

Regular Board of Education Meeting

Monday, February 20, 2023 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.*

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.

2. Opening Procedures

2.1. 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.

2.2. Roll Call

2.3. Excuse Absent Board Member(s)

2.4. Pledge of Allegiance

2.5. 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, Feb 16, 2023.

3. **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.

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

3.2. Expenditures:

General Fund \$283,683.48
Activity Fund \$49,826.77
Cafeteria Fund \$4,936.68
Bond Fund \$2,250.00
Fund Totals \$340,696.93

3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.i.1. **409.1 CERTIFICATED EMPLOYEE PROFESSIONAL DEVELOPMENT**

3.3.i.2. **409.2 CERTIFICATED EMPLOYEE TRAINING, WORKSHOPS, OR CONFERENCES**

3.3.i.3. **409.3 CERTIFICATED EMPLOYEE MENTOR TEACHERS**

3.3.i.4. **409.4 CERTIFICATED EMPLOYEE PUBLICATION OR CREATION OF MATERIALS**

3.3.i.5. **409.5 CERTIFICATED EMPLOYEE TUTORING**

- 3.3.i.6. **410.1 CERTIFICATED EMPLOYEE VACATION,
HOLIDAYS, AND PERSONAL LEAVE**
- 3.3.i.7. **410.2 CERTIFICATED EMPLOYEE PERSONAL ILLNESS
LEAVE**
- 3.3.i.8. **410.3 CERTIFICATED EMPLOYEE FAMILY AND
MEDICAL LEAVE**
- 3.3.i.9. **410.4 CERTIFICATED EMPLOYEE BEREAVEMENT
LEAVE**
- 3.3.i.10. **903.2R1 VISITORS TO SCHOOL**

3.3.ii. Second Reading of Board Policies

- 3.3.ii.1. **407.5 CERTIFICATED EMPLOYEE WORKERS'
COMPENSATION**
- 3.3.ii.2. **407.6 CERTIFICATED EMPLOYEE TAX SHELTER
PROGRAMS**
- 3.3.ii.3. **407.7 NEGOTIATIONS**
- 3.3.ii.4. **408.1 CERTIFICATED EMPLOYEES-RESIGNATION**
- 3.3.ii.5. **408.2 CERTIFICATED EMPLOYEE CONTRACT
RELEASE**
- 3.3.ii.6. **408.3 CERTIFICATED EMPLOYEE RETIREMENT**
- 3.3.ii.7. **408.4 CERTIFICATED EMPLOYEE SUSPENSION**
- 3.3.ii.8. **408.5 CERTIFICATED EMPLOYEE REDUCTION IN
FORCE**

3.4. Personnel Items

- 3.4.i. Certified Staff Contract(s)
- 3.4.ii. Certified Staff Resignation(s)
 - 3.4.ii.1. **Kim Grasslie: High School Math Teacher (retiring)**
 - 3.4.ii.2. **Pam Barker: Lincoln Elementary Principal (retiring)**

4. **Reports and Discussions**

4.1. GHS Ag Advisory Committee/FFA Parliamentary Pro Demonstration

4.2. Building Report: Gering High School

4.3. Board Committee Report: Curriculum & Personnel

4.4. Board Committee Report: Finance & Facilities

4.4.i. Monthly Finance Summary Report

4.5. Superintendent's Report

5. **Patron Comments**

6. **Action Items**

6.1. Discuss, consider, and take action regarding the approval of the Ammended 2023-24 School Year Calendar.

6.2. Discuss, consider, and take action regarding the approval of the K-5 Math Curriculum from Houghton Mifflin Harcourt for the amount of \$178,161.00

6.3. Discuss, consider, and take action regarding the approval of the 6-12 Math Curriculum from Savvas in the amount of \$135,459.34.

6.4. Discuss, consider, and take action regarding the purchase of 450 chromebooks from CDW-G in the amount of \$123,750.00.

7. **Board Comments**

7.1. Tentative Upcoming Board Meeting/Event Dates

Future Board Meetings

Special Meeting: Tues, Feb 28, 2023 @ 12:00 p.m. (Central Office)

Regular Meeting: Mon, March 20, 2023 @ 6:00 p.m. (City Council Chambers)

Special Meeting: Tues, March 28, 2023 @ 12:00 p.m. (Central Office)

Tentative Committee Meeting Dates:

Personnel & Curriculum Committee: Tues, March 7, 2023 @ 7:00 a.m. (Central Office)

Policy Review Committee: Tues, March 9, 2023 @ 4:00 p.m. (Central Office)

Finance & Facilities Committee: Thurs, March 2, 2023 @ 4:30 p.m. (Central Office)

Upcoming Event Highlights:

February 22, 2023: Preschool and Kindergarten Registration Expo: 8:00 am to 7:00 pm @ Gering Civic Center

March 9, 2023: End of 3rd QTR

March 10, 2023: No school for students/Teacher WD

March 13-16, 2023: PT Conferences

March 17-20, 2023: No school for staff & students

8. Adjourn

Regular Board of Education Meeting

Monday, December 19, 2022 6:00 PM

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



Agenda

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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.

2.2. Roll Call

2.3. Excuse Absent Board Member(s)

2.4. Pledge of Allegiance

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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, December 15, 2022.

3. 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.

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

3.2. Approval of Claims/Bills

3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.i.1. **406.7 CERTIFICATED EMPLOYEE TRANSFERS**

3.3.i.2. **406.8 CERTIFICATED EMPLOYEE EVALUATION**

3.3.i.3. **406.8R1 REGULATION FOR CERTIFICATED EMPLOYEE EVALUATION**

3.3.i.4. **406.9 CERTIFICATED EMPLOYEE PROBATIONARY STATUS**

3.3.i.5. **407.1 CERTIFICATED EMPLOYEE SALARY SCHEDULE**

3.3.i.6. **407.2 CERTIFICATED EMPLOYEE SALARY SCHEDULE ADVANCEMENT**

3.3.i.7. **407.3 CERTIFICATED EMPLOYEE CONTINUED EDUCATION CREDIT**

3.3.i.8. **407.4 CERTIFICATED EMPLOYEE COMPENSATION FOR EXTRA DUTY**

3.3.ii. Second Reading of Board Policies

3.3.ii.1. **405 EMPLOYEE CONDUCT AND APPEARANCE**

3.3.ii.2. **406.1 CERTIFICATED EMPLOYEE DEFINED**

3.3.ii.3. **406.2 CERTIFICATED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION**

3.3.ii.4. **406.3 CERTIFICATED EMPLOYEE INDIVIDUAL CONTRACTS**

3.3.ii.5. **406.4 CERTIFICATED EMPLOYEE CONTINUING CONTRACTS**

3.3.ii.6. **406.5 CERTIFICATED EMPLOYEE WORK DAY**

3.3.ii.7. **406.6 CERTIFICATED EMPLOYEE ASSIGNMENT**

3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

3.4.ii. Certified Staff Resignation(s)

3.5. Approval of Early Graduation Request from **Amanda Gonzales and Haylee Harder (2022-2023 school year)**

3.6. Set tentative dates and times for the Gering Public Schools' Board of Education's 2023-24 school year.

4. Reports and Discussions

4.1. **District Annual Report Policy 1002** (Jennifer Sibal)

4.2. Board Committee Report: Curriculum & Personnel

4.3. Board Committee Report: Finance & Facilities

4.3.i. Monthly Finance Summary Report

4.4. Superintendent's Report

5. Enter into Executive Session for the sole purpose of discussing personnel matters to prevent needless injury to the reputation of an individual if deemed necessary.

6. Reconvene from the Executive Session.

7. Any action deemed necessary as a result of the Executive Session discussion.

8. Patron Comments

9. Action Items

9.1. Discuss, consider, and take action regarding the review and approval of the Superintendents' 2022-23 school year evaluation.

