

## **Regular Board of Education Meeting**

Monday, August 20, 2012 7:00 PM

Board Room  
1519 10th Street  
Gering, NE 69341



## **Minutes**

### **1. Signature of Notification**

### **2. Call to Order, Pledge of Allegiance, Roll Call, Welcome Visitors**

2.1. Acknowledge Open Meeting Laws

2.2. Notice of this meeting was published in the Gering Citizen on August 16, 2012

### **3. Welcome New Certified Staff**

Newly hired certified staff present for introductions included High School Business Teacher Lynn Lupomech, High School Art Teacher Ryan Bosche, SPED Teacher Calico Cowan and Activities Director Glen Koski. The Board extended their warmest welcome and wished them all an exceptional year.

### **4. Excuse Absent Board Members**

### **5. Consent Agenda**

5.1. Approval of Agenda/Amendment of Agenda Items

5.2. Approval of Minutes of Previous Meetings

5.3. Approval of Claims/Bills

### **6. Recommendation to Approve Consent Agenda**

### **7. Patron Comments**

7.1. The Board recognizes the importance of citizen participation in school business. In order to assure citizens are heard and board meetings are conducted efficiently and in an organized manner, the Board shall set a 3 minute time limit per patron, not to exceed a total of 30 minutes for all comments.

### **8. Executive Session**

8.1. Ratification of the Negotiated Agreement

### **9. Executive Session**

9.1. Administrative Salary Increase

### **10. Action Items**

10.1. Recommendation to Approve Treasurer's Report

10.2. Recommendation to Approve Anderson & Shaw Application for Payment #15

- 10.3. Recommendation to Make Partial Payment to Hewgley & Associates
- 10.4. Recommendation to Ratify Negotiated Agreement
- 10.5. Recommendation to Approve Administrator Salary Increase
- 10.6. Recommendation to Approve Classified Staff Salary Increase
- 10.7. Recommendation to Hire Superintendent Search Firm

## **11. Discussion Items**

### **11.1. Recognition of Accomplishments**

Recognition of Accomplishments is a new item on the agenda and will allow any board member to acknowledge any outstanding performers within the district.

### **11.2. Curriculum Committee Meeting Minutes**

Winn provided a brief recap of the Committee Meeting. A style guide that provides uniformity for style expectations was discussed. Content addition for Helgerson's 9th grade English Honors Class was discussed. The Social Studies basic curriculum is expected to be rewritten by December, 2012. The district will then address pacing and assessments, which should be done by April, 2013. The district will also be utilizing new standards in its common core.

### **11.3. Personnel Committee Meeting Minutes**

Miles led a discussion that focused on the districts open position for an occupational therapist, which is a mandated position. Various options to fill the position were discussed. The Committee examined four different self assessment forms and opted for an NASB form that was emailed to the full board last week. The Board has been asked to complete the self assessment and submit their results to Frahm prior to August 31. The Committee reviewed its previous goals and discussed the upcoming superintendent search.

### **11.4. Business Committee Meeting Minutes**

Although Copsey was not able to attend the Business Committee Meeting due to a scheduling conflict, he provided a recap of the meeting via meeting minutes.

### **11.5. Facilities Committee Meeting Minutes**

Doll stated that the Facilities Committee met at high school during August and reviewed recent projects. Doll stated that the high school is "sparkling" right now with the replacement of windows and the addition of concrete for parking on the east side of the building. The concrete is hoped to alleviate moisture issues. Items that still need to be addressed include the ceiling between the school and the gym and a storage building that is scheduled for completion in September. A new sidewalk on west the side of the tennis courts has also been installed. The committee discussed the creation of one cleaning standard throughout the entire district. Hillyard is expected to be in Gering on August 23 to ensure all practices are occurring at each facility. The summer work orders were also reviewed.

### **11.6. NASB State Education Conference November 14-16, 2012 La Vista Conference Center/Embassy Suites Co-Sponsored by the Nebraska Association of School Boards and the Nebraska Association of School Administrators**

Registration for the NASB State Education Conference in November opens on September 11th. Frahm will register the full board plus one spot for the new Board Member on that date.

### **11.7. Employee Drug Testing**

Miles stated that the Personnel Committee discussed random drug testing for students in activities and wanted to see how the other Board Members felt about pursue random testing for coaches & sponsors. The other option would be to implement a pre-employment drug

testing policy. If either option is pursued, Gering would be the first district implement such a policy. Copsey said that he firmly believes there should be testing for all coaches and sponsors, even if a coach or sponsor is not employed by the district. Copsey expressed his desire to move forward with such a policy. He feels we should have the same standards for both students and coaches/sponsors. Winn agreed with Copsey but expressed concerns over litigation costs with the current budget. Doll agreed with Copsey and feels it is unfair to hold students to higher standards than we hold coaches, sponsors and teachers. Doll mentioned that there are Legal Foundations that are willing to get involved in the implementation process. Peters stated that, at a minimum, a pre-employment drug test would be a good idea. He suggested having coaches and sponsors submit to a drug test on a voluntary basis. Copsey stated that the cost of litigation is no more important than the student safety. The Personnel Committee will continue to discuss this item.

#### **11.8. Self-Assessment**

Each Board Member will complete a self assessment form and return it to Frahm by the end of August for compilation.

#### **11.9. Goal Setting Session**

Each committee has set their own goals. A special work session will be held at 5:30pm in September to review these goals. A Budget Hearing will be held at 6:45pm.

### **12. Superintendent's Report**

Hague reminded everyone that the start of school is on August 21st. The start dates for various grade levels is staggered this year to ease congestion. Enrollment numbers were distributed and reviewed and the Option Program for many grade levels has hit capacity. There will be 8 sections of kindergarten this year. Hague stated that there is a good chance that the Gering will house over 2,200 students during the 2013-2014 school year. This is the first year that the entrance age for kindergarten has been implemented. Hague stated that each committee will be asked to submit their meeting place preference, which will be reviewed by the full Board in September.

### **13. Board Comments**

The Board welcomed back both staff and students and wished all a great year.

### **14. Tentative Committee & Meeting Dates**

The Curriculum Committee Meeting date was set as September 6th at 7:00am.

### **15. Adjournment**