person filing the report, if not the student's parent or guardian, shall be notified only that the investigation has been concluded and of the disposition or anticipated disposition of the case.

If the investigator's report or law enforcement officials conclude the case involved founded physical or sexual abuse by a certificated employee, or the employee admits the violation, or the employee has surrendered the employee's certificate or license, the investigator shall file a complaint on behalf of the district after obtaining the superintendent's signature with the Nebraska Professional Practices Commission. The investigator shall also arrange for counseling services for the student if the student or student's parents request counseling services. Information of unfounded abuse shall not be put in the employee's personnel file.

Approved 03/15/2010

Reviewed 01/25/2016

Revised _____

**POLICY 403.3R1
GERING PUBLIC SCHOOLS
GERING, NE**

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

Definition of Physical Abuse

Physical abuse is non-accidental physical injury to the student as a result of the action of an employee. Injury occurs when evidence of it is still apparent at least twenty-four hours after its occurrence. The following do not constitute physical abuse, and no employee is prohibited from:

1. Using reasonable and necessary force, not designed or intended to cause pain:
 - a. To quell a disturbance or prevent an act that threatens physical harm to any person.
 - b. To obtain possession of a weapon or other dangerous object within a pupil's control.
 - c. For the purposes of self-defense or defense of others as provided for in Neb. Statute 28-1409 and 1410.
 - d. For the protection of property as provided for in Neb. Statute 28-1411.
 - e. To remove a disruptive pupil from class, or any area of school premises or from school-sponsored activities off school premises.
 - f. To prevent a student from the self-infliction of harm.
 - g. To protect the safety of others.

2. Using incidental, minor, or reasonable physical contact to maintain order and control. In determining the reasonableness of the contact or force used, the following factors shall be considered:
 - a. The nature of the misconduct of the student, if any, precipitated the physical contact by the school employee.
 - b. The size and physical condition of the student.
 - c. The means or device used in making the physical contact.
 - d. The motivation of the school employee in initiating the physical contact.
 - e. The extent of injury to the student resulting from the physical contact.

"Reasonable force" is that force and no more which a reasonable person, in like circumstances, would judge to be necessary to prevent an injury or loss and can include deadly force if it is reasonable to believe that such force is necessary to avoid injury or risk to one's life or safety or the life or safety of another, or it is reasonable to believe that such force is necessary to resist a like force or threat.

Definition of Sexual Abuse

Sexual abuse is defined as including sexual acts involving a student, acts that encourage the student to engage in prostitution, inappropriate, intentional sexual behavior or physical manifestations of sexual harassment by the employee toward a student. "Sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

1. Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits;
2. Submission to or rejection of the conduct is used as the basis for academic decisions affecting that student; or
3. The conduct has the purpose or effect of substantially interfering with a student's academic performance by creating an intimidating, hostile or offensive education environment.

Complaint Procedure

An individual who believes he/she has been abused shall notify the building administrator. The alternate investigator is a school counselor/social worker. The investigator may request that the individual complete the Abuse Complaint form. Information received during the investigation shall be kept confidential to the extent possible.

The investigator, with the approval of the superintendent, or the superintendent has the authority to initiate a harassment investigation in the absence of a written complaint. The investigator shall have access to the educational records of the student and access to the student for purposes of interviewing the student about the report.

When abuse is reported, the investigator shall make copies of the report and give a copy to the person filing the report, the students' parents and the immediate supervisor of the employee named in the report. The employee named in the report shall not receive a copy of the report until the employee is initially interviewed.

The investigator shall use discretion in handling the information received regarding an investigation of abuse by an employee, and those persons involved in the investigation shall not discuss information regarding the complaint outside the investigation. The entire investigative procedure will be thoroughly explained, including the confidential nature of the proceedings, to the student and other persons involved in the investigation.

The investigator shall notify the parent, guardian or legal custodian of a student of the date and time of the interview and of the right to be present or to see and hear the interview or send a representative in the parent's place. The investigator shall interview the student as soon as possible, but in no case later than five days from the receipt of a report or notice of the allegation of sexual abuse. The investigator may record the interview electronically.

It is the responsibility of the investigator to determine whether it is more likely than not that an incident took place between the employee and the student. If the investigator believes the employee committed a sex act with a student or sexually exploited a student, the investigator shall defer the investigation and immediately notify law enforcement officials, the superintendent, the student's parents and the person filing the report.