9.2. Discuss, consider, and take action regarding the annual review and approval of the Superintendents' 2022-2023 school year contract and salary.

9.3. Discuss, consider, and take action regarding the reduction of 5 seats for the VALTS (Valley Alternative Learning Transitioning School) program for the 2022-23 school year.

10. Board Comments

10.1. Tentative Upcoming Board Meeting/Event Dates

Future Board Meetings

Special Meeting: NO SPECIAL BOARD MEETING FOR DECEMBER

Regular Meeting: Mon, January 16, 2023 @ 6:00 p.m. (City Council Chambers)

Special Meeting: Tues, January 24, 2023 @ 12:00 p.m. (Central Office)

Tentative Committee Meeting Dates:

Personnel & Curriculum Committee: Tues, January 4, 2023 @ 7:00 a.m. (Central Office)

Policy Review Committee: Thurs, Jan 12, 2023 @ 4:00 p.m. (Central Office)

Finance & Facilities Committee: Thurs, Jan 5, 2023 @ 4:30 p.m. (Central Office)

Upcoming Event Highlights:

Early release December 21,2022 @ 11:30 a.m.

No School for students December 22, 2022 - January 5, 2023

School resumes January 6, 2023

HAVE A VERY MERRY CHRISTMAS!!!

11. Adjourn

Check Listing

Payee Name	Account Description Element	Amount	Fund
Ace Hardware	Supplies	\$178.67	1
Benzel Pest Control	Contracted Services/Repairs	\$260.18	1
Blick Art Materials	Supplies	\$556.14	1
Bluffs Physical Therapy	Other Agencies	\$3,528.22	1
Bytes Computer & Network Solutions	Contracted Services/Repairs	\$6,955.00	1
Capital Business Systems, Inc.-Texas	Copier Costs	\$7,561.55	1
City Of Gering	Electricity	\$74,844.50	1
Country Inn and Suites of Kearney	Prof Devel	\$216.00	1
Culligan Of Scottsbluff	Supplies	\$15.00	1
Das State Accounting - Central Finance	Internet Service	\$1,190.65	1
Dennis Supply Company	Supplies	\$78.72	1
Docu-Shred	Contracted Services/Repairs	\$28.00	1
Eakes Office Solutions	Supplies	\$51.72	1
ESU13	Contracted Services/Repairs	\$63,860.44	1
Fair Winds Counseling	Faculty Salaries	\$2,648.75	1
First Student, Inc.	Contracted Pupil Trans	\$65,553.13	1
Frank Parts Company	Supplies	\$337.27	1
Gardner Technologies	Contracted Services/Repairs	\$95.00	1
Gering Visitors Bureau	Other Expenses	\$125.00	1
Golden Ticket Reel Lux Cinemas	Supplies	\$1,315.00	1
Gracie Trauernicht	Mileage Reimbursement	\$22.50	1
Hampton Inn Kearney	Prof Devel	\$129.00	1
Hi Performance Car Wash-Blt, Inc.	Supplies	\$38.25	1
Johnson Controls, Inc.	Contracted Services/Repairs	\$5,919.77	1
Jordan Roseborough	Supplies	\$29.97	1
Mel's Mobile Lock & Key LLC	Supplies	\$906.00	1
Menards	Supplies	\$624.13	1
Mile Hi Water Tec, Inc.	Supplies	\$475.00	1
Moravek, Michael	Mileage Reimbursement	\$14.51	1
NASB - NE. Association of School Boards	Prof Devel	\$2,268.00	1
National Art & School Supplies	District Stock	\$633.94	1
Ncsa	Dues & Fees	\$3,850.00	1
OneSource	Contracted Services/Repairs	\$152.00	1
Pearson	Tests	\$113.75	1
Praise Windows, Inc.	Supplies	\$2,870.00	1
Quadient Finance USA, Inc.	Postage	\$2,061.76	1
Quill Corporation	Supplies	\$399.64	1
Schindler Elevator Corporation	BLDGS & BLDG IMPROVE.	\$5,653.76	1

Scottsbluff Public Schools	Gas & Oil	\$12,350.71	1
Scottsbluff/Gering United Chamber C	Other Expenses	\$570.00	1
Svoboda, Megan L.	Mileage Reimbursement	\$43.08	1
Twin Cities Development Assoc.	Other Expenses	\$250.00	1
Twin City Roofing & Sheet Metal, Inc.	Contracted Services/Repairs	\$1,151.65	1
Unmanned Safety Institute	Furniture and Equipment	\$6,442.00	1
Weborg 21 Centre	School/Community Relations	\$704.38	1
Bluffs Middle School Band	Supplies	\$240.00	1
Nebraska Department of Education	Prof Devel	\$180.00	1
Marci Kanarick	Supplies	\$36.00	1
Visa	Supplies	\$2,825.90	1
Mile Hi Water Tec, Inc.	Supplies	\$1,337.50	1
Visa	Prof Devel	\$1,991.34	1
	Fund Total	\$283,683.48	

Jamey Balthazor	Officials	\$170.00	5
All for KIDZ, Inc.	Activity Acct. Expenses	\$1,006.00	5
A & A Porta Potties, LLC	Undesignated	\$200.00	5
City Of Gering	Undesignated	\$89.06	5
Gering Bakery-Ahlers Baking Inc.	Activity Acct. Expenses	\$195.86	5
Castaneda, Armond	Officials	\$70.00	5
Christopher Jackson	Officials	\$70.00	5
James S. Miller	Officials	\$250.00	5
Jay Dickinson	Officials	\$200.00	5
Jerry Smith	Officials	\$200.00	5
Juan Garfio	Officials	\$140.00	5
Logoz Llc	Activity Acct. Expenses	\$25.00	5
Olsen, Michael	Officials	\$150.00	5
Peters, Bj	Officials	\$70.00	5
Salazar, Denzel E.	Officials	\$120.00	5
Shaddick, Justin	Officials	\$70.00	5
Todd Sukup	Officials	\$200.00	5
Castaneda, Armond	Officials	\$180.00	5
Christopher Jackson	Officials	\$180.00	5
Salazar, Denzel E.	Officials	\$140.00	5
4 Seasons Fundraising, Inc.	Activity Acct. Expenses	\$4,499.35	5
Carissa Marie Zabel	Activity Acct. Expenses	\$317.18	5
Chadron Public Schools	Entry Fees	\$100.00	5
Deca	Activity Acct. Expenses	\$300.00	5
Domino'S Pizza	Activity Acct. Expenses	\$74.98	5
Hampton Inn & Suites - Scottsbluff	Activity Acct. Expenses	\$1,560.00	5

