

Regular Board of Education Meeting

Monday, October 14, 2024 6:00 PM

Gering High School - Freshmen Academy Wing, 1500 U Street,
Gering, NE 69341



Agenda

{{Name: Agenda Item Name}}

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. Pledge of Allegiance

2.4. 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 at the Central Office on Thursday, October 10th.

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

Fund Amount

01 General \$1,021,229.66

03 Employee \$1,975.00

05 Activity \$14,881.37

06 Nutrition \$135,007.84

08 Special Building \$92,183.43

Fund Totals: \$1,265,277.30

3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.ii. Second Reading of Board Policies

3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

3.4.ii. Certified Staff Resignation(s)

4. **Celebration of Excellence**

4.1. Geil Building Report

- 4.2. Strategic Priority #2 Investing in Staff
 3. Invest in relevant professional training and development

5. Reports & Discussions

- 5.1. Board Committee Report: Curriculum & Personnel
- 5.2. Board Committee Report: Business & Facilities
- 5.3. Monthly Finance Report
- 5.4. Superintendent's Report

6. Public Comments: 204.12

7. Action Items

8. Board Comments

- 8.1. Tentative Upcoming Board Meeting/Event Dates

Future Board Meetings

No Special Work Session

Regular Meeting: Mon, Nov. 11th, 2024 @ 6:00 p.m. (Freshman Academy)

Tentative Committee Meeting Dates:

Board & GEA Teacher Negotiations: Tues, Oct. 29, 2024 @ 4:30 (Central Office)

Personnel & Curriculum Committee: Tues, Nov. 5, 2024 @ 7:00 a.m. (Central Office)

Middle School Committee Meeting: Wed, Nov. 6, 2024 @ 4:30 (Central Office)

Policy Review Committee: Thurs, Nov. 7, 2024 @ 4:00 p.m. (Central Office)

Finance & Facilities Committee: Thurs, Nov. 7, 2024 @ 4:30 p.m. (Central Office)

Upcoming Event Highlights:

Event: NASB State Conference @ Omaha Nov. 20-22

9. Adjourn

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

STRATEGIC PRIORITY #2

INVESTING IN STAFF

Develop and uplift talented staff.

MEASURES OF SUCCESS:

- Establish a “Grown Our Own” Career Ladder
- Implementation of classified staff professional network
- Existence of performance development tool and practices
- Differentiated, meaningful professional development opportunities
- Improvement in data measuring education profession pride
- Continued success in employee recruitment and retention

DEFINING OBJECTIVE	ACTION ITEMS
1. Effectively Recruit a Highly Qualified Workforce	<p>A. Elevate the perspective of teaching as a worthwhile and fulfilling career (more specific)</p> <ol style="list-style-type: none"> 1. Mentoring 2. Storytelling 3. Recruitment Fairs 4. Communication platforms 5. Career Pathway
	<p>B. Invest in marketing, recruitment, selection, of staff</p> <ol style="list-style-type: none"> 1. Follow recruitment and selection best practices leveraging our unique advantages <ol style="list-style-type: none"> a. Certified Staff b. Classified Staff c. Subs 2. Grow Your Own and Leverage Generational Pride by creating pathways for students to transition to district careers. 3. For recruitment and retention purposes, explore childcare as a possible employee benefit
2. Cultivate Staff Retention and Wellbeing Through Responsive and Affirming Practices.	<p>A. Convene a collaborative network of employees to develop and inform challenges for staff</p> <ol style="list-style-type: none"> 1. Continue Listening Opportunities (i.e. Superintendent Forums, Surveys, Peer Discussion Groups, 1:1s, etc.) 2. Create building-specific action-items for addressing needs.
	<p>B. Continually elevate, celebrate and recognize employee accomplishments and contributions</p> <ol style="list-style-type: none"> 1. Bulldogs Going Beyond 2. #TeacherFeature Series 3. Empower building level recognition strategies 4. Mentor of the Quarter
	<p>C. Develop Infrastructure to Elevate Classified Staff as an Essential Part of the Educational Team</p> <ol style="list-style-type: none"> 1. Establish PLCs 2. Develop Networking Cohorts 3. Create Relevant Training 4. Continue Onboarding

STRATEGIC PRIORITY #2

INVESTING IN STAFF (CONT.)

Develop and uplift talented staff.

DEFINING OBJECTIVE	ACTION ITEMS
2. Cultivate Staff Retention and Wellbeing Through Responsive and Affirming Practices <i>(cont.)</i>	D. Create Opportunities to Support Positive Peer Collaboration and Relationship-Building <ol style="list-style-type: none"> 1. Continue Teacher-Mentor Programs 2. Enhance Onboarding Program 3. Support building specific efforts and initiatives
	E. Promote career growth and tools to assist employees in planning and achieving their goals. <ol style="list-style-type: none"> 1. Explore and Develop career ladder opportunities
3. Invest in Relevant Professional Training and Development	A. Develop differentiated professional development plans for staff based on analysis of student need, staff interest and experience.
	B. Support and build capacity of all campus staff to implement welcoming trauma-informed practices. <ol style="list-style-type: none"> 1. Utilize Trauma Informed Team and tools to provide PD
	C. Build capacity of employees to promote individual wellness strategies. <ol style="list-style-type: none"> 1. Evaluate bringing in Burned-In Teacher Training 2. Continue to Communicate EAP Options 3. Invest in Crucial Conversations Training 4. Continue to evaluate other wellness tools and opportunities
4. Communicate and Maintain Consistent High Performance Standards	A. Foster a district wide culture of shared responsibility for student success. <ol style="list-style-type: none"> 1. Communicate the “why” behind goals, initiatives and district changes
	B. Strengthen the implementation of performance evaluation systems for teachers and administrators rooted in instruction frameworks that outline best-practices for teaching. <ol style="list-style-type: none"> 1. Launch online performance management tool 2. Update administrator evaluation tool

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