

Special Board of Education Meeting

Tuesday, March 25, 2025 12:00 PM

Gering Public Schools - Central Office, 1519 10th St, 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.

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. 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 Star Herald on Thursday, March 20th, 2025.

3. **Personnel Items**

3.1. Certified Staff Resignations - Henry Herrera Ormaza - GHS, Spanish Teacher

Amy Dunn - GHS, SPED Teacher

Teresa Vang Freeling - LMHP

Trey Winkler - GHS, Math Teacher

Renee Malm - GHS, SPED Teacher

3.2. Certified Staff Contracts - Kyla Walker - Northfield Elementary, 3rd Grade Teacher

Jessica Merriman - Lincoln Elementary, Kindergarten Teacher

Kendra Cardwell - Lincoln Elementary, Preschool Teacher

Jamisy Howard - Lincoln Elementary, 2nd Grade Teacher

Tori Hoagland - Geil Elementary, Kindergarten Teacher

4. **Action Items**

4.1. Discuss, consider, and take action regarding the approval of the 2025-2026 School Calendar.

4.2. Discuss, consider, and take action regarding the approval of a 4.6% salary increase for Administrators for the 2025-26 school year.

4.3. Discuss, consider, and take action regarding the approval of a 4.6% classified category (non-para) salary increase, effective August 1, 2025.

5. **Public Comment: Policy 204.12**

6. **Adjourn**

NEW TEACHER ORIENTATION | NO SCHOOL STUDENTS STAFF DEVELOPMENT | NO SCHOOL STUDENTS & STAFF Holiday or Break | EARLY DISMISSAL | [] BEGIN/END NINE WEEKS

AUGUST 2025

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Aug 6-8 New Teacher Orientation
Aug 11-14 Staff Development
Aug 14 6th Grade Orientation 10am to Noon
Freshman Orientation 9am to 11am
Aug 15 K-12 First Day of School 1st Qtr Begins
Aug 18 PreK First Day of School

Students: 11 Staff: 15

SEPTEMBER 2025

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sept 1 No School: Holiday Students & Staff
Sept 2 No School Students Staff Development

Students: 20 Staff: 21

OCTOBER 2025

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Oct 3 No School Students Workday
Oct 6-7 PreK-5 P/T Conferences 3:45-7:30pm
Oct 8-9 6-12 P/T Conferences 3:45-7:30pm
Oct 10 No School Students & Staff
Oct 20 2nd qtr begins

Students: 21 Staff: 23

NOVEMBER 2025

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

Nov 3 No School Students Staff Development
Nov 26-28 No School: Holiday Students & Staff

Students: 16 Staff: 17

DECEMBER 2025

S	M	T	W	TH	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Dec 19 2nd Qtr/1st Sem Ends
*Dec 22-31 No School: Holiday Students & Staff (*continues into January)

1st Sem: 83 Days

Students: 15 Staff: 15

2025 • 2026 CALENDAR

JANUARY 2026

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Jan 1-2 No School: Holiday Students & Staff
Jan 5 No School Students Workday
Jan 6 Students Return -3rd qtr begins
Jan 23 No School Students Staff Development

Students: 18 Staff: 20

FEBRUARY 2026

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Feb 16 No School Students (ESU Mid-Winter Conf.)
Feb 17 No School Students & Staff
Feb 27 No School Students Workday

Students: 17 Staff: 19

MARCH 2026

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Mar 2-3 K-5 P/T Conferences 3:45-7:30pm
Mar 4-5 No School PreK ONLY Home Visits
Mar 4-5 6-12 P/T Conferences 3:45-7:30pm
Mar 6 No School Students & Staff
Mar 16 4th qtr begins

Students: 21 Staff: 22

APRIL 2026

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Apr 3-7 No School Students & Staff
Apr 17 No School GMS ONLY GHS Future Focus Day

Students: 19 Staff: 19

MAY 2026

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May 16 Graduation
May 18 Preschool Graduation 3pm
May 19 Last Day of School K-12 Early Release 11:30am 1/2 Staff Workday
May 20 Staff Workday

2nd Sem: 87.5 Days

Students: 12.5 Staff: 14



CLICK HERE



geringschools.net



Important Phone Numbers



Gering Public Schools - District Office
308.436.3125

Student Lunch Accounts
308.633.4385

Transportation (First Student)
308.635.6214

Geil Elementary
308.436.2545

Lincoln Elementary
308.436.2350

Northfield Elementary
308.436.5555

Gering Middle School
308.436.3123

Gering High School
308.436.3121

Important Dates

First & Last Days for K-12 Students

***August 15, 2025 (Friday)**
May 19, 2026 (Tuesday)

**PreK students begin August 18, 2025*
5/19 will be the last day of school unless there are days to be made up. Inclement weather may alter the school calendar.*

Parent/Teacher Conferences

October 6-7, 2025
March 2-5, 2026



MEMO

TO **GERING PUBLIC SCHOOL BOARD OF EDUCATION**

FROM **Dr. Nicole Regan, Superintendent**

DATE **March 25, 2025**

RE **25-26 Administrator Compensation**

In alignment with the negotiated agreement for certified staff, we recommend a 4.6% salary increase for administrators for the 2025-26 school year. This recommendation ensures consistency across our compensation structure and reflects our ongoing commitment to attracting and retaining strong leadership within Gering Public Schools as outlined as priority in Strategic Goal #2 - Investment in Staff.

Given the heightened attention on compensation decisions, it is important to maintain transparency and alignment between administrator salaries and the increases approved for certified staff. This adjustment supports fairness in compensation while reinforcing our district's commitment to competitive and sustainable salary practices.

I appreciate your consideration of this recommendation.



MEMO

TO **GERING PUBLIC SCHOOL BOARD OF EDUCATION**

FROM **Dr. Nicole Regan, Superintendent**

DATE **March 25, 2025**

RE **25-26 Classified Compensation**

As part of our ongoing commitment to maintaining fair and competitive wages across all employee groups, we recommend the following salary adjustments for classified staff for the 2025-26 school year:

- Non-paraprofessional classified positions: A 4.6% increase, aligning with the adjustment reflected in the negotiated agreement for certified staff.
- Paraprofessionals: A 1.5% increase, following the 9% increase implemented last year to bring salaries in line with minimum wage standards.

Additionally, for the 2025-26 school year, we recommend expanding paraprofessional work schedules by 5.5 additional hours per week. This increase will provide additional support for students and teachers while also offering paraprofessionals the opportunity for greater earnings. The shift allows us to better meet the needs of our classrooms and improve overall instructional support.

This recommendation ensures that our compensation structure remains sustainable while recognizing the critical contributions of all classified staff as outlined as priority in Strategic Goal #2 - Investment in Staff. The proposed adjustments reflect a balanced approach that acknowledges last year's substantial increase for paraprofessionals while maintaining equitable increases for other classified roles .

I appreciate your consideration of this recommendation.