Holiday Inn Rapid City Downtown	LODGING	\$366.44	5
Logoz Llc	Activity Acct. Expenses	\$2,113.00	5
Marisela Blanco	Activity Acct. Expenses	\$21.40	5
Ne High School Sports Hall of Fame F	Entry Fees	\$1,392.00	5
Scottsbluff High School _15901	Activity Acct. Expenses	\$280.00	5
Western Ne Community College	Activity Acct. Expenses	\$183.75	5
Westminster Public Schools	Entry Fees	\$200.00	5
Jordan Cudney	Officials	\$250.00	5
Bryan Mackey	Officials	\$285.00	5
Schnell, Klent A.	Officials	\$302.00	5
Austin Freeburg	Officials	\$170.00	5
Braden Lofink	Officials	\$70.00	5
Castaneda, Armond	Officials	\$70.00	5
Christopher Jackson	Officials	\$70.00	5
Colby Ochsner	Officials	\$170.00	5
Duncan, Darren A.	Officials	\$85.00	5
Jamey Balthazor	Officials	\$170.00	5
Peters, Bj	Officials	\$70.00	5
Salazar, Denzel E.	Officials	\$140.00	5
Tory Schwartz	Officials	\$0.00	5
Tyler Marshall	Officials	\$170.00	5
Wilson, Joe	Officials	\$215.00	5
Winkler, Taylor	Officials	\$85.00	5
Braden Lofink	Officials	\$140.00	5
Castaneda, Armond	Officials	\$70.00	5
Christopher Jackson	Officials	\$70.00	5
Peters, Bj	Officials	\$70.00	5
Castaneda, Armond	Officials	\$180.00	5
William T. Sheffield	Game Help	\$50.00	5
Ace Hardware	Activity Acct. Expenses	\$26.99	5
Club's Choice Fundraising	Activity Acct. Expenses	\$7,736.15	5
Hosa - Future Health Professionals	Activity Acct. Expenses	\$20.00	5
Logoz Llc	Activity Acct. Expenses	\$648.00	5
Nebraska HOSA	Activity Acct. Expenses	\$210.00	5
University of NE at Kearney	Activity Acct. Expenses	\$210.00	5
Castaneda, Armond	Officials	\$70.00	5
Christopher Jackson	Officials	\$70.00	5
Juan Garfio	Officials	\$70.00	5
Perez, Stephanie	Officials	\$70.00	5
Peters, Bj	Officials	\$70.00	5
Salazar, Denzel E.	Officials	\$70.00	5

Castaneda, Armond	Officials	\$120.00	5
Perez, Stephanie	Officials	\$120.00	5
Castaneda, Armond	Officials	\$70.00	5
Awards Unlimited	Supplies	\$136.65	5
Cash-Wa Distributing of Kearney, Inc	Activity Acct. Expenses	\$1,459.15	5
Chelsea Parrish	Activity Acct. Expenses	\$120.00	5
Cody Kronhofman	Activity Acct. Expenses	\$120.00	5
Domino'S Pizza	Activity Acct. Expenses	\$509.38	5
Eakes Office Solutions	Supplies	\$21.70	5
Fresh Foods Inc.	Student/Coaches Meals	\$131.92	5
Gordon-Rushville Public Schools	Activity Acct. Expenses	\$105.00	5
Harrington, Creighton	Activity Acct. Expenses	\$120.00	5
Hemingford Public Schools	Entry Fees	\$80.00	5
Jamie Kimiko Sato	Activity Acct. Expenses	\$190.00	5
Johnson, Caleb W.	Activity Acct. Expenses	\$120.00	5
Korn King Gourmet Popcorn	Activity Acct. Expenses	\$18.00	5
Koski, Glen	Supplies	\$31.97	5
Lexington High School	Entry Fees	\$200.00	5
Logoz Llc	Activity Acct. Expenses	\$1,530.00	5
Malsam, Julie	Activity Acct. Expenses	\$70.00	5
Malsam, Liz	Activity Acct. Expenses	\$190.00	5
Pepsi Cola Of Western Nebraska	Activity Acct. Expenses	\$2,651.28	5
Visa	Activity Acct. Expenses	\$7,009.56	5
Daniel J. Fox	Officials	\$170.00	5
Jamey Balthazor	Officials	\$170.00	5
Parker D. Yost	Officials	\$70.00	5
Tory Schwartz	Officials	\$170.00	5
Walsworth Publishing Company	Activity Acct. Expenses	\$6,685.00	5
Castaneda, Armond	Officials	\$60.00	5
Perez, Stephanie	Officials	\$70.00	5
	Fund Total	\$49,826.77	
Arctic Air Llc	Supplies	\$538.66	6
Fresh Foods Inc.	Food Supplies	\$4,373.02	6
Karen McGowan	Sales of Lunches/Milk	\$25.00	6
	Fund Total	\$4,936.68	
Gilmore & Bell PC	Other Expenses	\$2,250.00	7
	Fund Total	\$2,250.00	

January 2023 \$340,696.93

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 409.1
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE PROFESSIONAL DEVELOPMENT

The board encourages certificated employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The board shall maintain and support an in-service program for certificated employees.

The superintendent and or designee will develop and schedule in-service workshops as appropriate to the needs of the district and will inform the board regarding in-service staff development.

NDE standards require school districts to conduct staff development sessions. Each teacher must participate in at least ten hours of staff development activities each year.

All certified employees permanently employed by the District shall provide evidence of professional growth every six years as provided by law.

Legal Reference: NDE Rule 10
79-830

Cross Reference: 409.02 Certificated Employee Training, Workshops or
Conferences

Approved 03/15/2010

Reviewed _____ Revised _____

**POLICY 409.2
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE TRAINING, WORKSHOPS OR CONFERENCES

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the building principal. Approval of the building principal must be obtained prior to attendance by a certificated employee in a professional development program when the attendance would result in the certificated employee being excused from their duties or when the school district pays the expenses for the program.

Employees authorized by the superintendent to represent the school system at training, workshops and conferences will be allowed salary and expenses in conformance with regulations on expense reimbursement. Requests that involve unusual expenses or overnight travel must also be approved by the superintendent.

The superintendent shall have sole final discretion to allow or disallow certificated employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the certificated employee and the school district, the effect of the certificated employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the superintendent.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding professional development of such employees shall be followed.

Cross Reference: 402.08 Employee Travel Compensation
 402.11 Credit Cards

Approved 03/15/2010

Reviewed _____

Revised _____

**POLICY 409.3
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE MENTOR TEACHERS

The building principal or immediate supervisor will assign a mentoring teacher to every probationary teacher upon entrance of the probationary teacher into the district. The mentoring teacher, insofar as possible, will be a tenured teacher with a minimum of three (3) years' teaching experience in the district and will be engaged in teaching within the same grade, building, or discipline as the probationary teacher.

The mentoring teacher will not be involved in the evaluation of the probationary teacher, will not be in the line of authority, and will not exercise formal supervision over the new teacher with whom he/she is working. Each teacher will be advised during employee orientation as to who will observe and evaluate job performance. No formal observations will take place until such orientation has been completed.

The mentoring teacher will assist the probationary teacher in acclimating to the teaching profession and the district. The mentor's role is to assist the new teacher by being available to answer questions, explain the courses of study, instructional materials, building procedures, availability of resources and district policies.

Cross Reference: 406.09 Certificated Employee Probationary Status/Tenure

Approved 03/15/2010

Reviewed _____

Revised _____

**POLICY 409.4
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE PUBLICATION OR CREATION OF MATERIALS

Materials created by certificated employees and the financial gain therefrom shall be the property of the school district if school materials and time were used in their creation or such materials were created in the scope of the certificated employee's employment. The certificated employee must seek prior written approval of the superintendent concerning such activities.

Staff members are encouraged to contribute professional articles and news items to local, state, and national agencies. As a matter of professional ethics, all professional articles should be cleared through the Office of the Superintendent of Schools, in the event that the School District or any of its separate departments is mentioned. Materials developed in workshops, funded by the District, shall become the sole property of the District.

Cross Reference: 402.03 Employee Conflict of Interest
 607.04 Student Production of Materials and Services

Approved 03/15/2010

Reviewed _____

Revised _____

**POLICY 409.5
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE TUTORING

Every effort will be made by the certificated employees to help students with learning problems before recommending that the parents engage a tutor. Since there are exceptional cases when tutoring will help students overcome learning deficiencies, tutoring by certificated employees may be approved by the superintendent.

Certificated employees may only tutor students other than those for whom the teacher is currently exercising teaching, administrative or supervisory responsibility unless approved by the building administrator.

Tutoring for a fee may not take place within school facilities or during regular school hours unless approved by the superintendent.

