

## Regular Board of Education Meeting

Monday, January 21, 2019 6:00 PM

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



## Minutes

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

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

**Absent:** Josh Lacy, **Present:** Brian Copsey, Brent Holliday, B.J. Peters, Brady Shaul, Mary Winn.

2.1. Acknowledge Open Meetings Law

2.2. Notice of this meeting was published in the Gering Courier on Thursday, January 17, 2019.

### 3. **Excuse Absent Board Members**

### 4. **Election of Officers**

#### 4.1. President

Two board members received nominations to fill the role of Board President. Brian Copsey was nominated by Brent Holliday while B.J. Peters was nominated by Mary Winn. No further nominations were made. A motion to cease nominations was made by Mary Winn receiving a second from Brian Copsey with all board members voting in favor. An election was held, and Mr. BJ Peters was elected Board President.

#### 4.2. Vice President

Board member Mary Winn nominated Brian Copsey. No further nominations were made. A motion to cease nominations was made by B.J. Peters receiving a second from Brent Holliday with all board members voting in favor. Mr. Copsey was elected Vice President by unanimous consent.

### 5. **Appointments**

#### 5.1. Secretary

#### 5.2. Treasurer

### 6. **Consent Agenda**

#### 6.1. Minutes From Previous Board Meeting

6.2. Approval of Claims/Bills

6.3. Second Reading of Board Policies

- 6.3.i. 604.10 Academic Freedom
- 6.3.ii. 604.11 Citizenship
- 6.3.iii. 604.12 Global Education
- 6.3.iv. 605.3 Program For High Ability Students
- 6.3.v. 605.5 Religious Based Exclusion From A School Program
- 6.3.vi. 605.6 English As A Second Language
- 6.3.vii. 605.7 Dual Enrollment
- 6.3.viii. 605.8 Home-Bound Instruction

6.4. Approval of Depository for Funds for Gering Public Schools - Western States Bank, First State Bank, US Bank, Platte Valley Bank, Nebraska Liquid Asset Fund, BOK Financial Services, Wells Fargo Corporate Trust Services

- 6.4.i. Approve Corporate Resolution for Western States Bank
- 6.4.ii. Approve Corporate Resolution for US Bank
- 6.4.iii. Approve Corporate Resolution for First State Bank
- 6.4.iv. Approve Corporate Resolution for Platte Valley Bank
- 6.4.v. Approve Corporate Resolution for Nebraska Liquid Asset Fund
- 6.4.vi. Approve Corporate Resolution for BOK Financial
- 6.4.vii. Approve Corporate Resolution for Wells Fargo Corporate Trust Services

6.5. Appoint Superintendent Bob Hastings as the Authorized Representative to secure funds for Gering Public Schools

6.6. Appoint Superintendent Bob Hastings or his designee as the Authorized Representative for Gering Public Schools for Federal Programs

6.7. Set Tentative Dates and Times for Gering Public Schools Regular Board of Education Meetings for 2019

6.8. Approve the Gering Courier as the Newspaper of Record for 2019

6.9. Personnel Items

- 6.9.i. Contract Approvals

6.9.i.1. Rocky Schneider - Principal, Gering High School

6.9.i.2. Jennifer Sibal - Community Engagement (GPS Foundation)

6.9.ii. Resignations

7. **Patron Comments**

8. **Reports and Discussions**

8.1. Recognition Of Bulldog Staff Member Of the Month: Brett Moser - Freshman Academy, Science Teacher

Principal Hubbard recognized Brett Moser as the January 2019 Gering Public Schools Staff Member of the Month.

8.2. Building Report - Gering Freshman Academy

The building report for Gering Freshman Academy will be presented at the next board meeting due to illnesses and absences.

8.3. Curriculum Committee Report

Committee Chair Mary Winn spoke on behalf of the group regarding the annual score review.

8.4. Facilities Committee Report

Mr. Shaul recapped progress being made with the Gering High School construction project.

8.5. Business Committee Report

Chairperson Brent Holliday offered an update on the copier machine bid as well as union negotiations.

8.5.i. Trial Balance Summary

8.5.ii. Fund Balances

8.5.iii. Schedule of Investments

8.5.iv. Financial Statements

8.6. Superintendent's Report

Superintendent Hastings summarized recent legislative session proposals related to education. The announcement of an additional monthly board meeting was made, and discussion followed concerning preparations for the upcoming grade reconfiguration / transitions.

9. **Action Items**

9.1. Discuss, consider, and take all necessary action regarding the retirement of Margaret (Peg) Bogus, Fifth Grade Teacher @ Geil Elementary, at the end of the 2018-2019 school year.

Mr. Peters recognized Ms. Bogus's career as full of passion and well respected.

- 9.2. Discuss, consider, and take all necessary action regarding the retirement of Randall (Randy) Johnson, Science Teacher @ Gering High School, at the end of the 2018-2019 school year.

Ms. Winn elaborated on many of Mr. Johnson's professional accomplishments adding that despite the long list of accolades, he always remained humble.

- 9.3. Discuss, consider and take action regarding the approval of the Negotiated Professional Agreement for the 2019-2020 and 2020-2021 school years
- 9.4. Discuss, consider and take action regarding the approval of Pay Application #9 to Hausmann Construction in the amount of \$1,450,383.71 for the Gering High School project
- 9.5. Discuss, consider, and take action regarding the approval of a four-year copier contract

#### 10. Tentative Committee Meeting Dates

***Personnel Committee*** -- Thurs, Jan 31 @ 4:30 p.m. (Central Office)

***Policy Review Committee*** -- Monday, Jan 28 @ 4:30 p.m. (Central Office)

***Curriculum Committee*** -- Thurs, Feb 7 @ 7:00 a.m. (Lincoln Elementary)

***Facilities Committee*** -- Thurs, Feb 7 @ 4:30 p.m. (Central Office)

***Business Committee*** -- Mon, Feb 11 @ 4:30 p.m. (Central Office)

***Regular Board Meeting*** -- Mon, Feb 18 @ 6:00 p.m. (City Council Chambers)

#### 11. Board Comments

In closing, Brady Shaul reiterated his excitement for the noticeable progress being made at the high school. Mr. Holliday extended a hearty 'Thank You' to Terri Martin for her strong leadership in curriculum as he highlighted good test scores for the district. Mary Winn congratulated Mr. Moser, and acknowledged the district's PLC Team's work. Brian Copsey congratulated the incoming President, BJ Peters, before extending his appreciation to the retirees. He also recognized the students for their involvement in life-changing projects such as the Samsung Solve wheelchair currently in development as well as the recent weather balloon launch. Newly elected President Mr. Peters recognized the student connection required in teaching, and commended our district on their success.

#### 12. Adjourn

Regular Board of Education Meeting  
Monday, December 17, 2018 6:00 PM  
City of Gering Council Chambers  
1025 P Street  
Gering, NE 69341

1. Signature of Notification

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

2.1. Acknowledge Open Meetings Law

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. Notice of this meeting was published in the Gering Courier on Thursday, December 13, 2018.

3. Excuse Absent Board Members

4. Consent Agenda

Approval of the Consent Agenda Passed with a motion by B.J. Peters and a second by Mary Winn.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

4.1. Minutes From Previous Board Meeting

4.2. Approval of Claims/Bills

4.3. First Reading of Board Policies

4.3.1. 604.10 - Academic Freedom

4.3.2. 604.11 - Citizenship

4.3.3. 604.12 - Global Education

4.3.4. 605.3 - Program for High Ability Students

4.3.5. 605.5 - Religious-Based Exclusion from A School Program

4.3.6. 605..6 - English as a Second Language

4.3.7. 605.7 - Dual Enrollment

4.3.8. 605.8 - Home-Bound Instruction

#### 4.4. Second Reading of Board Policies

4.4.1. 604.1 - Basic Instruction Program

4.4.2. 604.2 - Summer School Instruction

4.4.3. 604.3 - Special Education

4.4.4. 604.4 - Multicultural Education

4.4.5. 604.5 - Health Education

4.4.6. 604.6 - Physical Education

4.4.7. 604.7 - Career Education

4.4.8. 604.9 - Teaching About Religion

#### 4.5. Personnel Items

4.5.1. Contract Approvals

4.5.1.1. Laura Barrett, Director of Student Services

#### 5. Patron Comments

#### 6. Reports and Discussions

6.1. Recognition Of Bulldog Staff Member Of the Month - Scott Lang, GHS Head Custodian  
As written in his nomination, Custodian Scott Lang was recognized for the "tremendous amount of personal pride" he has shown in caring for Gering Public School facilities through the construction process. High school students reportedly offered him a standing ovation at a recent assembly. Board member Mary Winn also highlighted the "essential role" classified staff plays within the school environment.

#### 6.2. Building Report - Lincoln Elementary School

Eight students representing Lincoln Elementary, alongside Principal Barker, presented a wide array of information on the programs and events that had occurred within their building during first semester. A student-produced video shone a spotlight on all grade levels with growth-data notebooks, Boys Town social skill assemblies, the leader-in-me program, and booster club sponsored events fostering zoo animal education.

#### 6.3. Curriculum Committee Report

Committee chair Mary Winn reported that science teachers Brett Moser and Jenn Dillinger had attended the November meeting to collaborate on the department curriculum. Board member Josh Lacy added a report from a recent VALTS meeting with ESU13 representatives. Lacy recognized continued success with eight students planning to graduate from the program at semester, and anticipation for those openings being filled immediately.

#### 6.4. Facilities Committee Report

Chairperson BJ Peters offered an update on the high school construction project, and applauded the staff and students on their continued patience as many aspects of the project are now being wrapped up.

#### 6.5. Business Committee Report

Committee chair Brent Holliday commended the GPS Business Manager, Tim Meisner, on the completion of another successful audit. No irregularities were reported by Dana Cole, and Brent added that the length of detail in their report portrayed the size of the duties. Monthly expenditures were reviewed and approved accordingly at the November meeting.

#### 6.5.1. Trial Balance Summary

#### 6.5.2. Fund Balances

#### 6.5.3. Schedule of Investments

#### 6.5.4. Financial Statements

#### 6.6. Superintendent's Report

Superintendent Hastings opened with discussion surrounding the addition of a second monthly board meeting beginning in January. All members agreed this would be beneficial. An update was offered on the communication stages of the upcoming grade reconfiguration before closing with a few calendar highlights.

#### 7. Action Items

7.1. Discuss, consider, and take action regarding the acceptance the retirement of Dave Lashley, GHS Counselor at the end of the 18-19 school year

Accept the retirement of Dave Lashley at the end of the 18-19 school year. Passed with a motion by B.J. Peters and a second by Mary Winn.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

7.2. Discuss, consider, and take action regarding the approval of Owner Change Order #5 for the Gering High School Project

Approval of Change Order #5 for the Gering High School Project as presented. Passed with a motion by Josh Lacy and a second by Brent Holliday.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

7.3. Discuss, consider, and take action regarding the approval of Pay Application #8 to Hausmann Construction for \$1,547,506.69

Approval of Pay Application #8 to Hausmann Construction for \$1,547,506.69. Passed with a motion by Mary Winn and a second by Josh Lacy.

Brian Copsey: Yea  
Brent Holliday: Yea  
Josh Lacy: Yea  
B.J. Peters: Yea  
Brady Shaul: Yea  
Mary Winn: Yea

7.4. Discuss, consider, and take action regarding the acceptance of the 2017-2018 Financial Audit

Acceptance of the 2017-2018 Financial Audit Passed with a motion by B.J. Peters and a second by Brent Holliday.

Brian Copsey: Yea  
Brent Holliday: Yea  
Josh Lacy: Yea  
B.J. Peters: Yea  
Brady Shaul: Yea  
Mary Winn: Yea

7.5. Discuss, consider, and take action to approve a cooperative agreement with Banner County Schools for soccer

Approval of the cooperative agreement with Banner County Schools for soccer Passed with a motion by Josh Lacy and a second by B.J. Peters.

