

Personnel Committee Meeting
Wednesday, February 8, 2012 4:30 PM

Don's Office or Board Room
1519 10th St
Gering, NE 69341



Minutes

1. **Attendance**

Also in attendance were Rex Schultze, Jerry Ostdeik, Tim Meisner and Don Hague.

2. **Negotiations Preparation**

Schultze distributed information pertaining to teacher negotiation preparations. The array was reviewed and new laws were discussed. Schultze offered to meet directly with the teachers to explain, in detail, the negotiations process and laws involved in the process. Mid-point bases within various districts from the array were examined. Negotiations for the 2013-2014 school year need to begin in September of 2012 and be finalized by February of 2013. Employer contributions for health insurance premiums were also discussed.

3. **Chairperson Designation**

Miles will continue to serve as Chairperson of the Personnel Committee.

4. **Sick Leave Bank**

Miles reviewed the district's Sick Leave Bank policy with the committee. Specific qualifications were discussed.

5. **Requested Movement of 3rd Graders**

Hague explained to the committee that the district will be requesting the movement of nine students who presently attend Geil Elementary. Due to classroom enrollment numbers, these identified students will be requested to attend either Lincoln Elementary or Cedar Canyon. The request will be sent to the parents in March of 2012.

6. **Booster Club/Bulldog Account Discussion**

Meisner stated that he will speak with Schultze about a football team fundraiser.

7. **Old Business**

7.1. 2012-2013 Draft Calendar

The 2012-2013 School Calendar will be submitted to the full board for approval at the February meeting.

7.2. Status Update on Committee Goals

The committee received a copy of the committee goals.

8. **Adjournment**

The meeting adjourned at 5:30pm.

Lisa Frahm

Subject: FW: sick leave bank

From: Rex R. Schultze [<mailto:rschultze@perrylawfirm.com>]
Sent: Thursday, January 19, 2012 8:22 AM
To: Peters, B. J.; Don Hague
Cc: Tim Meisner; Lisa Frahm; Mike Brunner 2
Subject: RE: sick leave bank

B.J and Others:

All-in-all the "Sick Leave Bank" provisions are clear and workable. As to the issue of "the process of when an employee uses disability and when they use the sick leave bank" it is my understanding that the GPS disability policy will provide benefits as soon as the employee's sick leave benefits are exhausted, so the language in the negotiated agreement stating the employee is "deemed ineligible for disability or Workmen's Compensation" seems clear and addresses this existing circumstance. Under that language, it is clear that if the employee is eligible for disability benefits, then the employee is not eligible for sick leave bank benefits. I hope this answers your inquiry. If you need something more formal, please advise.

Rex

From: Jody Miles [<mailto:jmiles@pvbankne.com>]
Sent: Saturday, January 14, 2012 8:19 AM
To: Peters, B. J.; Brian Copsey (brian@JBC1.com)
Cc: Tim Meisner (tmeisner@geringschools.net); Don Hague
Subject: RE: sick leave bank

Thanks BJ. The Personnel committee will wait to hear if anything comes from the committee in regards to a recommendation to the Board. Keep us posted. Doesn't sound like their finding anything wrong but the Cisler incident. Deb Raines made a good point and that is if the policy goes to the Board we could be looking at possibly more changes than anything recommended. The committee may want to keep that in mind also.

Jody Miles
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Scottsbluff NE 69363-2308
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From: Deb Raines [<mailto:draines@geringschools.net>]
Sent: Friday, January 13, 2012 2:20 PM
To: Peters, B. J.
Subject: RE: sick leave bank

Yes, RJ and I visited recently about this. The committee consists of Eldon Hubbard, myself, Pam O'Neal when she was a BOE member, Scott Couch and Lynne Kocer. LouEtta McHenry was the certified staff sub, but I believe she is retired now.

The only "snag" if you will, that I felt like we ever encountered was the policy requirement that the staff member apply for disability and be denied before we could grant any days. Most of the time, that component of the policy was alright; however, when Dave Cisler, who was planning to retire at the end of the application year needed days, we were unable to help him. He felt that it was not in his best interests to apply for disability because it would have had a great impact on his retirement benefits. I really felt as though we short-changed him. I guess in the long run, if the days granted have a greater effect on one staff member than another simply because they have reached retirement, I'm okay with that. Paid days are paid days; period. At the time of Dave's application for days, we did not feel that it would be appropriate to approach the board and ask for a policy revision to cover Dave's particular situation, as we felt there was too much value to the incorporation of the sick day bank and we didn't want to risk losing it. So, if there was any part of the policy that I would want to look into, it would be that one.