Legal Reference: NDE Rule 27
Neb. Statute 49-14,101.01

Cross Reference: 402.03 Employee Conflict of Interest
403.06 Employee Outside Employment

Approved 03/15/2010

Reviewed _____

Revised _____

**POLICY 410.1
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE VACATION, HOLIDAYS, AND PERSONAL LEAVE

The board shall determine the amount of vacation, holidays, and personal leave that will be allowed on an annual basis for certificated employees.

An employee vacation may be taken during the school year provided the vacation will not disrupt the operation of the school district. The employee must submit a vacation request to the superintendent, who shall determine whether the request will disrupt the operation of the school district. Certificated employees who work during the school academic year, whether full-time or part-time, shall have time off in concert with the school calendar.

The requirements stated in the Negotiated Contract or employment contract between employees in that certified collective bargaining unit and the board regarding the vacations, holidays and personal leave of such employees shall be followed.

Cross Reference: 410.08 Certificated Employee Unpaid Leave
 415.01 Support Staff Vacations, Holidays and Personal Leave
 602.01 School Calendar

Approved 03/15/2010

Reviewed 11/28/2016

Revised 12/19/2016

**POLICY 410.2
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE PERSONAL ILLNESS LEAVE

Evidence may be required regarding the mental or physical health of the employee when the administration has a concern about the employee's health. Evidence may also be required to confirm the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It shall be within the discretion of the board or the superintendent to determine the type and amount of evidence necessary. When an illness leave will be greater than three consecutive days, the employee shall comply with the board policy regarding family and medical leave.

Certificated employees shall be granted sick leave per the Negotiated Contract.

Cross Reference: 404.02 Employee Injury on the Job
 410.03 Certificated Employee Family and Medical Leave
 410.08 Certificated Employee Unpaid Leave

Approved 03/15/2010

Reviewed 11/28/2016

Revised 12/19/2016

**POLICY 410.3
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE FAMILY AND MEDICAL LEAVE

Unpaid family and medical leave will be granted up to 12 weeks per year to assist employees in balancing family and work life. For purposes of this policy, a year is defined as the employee contract year. Requests for family and medical leave shall be made to the superintendent.

Employees may be allowed to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave. Certificated employees shall be granted leave per the Negotiated Contract.

Legal Reference: 29 U.S.C. §§ 2601 et seq. (1994)
29 C.F.R. Pt. 825 (1996).

Cross Reference: 410.02 Certificated Employee Personal Illness Leave
410.08 Certificated Employee Unpaid Leave
415.03 Support Staff Family and Medical Leave

Approved 03/15/2010

Reviewed 11/28/2016

Revised 12/19/2016

**POLICY 410.4
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE BEREAVEMENT LEAVE

Certificated employees shall be granted bereavement leave per the Negotiated Contract.

The same policy as negotiated in the bargaining unit applies to any other certificated employee.

Cross Reference: 410 Certificated Employee Vacations and Leaves of Absence

Approved 03/15/10 Reviewed 11/28/2016

Revised 12/19/2016

VISITORS TO SCHOOL

The Board encourages parents and other district citizens to visit the school and classrooms at any time to observe the work of students, teachers and other employees. All visitors, which includes persons other than employees or students, must notify the principal of their presence in the facility upon arrival and request authorization to visit elsewhere in the building.

Persons who wish to visit a classroom while school is in session are asked to notify the principal and obtain approval from the principal prior to the visit so appropriate arrangements can be made and so class disruption can be minimized. Teachers and other employees shall not take time from their duties to discuss matters with visitors.

Visitors shall conduct themselves in a manner fitting to their age level and maturity and with mutual respect and consideration for the rights of others while attending school events. Visitors failing to conduct themselves accordingly may be asked to leave the premises. The board and administration will not tolerate any person or persons whose presence disturbs classes or school activities or hinders the instructional process. Children who wish to visit school must be accompanied by a parent or responsible adult.

It shall be the responsibility of employees to report inappropriate conduct. It shall be the responsibility of the superintendent and principals to take the action necessary to cease the inappropriate conduct. If the superintendent or principals are not available, a school district employee shall act to cease the inappropriate conduct.

The Board discourages using the school as a site for parents without custody to visit their children. The principal may deny the parent without custody the opportunity to deliver packages, gifts, messages, etc., to the child and/or to see the child during the school day without the approval of the custodial parent or legal guardian. In this paragraph, "without custody" means the parent lacks joint legal custody under Nebraska law.

The district may restrict the use of its buildings and grounds or restrict access to school property by issuing no trespassing commands and/or stay away/no trespassing letters when deemed necessary by the superintendent when any individual or group:

1. is determined to present a risk to the safety of others,
2. presents a disruption to the learning environment,
3. fails to follow proper check-in and identification procedures, or
4. does not have a legitimate purpose to be present on school grounds or activities.

Visitor Management Systems

Each visitor must check in at the administrative offices. The staff will obtain the visitor's valid driver's license and scan it with the appropriate software. Other types of government issued licenses or identification such as Active Military Cards are also

Approved _____ Reviewed _____ Revised _____

acceptable. When the system approves the issuance of a visitor's badge, it will be printed and issued to the visitor. The badge must be visible at all times while on school grounds and shall be turned in to the office upon leaving the school. If the system does not approve of issuing a badge, the staff member shall immediately contact an administrator to resolve the issue. Unless unusual circumstances (such as escort by a law enforcement member) should apply, the visitor will be denied access to school facilities. Upon the visitor's exit, the staff member will take appropriate steps to record the return of the visitor badge.

In the event a person prohibited by any part of this or other board policies is on district property or is attending a district-sponsored event, the superintendent or building principal will tell the person he or she must leave and will notify the person they are not permitted back on district property, except if their presence is required by the district. The superintendent or building principal may contact the proper legal authorities if necessary to enforce this policy and may file a report or sign a complaint on behalf of the district.

Legal Reference: Neb. Statute 79-8,100

Cross Reference: 1004 Press, Radio and Television News Media

**POLICY 407.5
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE WORKERS' COMPENSATION

The district will participate in workers' compensation as required by statute. All employees of the district will be covered by workers' compensation regardless of type of assignment, length of assignment or hours worked per day.

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

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

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

Cross Reference 404 Employee Health and Well-Being
 905 Safety Program

Approved 03/15/2010

Reviewed 10/24/2016

Revised _____

**POLICY 407.6
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE TAX SHELTER PROGRAMS

The board authorizes the administration to make a payroll deduction for certificated employees' tax sheltered annuity premiums purchased from district approved companies.

Certificated employees wishing to have payroll deductions for tax sheltered annuities shall make a written request to the Director of Business Service.

Cross Reference: 707 Payroll Procedures

Approved 03/15/2010

Reviewed 10/24/2016

Revised _____

**POLICY 407.7
GERING PUBLIC SCHOOLS
GERING, NE**

NEGOTIATIONS

Certificated employees of the district shall have the right to form, join and participate in the activities of organizations of their choosing for the purpose of representation of all matters of employment relations, but no certificated employee shall be compelled to join such an organization. Boards may enter into collective bargaining agreements for periods not to exceed four years.

The following timelines shall be in effect for the annual negotiations process preceding the contract year in question:

1. On or before September 1 the certificated and instructional employees' collective bargaining agent shall request recognition as bargaining agent.
2. The governing board shall respond to such a request no later than October 1.
3. On or before November 1 negotiations shall begin.
4. On or before February 8 if an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission unless the parties mutually agree in writing to forgo mandatory mediation or fact finding.
5. On or before March 25 or within twenty-five days after the certification of the amounts to be distributed to each local system and each school district, whichever occurs last in time, negotiations, mediation, and fact finding shall end.
6. If an agreement has not been achieved on or before the date in item 5 above, either party may, within fourteen days after such date, file a petition with the commission to resolve the dispute.
7. The commission shall render a decision on or before September 15.