Brian Copsey: Yea  
Brent Holliday: Yea  
Josh Lacy: Yea  
B.J. Peters: Yea  
Brady Shaul: Yea  
Mary Winn: Yea

8. Tentative Committee Meeting Dates

***Policy Review Committee*** -- No Policy Review

***Curriculum Committee*** -- Thurs, Jan 3 @ 7:00 a.m. (Central Office)

***Facilities Committee*** -- Thurs, Jan 10 @ 4:30 p.m. (Gering High School)

***Business Committee*** -- Mon, Jan 14 @ 4:30 p.m. (Central Office)

***Personnel Committee*** -- Thurs, Jan 31 @ 4:30 p.m. (Central Office)

***Regular Board Meeting*** -- Mon, Jan 21 @ 6:00 p.m. (City Council Chambers)

9. Board Comments

Board member Josh Lacy extended his appreciation to the Lincoln Elementary staff and students for their presentation. He noted positive, lifelong impacts especially from the leadership development element. Reflecting on the past month, Mary Winn congratulated the Gering High School mock trial team on their State Runner-Up finish. Brent Holliday emphasized excitement for the anticipated progress that will occur at the high school over break. This sentiment was shared by Brady Shaul who recapped some of the noticeable changes presently taking shape on the exterior of the building. Also along those lines, BJ Peters highlighted the final stretch of construction as we enter into 2019. In closing, Board President Brian Copsey acknowledged the honors extended to Scott Lang, and the amount of labor often occurring behind-the-scenes with projects like this. Furthermore, he credited Mr. Lashley for his work and dedication to students over the years as he reflected on the Board's acceptance of his retirement.

10. Executive Session to protect the public interest for the purpose of discussing collective bargaining strategy.

The executive session ended at 6:52 p.m. and the regular meeting was adjourned immediately afterward.

Board members entered into executive session at 6:41 p.m. for the purpose of strategizing collective bargaining strategy. Passed with a motion by B.J. Peters and a second by Mary Winn.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

11. Adjourn

Payee Name	Account Description Element	Check Date	Check Number
Bernard Food Industries	Food Supplies	12/6/2018	1155
Gering Public Schools	Supeintendent Salary	12/6/2018	1156
Wells Fargo Bank N.A.	Other Expenses	12/13/2018	2016
Platte Valley National Bank	Regular Salaries	12/4/2018	5096
Holliday Logistic Services, LLC	BLDGS & BLDG IMPROVE.	12/21/2018	5097
Rb B Architects, Inc.	BLDGS & BLDG IMPROVE.	12/21/2018	5098
Baker & Associates, Inc.	BLDGS & BLDG IMPROVE.	12/21/2018	5099
Mag Partners LLC	BLDGS & BLDG IMPROVE.	12/21/2018	5100
Hausmann Construction Inc.	BLDGS & BLDG IMPROVE.	12/21/2018	5101
Interior Concepts	BLDGS & BLDG IMPROVE.	12/21/2018	5102
Castaneda, Armond	Officials	12/4/2018	7389
Fresh Foods Inc.	Activity Acct. Expenses	12/4/2018	7390
Gering Bakery-Ahlers Baking Inc.	Activity Acct. Expenses	12/4/2018	7391
Land, Jourdan	Activity Acct. Expenses	12/4/2018	7392
Logoz LLC	Activity Acct. Expenses	12/4/2018	7393
Perez, Stephanie	Officials	12/4/2018	7394
Castaneda, Armond	Officials	12/6/2018	7395
Chadron State College Conferencing Offic	Activity Acct. Expenses	12/6/2018	7396
Dick, Andrew	Officials	12/6/2018	7397
Domino's Pizza	Activity Acct. Expenses	12/6/2018	7398
Edens, Paul _5061	Officials	12/6/2018	7399
Ehler, Brock D	Officials	12/6/2018	7400
Fundraising University	Activity Acct. Expenses	12/6/2018	7401
Greene, Troy	Officials	12/6/2018	7402
Gwynn, Charles	Officials	12/6/2018	7403
Hiatt, Josh	Activity Acct. Expenses	12/6/2018	7404
Highway 20 Designs	Activity Acct. Expenses	12/6/2018	7405
Hilton Omaha	Activity Acct. Expenses	12/6/2018	7406
Ken's Motel	LODGING	12/6/2018	7407
Koski, Glen	Activity Acct. Expenses	12/6/2018	7408
Lewandowski, Renee	Activity Acct. Expenses	12/6/2018	7409
Logoz LLC	Activity Acct. Expenses	12/6/2018	7410
Monument Physical Therapy	Contracted Services/Repairs	12/6/2018	7411
Parker, Anthony	Officials	12/6/2018	7412
Pepsi Cola of Western Nebraska	Activity Acct. Expenses	12/6/2018	7413
Perez, Stephanie	Officials	12/6/2018	7414
Salazar Jr., Alejandro	Officials	12/6/2018	7415
Schmall, Brad	Officials	12/6/2018	7416
Subway - Gering	Activity Acct. Expenses	12/6/2018	7417
Western Conference	Activity Acct. Expenses	12/6/2018	7418
Castaneda, Armond	Officials	12/6/2018	7419
Perez, Stephanie	Officials	12/6/2018	7420
Schmall, Brad	Officials	12/6/2018	7421
Perez, Stephanie	Officials	12/6/2018	7422
Schmall, Brad	Officials	12/6/2018	7423
Perez, Stephanie	Officials	12/6/2018	7424

Perez, Stephanie	Officials	12/7/2018	7425
STEELE, RYAN	Officials	12/7/2018	7426
Akron High School	Entry Fees	12/13/2018	7427
Awards Unlimited	Supplies	12/13/2018	7428
Castaneda, Armond	Officials	12/13/2018	7429
Foland, Joe	Officials	12/13/2018	7430
Gering Public Schools	Activity Acct. Expenses	12/13/2018	7431
Johnson Cashway _8920	Furniture and Equipment	12/13/2018	7432
Logoz LLC	Activity Acct. Expenses	12/13/2018	7433
Schmall, Brad	Officials	12/13/2018	7434
Thompson, Tyler	Activity Acct. Expenses	12/13/2018	7435
Castaneda, Armond	Officials	12/13/2018	7436
Chadron State College Conferencing Offic	Activity Acct. Expenses	12/20/2018	7437
Townsend Furniture	Activity Acct. Expenses	12/20/2018	7438
U,S, School Supply, Inc.	Activity Acct. Expenses	12/20/2018	7439
City Of Gering	Rentals or Leases	12/21/2018	7440
Distributed Website Corporation	Contracted Services/Repairs	12/21/2018	7441
Domino's Pizza	Activity Acct. Expenses	12/21/2018	7442
Gering Bakery-Ahlers Baking Inc.	Activity Acct. Expenses	12/21/2018	7443
Gonzalez, Jaime	Officials	12/21/2018	7444
Long, Scott	Officials	12/21/2018	7445
Lou's Sporting Goods	Furniture and Equipment	12/21/2018	7446
PITTMON, TYLER	Game Help	12/21/2018	7447
Schmall, Brad	Officials	12/21/2018	7448
Sidney Public Schools _16210	Activity Acct. Expenses	12/21/2018	7449
TAHER, Inc	Activity Acct. Expenses	12/21/2018	7450
Van Tilburg, Alan	Officials	12/21/2018	7451
Varsity	Activity Acct. Expenses	12/21/2018	7452
Schmall, Brad	Officials	12/21/2018	7453
VISA	Activity Acct. Expenses	12/21/2018	7454
First State Bank	Loan Repayment	12/6/2018	201426
Fresh Foods Inc.	Supplies	12/6/2018	201427
NEOFUNDS	Supplies	12/6/2018	201428
SHELL	Gas & Oil	12/6/2018	201429
KSB School Law	Legal Services	12/13/2018	201430
Valley Youth Connections	Other Agencies	12/13/2018	201431
Verizon Wireless	Telephone	12/13/2018	201432
Black Hills Energy	Natural Gas Services	12/20/2018	201433
Esu #13 _5760	Contracted Services/Repairs	12/20/2018	201434
Fresh Foods Inc.	Supplies	12/20/2018	201435
Staples Advantage	District Stock	12/20/2018	201436
Wal-Mart _18940	District Stock	12/20/2018	201437
Westco _16360	Supplies	12/20/2018	201438
VISA	Supplies	12/21/2018	201439
Bluffs Physical Therapy	Other Agencies	12/31/2018	201440
Bluffs Sanitary Supply, Inc.	Supplies	12/31/2018	201441
Border States Industries Inc.	District Stock	12/31/2018	201442

Capital Business Sytems, Inc.	Supplies	12/31/2018	201443
Chadron State College Conferencing Offic	Dues & Fees	12/31/2018	201444
Connell, Jamie	Mileage Reimbursement	12/31/2018	201445
Culligan of Scottsbluff	Supplies	12/31/2018	201446
D&H Electronics	Server Hardware	12/31/2018	201447
Dale's Tire And Retreading Inc	Bus Repair & Maintenance	12/31/2018	201448
DAS State Accounting - Central Finance	Internet Service	12/31/2018	201449
Dell Marketing L.P.	Supplies	12/31/2018	201450
Dennis Supply Co. - Sb	Supplies	12/31/2018	201451
Door Closer Service	Supplies	12/31/2018	201452
Engineered Controls, Inc.	Contracted Services/Repairs	12/31/2018	201453
ESU Coodinating Council	Prof Devel	12/31/2018	201454
Fastenal Company	Supplies	12/31/2018	201455
First Student	Contracted Pupil Trans	12/31/2018	201456
Follett School Solutions, Inc.	Library Books	12/31/2018	201457
Foos, Brandy	Mileage Reimbursement	12/31/2018	201458
Frank Implement	Tires & Parts	12/31/2018	201459
Gering Courier	Advertising & Printing	12/31/2018	201460
Hapara, Inc	Computer Software	12/31/2018	201461
Hi Performance Car Wash-Blt, Inc.	District Stock	12/31/2018	201462
Hillyard/Sioux Falls	District Stock	12/31/2018	201463
Johnson Cashway _8920	Supplies	12/31/2018	201464
Kinnaman, Jill	Mileage Reimbursement	12/31/2018	201465
Martin, Terri	Prof Devel	12/31/2018	201466
Menards	Supplies	12/31/2018	201467
Mitlehner, Stacey	Mileage Reimbursement	12/31/2018	201468
Money Wise Office Supply	Supplies	12/31/2018	201469
Moravek, Michael	Mileage Reimbursement	12/31/2018	201470
One Source	Contracted Services/Repairs	12/31/2018	201471
Paul Reed Construction Co, Inc	Supplies	12/31/2018	201472
Perry, Guthery, Haase & Gessford, P.C.,	Legal Services	12/31/2018	201473
Quill Corporation	District Stock	12/31/2018	201474
Robinson Electric, Inc.	Supplies	12/31/2018	201475
Sandberg Implement, Inc.	Tires & Parts	12/31/2018	201476
Schank Roofing Service	Supplies	12/31/2018	201477
School Health Corporation	Supplies	12/31/2018	201478
Scientific Specialties, LLC	Contracted Services/Repairs	12/31/2018	201479
Scottsbluff Public Schools	Gas & Oil	12/31/2018	201480
Snell Services, Inc.	Supplies	12/31/2018	201481
Source Refrigeration & HVAC, Inc.	Supplies	12/31/2018	201482
Spectrum Photographics	Supplies	12/31/2018	201483
Star-Herald	Advertising & Printing	12/31/2018	201484
TAHER, Inc	Supplies	12/31/2018	201485
Team Chevrolet	Gas & Oil	12/31/2018	201486
Wilson, Ashlee	Mileage Reimbursement	12/31/2018	201487
WPCI	Contracted Services/Repairs	12/31/2018	201488
Esu #13 _5760	Contracted Pupil Trans	12/30/2018	201489