The designated investigator shall not interview the school employee named in a report of abuse until after a determination is made that jurisdiction exists, the alleged victim has been interviewed and a determination made that the investigation will not be deferred.

If the investigator determines an incident occurred, while not an illegal sex act with a student or sexual exploitation of a student, but where the employee engaged in inappropriate, intentional sexual behavior, further investigation is warranted. If further investigation is warranted, the investigator may proceed to interview the employee and other individuals who may have knowledge of the circumstances contained in the report. Prior to interviewing other individuals who may have knowledge of the circumstance contained in the report, the investigator shall provide notice of the impending interview of student witnesses or the student to their parent, guardian, or legal custodian prior to interviewing those students.

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Approved 03/15/2010

Reviewed 01/25/2016

Revised _____

**POLICY 403.4
GERING PUBLIC SCHOOLS
GERING, NE**

GIFTS TO EMPLOYEES

It shall be the responsibility of each employee to know when it is appropriate to accept or reject gifts or an honorarium.

Cross References: 402.03 Employee Conflict of Interest
 705.04 Gifts, Grants and Bequests
 706.04 Vendor Relations

Approved 03/15/2010

Reviewed 01/25/2016

Revised _____

**POLICY 403.5
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 1005.1 in handling public complaints.

Cross Reference: 204.10 Agenda
204.12 Public Participation at Board Meetings
1005.1 Public Complaints

Approved 03/15/2010

Reviewed 01/25/2016

Revised _____

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 01/20/2003

Reviewed 02/23/2015, 10/14/2021

Revised 09/14/2009

**POLICY 706.6
GERING PUBLIC SCHOOLS
GERING, NE**

PAYMENT FOR GOODS AND SERVICES

The Board will give final approval to all payments of bills. Payment of bills shall be submitted by the superintendent for the Board's approval only after verification of delivery and satisfaction by the department or staff receiving the item(s). No payment for goods or services shall be made unless both an itemized invoice showing the name of the person or firm to whom payment is due is presented, and a receiving document bearing the signature of an authorized school employee is on file. Furthermore, the invoice must have been issued in response to an approved purchase order. The business manager shall audit all claims and shall submit the same to the Board of Education for approval and authorization for payment.

School district moneys shall be disbursed only upon final Board approval of the monthly list of bills with the exception of Imprest checks. Each district check shall show the legal identification of the district by name and address and the depository or investment account upon which the check is drawn. It shall also specify the amount to be paid and to whom payment is made, from what funds, for what purpose, the date of payment, and the number of the check.

Approved 11/17/03

Reviewed 6/29/11, 1/28/20

Revised 7/18/11, 2/17/20

POLICY 204.12
GERING PUBLIC SCHOOLS
GERING, NE

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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

Business Office Gering Public Schools

Memo

To: Dr. Nicole Regan and Board of Education
From: Stacy Rodriguez, Director of Finance
Date: July 7, 2022
Re: School Lunch Prices

As part of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296), Section 205 addresses equity in school lunch pricing. Effective July 1, 2011, School Food Authorities (SFA) participating in the National School Lunch Program are required to provide the same level of support for their paid student lunches as they are for lunches served to students eligible for free and reduced priced meals.

With the ongoing requirements from USDA we must continue to include serving more fresh fruits and vegetables, serving more products with whole grains and not utilizing breaded meat food products, reduction in sodium and fat, all of which increase our costs. To help ensure we can address our costs and meet these compliance requirements, USDA provides a "Lunch Price Calculator" tool to establish meal prices. Based on the recommendation from the tool we propose the following:

	2021-2022		2022-2023	
	Breakfast	Lunch	Breakfast	Lunch
Elementary	\$1.85	\$2.90	\$1.95	\$3.00
Secondary				
GHS	\$2.10	\$3.15	\$2.20	\$3.25
GJHS	\$2.10	\$3.15	\$2.20	\$3.25
Adult	\$3.70	\$4.00	\$3.80	\$4.10
Milk	\$0.50	\$0.50	\$0.60	\$0.60