There shall be no fewer than four negotiations meetings between the certificated and instructional employees' collective bargaining agent and the governing board's bargaining agent prior to mediation, unless the parties agree to a new negotiated agreement. Either party may seek a bargaining order as provided in statute at any stage in the negotiations.

In seeking a bargaining order, the commission shall provide the parties with the names of five individuals qualified to serve as the resolution officer. If the parties cannot agree on an individual, each party shall alternately strike names, with the remaining individual serving as the resolution officer.

The resolution officer may:

1. determine whether the issues are ready for hearing and settlement;
2. identify for resolution terms and conditions of employment that are in dispute and which were negotiated in good faith but upon which no agreement was reached;
3. accept terms and conditions;
4. schedule hearings;
5. prescribe rules of conduct for conferences;
6. order additional mediation if necessary;
7. take any other action which may aid in resolution of the dispute; and
8. consult with an interested outside party only with the concurrence of all parties.

The resolution officer shall choose the most reasonable final offer on each issue in dispute. If either party is dissatisfied with the resolution officer's decision, it shall have the right to file an action with the commission seeking a determination of terms and conditions of employment. The commission shall resolve, as provided by statute, all of the issues identified by either party and which were recognized by the resolution officer as a dispute. If parties have not filed with the commission by the latter of March 25 or within twenty-five days after the certification of school funds, the decision of the resolution officer shall be deemed final and binding.

Legal Reference: Neb. Statute 48-811, 816, and 818

Cross Reference: 201.01 Board Powers and Responsibilities

Approved 10/15/2012 Reviewed 10/24/2016, 08/05/2019
Revised 11/21/2016, 08/19/2019

**POLICY 408.1
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEES - RESIGNATION

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

A certificated employee who wishes to be released from his/her contract shall immediately deliver a written and signed notice of resignation to the office of the Superintendent. The Superintendent, upon reviewing the request and its impact on the district, shall forward the request to the School Board with an appropriate recommendation.

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

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

An employee's refusal to fulfill his/her contract shall be cause for the district to request a suspension or revocation of certification by the Nebraska Department of Education.

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

Approved 03/15/2010

Reviewed 10/24/2016

Revised _____

**POLICY 408.2
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE CONTRACT RELEASE

A request for release from a contract shall be contingent upon finding a suitable replacement with the following exception: A request for release from contract submitted before April 1 of the current school year requesting release for the upcoming school year shall be accepted by the Board without any conditions.

The Superintendent or his designee shall have the sole responsibility for determining the criteria used to define a suitable replacement for each position.

If in the opinion of the certificated employee unusual circumstances exist, the certificated employee may appeal to the Board to waive any of the above stated requirements.

The superintendent is authorized to file a complaint with the Nebraska Professional Practices Commission against a certificated employee who leaves without proper release from the board.

The Board of Education reserves the right to seek damages against any certificated employee as a result of breach of contract.

Legal Reference: NDE Rule 27
Neb. Statute 79-817 et seq.

Cross Reference: 406.03 Certificated Employee Individual Contracts
406.04 Certificated Employee Continuing Contracts
408.03 Certificated Employee Retirement

Approved 03/15/2010

Reviewed 10/24/2016

Revised 11/21/2016

**POLICY 408.3
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE RETIREMENT

Certificated employees who will complete their current contract with the board may apply for retirement. No certificated employee will be required to retire at a specific age.

Application for retirement will be considered when the certificated employee states in writing to the superintendent, no later than the date set by district policy for the return of the employee's contract to the board, the intent of the employee to retire. The letter must clearly state the employee's desire to retire.

Applications made after the date set by the board for the return of the employee's contract to the board may be considered by the board if special circumstances exist. It shall be within the discretion of the board to determine whether special circumstances exist.

Board action to approve a certificated employee's application for retirement shall be final, and such action constitutes nonrenewal of the employee's contract for the next school year.

Certificated employees who retire under this policy may qualify for retirement benefits through the State School Retirement Fund.

Certificated employees and their spouse and dependents shall be allowed to continue coverage in the school district's group health insurance program at their own expense by meeting the requirements of the insurer.

Cross Reference: 402.09 Recognition for Service of Employees
 408.06 Certificated Employee Early Retirement

Approved 03/15/2010

Reviewed 10/24/2016

Revised _____

**POLICY 408.4
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE SUSPENSION

Certificated employees shall perform their assigned job, respect and follow board policy and obey the law. The superintendent is authorized to suspend a certificated employee pending board action on a discharge, for investigation of charges against the employee, and for disciplinary purposes. It shall be within the discretion of the superintendent to suspend a certificated employee with or without pay.

In the event of a suspension, appropriate due process shall be followed.

Cross Reference: 405 Employee Conduct and Appearance
 408 Certificated Employee Termination of Employment

Approved 03/15/2010

Reviewed 10/24/2016

Revised _____

**POLICY 408.5
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE REDUCTION IN FORCE

The board has the exclusive authority to determine the appropriate number of certificated employees. Reductions in force of certificated staff members may be required due to changes in the size or nature of the student population, limited financial support, changing programs, staff realignment or other changes in circumstances. Reduction in force may result in termination of employment, an amendment to the employee's contract reducing the employee from full-time to part-time status or an amendment to the contract of a part-time employee further reducing that employee's percentage of employment.

Prior to the reduction in force the board shall present evidence that such changes in circumstances have occurred. If a reduction of certificated staff is necessary, the superintendent or designee shall recommend to the school board those certificated employees to be reduced in employment under the provisions of this policy. No permanent employee may be selected for a reduction-in-force while a probationary employee is retained to perform a service that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the school board, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used under this policy shall conform to the board policies and administrative rules, regulations, and practices in effect at the time for the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the superintendent that no significant difference exists between certificated employees being considered for reduction in force, then the employee with the longest uninterrupted service to the district shall be retained.

Due process for all employees selected for a reduction in force shall be followed.

Any certificated employee whose contract shall be terminated because of reduction in force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to reemployment for a period of twenty-four months commencing at the end of the contract year and the employee shall be recalled on the basis of length of service to the school to any position for which he or she is qualified by endorsement or college preparation to

January 12, 2023

Mario,

I am writing this to let you know that I am resigning from my position as a GHS mathematics educator at the end of May 2023.

Thank you for giving me the opportunity to be a part of GHS.

Sincerely,


Kim Grastie



1725 13th Street* Gering, NE 69341* 308-436-2350 phone* 308-436-3383 Fax

February 1, 2023

Dear Dr. Regan and Gering School Board of Education:

Forty-two years ago, I was welcomed into the Gering Public School district. I have served as a Title I teacher, Special Education instructor, kindergarten teacher, and elementary school principal. I have had the opportunity to work alongside many knowledgeable staff and have had the honor to be involved in the lives of so many students and families. It is with mixed emotions that I write this letter to announce my retirement, effective at the end of the 2022-2023 school year.

It has been an amazing career marked by so many wonderful memories and experiences. It has been a joy serving the Gering community over the past years as a classroom teacher and building principal working alongside our passionate and dedicated staff who value education and serve as models of professionalism in their work with students.

I extend my appreciation to our parents and community partners who have supported and promoted our school district. You are instrumental in creating a rich, full learning experience for our students. In fact, you are a key part of our school mantra: Learners Today. Leaders Tomorrow. Thank you for helping build strong Gering Bulldog Pride.

Finally, please know that it has been a pleasure and an honor to be part of the Gering Public Schools family the past forty two years. Your children have been a gift to me, and I will hold their smiles close to my heart as I move through the next chapter of my life.

Educationally yours,

A handwritten signature in cursive script that reads 'Pam Barker'.