Amount	Fund
\$300.28	06
\$2,450.27	06
\$700.00	07
\$3,900.00	08
\$600.00	08
\$22,688.00	08
\$3,615.00	08
\$16,346.25	08
\$1,542,124.69	08
\$2,991.62	08
\$80.00	05
\$47.52	05
\$49.95	05
\$153.86	05
\$2,540.00	05
\$80.00	05
\$80.00	05
\$266.90	05
\$130.00	05
\$70.49	05
\$130.00	05
\$130.00	05
\$5,204.00	05
\$0.00	05
\$55.00	05
\$277.22	05
\$891.00	05
\$1,071.38	05
\$40.00	05
\$945.42	05
\$437.86	05
\$8,064.00	05
\$2,166.66	05
\$0.00	05
\$1,155.95	05
\$80.00	05
\$55.00	05
\$55.00	05
\$142.50	05
\$570.50	05
\$55.00	05
\$120.00	05
\$80.00	05
\$80.00	05
\$80.00	05
\$80.00	05

\$55.00 05  
\$55.00 05  
\$175.00 05  
\$84.48 05  
\$80.00 05  
\$110.00 05  
\$1,812.92 05  
\$15.29 05  
\$140.00 05  
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\$7,250.00 01  
\$507.12 01

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\$300.28 01  
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\$257.79 01  
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\$1,758.60 01  
\$527.76 01  
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\$110.00 01  
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\$33.60 01  
\$82.03 01  
\$1,031.50 01  
\$41,465.34 01

**POLICY 604.10  
GERING PUBLIC SCHOOLS  
GERING, NE**

**ACADEMIC FREEDOM**

The Board believes students should have an opportunity to reach their own decisions and beliefs about conflicting points of view. Academic freedom is the opportunity of licensed employees and students to study, investigate, present, interpret, and discuss facts and ideas relevant to the subject matter of the classroom and appropriate to and in good taste ~~forwith~~ the maturity and intellectual and emotional capacities of the students.

It shall be the responsibility of the teacher to refrain from advocating partisan causes, sectarian religious views, or biased positions in the classroom or through teaching methods. Teachers are not discouraged from expressing personal opinions as long as students are aware it is a personal opinion and students are allowed to reach their own conclusions independently.

It shall be the responsibility of the principal to ensure academic freedom is allowed but not abused in the classroom.

Cross Reference: 504 Student Rights and Responsibilities  
1005.10 Distribution or Posting of Materials

Approved 07/19/10

Reviewed 11/26/18

Revised 12/17/18

**POLICY 604.11  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CITIZENSHIP**

Being a citizen of the ~~country, state~~United States of America, of Nebraska, and ~~of~~ the school ~~district~~ community entitles students to special privileges and protections as well as requiring the students to assume civic, economic and social responsibilities and to participate in their country, state and school ~~district~~ community in a manner that entitles them to keep these rights and privileges.

As part of the education program, students shall have an opportunity to learn about their rights, privileges, and responsibilities as citizens of this country, state and school ~~district~~ community. As part of this learning opportunity students shall be instructed in the elements of ~~good~~ citizenship; ~~and~~ the role ~~quality~~ citizens play in their country, state and school ~~district~~ community; the value of active participation; and the practice of civil discourse. Instruction will also be aimed at developing patriotism, recognizing patriotic holidays and a reverence for the flag, and developing an understanding of our nation's history and its constitution.

Legal Reference: Nebraska Statute 79-724.

Cross Reference: 102 Educational Philosophy of the District  
504 Student Rights and Responsibilities  
505 Student Discipline

Approved 07/19/10

Reviewed 7/18/11, 11/26/18 Revised 12/17/18

**POLICY 604.12**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**GLOBAL EDUCATION**

Because of our growing interdependence with other nations in the world, global education shall be incorporated into the education program for grades kindergarten through twelve so that students have the opportunity to acquire a perspective on world issues, problems, and prospects for an awareness of the relationship between an individual's self-interest and the concerns of people elsewhere in the world.

Cross Reference:   603   Curriculum Development  
                          604   Instructional Curriculum

|   Approved 07/19/10

[Reviewed 11/26/18](#)

**POLICY 605.3  
GERING PUBLIC SCHOOLS  
GERING, NE**

**PROGRAM FOR HIGH ABILITY STUDENTS**

The district is committed to an educational program that recognizes, identifies, and serves the unique needs of talented and gifted students. High ability learners are those who have been identified as having high performance capability in such areas as intellectual, creative, or artistic capacity or in specific fields and who require accelerated or differentiated curriculum programs in order to develop those capabilities fully.

The Board directs the superintendent to develop a written identification process for identifying talented and gifted students in the district. The identification process shall include an appeals process for parents/guardians who wish to request reconsideration.

A written plan that identifies programs or services to be provided to address the assessed needs of identified students shall be similarly developed. The plan shall include:

- the district's philosophy on educational service to learners with high ability;
- the district's operational definition of a high ability learner;
- goals and objectives of the program;
- a description of the programming services, options and strategies to be provided under this plan;
- yearly evaluation procedures to allow for input from parents, educators, students, and community members;
- staff development training and support provided within the plan; and
- an outline of program management.

Legal Reference: Neb. Statute 79-1106 et seq.  
NDE Rule 3

Cross Reference: 102 Educational Philosophy of the District  
611 Academic Achievement

| Approved 10/18/10

Reviewed 11/26/18

**POLICY 605.5  
GERING PUBLIC SCHOOLS  
GERING, NE**

**RELIGIOUS-BASED EXCLUSION FROM A SCHOOL PROGRAM**

Parents who wish to have their child excluded from a school program because of religious beliefs must inform the principal. The Board authorizes the administration to allow the exclusion if it is not disruptive to the education program and it does not infringe on a compelling state or educational interest. Further, the exclusion must not interfere with other school district operations.

In notifying the principal, the parents shall abide by the following:

1. The notice shall be in writing;
2. The objection shall be based on religious beliefs;
3. The objection shall state which activities or studies violate their religious beliefs;
4. The objection shall state why these activities or studies violate their religious beliefs;  
and
5. The objection shall state a proposed alternate activity or study.

The principal shall have discretion to make this determination. The factors the principal shall consider when a student requests to be excluded from a program or activity because of religious beliefs include, but are not limited to, staff available to supervise a student who wishes to be excluded, space to house the student while the student is excluded, available principal-approved alternative course of study or activity while the student is excluded, number of students who wish to be excluded, whether allowing the exclusion places the school in a position of supporting a particular religion, and whether the program or activity is required for promotion to the next grade level or for graduation.

Students who are allowed to be excluded from a program or activity which violates their religious beliefs may be required to do an alternate supervised activity or study.

Cross Reference:      604    Instructional Curriculum  
                                 607.02 School Ceremonies and Observances

|      Approved 10/18/10

Reviewed 11/26/18

**POLICY 605.6**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**ENGLISH AS A SECOND LANGUAGE**

The School Board recognizes the need to provide equal educational opportunities for all students in the district. Therefore, if the inability to speak and understand the English language due to a national origin or non-English speaking environment excludes a student from effective participation in the educational programs offered by the district, the district shall take appropriate action to rectify the English language deficiency in order to provide the student equal access to its programs. The Board directs the administration to develop and implement procedures that:

- Appropriately identify and evaluate students with limited English proficiency (LEP). Limited English proficient students are those whose native/homes language is a language other than English and whose English language skills of listening, speaking, reading and writing are not developed to a level at which they can achieve challenging performance standards in a regular classroom.
- Determine the appropriate instructional environment for LEP students.
- Monitor progress of students receiving English as a Second Language (ESL) or bilingual instruction in order to determine their readiness for the mainstream classroom environment.
- Establish professional standards for staff members who teach bilingual or English as a Second Language programs and provide development opportunities for staff members when needed.

Where feasible, the district may provide support for the student's use of the native language while developing English language skills.

Legal Reference: Title VI, Civil Rights Act of 1964.  
20 U.S.C. §§ 1701 et seq.

Cross Reference: 103 Equal Educational Opportunity  
601 Goals and Objectives

| Approved 10/18/10

Reviewed 11/26/18

**POLICY 605.7**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**DUAL ENROLLMENT**

The parent, guardian, or custodian of a student receiving instruction at a private, denominational or parochial school, or a school choosing not to meet accreditation or approval requirements may also enroll the student in the school district. The student shall be considered under dual enrollment. The parent, guardian, or custodian requesting dual enrollment for the student should notify the superintendent on a form provided by the school district. On the form, they shall indicate the academic courses and extracurricular activities in which the student is interested in participating.

A dual enrollment student is eligible to participate in the school district's academic and extracurricular activities in the same manner as other students enrolled in the school district to the extent allowed within NSAA regulations. The policies and administrative rules of the school district shall apply to the dual enrollment students in the same manner as the other students enrolled the school district. These policies and administrative rules shall include, but not be limited to, athletic eligibility requirements, rules governing student conduct, academic eligibility requirements, and payment of the fees required for participation.

It shall be the responsibility of the superintendent to develop administrative regulations regarding deadlines, specific courses or activities approved, restrictions of classroom space, maximum or minimum course number limitations and other procedures for this policy.

Cross Reference:	502	Student Admissions
	504	Student Rights and Responsibilities
	505	Student Discipline
	506	Student Activities
	508	Student Health and Well-Being
	611	Academic Achievement

| Approved 10/18/10 Reviewed 11/26/18

**POLICY 605.8  
GERING PUBLIC SCHOOLS  
GERING, NE**

**HOME-BOUND INSTRUCTION**

Home-bound instruction shall be offered to those pupils who are unable to attend school due to illness or injury. The Superintendent or designee will develop administrative procedures\* for fulfilling the intent of this policy.

\*See Administrative Procedures 605.08R1

| Approved 10/18/10

Reviewed 11/26/18



To: Board of Education  
From: Tim Meisner, Business Manager  
Date: January 21, 2019  
Re: Corporate Resolutions for Financial Institutions

---

Western States Bank, U.S. Bank, First State Bank, Platte Valley Bank, the Nebraska Liquid Asset Fund, BOK Financial Services, and Wells Fargo Corporate Trust Services require corporate resolutions for a change in bank signatures to update the new Board of Education President and Vice President. This memo will serve as notice and passage by the board will serve as the resolution if needed.



To: Board of Education  
From: Tim Meisner, Business Manager  
Date: January 21, 2019  
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To: Board of Education  
From: Bob Hastings, Superintendent  
Date: January 21, 2019  
Re: Tentative 2019 Gering Public Schools Board of Education Regular Meeting Dates & Times

---

It is recommended that the Gering Public Schools Board of Education meet on the third Monday of each month at 6:00 p.m. All meeting dates and times are subject to change and will be posted accordingly in compliance with the Nebraska Open Meetings Act.