Board of Education

2022-23 Meeting Schedule

Board Approval: 7/11/2022

	<i>Regular Meeting</i>	<i>Special Meeting</i>	<i>Curriculum Personnel Committee</i>	<i>Facilities Finance Committee</i>	<i>Policy Committee</i>
			Wiese Peters Winn	Copsey Lacy Shaul	Lacy Winn Wiese
	3rd Monday	4th Tuesday	1st Tuesday	1st Thursday	2nd Thursday
Aug 2022	8/15	8/23	8/2	8/4	8/11
Sept 2022	9/12	9/27	9/6	9/1	9/8
Oct 2022	10/17	10/25	10/4	10/6	10/13
Nov 2022	11/21	11/22	11/2	11/3	11/10
Dec 2022	12/19	TBD	12/6	12/1	12/8
Jan 2023	1/16	1/24	1/3	1/5	1/12
Feb 2023	2/20	2/28	2/7	2/2	2/9
March 2023	3/20	3/28	3/7	3/2	3/9
April 2023	4/17	4/25	4/4	4/6	4/13
May 2023	5/15	5/23	5/2	5/4	5/11
June 2023	6/19	6/27	6/6	6/1	6/8
July 2023	7/17	7/25	TBD	7/6	7/13
	*Sept is 2nd Monday *March & Sept meeting @ GHS Freshman Academy				

**POLICY 504.19R1
GERING PUBLIC SCHOOLS
GERING, NE**

**STUDENT FEES
2021-2022
Gering High School**

	Fund	Waiver Eligible	Up to Maximum Cost
Marching Band			
Uniform Cleaning	Activity	Yes	\$ 15.00
T Shirts	Activity	Yes	\$ 20.00
Marching Shoes	Activity	Yes	\$ 35.00
Black Slacks	Activity	Yes	\$ 25.00
Honor Band/Choir	Activity	No	\$ 40.00
Musical Groups	Activity	Yes	\$ 175.00
All School Musical (costume purchase)	Fee	No	\$ 100.00
Class Projects	Activity	No	\$ 150.00
College Classes	Fee	No	\$ 800.00
Physiology Cholesterol Check	Direct Pay	No	\$ 25.00
Cap & Gown	Activity	No	\$ 30.00
Specialized Uniforms (Custom Fitted Attire)	Activity	No	\$ 750.00
Club Apparel	Activity	No	\$ 40.00
Club Organization Dues	Fee	No	\$ 25.00
Field Trips (required)	Activity	Yes	\$ 20.00
Field Trips (not required)	Activity	No	\$ 65.00
Class Dues (annually)	Activity	No	\$ 10.00

Activity Tickets Passes	Activity	No	\$ 25.00
Test prep course fees	Activity	No	\$ 20.00
Technology Usage Chromebook Fee	Fee	Yes	\$ 20.00
Chromebook Replacement Fee	Fee	Yes	\$ 250.00
Banquet/Dinners	Activity	No	\$ 20.00

Gering Junior High School

	Fund	Waiver Eligible	Maximum Cost
Band T-Shirt	Activity	Yes	\$ 15.00
Band Black Slacks	Activity	Yes	\$ 25.00
Honor Band Audition	Activity	No	\$ 40.00
Class Projects	Activity	No	\$ 100.00
Club Dues Organization	Fee	Yes	\$ 5.00
Activity Tickets Passes	Activity	No	\$ 25.00

**POLICY 504.20
GERING PUBLIC SCHOOLS
GERING, NE**

BULLYING PREVENTION

The board recognizes the negative impact that bullying has on student health, welfare, safety, and the school's learning environment and, therefore, prohibits such behavior. Bullying is defined as any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school sponsored activities or school-sponsored athletic events.

Bullying may constitute grounds for long-term suspension, expulsion or mandatory reassignment, subject to state and federal statutes and the district's student discipline and due process procedures.

It shall be the responsibility of the superintendent to implement appropriate programs or procedures for the purpose of educating students regarding bullying prevention.

This policy shall be reviewed annually.

Legal Reference: Neb. Statute 79-254 et seq. (Student Discipline Act)

Cross Reference: 505 Student Discipline

Approved:05/17/2010 **Reviewed** 06/23/2014, 07/17/2017, 08/20/2018, 7/20/2020
Revised _____

Approved 2/16/04

Reviewed 4/28/14

Revised 6/16/14

POLICY 1005.3
GERING PUBLIC SCHOOLS
GERING, NE

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 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.

GERRINGS

BULLDOGS

2022-23 Substitute Pay Scale

Days of Service / School Year	LOCAL Substitute Permits & Certified Nurses	CERTIFIED Substitutes	Substitute Secretaries & Paraprofessionals
1-30	\$125 / day	\$135 / day	\$10 / hour
31-60	\$135 / day	\$145 / day	
61+	\$135 / day	\$160 / day	

***Effective Aug 1, 2022**