Pam Barker

Lincoln Elementary Principal

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.

Instructions for members of the public who wish to speak:

- Getting started: When you have been recognized, please stand and state your name.
- Time Limit: Tonight the board will allow a total of 30 minutes for the presentation of ALL public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker. You may only speak ONCE.
- Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies may require you to follow the district's complaint procedure before addressing the board. Board members will generally not respond to any questions you ask or comments you make about individual staff members or students. Please remember that slanderous comments will not be tolerated.
- General Rules: This is a public meeting for the conduct of business. Comments from within the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- No action by the Board: The board will not act on any matter which is not on the agenda and will not take action upon the conclusion of public comment.

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 6/9/22

Revised 09/14/2009, 7/20/22

Gering Public Schools

2023-24 District Calendar

2023

School Hours	
Geil: 7:55 a.m. - 3:30 p.m.	Early Dismissal @ 2:15 p.m. each Wed.
Lincoln: 7:55 a.m. - 3:30 p.m.	Early Dismissal @ 2:15 p.m. each Wed.
Northfield: 7:55 a.m. - 3:30 p.m.	Early Dismissal @ 2:15 p.m. each Wed.
GJHS: 8:00 a.m. - 3:24 p.m.	Early Dismissal @ 2:18 p.m. each Wed.
GHS: 8:00 a.m. - 3:35 p.m.	Early Dismissal @ 2:26 p.m. each Wed.
PreK A.M.: 7:55 a.m. - 11:25 a.m.	
PreK P.M.: 12:00-5:55 a.m. - 3:35 p.m.	No PreK on Wed for HALF DAY ONLY! Full-Day PreK follows building schedule

August

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

September

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

October

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

November

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

December

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

2024

January

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

February

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

March

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

April

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May

M	T	W	T	F
		1	2	3
4	5	6	7	8
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Contract/Instructional Days	
Aug	Teacher = 16; Student = 12
Sept	Teacher = 20; Student = 19
Oct	Teacher = 22; Student = 19.5
Nov	Teacher = 19; Student = 18
Dec	Teacher = 14; Student = 13.5
Jan	Teacher = 20; Student = 18
Feb	Teacher = 21; Student = 19
Mar	Teacher = 20; Student = 17.5
April	Teacher = 21; Student = 20
May	Teacher = 16; Student 14.5

GERING BULLDOGS

August	
1-3	New Staff Orientation
10-15	Teacher In-Service
16	First Day of School (K-12)
18	First day of School (PreK)
September	
4	No School: Labor Day
18	No School: Students (Staff PD)
October	
18	Early Release Students @11:30 Academic Focus 1/2 Teacher Workday
19	End of 1st Qtr
20	No School: Students (Teacher Workday)
23-26	Parent-Teacher Conferences
27	No School: Students & Staff
November	
22-24	No School: Students & Staff
27	No School: Students (Staff PD)
December	
20	Early Release Students @11:30 End of 2nd Qtr/1st Semester 1/2 Teacher Workday
21-29	No School: Students & Staff
January	
1-3	No School: Students & Staff
4	No School: Students (Teacher Workday)
26	No School: Students (Staff PD)
February	
16	No School: Students (Teacher Workday)
19	No School: Students (ESU Mid-Winter Conference)
March	
6	Early Release Students @11:30 Academic Focus 1/2 Teacher Workday
7	End of 3rd Qtr
8	No School: Students (Teacher Workday)
11-14	Parent-Teacher Conferences
15	No School: Students & Staff
29	No School: Students & Staff
April	
1	No School: Students & Staff
26	No School: Students (1/2 Staff PD, 1/2 Teacher Workday)
May	
18	Graduation
21	Early Release Students @11:30 Last Day of School 1/2 Teacher Workday
22	No School: Students (Teacher Workday)

SCHOOL YEAR SUMMARY

1st Semester	82
2nd Semester	89
Student Total	171
Staff Total	189

- No School: Staff PD/WorkDay
- Parent-Teacher Conferences
- No School Staff & Students

Visit the

Student & Family Portal

at geringschools.net

School Lunch Info | Infinite Campus Access | Activities Calendar | After School Info





Houghton Mifflin Harcourt

Proposal #008613921

Prepared For

Gering Public School Dist 16

Attention:

Kory Knight

kknight@geringschools.net

For the Purchase of:

Math Expressions K-5 6 Year Subscription

Prepared By

Deborah Queen

deborah.queen@hnhco.com

Please submit this proposal with your purchase order.

Purchase orders or duly executed service agreements for **Professional Services** purchased, must be submitted at least 30 days before the service event date.

For greater detail, the complete Terms of Purchases may be reviewed here:

<http://www.hnhco.com/common/terms-conditions>

Send **Check Payments** to:
Houghton Mifflin Harcourt Publishing Company
14046 Collections Center Drive
Chicago, IL 60693

Attention:
Kory Knight
kknight@geringschools.net

HMH Confidential and Proprietary

Send **Orders** to:
k12orders@hnhco.com
FAX: 800-269-5232
HMH Orders
9400 Southpark Center Loop
Orlando, FL 32819-8647

**Proposal for
Gering Public School Dist 16**

ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade K					
Student Digital Licenses					
1791090	9780358414957 Math Expressions StA Student License Digital 6 Year Grade K Includes: Student Digital Management Center 6 Year Grade K Implementation Success	\$108.00	150	\$16,200.00	
Total for Student Digital Licenses		\$16,200.00			
Teacher Digital Licenses					
1683800	9781328781031 Math Expressions (StA) Teacher Digital Management Center 6 Year Digital Grade K	\$720.00	6	\$4,320.00	
Total for Teacher Digital Licenses		\$4,320.00			
A la Carte Items Available for Purchase					
Student Materials					
1683749	9781328783899 Math Expressions (StA) Student Activity Book Collection with Mathboards Softcover 6 Year Print Grade K	\$42.00	150	\$6,300.00	
Total for A la Carte Items Available for Purchase		\$6,300.00			
Total for Grade K		\$26,820.00			

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 1					
Student Digital Licenses					
1791091 9780358414964	Math Expressions StA Student License Digital 6 Year Grade 1 Includes: Student Digital Management Center 6 Year Grade 1 Implementation Success	\$108.00	160	\$17,280.00	
Total for Student Digital Licenses		\$17,280.00			
Teacher Digital Licenses					
1683601 9781328781048	Math Expressions (StA) Teacher Digital Management Center 6 Year Digital Grade 1	\$720.00	6	\$4,320.00	
Total for Teacher Digital Licenses		\$4,320.00			
A la Carte Items Available for Purchase					
Student Materials					
1683750 9781328783905	Math Expressions (StA) Student Activity Book Collection with Mathboards Softcover 6 Year Print Grade 1	\$42.00	160	\$6,720.00	
Total for A la Carte Items Available for Purchase		\$6,720.00			
Total for Grade 1		\$28,320.00			

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 2					
Student Digital Licenses					
1791092	9780358414971 Math Expressions STA Student License Digital 6 Year Grade 2 Includes: Student Digital Management Center 6 Year Grade 2 Implementation Success	\$109.00	130	\$14,040.00	
Total for Student Digital Licenses				\$14,040.00	
Teacher Digital Licenses					
1683602	9781328781055 Math Expressions (StA) Teacher Digital Management Center 6 Year Digital Grade 2	\$720.00	6	\$4,320.00	
Total for Teacher Digital Licenses				\$4,320.00	
A la Carte Items Available for Purchase					
Student Materials					
1683751	9781328783912 Math Expressions (StA) Student Activity Book Collection with Mathboards Softcover 6 Year Print Grade 2	\$42.00	130	\$5,460.00	
Total for A la Carte Items Available for Purchase				\$5,460.00	
<u>Total for Grade 2</u>				\$23,820.00	