January 21, 2019  
February 18, 2019  
March 18, 2019  
April 15, 2019  
May 20, 2019  
June 17, 2019  
July 15, 2019  
August 19, 2019  
September 16, 2019  
October 21, 2019  
November 18, 2019  
December 16, 2019

**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.

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 1/20/03 Reviewed 2/23/15 Revised 9/14/09

THE MONTH ENDING DECEMBER 31, 2018  
TRIAL BALANCE SUMMARY- YEAR-TO-DATE

	GENERAL	BUILDING	DEPREC'N	FEE	QUALIFIED CAPITAL	EMPL BEN	ACTIVITY	CAFETERIA	BOND
9/1/2018	\$3,261,330.84	\$20,852,360.78	\$567,594.79	\$7,525.64	\$162,828.61	\$13,264.71	\$60,914.46	\$128,834.65	\$844,835.22
CD Deposit									
+ YTD RECPTS	\$7,187,359.81	\$44,220.83	\$1,802.27	\$7,105.79	\$13.58	\$1.05	\$151,281.97	\$308,169.66	\$624,701.42
+ RECPT ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= AVAILABLE FUNDS	\$10,448,690.65	\$20,896,581.61	\$569,397.06	\$14,631.43	\$162,842.19	\$13,265.76	\$212,196.43	\$437,004.31	\$1,469,536.64
- YTD EXPENSE	\$7,142,414.89	\$7,236,564.45	\$0.00	\$0.00	\$0.00	\$877.88	\$172,567.47	\$292,259.91	\$1,012,922.73
- EXPENSE ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= RECEIPT-EXP BALANCES	\$3,306,275.76	\$13,660,017.16	\$569,397.06	\$14,631.43	\$162,842.19	\$12,387.88	\$39,628.96	\$144,744.40	\$456,613.91

IMPREST	\$0.00								
PAYROLL	-\$360,371.69								
CASH AT COUNTY	\$2,274,501.29								\$192,662.46
+ REGULAR CHECKING	\$36,809.43			\$14,631.43		\$12,387.88	\$0.00	\$11,309.45	\$115,733.06
+ MMA ACCOUNT	\$1,522,958.54	\$13,660,017.16	\$119,828.59		\$162,842.19		\$4,138.12	\$133,434.95	\$148,218.39
+ IMPREST SUSPENSE	\$20,450.96								
+ DUE TO BUILDING									
+ DUE FROM BOND									
+ CD'S			\$449,568.47				\$35,490.81		
+ or - A/R or (A/P)	(\$188,072.77)						\$0.00		
= FUND BALANCES	\$3,306,275.76	\$13,660,017.16	\$569,397.06	\$14,631.43	\$162,842.19	\$12,387.88	\$39,628.93	\$144,744.40	\$456,613.91

THE MONTH ENDING DECEMBER 31, 2018  
TRIAL BALANCE SUMMARY

target \$650K                      target \$750k

	GENERAL	BUILDING	DEPREC'N	FEE	QUALIFIED CAPITAL	EMPL BEN	ACTIVITY	CAFETERIA	BOND
12/01/2018 Balance	\$3,645,901.34	\$15,239,302.74	\$569,316.00	\$14,618.51	\$162,838.74	\$12,387.62	\$64,533.07	\$69,881.88	\$457,236.63
CD Deposit					\$0.00				
+ MTD Receipts	\$1,279,471.15	\$12,949.98	\$81.06	\$12.92	\$3.45	\$0.26	\$16,606.24	\$77,613.07	\$77.28
+ RECPT ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= AVAILABLE FUNDS	\$4,925,372.49	\$15,252,252.72	\$569,397.06	\$14,631.43	\$162,842.19	\$12,387.88	\$81,139.31	\$147,494.95	\$457,313.91
- MTD EXPENSE	\$1,619,096.73	\$1,592,235.56	\$0.00	\$0.00	\$0.00	\$0.00	\$41,510.35	\$2,750.55	\$700.00
- EXPENSE ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= RECEIPT-EXP BALANCES	\$3,306,275.76	\$13,660,017.16	\$569,397.06	\$14,631.43	\$162,842.19	\$12,387.88	\$39,628.96	\$144,744.40	\$456,613.91

IMPREST	\$0.00								
PAYROLL	-\$360,371.69								
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+ REGULAR CHECKING	\$36,809.43			\$14,631.43			\$0.00	\$11,309.45	\$115,733.06
+ MMA	\$1,522,958.54	\$ 13,660,017.16	\$119,828.59		\$162,838.79	\$12,387.88	\$4,138.12	\$133,434.95	\$148,218.39
+ IMPREST SUSPENSE	\$20,450.96								
DUE TO BUILDING DUE FROM BOND		\$0.00							
CD'S + or - A/R or (A/P)	(\$188,072.77)		\$449,568.47				\$35,490.81		
= FUND BALANCES	\$3,306,275.76	\$13,660,017.16	\$569,397.06	\$14,631.43	\$162,838.79	\$12,387.88	\$39,628.93	\$144,744.40	\$456,613.91

**Gering Public Schools  
Building Fund  
12/31/2018**

<b>Cash Balance</b>	12/31/2018	<u>\$13,660,017.16</u>
<b>Projected Revenue</b>	01/01/19-012/31/19	
Taxes		\$ -
Interest		<u>\$ 175,000.00</u>
<b>Total</b>		<u>\$ 180,000.00</u>
<b>Projected Expenses</b>		\$ -
Admin Building		\$ 31,200.00
High School Project		<u>\$ 13,300,000</u>
<b>Total</b>		<u>\$ 13,331,200</u>
<b>Cash Balance</b>		<u>\$508,817.16</u>

**Gering Public Schools  
Depreciation Fund  
12/31/2018**

<b>Cash Balance</b>	12/31/2018	<u>\$569,397.06</u>
<b>Projected Revenue</b>	01/01/19-012/31/19	
Interest		<u>\$ 4,500.00</u>
<b>Total</b>		<u>\$ -</u>
<b>Projected Expenses</b>		\$ -
<b>Total</b>		<u>\$ -</u>
<b>Cash Balance</b>		<u>\$ 569,397.06</u>

SCHEDULE OF INVESTMENTS HELD

AS OF DECEMBER 31, 2018

Depository	Number	Fund	<sup>1</sup> Amount	Rate	Date of Issue	Date of Maturity
Valley Bank	1097688	Depreciation	\$328,688.75	1.25%	11-26-08	11-26-18
Valley Bank	1097480	Depreciation	\$122,640.08	1.50%	03-18-08	03-18-19
Valley Bank	1097261	Activity-Whitney Parr	\$29,881.83	.60%	08-16-07	08-16-18
US Bank	35050016148 3	Activity-Twyla Fulk	\$5,571.32	.45%		02-06-19



# **Gering Public Schools**

## **Negotiated Professional Agreement**

**2019-2020 School Year**

**2020-2021 School Year**

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Adopted January 21, 2019

**APPENDICES**

**APPENDIX A: 2019-2020 SALARY SCHEDULES**

**APPENDIX B: 2020-2021 SALARY SCHEDULES**

**APPENDIX C: 2019-2020 & 2020-2021 EXTRA DUTY SALARY SCHEDULES**

## **PREAMBLE**

THIS AGREEMENT IS MADE AND ENTERED INTO this 21st day of January, 2019, by and between the BOARD OF EDUCATION of the School District of GERING, DISTRICT #16, in the County of SCOTTS BLUFF in the State of NEBRASKA (hereinafter referred to as the "Board") and the GERING EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

## **GENERAL PURPOSE**

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of GERING, DISTRICT #16, is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter into this Agreement with mutual dedication, recognizing that the experience, creativity, and judgment of all parties are necessary to reach the educational needs of the community.

## **ARTICLE I**

### **Recognition**

The Nebraska Commission of Industrial Relations certified the Gering Education Association as the exclusive collective bargaining agent on April 14, 2005 for the following bargaining unit: All persons employed by the School District in the following positions: Certificated teaching personnel, counselors, reading coordinators/reading coaches, psychologists, preschool educators, registered nurses (but not LPN's), speech pathologists, occupational therapists, and preschool coordinators.

## **ARTICLE II**

### **Teachers Rights**

- A. Nothing contained in this Agreement shall be construed to deny any teacher those rights provided to him/her under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The Board shall not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

## **ARTICLE III**

### **Grievance Procedure**

The purpose of this grievance procedure is to secure at the lowest level, equitable solution to the problems, which may from time to time arise concerning the interpretation, application, and meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

#### **A. DEFINITIONS**

- 1. Grievance: A cause of distress, based upon an event or condition which affects the welfare and/or terms and conditions of employment of a certificated person, a group of certificated people, or others; or the interpretation and/or application of the Board of Education policies, administrative regulations, building level policies, negotiated agreements and other contractual obligations.
- 2. Grievant: An individual or group of individuals who submits a grievance for arbitration through established procedures.

3. Party of Interest: Person or persons making the claim, any person who might be required to take action, any person against whom action might be taken.
4. Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.
5. Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 of Level II shall be conducted in private and shall include only the administration's representative(s). All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure.

B. Association Representation

A grievant shall have the right to have the Association representatives present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally. The settlement shall not be inconsistent with the terms of the negotiated agreement.

C. Reprisals

No reprisals of any kind shall be taken by the Board of Education, the grievant, and the administrator or parties of interest, against any individual or group because of participation in this due process procedure.

D. Withdrawal of a Grievance

A grievance may be withdrawn at any level without prejudice.

E. Timeliness of the Grievance

If the written grievance is not filed within twenty-one (21) calendar days after the individual or group knew or should have known<sup>7</sup> of the set of conditions on which the grievance is based, then the grievance shall be waived.

A. Advanced Step Filing

The grievance shall be initially filed at the level where the decision or action resulting in the grievance was made.

G. The Procedure:

Level I (Informal)

Initiating Claim:

Any certified employee of the school system who feels that he/she has a concern may initiate the process by discussing the matter with the building principal or immediate supervisor. A representative of the association may assist the employee in this resolution. If a resolution to the concern is not obtained through this discussion, the item should then be taken to the Superintendent of Schools. Every attempt should be made to resolve the problem at the informal level.

Level II (Formal)

Step 1: Any concern that is not resolved at the informal level may be submitted as a formal grievance.

If the aggrieved person is not satisfied with the disposition of his/her problem, or if no decision has been rendered following five (5) working days after stating the problem in the informal procedure, he/she may submit the problem as a formal grievance in writing to his/her principal or supervisor.

Step 2: If a grievance is not resolved at the building level to the satisfaction of the aggrieved person, or if no decision has been rendered within three (3) working days after the presentation of the grievance in writing, the individual may appeal the written grievance to the Superintendent. The appeal to the Superintendent must be carried out within three (3) working days after the written response from the building administrator or when that action was in order.

Within five (5) working days the Superintendent shall meet with the aggrieved person for the purpose of hearing and resolving the grievance. A record of such meeting shall be kept by the Superintendent. Within five (5) working days following the meeting with the aggrieved, the decision and reasons therefore shall be submitted to the aggrieved in writing.

Step 3: If the aggrieved person is not satisfied with the disposition of his/her grievance by the Superintendent of Schools or if no decision has been rendered within three (3) working days after the appeal meeting with the Superintendent, the aggrieved may appeal the grievance to the Board of Education. The appeal to the Board of Education must be carried out within six (6) working days after receiving the Superintendent's written decision or when that action was in order.

Within twenty-five (25) working days after receiving the written appeal, the Board of Education shall meet with the aggrieved person for the purpose of hearing and resolving the grievance. Within ten (10) working days following the meeting with the aggrieved, the Board of Education shall render a decision with reasons therefore in writing.

Extenuating circumstances (such as illness or being out-of-town) may prohibit strict adherence to the above timeliness specified in Steps 1, 2 and 3. Every attempt shall be made by all parties involved to adhere to the timeliness as established. Certain restrictions must apply at this level (Level II, Step 3) which are listed below:

- A. The grievance may be placed on the agenda of the Board of Education to -be heard at their regular or special meetings, or a date may be set by the Board of a particular time and/or place.
- B. A majority of the Board of Education must be present to hear the grievance.

- C. A grievance shall be heard in open session. The grievance may be held in closed session by consent of both parties. All grievances shall be recorded. (Agreed upon by both parties.)
- D. Individual Board members may not act as a surrogate for the aggrieved.
- E. The Board's decision shall be rendered only after all the evidence is weighed, such as:
  - 1. Tape recordings or memos of meetings held prior to the Board hearing.
  - 2. Private discussion with the Superintendent and/or Principal concerning their disposition of the original problem.
- F. The Board of Education may call for a hearing on the grievance involving all parties as witnesses.
- G. The decision of the Board of Education will be final. Additional recourse may be sought through the legal system.