I have not sent out a "recruitment email" for quite a while since no one has filed a request for day. I used to do that toward the end of spring each year, when people could see how many days they had accumulated.

Hope this info helps. If there's anything else I can do, just let me know.

Deb

January 19, 2012

To: Parents of Geil Elementary Students
Fr: Superintendent Don Hague
Re: Attendance Centers

I am writing to you today because Gering Public School District will be moving some elementary students to their "neighborhood" buildings. Due to the physical location of your residence (east of 7th Street and north of M Street), your child has been identified as one of those students who will be transferred to either Lincoln Elementary or Cedar Canyon for the 2012-2013 school year.

The district will provide bussing for your student to their new attendance center. New routes and bus stops will be developed next year to accommodate this change.

Both Northfield Elementary and Geil Elementary are at capacity in student enrollment so you must choose between Cedar Canyon, with 13 students in the class, or Lincoln Elementary, with 37 students in two classes. A smaller class will provide more one on one instruction with each child. The Lincoln building will be the newest facility within the district.

Included in this mailing is a Student Transfer Request form that we would like you to fill out and return to our Central Office in the enclosed self-addressed stamped envelope. Please make your decision no later than March 1, 2012.

If you need additional information about Lincoln Elementary or Cedar Canyon, please feel free to contact Lisa Frahm at 308-436-3125.

We thank you in advance for your consideration and cooperation.

Don Hague, Superintendent
Gering Public Schools

Geil Elementary Principal
Mary Kay Haun

Gering Public Schools 2012-2013

August 2012						
Sun	Mo	Tu	We	Th	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
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September 2012						
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October 2012						
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November 2012						
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December 2012						
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January 2013						
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February 2013						
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March 2013						
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April 2013						
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May 2013						
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Jul 16—Aug 3 Elementary Summer School
 Aug 6-10 Registration begins for all new students
 Aug 15 New Teacher Work Day/Orientation
 Aug 16-17,20 Welcome Back All Staff In-Service
 Teacher Staff Development/Work Day
 Aug 20 Student Orientation Day grades TBA
 Aug 21 First Day for High School/FA/7th Students
 Aug 21 Kindergarten Orientation 9am to 11am
 Aug 22 First Day for Kindergarten—6th & 8th grade
 K-6 only early dismissal at 1pm
 Aug 23 First full day for all K-6 students
 Sept 3 LABOR DAY (NO SCHOOL)
 Oct 19 Teacher Work Day (no school for all students)
 End of 9 weeks (42 days)
 Oct 22-24 Parent/Teacher Conferences
 Oct 26 No school for students or teachers
 Nov 21 Early Release
 Nov 22-23 Thanksgiving Vacation
 Dec 21 Early Release
 End of 2nd 9 weeks (42 days)
 Dec 24-Jan. 3 Holiday Break
 Jan 4 No school for students/teacher work day
 Feb 14-15 Winter Break—no school for students or teachers
 Feb 18 No school for students (in service day)
 Mar 15 End of 3rd 9 weeks (47 days)
 Teacher Work Day
 Mar 18-20 Parent/Teacher Conferences
 Mar 22 No school for students or staff
 Mar 29 Easter Break—no school for students or staff
 Apr. 1 Easter Break—no school for students or staff
 May 19 Senior Graduation at WNCC (2pm)
 May 23 Last day for all students
 End of 4th 9 weeks (43 days)
 May 24 Teacher Work Day
 May 28-29 Make up day (if needed)

ELEMENTARY EARLY RELEASE

Every Wednesday August 22—May 15
 Northfield Elementary—2pm
 Lincoln Elementary 2:10pm
 Geil Elementary 2:15pm
 Cedar Canyon—2:25pm

EARLY RELEASE at 1:00pm

Junior High/Freshman Academy/High School
 September 19, October 17, November 14, January 16,
 February 13, March 20 and April 17



Our vision: All Gering Public Schools students will maximize their individual potential.

The mission of Gering Public Schools is to develop the academic, personal and social skills of all students and to prepare them to be productive, responsible

Phone Numbers	
District Admin. Office	436-3125
Special Services Office	436-3125
Transportation/Warehouse	436-2754
Senior High School	436-3121
Junior High School	436-3123
Cedar Canyon Elementary	436-2004
Geil Elementary	436-2545
Lincoln Elementary	436-2350
Northfield Elementary	436-5555
Freshman Academy	436-4255
Early Childhood Program	632-8670

Approved by the Board of Education, 2012

★	First/Last Day of School
■	Teacher Staff Development/Work Day/No School for Students
■	No School for Students or Staff
▽	New Teacher In-Service
◇	Orientation for Students