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 3					
Student Digital Licenses					
1791093	9780358414988 Math Expressions StA Student License Digital 6 Year Grade 3 Includes: Student Digital Management Center 6 Year Grade 3 Implementation Success	\$108.00	150	\$16,200.00	
Total for Student Digital Licenses				\$16,200.00	
Teacher Digital Licenses					
1683603	9781328781062 Math Expressions (StA) Teacher Digital Management Center 6 Year Digital Grade 3	\$720.00	6	\$4,320.00	
Total for Teacher Digital Licenses				\$4,320.00	
A la Carte Items Available for Purchase					
Student Materials					
1683752	9781328783929 Math Expressions (StA) Student Activity Book Collection with Mathboards Softcover 6 Year Print Grade 3	\$42.00	150	\$6,300.00	
Total for A la Carte Items Available for Purchase				\$6,300.00	
<u>Total for Grade 3</u>				\$26,820.00	

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 4					
Student Digital Licenses					
1791094	9780358414995 Math Expressions STA Student License Digital 6 Year Grade 4 Includes: Student Digital Management Center 6 Year Grade 4 Implementation Success	\$108.00	155	\$16,740.00	
Total for Student Digital Licenses		\$16,740.00			
Teacher Digital Licenses					
1683604	9781328781088 Math Expressions (StA) Teacher Digital Management Center 6 Year Digital Grade 4	\$720.00	6	\$4,320.00	
Total for Teacher Digital Licenses		\$4,320.00			
A la Carte Items Available for Purchase					
Student Materials					
1683753	9781328783936 Math Expressions (StA) Student Activity Book Collection with Mathboards Softcover 6 Year Print Grade 4	\$42.00	155	\$6,510.00	
Total for A la Carte Items Available for Purchase		\$6,510.00			
Total for Grade 4		\$27,570.00			

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 5					
Student Digital Licenses					
1791095	9780358415008 Math Expressions STA Student License Digital 6 Year Grade 5 Includes: Student Digital Management Center 6 Year Grade 5 Implementation Success	\$108.00	155	\$16,740.00	
Total for Student Digital Licenses				\$16,740.00	
Teacher Digital Licenses					
1683605	9781328781093 Math Expressions (StA) Teacher Digital Management Center 6 Year Digital Grade 5	\$720.00	6	\$4,320.00	
Total for Teacher Digital Licenses				\$4,320.00	
A la Carte Items Available for Purchase					
Student Materials					
1683754	9781328783943 Math Expressions (StA) Student Activity Book Collection with Mathboards Softcover 6 Year Print Grade 5	\$42.00	155	\$6,510.00	
Total for A la Carte Items Available for Purchase				\$6,510.00	
Total for Grade 5				\$27,570.00	

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<u>Professional Services - Math Expressions</u>					
Implementation Success Plan					
1693497	9781328852489 Math Expressions 2018 Getting Started Live Online 2-Hour The Getting Started live online session is streamlined to focus on preparing teachers for their first weeks of instruction. Participants engage in a variety of interactive experiences to learn about the organization and resources of Math Expressions. The goal is to build confidence and prepare teachers for a strong start with Math Expressions.		1		
1762458	9780358198345 Math Expressions Follow-Up Live Online 1-Hour Grades K-5 Follow-Up sessions build upon the Getting Started to help teachers take full advantage of Math Expressions components, assessments, differentiation, and digital tools to meet the needs of their students. An HMH Services team member will work with you to choose from key Math Expressions classroom-focused topics to create a personalized Follow-Up 1 hour live online session(s).		2		
Coaching and Courses					
1815084	9780358609803 HMH Professional Learning Live Online Course and Coaching Grades K- 12 Maximize your investment with live online professional learning courses aligned to your district's strategic math plan. Partner with HMH coaches to design a personalized live online course experience to cultivate the next generation of problem solvers. Each live online course experience includes 1 hour of consultative planning and 6-1 hour shared learning sessions that can be delivered over time to meet your needs.	\$4,200.00	1	\$4,200.00	
Total for Coaching and Courses		\$4,200.00			
<u>Total for Professional Services - Math Expressions</u>		\$4,200.00			

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Subtotal Purchase Amount:	\$165,120.00
Shipping & Handling:	\$13,041.00
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Kory Knight
 Director of Curriculum and Assessment
 Gering Public School Dist 16
 1519 10th St
 Gering, NE 69341-2818
 United States

Quote Number: 217764-2
 Quote Creation Date: 02-06-2023
 Quote Expiration Date: 09-30-2023

Quote Release: 2

**Envision Math 2024 Grades 6-AGA (7 year Subscription and Digital)
 Price Quote Summary**

Solution	Base Amount	Free Amount	Total
Additional Mathematics Professional	\$ 2,800.00		\$ 2,800.00
Program Activation	\$ 0.00		\$ 0.00
enVision A G A	\$ 60,040.00	\$ 22,834.00	\$ 60,040.00
enVisionmath 6-8	\$ 61,680.50	\$ 18,630.50	\$ 61,680.50
Solution Subtotal	\$ 124,520.50	\$ 41,464.50	\$ 124,520.50
	Shipping & Handling		\$ 10,938.84
		Total	\$ 135,459.34

Price Quote Detail

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
Additional Mathematics Professional Development						
Additional Mathematics Professional Development - Virtual Math PD						
0000000125097	VIRTUAL MATH IMPLEMENTATION ESSENTIAL 3-HOURS	1400.00	0	2	\$0.00	\$2,800.00
	Additional Mathematics Professional Development - Virtual Math PD Subtotal					\$ 2,800.00
	Additional Mathematics Professional Development Subtotal					\$ 2,800.00
Program Activation						
Program Activation Complimentary						
0000000124291	PROGRAM ACTIVATION MATH WEBINAR COMPLIMENTARY	0.00	4	0	\$0.00	\$0.00

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ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
Program Activation Complimentary Subtotal						\$ 0.00
Program Activation Subtotal						\$ 0.00

enVision A|G|A

National - Algebra 1

9781418854423	ENVISION AGA 2024 ALGEBRA 1 STUDENT EDITION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 8/9	158.00	0	150	\$0.00	\$23,700.00
9781428518506	ENVISION AGA 2024 ALGEBRA 1 STUDENT COMPANION 1-YEAR + DIGITAL COURSEWARE 1-YEAR LICENSE GRADE 8/9	47.00	153	0	\$7,191.00	\$0.00
9781418402235	ENVISION AGA STANDARDS PRACTICE WORKBOOK ALGEBRA 1 GRADE 8/9 COPYRIGHT 2024	13.00	3	0	\$39.00	\$0.00
9781428529366	ENVISIONAGA 2024 ALGEBRA 1 TEACHER EDITION PACKAGE GRADES 8/9	565.00	3	0	\$1,695.00	\$0.00
National - Algebra 1 Subtotal					\$ 8,925.00	\$ 23,700.00

National - Algebra 2

9781418854584	ENVISION AGA 2024 ALGEBRA 2 STUDENT EDITION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 10/11	158.00	0	115	\$0.00	\$18,170.00
9781428518513	ENVISION AGA 2024 ALGEBRA 2 STUDENT COMPANION 1-YEAR + DIGITAL COURSEWARE 1-YEAR LICENSE GRADE 10/11	47.00	117	0	\$5,499.00	\$0.00
9781428529380	ENVISIONAGA 2024 ALGEBRA 2 TEACHER EDITION PACKAGE GRADES 10/11	565.00	2	0	\$1,130.00	\$0.00
National - Algebra 2 Subtotal					\$ 6,629.00	\$ 18,170.00