## **ARTICLE IV**

### **Salaries**

A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule attached as Appendix A.

A. Initial Placement

When hired, teachers shall be credited with all previous years of professional experience.

B. Base Salary

The base salary for the 2019-2020 school year shall be \$35,800 and for the 2020-2021 school year shall be \$36,500.00. Each teacher covered by this agreement shall receive an additional flat salary or fringe benefit amount of \$9,450.00 for 2019-2020 and \$10,000 for 2020-2021, subject to the terms of the Flat Dollar Salary and Fringe Benefit. The compensation will be prorated to the percentage of time worked. Part-time teachers with FTE status of .5 or greater shall receive a flat dollar salary amount based on FTE position.

C. Flat Dollar Salary Amount

For all Employees subject to this Agreement employed by the Gering Public Schools District employed at any time prior to January 1, 2012, the District shall pay such Employee a flat dollar salary amount of \$787.50 for 2019-2020 per month and \$833.33 for 2020-2021 per month per full-time certificated employee as part of the salary package, unless the Employee elects to receive the Fringe Benefit outlined in the following section.

Certificated staff working half-time or more will have their flat dollar salary amount figured on the percentage of time contracted. The flat dollar salary amount for employment for less than the entire school year shall be calculated on the contract days employed divided by 186 days. Less than half-time certificated employees will not be eligible for the flat dollar salary amount. Payment

of the flat dollar salary amount will be made monthly for 12 months. The Flat Dollar Salary Amount is compensation under Neb. Rev. Stat. 79-902.35, and is subject to the withholding of the employer and employee contribution to the Nebraska Public Employees Retirement System (NPERS) as required by law.

D. Fringe Benefit

For all Employees subject to this Agreement employed by the Gering Public School District employed at any time after January 1, 2012, the District shall pay such Employee a Fringe Benefit of \$787.50 for 2019-2020 per month and \$833.33 for 2020-2021 per month for the school year per full-time certificated employee as part of the salary package. An Employee hired at any time prior to or during the 2011-2012 school year may make a one-time irrevocable election to receive the Fringe Benefit. Certificated staff working half-time or more will have their Fringe Benefit figured on the percentage of time contracted. The Fringe Benefit for employment for less than the entire school year shall be calculated on the contract days employed divided by 186. Less than half-time certificated employees will not be eligible for the Fringe Benefit. Payment of the Fringe Benefit will be made monthly for 12 months. Employees may elect to receive the fringe benefit as a cash payment, applied against the purchase of additional health and dental coverage, moved to a section 125 plan, or deposited into the HSA or a combination of the aforementioned plans. The Fringe Benefit is NOT compensation under Neb. Rev. Stat. 79902-35, and is NOT subject to the withholding of the employer and employee contribution to the Nebraska Public Employees Retirement System (NPERS).

E. Horizontal Movement

The horizontal index shall be 4.50%. Credit for additional hours shall be credited by September 1<sup>st</sup> and movement on the salary schedule shall take place accordingly. All graduate hours must be in the teacher's endorsed area/teaching field or part of a plan toward an additional endorsement or advanced degree, and have the prior written approval of the Superintendent/designee. The Superintendent/designee may approve hours which do not fit the above criteria, but will clearly be a benefit to the teacher and the District. Beginning in the 2018-2019 school year, a teacher may move a maximum of two (2) education level columns on the salary schedule per contract year.

F. Vertical Movement

The vertical index shall be 4.50%. Teachers shall be placed on the proper vertical step in accordance with the experience in the District, but limited to one step per year.

G. Extra Duty

The contractual agreement between an individual teacher and the district relating to the performance of extracurricular duties shall be in accordance with the provisions of the extra-duty/extracurricular salary schedule. (See Appendix B)

H. Class Cover Substitute

Compensation for class cover as a substitute will be made at the rate of 1/6 of a substitute teacher's daily pay per period or 1/3 of a substitute teacher's pay per block, or a major portion thereof. Approval will be granted by the building principal.

J. Nurses

School nurses with a Bachelor of Science Degree shall receive 100% of the appropriate salary

schedule placement. School nurses with less than a Bachelor of Science Degree shall receive a percentage of the appropriate salary schedule step placement.

- School nurses with a Registered Nurse license with a three (3) year diploma degree shall receive 88% of the appropriate salary schedule placement.
- School nurses with a Registered Nurse license with a two (2) year degree shall receive 75% of the appropriate salary schedule placement.

All other items of the negotiated agreement shall be provided in their entirety.

K. Additional Class Assignment

Additional class assignment will be paid at 1/8 (0.125) of the teacher's salary determined by his/her current placement on the salary schedule.

ARTICLE V

Fringe Benefits

All teachers with FTE status of .5 or greater shall have the right to exercise the option of participating in any of the fringe benefits offered by the District.

A. Health Insurance

The Association will choose the insurance carrier and deductible for health and accident insurance. For the 2019-2020 and 2020-2021 school fiscal years the School District shall contract for Educators Health Alliance (EHA) health insurance Blue Preferred \$1,050 Deductible/\$3,500 HSA Eligible Dual Choice health insurance, or its equivalent successor deductible plan, and PPO - 80% A & B, with 50% C coverage dental at the premium cost established annually by the EHA for such fiscal plan years. All employees, whether receiving flat dollar salary amount or the fringe benefit that chose to accept the EHA health insurance plan through Gering Public Schools will receive a health insurance benefit pursuant to this paragraph. The District shall pay 50% of the annual single health premium payment with dental at the \$1,050 deductible premium level pursuant to the Educator Health Alliance schedule for the 2019-2020 and 2020-2021 school years if the individual teacher chooses that this fringe benefit is to be covered as part of the "125" IRS Cafeteria Plan. The remaining premium is to be covered as part of the "125" IRS Cafeteria Plan at the teacher's expense. If the teacher chooses to participate, he/she shall complete the necessary form for enrollment and authorization of payroll deductions. In addition, if the teacher desires to make any changes after the initial application, it will be their responsibility to amend the original enrollment.

B. Life Insurance

A group life insurance plan is available to those teachers covered by this agreement. The privilege of participation in this plan is left to the choice of the teacher. If a teacher chooses to participate, he/she shall complete the necessary forms for enrollment and authorization of payroll deduction.

C. Disability Insurance

The Board shall provide long term disability insurance for each teacher covered by this agreement who meets the qualifications of the professional agreement by and between Gering Public Schools and the insurance provider. Benefits shall be payable upon the end of accumulated sick leave at sixty-seven (67) percent of annual contractual salary.

The amount of the premium for each employee shall be added to each employee's gross pay each month and deducted after tax for the premium payment. The implementation of this change in payment shall begin as soon as possible but no later than January 1, 2006. No individual covered by this negotiated agreement shall lose the disability insurance during the transition period.

#### D. IRS 125 Plan

Each teacher covered by this agreement shall have the option of participating in an IRS Section 125 Flexible Benefit Plan. The administration and participation costs of this benefit shall be paid for by the Board of Education. This fund will be administered according to the law. All payroll deductions will be deposited into the proper bank account in a timely fashion.

#### E. Pay for Unused Personal Days

For those teachers who have unused personal days at the end of the school year, the Board shall provide the following options.

1. If a teacher has one (1) day of personal leave at the end of the year, that teacher may select either 80% of the first level of the substitute teacher daily pay schedule for that day or receive two (2) additional sick leave days.
2. If a teacher has two (2) days of personal leave at the end of the year, that teacher may select either 90% of the first level of the substitute daily pay schedule for those days or receive four (4) additional sick leave days.

In the event the teacher has the maximum of 66 days of sick leave, the teacher may not select the option of adding additional sick leave days listed above. Part-time teachers will receive this fringe benefit based upon their FTE pro-ration.

In the event the teacher is terminating employment at the end of the year, that teacher shall be paid for any unused personal days at the teacher's per diem rate of the teacher's salary schedule salary the last year of employment.

#### F. Sick Leave Buy Back

The Board of Education will buy back unused sick leave at the first level of the substitute daily pay schedule rate per day up to 36 days. This applies to any employee who leaves the District after at least 15 years of consecutive service who notifies the District of their decision to leave by February 1. This buy back provision replaces the regulation for Board policy 408.01 Certificated Employees - Resignation implemented for the 2006-2007 school year.

#### G. Pay for Activity Events

1. Staff members will receive a bearer/guest activity pass for working two (2) activity events. Staff members may earn a student activity pass for each of their children by working one (1) additional activity event for each child's pass.
2. Employees assigned to perform duties outside the normal school day shall be compensated

according to the schedule set forth below:

Hours: Compensation

Not less than zero (0) hours nor more than three (3) hours \$15.00 per assignment

Not less than three (3) hours nor more than five (5) hours \$30.00 per assignment

Not less than five (5) hours \$45.00 per assignment.

3. Pay for activity events is a non-negotiated item. Individuals who perform services at activity assignments shall agree to set amounts.

#### H. Sick Leave Bank

##### 1. **Eligibility**

- a. All employees covered under this agreement shall have the right to participate in the Gering Public Schools Sick Leave Bank (Bank) under the terms set forth herein.
- b. Certified staff applying to draw from the Bank must meet the following criteria:
  - i. Depleted all leave in individual personal and sick leave bank.
  - ii. Requested leave through the Family Medical Leave Act.
  - iii. Be deemed ineligible for disability or Workmen's Compensation.
  - iv. Have incurred a minimum of three (3) consecutive days unpaid prior to receiving Bank benefits.
  - v. Submit an application for benefits in writing to the Superintendent of Schools stating the nature of the event, requested number of Bank days (not to exceed 20 per application), and eligibility as outlined in this agreement.
- c. Individuals are limited to an annual maximum of 60 (sixty) days of Bank benefits.

##### 2. **Contributions**

- a. Participation as a contributor to the Bank is voluntary.
- b. Sick leave days donated by participants to the Bank are irrevocable and nonrefundable.
- c. Participants cannot designate the recipient of individual Bank day donations.
- d. An employee may annually contribute a maximum of five (5) days of accumulated sick leave to the Bank.
- e. Employees wishing to contribute to the Bank must have a minimum of ten (10) sick leave days available for their own use at the time of donation.
- f. Certified staff eligible to participate may begin contributing to the Bank immediately.

##### 3. **Administration**

- a. Benefits from the bank may be distributed to the point where the Bank is depleted. If the Bank is depleted, no Bank days can be approved.

- b. When the Bank reaches a level of 20 days or less, a notification will be sent to all GPS employees asking for additional donations to the bank.
- c. Any unused sick leave bank days will be carried over to the following year.
- d. A Team will jointly approve or disapprove benefits. The team will consist of
  - i. Two Association designees
  - ii. One member of the Board Personnel Committee
  - iii. One building administrator
  - iv. One classified staff member
  - v. Ad Hoc members at the team's request.
- e. The team may approve up to 20 days bank leave for each application received for any applicant that meets eligibility requirements.
- f. Employees may resubmit application(s) for additional Bank requests up to receipt of an annual maximum of 60 (sixty) days.
- g. The team has the discretion to waive dock days for subsequent Bank applications for the same illness/injury as the original application.

## **ARTICLE VI**

### **Teacher Employment**

#### A. Length of Contract

The length of each teacher's contract shall be 186 days. Teachers new to the district will be required to work one (1) additional day with 1/186 pay. The Board of Education shall have the authority to offer teachers extended contracts. Any teacher teaching on an extended contract will receive 1/186 of his/her salary schedule step, per day of extended contract. The School District and the GEA acknowledge that the scheduling of the number of contract days and school calendar for each contract and school year is a management prerogative, and may be established by the Board of Education prior to January 1<sup>st</sup> of the previous school year, provided that the School District and GEA will negotiate the economic impact of any change in the number of contract days in the school term.

#### B. Elementary Planning Time

Elementary school teachers have one (1) full day of planning time at the end of each quarter; the school building administration may schedule a staff meeting for not more than one (1) hour during such planning time after the time established for the reporting of student grades.

#### C. Tuition Reimbursement

Whenever the Superintendent or his/her designee requires a teacher to obtain an additional endorsement on a teaching certificate, the District will reimburse that individual for the tuition for those classes required to obtain that certificate.

## **ARTICLE VII**

### **Leaves**

#### A. Sick Leave

At the beginning of each school year, each teacher covered by this agreement shall be credited with ten (10) days paid sick leave allowance or an equal amount related to the teacher's F.T.E. to be used for absences due to illness. The unused portion of such allowance shall be accumulated from year to year to a maximum of thirty-six (36) days. At this time, the Board will add thirty (30) days for a total of sixty-six (66). This addition is a one-time addition. A certificated employee who has exhausted his/her available sick days may convert available personal days to sick days at any time during the school year at a rate of one(1) personal day to two (2) sick days.

Absence due to personal injury or accident, and absence due to quarantine laws are both interpreted as sick leave.

Doctor and dental appointments are to be scheduled outside the normal working hours. Time for those appointments that must be made during working hours will be charged against the teacher's sick leave.

A certified employee will be allowed to use unlimited days of accumulated sick leave for family illness. Once days are exhausted they may be extended by personal days. After the total sick leave, both current and cumulative, has been exhausted, for each day absent, an amount equal to one day's salary will be deducted for each day absent. Employees, who are entitled to Family Medical Leave and who request additional leave for Family Medical Leave reasons, shall use accrued personal days in addition to the paid sick days. For purposes of this paragraph, the term "family" shall mean the employee's spouse, son, daughter, parent, a person residing in the household of the employee regardless of the relationship to the employee, or someone for whom the employee is guardian or holds power of attorney.

#### B. Personal Leave

A certificated employee is eligible for two (2) days of personal leave each year; a teacher may carry over a maximum of four (4) personal days to the following school year. No more than four (4) consecutive personal days may be used at one time. For the breaks of Labor Day, Thanksgiving, Christmas/New Years, Spring break, Easter or Memorial Day not more than one (1) personal day may be used the day before or after such school recess or holiday; the Superintendent shall have the authority to grant additional days. Personal Leave to take place between April 30th and the end of the school year shall be subject to the following two items.

1. Any personal leave request to occur after April 30th will require approval of the Superintendent of Schools.

2. A written request will be submitted to the Superintendent of Schools for the personal leave. Within seven days of receiving the request the Superintendent shall approve, without contingencies, the requested leave in writing OR deny the requested leave in writing with explanation for the denial.

A certified employee will be entitled to convert two (2) sick days to one (1) personal day, up to a maximum of three (3) additional personal days per year, at any time during the school year. The certificated employee must exhaust their personal leave days down to two (2) days before they

may request conversion of sick days to personal day. The certified employee is only able to accumulate a maximum total of six (6) personal days, as set forth under the "Personal Leave" section. A certified employee who elects to convert sick days to personal days under this section shall not, in the same year, be entitled to convert these days back to sick leave or receive payment for any unused personal days, as allowed pursuant to "Pay for Unused Personal Days" found herein.

When a certified employee has exhausted their personal leave days provided to them, he/she may be granted two (2) dock days. The amount of 1/186<sup>th</sup> of his/her salary will be deducted from an employee's salary.

Weather: Employees who are unable to get to school because of weather when school is in session, will have a salary deduction equal to the cost of a substitute teacher for each day missed. A teacher may also opt to use a personal day in this case and may waive the five-day notification requirement.

C. Civic Leave

Certain types of contributions to the community shall be classified as necessary and those may be paid leave days. The decision for granting such leave shall be made by the Superintendent or his/her designee. Excluding jury duty, civic leave will be limited to five (5) days per year.

D. Bereavement Leave

A total of up to five (5) consecutive days on full pay is allowed each certificated employee that is employed full-time for absence in case of a death in the immediate family. Immediate family is defined as wife, husband, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandchildren, grandparent, or a person in the same home as part of the family, or someone for whom the employee is guardian or holds power of attorney. Staff members who suffer the death of a child, step-child or spouse will have five (5) bereavement days plus an additional five (5) bereavement days will be deducted from the employee's sick leave balance. This time may be extended by personal leave.

A total of up to two (2) consecutive days on full pay is allowed each certificated employee that is employed full-time for absence in case of the death of an aunt, uncle, niece, or nephew.

Employees may be excused, without loss of pay, for a period of up to one day, to attend funeral services of relatives other than those listed above or to attend funeral services of friends with the approval of the Superintendent. Bereavement leave is not limited to five (5) days in one year, but covers each death in the immediate family that occurs during the year.

F. Sabbatical Leave

Upon proof of purchase of insurance, the District will pay a dollar amount to the teacher which is equal to the lower of either (1) the amount equal to the single rate of the group health insurance in force or (2) a single premium rate of a health insurance policy selected by the employee. The teacher will sign a promissory note to repay the District the total amount of the premium paid. If the teacher does not return to employment by the District, the note will be due and payable. If the teacher returns to employment with the District, the note will be canceled after nine (9) months of service.

G. Professional Leave

Professional leave is without limit; however, this leave must be recommended by the building principal and approved by the Superintendent/designee.

This agreement will remain effective until another agreement is made between the Board and the Association. All other items previously negotiated shall remain in full force and effect, unless modified herein.

**ARTICLE VIII**

**Document Authorization**

In witness whereof the caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on the day and year and first above written.

**GERING EDUCATION ASSOCIATION**

Shelly Muggli, President

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By  
Broc Brown, Chief Negotiator

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**GERING BOARD OF EDUCATION**

Brian Copsey, Chief Negotiator

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Brian Copsey, Board President

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Rex Schultze, Supervising Council

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**APPENDIX A**  
**2019-2020 SALARY SCHEDULE**

**GERING PUBLIC SCHOOLS  
2019-2020 CERTIFIED STAFF SALARY SCHEDULE**

VERTICAL INDEX: 0.045  
HORIZONTAL INDEX: 0.045

STEP	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DE
1	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
2	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
3	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
4	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
5	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
6	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
7		1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100
8			1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550
9				1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550	1.9000
10						1.6750	1.7200	1.7650	1.8100	1.8550	1.9000	1.9450
11						1.7200	1.7650	1.8100	1.8550	1.9000	1.9450	1.9900
12						1.7650	1.8100	1.8550	1.9000	1.9450	1.9900	2.0350
13								1.9000	1.9450	1.9900	2.0350	2.0800
14									1.9900	2.0350	2.0800	2.1250

BASE SALARY: \$35,800  
VERTICAL INCREMENT: \$1,611  
HORIZONTAL INCREMENT: \$1,611

STEP	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DE
1	\$37,411	\$39,022	\$40,633	\$42,244	\$43,855	\$45,466	\$47,077	\$48,688	\$50,299	\$51,910	\$53,521	\$55,132
2	\$39,022	\$40,633	\$42,244	\$43,855	\$45,466	\$47,077	\$48,688	\$50,299	\$51,910	\$53,521	\$55,132	\$56,743
3	\$40,633	\$42,244	\$43,855	\$45,466	\$47,077	\$48,688	\$50,299	\$51,910	\$53,521	\$55,132	\$56,743	\$58,354
4	\$42,244	\$43,855	\$45,466	\$47,077	\$48,688	\$50,299	\$51,910	\$53,521	\$55,132	\$56,743	\$58,354	\$59,965
5	\$43,855	\$45,466	\$47,077	\$48,688	\$50,299	\$51,910	\$53,521	\$55,132	\$56,743	\$58,354	\$59,965	\$61,576
6	\$45,466	\$47,077	\$48,688	\$50,299	\$51,910	\$53,521	\$55,132	\$56,743	\$58,354	\$59,965	\$61,576	\$63,187
7		\$48,688	\$50,299	\$51,910	\$53,521	\$55,132	\$56,743	\$58,354	\$59,965	\$61,576	\$63,187	\$64,798
8			\$51,910	\$53,521	\$55,132	\$56,743	\$58,354	\$59,965	\$61,576	\$63,187	\$64,798	\$66,409
9				\$55,132	\$56,743	\$58,354	\$59,965	\$61,576	\$63,187	\$64,798	\$66,409	\$68,020
10						\$59,965	\$61,576	\$63,187	\$64,798	\$66,409	\$68,020	\$69,631
11						\$61,576	\$63,187	\$64,798	\$66,409	\$68,020	\$69,631	\$71,242
12						\$63,187	\$64,798	\$66,409	\$68,020	\$69,631	\$71,242	\$72,853
13								\$68,020	\$69,631	\$71,242	\$72,853	\$74,464
14									\$71,242	\$72,853	\$74,464	\$76,075

BASE SALARY: \$35,800  
 VERTICAL INCREMENT: \$1,611  
 HORIZONTAL INCREMENT: \$1,611      FLAT FEE: \$9,450

STEP	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DE
1	\$46,861	\$48,472	\$50,083	\$51,694	\$53,305	\$54,916	\$56,527	\$58,138	\$59,749	\$61,360	\$62,971	\$64,582
2	\$48,472	\$50,083	\$51,694	\$53,305	\$54,916	\$56,527	\$58,138	\$59,749	\$61,360	\$62,971	\$64,582	\$66,193
3	\$50,083	\$51,694	\$53,305	\$54,916	\$56,527	\$58,138	\$59,749	\$61,360	\$62,971	\$64,582	\$66,193	\$67,804
4	\$51,694	\$53,305	\$54,916	\$56,527	\$58,138	\$59,749	\$61,360	\$62,971	\$64,582	\$66,193	\$67,804	\$69,415
5	\$53,305	\$54,916	\$56,527	\$58,138	\$59,749	\$61,360	\$62,971	\$64,582	\$66,193	\$67,804	\$69,415	\$71,026
6	\$54,916	\$56,527	\$58,138	\$59,749	\$61,360	\$62,971	\$64,582	\$66,193	\$67,804	\$69,415	\$71,026	\$72,637
7		\$58,138	\$59,749	\$61,360	\$62,971	\$64,582	\$66,193	\$67,804	\$69,415	\$71,026	\$72,637	\$74,248
8			\$61,360	\$62,971	\$64,582	\$66,193	\$67,804	\$69,415	\$71,026	\$72,637	\$74,248	\$75,859
9				\$64,582	\$66,193	\$67,804	\$69,415	\$71,026	\$72,637	\$74,248	\$75,859	\$77,470
10						\$69,415	\$71,026	\$72,637	\$74,248	\$75,859	\$77,470	\$79,081
11						\$71,026	\$72,637	\$74,248	\$75,859	\$77,470	\$79,081	\$80,692
12						\$72,637	\$74,248	\$75,859	\$77,470	\$79,081	\$80,692	\$82,303
13								\$77,470	\$79,081	\$80,692	\$82,303	\$83,914
14									\$80,692	\$82,303	\$83,914	\$85,525

**APPENDIX B**  
**2020-2021 SALARY SCHEDULE**

**GERING PUBLIC SCHOOLS  
2020-2021 CERTIFIED STAFF SALARY SCHEDULE**

VERTICAL INDEX: 0.045  
HORIZONTAL INDEX: 0.045

STEP	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DE
1	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
2	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
3	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
4	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
5	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
6	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
7		1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100
8			1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550
9				1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550	1.9000
10						1.6750	1.7200	1.7650	1.8100	1.8550	1.9000	1.9450
11						1.7200	1.7650	1.8100	1.8550	1.9000	1.9450	1.9900
12						1.7650	1.8100	1.8550	1.9000	1.9450	1.9900	2.0350
13								1.9000	1.9450	1.9900	2.0350	2.0800
14									1.9900	2.0350	2.0800	2.1250