National - Geometry

9781418854508	ENVISION AGA 2024 GEOMETRY STUDENT EDITION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 9/10	158.00	0	115	\$0.00	\$18,170.00
9781428518520	ENVISION AGA 2024 GEOMETRY STUDENT COMPANION 1-YEAR + DIGITAL COURSEWARE 1-YEAR LICENSE GRADE 9/102	47.00	118	0	\$5,546.00	\$0.00

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ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9781418402259	ENVISION AGA STANDARDS PRACTICE WORKBOOK GEOMETRY GRADE 9/10 COPYRIGHT 2024	13.00	3	0	\$39.00	\$0.00
9781428529373	ENVISIONAGA 2024 GEOMETRY TEACHER EDITION PACKAGE GRADES 9/10	565.00	3	0	\$1,695.00	\$0.00
National - Geometry Subtotal					\$ 7,280.00	\$ 18,170.00
enVision A G A Subtotal					\$ 22,834.00	\$ 60,040.00

enVisionmath 6-8

National - Grade 6

9781418849320	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 6	143.00	0	140	\$0.00	\$20,020.00
9780768581737	ENVISION MATHEMATICS 2021 NATIONAL TEACHER'S EDITION PACKAGE GRADE 6	657.50	3	0	\$1,972.50	\$0.00
9781428541931	ENVISION MATHEMATICS 2024 CLASSROOM MANIPULATIVE KIT GRADE 6	111.00	0	2	\$0.00	\$222.00
National - Grade 6 Subtotal					\$ 1,972.50	\$ 20,242.00

National - Grade 7

9781418849337	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 7	143.00	0	120	\$0.00	\$17,160.00
9781428541948	ENVISION MATHEMATICS 2024 CLASSROOM MANIPULATIVE KIT GRADE 7	145.00	0	2	\$0.00	\$290.00
National - Grade 7 Subtotal					\$ 0.00	\$ 17,450.00

National - Grade 7 Accelerated

9781418849351	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 7 ACCELERATED	143.00	0	30	\$0.00	\$4,290.00
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9780768581768	ENVISION MATHEMATICS 2021 NATIONAL TEACHER'S EDITION PACKAGE GRADE 7 ACCELERATED	657.50	2	0	\$1,315.00	\$0.00
9781428541962	ENVISION MATHEMATICS 2024 CLASSROOM MANIPULATIVE KIT GRADE 7 ACCELERATED	225.00	0	1	\$0.00	\$225.00
National - Grade 7 Accelerated Subtotal					\$ 1,315.00	\$ 4,515.00
National - Grade 8						
9781418849344	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 8	143.00	0	130	\$0.00	\$18,590.00
9780768581751	ENVISION MATHEMATICS 2021 NATIONAL TEACHER'S EDITION PACKAGE GRADE 8	657.50	3	0	\$1,972.50	\$0.00
9781428541955	ENVISION MATHEMATICS 2024 CLASSROOM MANIPULATIVE KIT GRADE 8	113.00	0	2	\$0.00	\$226.00
National - Grade 8 Subtotal					\$ 1,972.50	\$ 18,816.00
enVision Mathematics ©2021 Grades 6-8 - Grade 6						
9781418269203	ENVISION MATHEMATICS 2021 ADDITIONAL PRACTICE GRADE 6	17.50	143	0	\$2,502.50	\$0.00
9780768565782	ENVISION MATHEMATICS 2021 LANGUAGE SUPPORT HANDBOOK GRADE 6	146.50	3	0	\$439.50	\$0.00
9780768583182	ENVISION MATHEMATICS 2021 TEACHER'S RESOURCE MASTERS PACKAGE GRADE 6	204.00	3	0	\$612.00	\$0.00
enVision Mathematics ©2021 Grades 6-8 - Grade 6 Subtotal					\$ 3,554.00	\$ 0.00
enVision Mathematics ©2021 Grades 6-8 - Grade 7						
9781418269210	ENVISION MATHEMATICS 2021 ADDITIONAL PRACTICE GRADE 7	17.50	123	0	\$2,152.50	\$0.00
9780768565683	ENVISION MATHEMATICS 2021 ADDITIONAL PRACTICE GRADE 7 ACCELERATED	17.50	32	0	\$560.00	\$0.00

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9780768581744	ENVISION MATHEMATICS 2021 NATIONAL TEACHER'S EDITION PACKAGE GRADE 7	657.50	3	1	\$1,972.50	\$657.50
9780768565799	ENVISION MATHEMATICS 2021 LANGUAGE SUPPORT HANDBOOK GRADE 7	146.50	3	0	\$439.50	\$0.00
9780768565812	ENVISION MATHEMATICS 2021 LANGUAGE SUPPORT HANDBOOK GRADE 7 ACCELERATED	146.50	2	0	\$293.00	\$0.00
9780768583199	ENVISION MATHEMATICS 2021 TEACHER'S RESOURCE MASTERS PACKAGE GRADE 7	204.00	3	0	\$612.00	\$0.00
9780768589894	ENVISION MATHEMATICS 2021 TEACHER'S RESOURCE MASTERS PACKAGE GRADE 7 ACCELERATED	204.00	2	0	\$408.00	\$0.00
enVision Mathematics ©2021 Grades 6-8 - Grade 7 Subtotal					\$ 6,437.50	\$ 657.50
enVision Mathematics ©2021 Grades 6-8 - Grade 8						
9781418269227	ENVISION MATHEMATICS 2021 ADDITIONAL PRACTICE GRADE 8	17.50	133	0	\$2,327.50	\$0.00
9780768565805	ENVISION MATHEMATICS 2021 LANGUAGE SUPPORT HANDBOOK GRADE 8	146.50	3	0	\$439.50	\$0.00
9780768583205	ENVISION MATHEMATICS 2021 TEACHER'S RESOURCE MASTERS PACKAGE GRADE 8	204.00	3	0	\$612.00	\$0.00
enVision Mathematics ©2021 Grades 6-8 - Grade 8 Subtotal					\$ 3,379.00	\$ 0.00
enVisionmath 6-8 Subtotal					\$ 18,630.50	\$ 61,680.50
Solution Subtotal					\$ 41,464.50	\$ 124,520.50
Shipping and Handling						\$ 10,938.84
					Total	\$ 135,459.34

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Google Chrome Education Upgrade Mfg. Part#: CROS-SW-DIS-EDU-NEW Electronic distribution - NO MEDIA Contract: MARKET	450	5988499	\$30.00	\$13,500.00
CDWG EDU White Glove Service for Chromebooks and Chrome OS Devices T1 Mfg. Part#: CDWCHROMEOS SVC1 UNSPSC: 43232401 Contract: MARKET	450	3254461	\$7.00	\$3,150.00
CDW/CDWG Asset Tag applied WITH another CDW Configuration Center service Mfg. Part#: ASSETTAGW/INSTALL UNSPSC: 81111511 Contract: MARKET	450	338520	\$0.00	\$0.00
Dell Chromebook 3100 - 11.6" - Celeron N4020 - 4 GB RAM - 32 GB eMMC Mfg. Part#: P72FM Contract: MARKET	450	6653143	\$238.00	\$107,100.00

SUBTOTAL	\$123,750.00
SHIPPING	\$0.00
SALES TAX	\$0.00
GRAND TOTAL	\$123,750.00

PURCHASER BILLING INFO	DELIVER TO
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Billing Address:

GERING PUBLIC SCHOOLS
ACCTS PAYABLE
1519 10TH ST
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Phone: (308) 436-3125

Payment Terms: NET 30 GOVT-ECF-BEAR

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GERING, NE 69341-2818
Phone: (308) 436-3125

Shipping Method: UPS FREIGHT LTL, DOCK TO DOCK

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Sales Contact Info

Alex Garcia | (866) 428-2763 | alex.garcia@cdwg.com

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