BASE SALARY: \$36,500.00  
VERTICAL INCREMENT: \$1,642.50  
HORIZONTAL INCREMENT: \$1,642.50

STEP	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DE
1	\$38,143	\$39,785	\$41,428	\$43,070	\$44,713	\$46,355	\$47,998	\$49,640	\$51,283	\$52,925	\$54,568	\$56,210
2	\$39,785	\$41,428	\$43,070	\$44,713	\$46,355	\$47,998	\$49,640	\$51,283	\$52,925	\$54,568	\$56,210	\$57,853
3	\$41,428	\$43,070	\$44,713	\$46,355	\$47,998	\$49,640	\$51,283	\$52,925	\$54,568	\$56,210	\$57,853	\$59,495
4	\$43,070	\$44,713	\$46,355	\$47,998	\$49,640	\$51,283	\$52,925	\$54,568	\$56,210	\$57,853	\$59,495	\$61,138
5	\$44,713	\$46,355	\$47,998	\$49,640	\$51,283	\$52,925	\$54,568	\$56,210	\$57,853	\$59,495	\$61,138	\$62,780
6	\$46,355	\$47,998	\$49,640	\$51,283	\$52,925	\$54,568	\$56,210	\$57,853	\$59,495	\$61,138	\$62,780	\$64,423
7		\$49,640	\$51,283	\$52,925	\$54,568	\$56,210	\$57,853	\$59,495	\$61,138	\$62,780	\$64,423	\$66,065
8			\$52,925	\$54,568	\$56,210	\$57,853	\$59,495	\$61,138	\$62,780	\$64,423	\$66,065	\$67,708
9				\$56,210	\$57,853	\$59,495	\$61,138	\$62,780	\$64,423	\$66,065	\$67,708	\$69,350
10						\$61,138	\$62,780	\$64,423	\$66,065	\$67,708	\$69,350	\$70,993
11						\$62,780	\$64,423	\$66,065	\$67,708	\$69,350	\$70,993	\$72,635
12						\$64,423	\$66,065	\$67,708	\$69,350	\$70,993	\$72,635	\$74,278
13								\$69,350	\$70,993	\$72,635	\$74,278	\$75,920
14									\$72,635	\$74,278	\$75,920	\$77,563

BASE SALARY: \$36,500.00  
 VERTICAL INCREMENT: \$1,642.50  
 HORIZONTAL INCREMENT: \$1,642.50

FLAT FEE: \$10,000

STEP	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DE
1	\$48,143	\$49,785	\$51,428	\$53,070	\$54,713	\$56,355	\$57,998	\$59,640	\$61,283	\$62,925	\$64,568	\$66,210
2	\$49,785	\$51,428	\$53,070	\$54,713	\$56,355	\$57,998	\$59,640	\$61,283	\$62,925	\$64,568	\$66,210	\$67,853
3	\$51,428	\$53,070	\$54,713	\$56,355	\$57,998	\$59,640	\$61,283	\$62,925	\$64,568	\$66,210	\$67,853	\$69,495
4	\$53,070	\$54,713	\$56,355	\$57,998	\$59,640	\$61,283	\$62,925	\$64,568	\$66,210	\$67,853	\$69,495	\$71,138
5	\$54,713	\$56,355	\$57,998	\$59,640	\$61,283	\$62,925	\$64,568	\$66,210	\$67,853	\$69,495	\$71,138	\$72,780
6	\$56,355	\$57,998	\$59,640	\$61,283	\$62,925	\$64,568	\$66,210	\$67,853	\$69,495	\$71,138	\$72,780	\$74,423
7		\$59,640	\$61,283	\$62,925	\$64,568	\$66,210	\$67,853	\$69,495	\$71,138	\$72,780	\$74,423	\$76,065
8			\$62,925	\$64,568	\$66,210	\$67,853	\$69,495	\$71,138	\$72,780	\$74,423	\$76,065	\$77,708
9				\$66,210	\$67,853	\$69,495	\$71,138	\$72,780	\$74,423	\$76,065	\$77,708	\$79,350
10						\$71,138	\$72,780	\$74,423	\$76,065	\$77,708	\$79,350	\$80,993
11						\$72,780	\$74,423	\$76,065	\$77,708	\$79,350	\$80,993	\$82,635
12						\$74,423	\$76,065	\$77,708	\$79,350	\$80,993	\$82,635	\$84,278
13								\$79,350	\$80,993	\$82,635	\$84,278	\$85,920
14									\$82,635	\$84,278	\$85,920	\$87,563

**APPENDIX C**  
**2019-2020 & 2020-2021**  
**EXTRA DUTY**  
**SALARY SCHEDULES**

## EXTRA DUTY SALARY SCHEDULE

1. Extra Duty assignments are all non-tenured positions.
  - a. Extra Duty assignments will be evaluated and assigned annually by the activities director with input from the appropriate administrator.
  - b. The extra duty assignments are not part of the continuing contract.
  
2. The Extra Duty Salary Schedule base will be the current base salary.
  - a. Those individuals whose 2008-2009 salary exceeds the salary determined by the schedule will be frozen and remain frozen until such time the salary of the schedule will meet or exceed the frozen salary.
  - b. Individuals new to a position will be granted up to five years of experience provided the experience is for same position they are hired for.
  - c. Individuals moving to a new position within the same sport will maintain their experience steps if they move to a lower category (ie, Category II to Category V). Individuals moving to a higher category will begin at step one (ie, Category II to Category I).
  
3. It is not necessary that each vacancy that exists on the schedule be filled.
  
4. Positions closely aligned with a teaching assignment (i.e. — band, vocal music, speech and others) will have specific written expectations established for the year by the building administrator and activities director.
  - a. The administration will have written expectations for each extra duty position established and shared prior to the potential coach signing the extra duty contract for the next year.
  
5. The Activities Director, appropriate administrator, and/or Head Coach will complete evaluations within 30 days of the ending of each activity.
  - a. The evaluations will be written and also provide for a conference.
  - b. A decision regarding the continuation of an extra duty assignment will be included in the conference.
  - c. Head coaches are evaluated by the Activities Director and/or appropriate administrator and they, in turn, must evaluate all of the assistant coaches in the program at all levels.
  
6. The appeals process for disputes pertaining to extra duty assignments is the following order:
  - a. Activities Director
  - b. Appropriate Principal
  - c. Superintendent.
  - d. Board of Education
  
7. The extra duty assignments will be issued on or before April 15.
  - a. Individuals who wish a change in extra duty assignments are required to advise the Activities Director and appropriate administrator as soon as possible.
  - b. The administration will alert individuals about their extra duty assignment if a change is anticipated prior to the extra duty roster being issued on April 15.
  
8. Changes to the extra duty category lists need to be approved through the negotiations process.

**CATEGORY I (16% - 20%)**

Senior High Band  
Senior High Vocal  
Senior High Head Varsity Football  
Senior High Head Varsity Basketball (Boys & Girls)  
Senior High Head Wrestling  
Senior High Head Varsity Volleyball  
Senior High Head Varsity Track (Boys & Girls)  
Senior High Forensics  
Senior High Head Varsity Softball  
Senior High Head Varsity Soccer (Boys & Girls)  
Assistant Athletic Director

**CATEGORY II (9%-14%)**

Senior High Assistant Varsity Football  
Senior High Assistant Varsity Volleyball  
Senior High Assistant Varsity Basketball (Boys & Girls)  
Senior High Assistant Varsity Wrestling  
Senior High Assistant Varsity Track (Boys & Girls)  
Senior High Assistant Forensics  
Senior High Head Spirit Squad Sponsor Senior High Varsity Golf  
(Boys & Girls)  
Senior High Varsity Cross Country Coordinator  
Senior High Assistant Varsity Softball  
Senior High Assistant Varsity Soccer (Boys & Girls)  
Senior High Varsity Tennis (Boys & Girls)  
DECA  
Freshman Head Football  
Freshman Head Basketball (Boys & Girls) Freshman Head  
Volleyball  
Senior High Head Dance Team Sponsor  
Head High School One Act Play

**CATEGORY III (6.5%-9%)**

Summer Band Instructor  
Summer Weight Coordinator  
Assistant Band Instructor  
Assistant Summer Band Instructor  
Senior High Assistant Spirit Squad Sponsor Senior High Yearbook Sponsor  
All School Play High School  
Assistant High School Musical Director  
Senior High Varsity Cross Country Assistant  
Assistant High School One Act Play

**CATEGORY IV (4.5%-6.5%)**

Junior High Head Football  
Junior High Head Volleyball  
Junior High Head Basketball (Boys & Girls)  
Junior High Head Track (Boys & Girls)  
Junior High Head Wrestling  
Freshmen Assistant Football  
After School Weight Coordinator Fall  
After School Weight Coordinator Winter  
After School Weight Coordinator Spring

**CATEGORY V (4%-6%)**

Junior High Assistant Football  
Junior High Assistant Basketball (Boys & Girls)  
Junior High Assistant Track (Boys & Girls)  
Junior High Assistant Wrestling  
Junior High Assistant Volleyball  
Junior High Student Council Sponsor  
(2) Senior High Student Council Sponsor  
(2) Senior High Concessions Sponsor  
Senior High Mock Trial Freshman Speech  
Freshman STUCO

**CATEGORY VI (2.5%-4.5%)**

Senior High Junior Class Sponsor  
Junior High Yearbook Sponsor  
Junior High Cheerleader Sponsor  
Senior High Vocational Clubs  
FBLA  
FCCLA  
Junior High Quiz Bowl 7<sup>th</sup> Grade  
Junior High Quiz Bowl 8<sup>th</sup> Grade  
Junior High One Act Play  
Junior High C Team Coach

**CATEGORY VII (1%-2%)**

Freshman National Honor Society	Senior High GGAA
Freshman Clowns	Interact
Junior High Reach	Senior High Key Club
Junior High Clowns	Junior High Builders Club
Junior High Intramural Coordinator	
Senior High Reach	
Senior High Clowns	
Senior High Intramural Coordinator	
Senior High National Honor Society	
Foreign Language Clubs—German, Spanish	
Senior High G Club	

**EXTRA DUTY SALARY SCHEDULE FOR 2019-2020**

	CATEGORY I		CATEGORY II		CATEGORY III		CATEGORY IV		CATEGORY V		CATEGORY VI		CATEGORY VII	
<b>Step 1</b>	0.160	\$5,728	0.090	\$3,222	0.065	\$2,327	0.045	\$1,611	0.040	\$1,432	0.025	\$895	0.010	\$358
<b>Step 2</b>	0.170	\$6,086	0.100	\$3,580	0.070	\$2,506	0.050	\$1,790	0.045	\$1,611	0.030	\$1,074	0.015	\$537
<b>Step 3</b>	0.180	\$6,444	0.110	\$3,938	0.075	\$2,685	0.055	\$1,969	0.050	\$1,790	0.035	\$1,253	0.020	\$716
<b>Step 4</b>	0.190	\$6,802	0.120	\$4,296	0.080	\$2,864	0.060	\$2,148	0.055	\$1,969	0.040	\$1,432		
<b>Step 5</b>	0.200	\$7,160	0.130	\$4,654	0.085	\$3,043	0.065	\$2,327	0.060	\$2,148	0.045	\$1,611		
<b>Step 6</b>			0.140	\$5,012	0.090	\$3,222								

Teacher Base 19-20: \$35,800

Individuals who are above schedule will be frozen at current salary.

**EXTRA DUTY SALARY SCHEDULE FOR 2020-2021**

	CATEGORY I		CATEGORY II		CATEGORY III		CATEGORY IV		CATEGORY V		CATEGORY VI		CATEGORY VII	
<b>Step 1</b>	0.160	\$5,840	0.090	\$3,285	0.065	\$2,373	0.045	\$1,643	0.040	\$1,460	0.025	\$913	0.010	\$365
<b>Step 2</b>	0.170	\$6,205	0.100	\$3,650	0.070	\$2,555	0.050	\$1,825	0.045	\$1,643	0.030	\$1,095	0.015	\$548
<b>Step 3</b>	0.180	\$6,570	0.110	\$4,015	0.075	\$2,738	0.055	\$2,008	0.050	\$1,825	0.035	\$1,278	0.020	\$730
<b>Step 4</b>	0.190	\$6,935	0.120	\$4,380	0.080	\$2,920	0.060	\$2,190	0.055	\$2,008	0.040	\$1,460		
<b>Step 5</b>	0.200	\$7,300	0.130	\$4,745	0.085	\$3,103	0.065	\$2,373	0.060	\$2,190	0.045	\$1,643		
<b>Step 6</b>			0.140	\$5,110	0.090	\$3,285								

Teacher Base 20-21 \$36,500

Individuals who are above schedule will be frozen at current salary.

# AIA® Document G702™ – 1992

## Application and Certificate for Payment

<b>TO OWNER:</b> Scottsbluff County School District 1722 1st Ave. Scottsbluff, NE 69361	<b>PROJECT:</b> 17-275 Gering High School	<b>APPLICATION NO:</b> 009 revised	<b>Distribution to:</b>
<b>FROM CONTRACTOR:</b>	<b>VIA ARCHITECT:</b> RB&B Architects 315 East Mountain Avenue Suite 100 Fort Collins CO	<b>PERIOD TO:</b> December 31, 2018	<b>OWNER:</b> <input type="checkbox"/>
		<b>CONTRACT FOR:</b> General Construction	<b>ARCHITECT:</b> <input type="checkbox"/>
		<b>CONTRACT DATE:</b>	<b>CONTRACTOR:</b> <input type="checkbox"/>
		<b>PROJECT NOS:</b> / /	<b>FIELD:</b> <input type="checkbox"/>
			<b>OTHER:</b> <input type="checkbox"/>

### CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet, AIA Document G703, is attached.

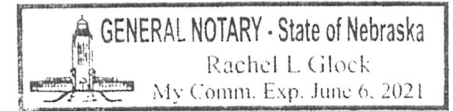
1. ORIGINAL CONTRACT SUM .....	\$22,139,296.00
2. NET CHANGE BY CHANGE ORDERS .....	\$724,572.07
3. CONTRACT SUM TO DATE (Line 1 ± 2) .....	\$22,863,868.07
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703) .....	\$13,768,837.41
5. RETAINAGE:	
a. <u>100.00</u> % of Completed Work (Column D + E on G703)	\$1,231,845.37
b. <u>0</u> % of Stored Material (Column F on G703)	\$0.00
Total Retainage (Lines 5a + 5b or Total in Column I of G703) .....	\$1,231,845.37
6. TOTAL EARNED LESS RETAINAGE .....	\$12,536,992.04
(Line 4 Less Line 5 Total)	
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT .....	\$11,086,608.33
(Line 6 from prior Certificate)	
8. CURRENT PAYMENT DUE .....	\$1,450,383.71
9. BALANCE TO FINISH, INCLUDING RETAINAGE (Line 3 less Line 6)	\$10,326,876.03

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	\$612,621.85	\$175,648.82
Total approved this Month	\$287,599.04	\$0.00
TOTALS	\$900,220.89	\$175,648.82
NET CHANGES by Change Order		\$724,572.07

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

**CONTRACTOR:**  
By: [Signature] Date: 1/10/19

State of: Nebraska  
County of: Lancaster  
Subscribed and sworn to before me this 10<sup>th</sup> day of January 2019



Notary Public: [Signature]  
My Commission expires: June 6, 2021

### ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED ..... \$1,450,383.71  
(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

**ARCHITECT:**  
By: [Signature] Date: 1-14-19

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

### Continuation Sheet

AIA Document, G702™–1992, Application and Certification for Payment, or G736™–2009, Project Application and Project Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.

In tabulations below, amounts are in US dollars.

Use Column I on Contracts where variable retainage for line items may apply.

<b>APPLICATION NO:</b>	009
<b>APPLICATION DATE:</b>	December 31, 2018
<b>PERIOD TO:</b>	December 31, 2018
<b>ARCHITECT'S PROJECT NO:</b>	17-275 Gering High School

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		% (G ÷ C)			
	Contingency/Allowances	642,187.80	70,588.85	38,978.01	0.00	109,566.86	17.06%	532,620.94	0.00
	General Conditions	810,863.00	460,301.68	44,560.53	0.00	504,862.21	62.26%	306,000.79	0.00
	Effort Schedule	523,564.00	292,720.75	31,000.00	0.00	323,720.75	61.83%	199,843.25	0.00
	Fee	781,292.00	426,455.00	44,000.00	0.00	470,455.00	60.22%	310,837.00	0.00
1C	Surveying	38,300.00	17,309.05	210.00	0.00	17,519.05	45.74%	20,780.95	0.00
1E	Final Cleaning	99,850.00	9,500.00	0.00	0.00	9,500.00	9.51%	90,350.00	0.00
2A	Selective Demo	330,000.00	275,000.00	0.00	0.00	275,000.00	83.33%	55,000.00	0.00
2B	Earthwork & Site Grading	190,000.00	180,454.44	2,545.56	0.00	183,000.00	96.32%	7,000.00	0.00
2C	Backfill	76,100.00	73,510.00	0.00	0.00	73,510.00	96.60%	2,590.00	0.00
2D	SWPPP	42,200.00	31,700.00	1,000.00	0.00	32,700.00	77.49%	9,500.00	0.00
2H	Site Utilities	212,500.00	204,175.00	3,325.00	0.00	207,500.00	97.65%	5,000.00	0.00
2I	Concrete Paving	298,200.00	48,000.00	0.00	0.00	48,000.00	16.10%	250,200.00	0.00
2L	Landscaping & Sodding	95,645.00	0.00	0.00	0.00	0.00	0.00%	95,645.00	0.00
2M	Irrigation	72,960.00	38,355.00	0.00	0.00	38,355.00	52.57%	34,605.00	0.00
3A	Footings & Foundations	691,000.00	649,800.00	30,000.00	0.00	679,800.00	98.38%	11,200.00	0.00
3B	Interior Concrete Flatwork	491,000.00	379,000.00	65,000.00	0.00	444,000.00	90.43%	47,000.00	0.00
3D	Concrete Reinforcing	93,585.00	91,734.20	1,850.80	0.00	93,585.00	100.00%	0.00	0.00
4A	Masonry	1,061,320.20	574,974.00	85,700.00	0.00	660,674.00	62.25%	400,646.20	0.00
5A	Structural Steel Supply	822,200.00	762,326.20	41,110.00	0.00	803,436.20	97.72%	18,763.80	0.00
5B	Structural Steel Erection	389,960.00	344,960.00	20,000.00	0.00	364,960.00	93.59%	25,000.00	0.00

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G ÷ C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
6A	Rough Carpentry	543,600.00	311,000.00	59,000.00	0.00	370,000.00	68.06%	173,600.00	0.00
6B	Finish Carpentry	203,850.00	23,375.00	32,575.00	0.00	55,950.00	27.45%	147,900.00	0.00
6C	Casework Supply	119,585.00	0.00	0.00	0.00	0.00	0.00%	119,585.00	0.00
6D	Solid Surface	63,975.00	42,350.00	7,675.00	0.00	50,025.00	78.19%	13,950.00	0.00
7A	fluid-Applied Air Barrier	10,000.00	0.00	0.00	0.00	0.00	0.00%	10,000.00	0.00
7B	Dampproofing	16,900.00	16,900.00	0.00	0.00	16,900.00	100.00%	0.00	0.00
7C	Roofing	430,575.00	220,596.50	106,676.75	0.00	327,273.25	76.01%	103,301.75	0.00
7D	Spray-Foam Insulation	118,786.00	0.00	0.00	0.00	0.00	0.00%	118,786.00	0.00
7F	Fireproofing	290,000.00	65,000.00	10,000.00	0.00	75,000.00	25.86%	215,000.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
7G	Metal/Cementitious panels	254,923.00	38,970.30	88,921.70	0.00	127,892.00	50.17%	127,031.00	0.00
7H	Joint Sealants	57,000.00	6,800.00	0.00	0.00	6,800.00	11.93%	50,200.00	0.00
8A	Doors & Hardware	261,745.00	38,738.95	34,379.28	0.00	73,118.23	27.93%	188,626.77	0.00
8D	Overhead Doors & Grilles	30,200.00	13,700.00	3,900.00	0.00	17,600.00	58.28%	12,600.00	0.00
8F	Glass & Glazing	883,476.00	380,000.00	45,000.00	0.00	425,000.00	48.11%	458,476.00	0.00
9A	Framing & Drywall	896,651.00	531,178.00	100,000.00	0.00	631,178.00	70.39%	265,473.00	0.00
9B	Acoustical Components	249,850.00	74,000.00	39,000.00	0.00	113,000.00	45.23%	136,850.00	0.00
9D	Tiling	415,163.00	147,165.00	90,400.00	0.00	237,565.00	57.22%	177,598.00	0.00
9F	Gymnasium Wood Floors	75,680.00	0.00	0.00	0.00	0.00	0.00%	75,680.00	0.00
9G	Polished Concrete	92,450.00	0.00	0.00	0.00	0.00	0.00%	92,450.00	0.00
9I	Resilient Flooring & Carpet	251,000.00	174,631.00	0.00	0.00	174,631.00	69.57%	76,369.00	0.00
9M	Painting	273,243.00	45,000.00	40,000.00	0.00	85,000.00	31.11%	188,243.00	0.00
10A	Misc. Specialties Supply	85,795.00	56,900.00	0.00	0.00	56,900.00	66.32%	28,895.00	0.00
10B	Signage	61,652.00	27,648.00	0.00	0.00	27,648.00	44.85%	34,004.00	0.00
10C	Metal Locker Supply	153,832.00	0.00	0.00	0.00	0.00	0.00%	153,832.00	0.00

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	%(G ÷ C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
11A	Food Service Equipment	595,058.00	0.00	0.00	0.00	0.00	0.00%	595,058.00	0.00
11B	Athletic Equipment	51,627.00	0.00	0.00	0.00	0.00	0.00%	51,627.00	0.00
12A	Telescoping Stands	33,000.00	0.00	0.00	0.00	0.00	0.00%	33,000.00	0.00
12C	Window Treatments	15,191.00	0.00	0.00	0.00	0.00	0.00%	15,191.00	0.00
15A	Fire Suppression	422,700.00	118,030.35	16,782.30	0.00	134,812.65	31.89%	287,887.35	0.00
15B	Plumbing/Mechanical	4,633,270.00	2,965,291.57	173,155.07	0.00	3,138,446.64	67.74%	1,494,823.36	0.00
16A	Electrical	2,785,792.00	1,809,853.18	111,570.05	0.00	1,921,423.23	68.97%	864,368.77	0.00
	Owner Change Order 001	268,015.00	239,477.65	4,920.00	0.00	244,397.65	91.19%	23,617.35	0.00
	Owner Change Order 002	175,648.82	175,648.82	0.00	0.00	175,648.82	100.00%	0.00	0.00
	Owner Change Order 003	168,958.03	40,984.03	12,200.00	0.00	53,184.03	31.48%	115,774.00	0.00
	Owner Change Order 004	-175,648.82	-175,648.82	0.00	0.00	-175,648.82	100.00%	0.00	0.00
	Owner Change Order 005	287,599.04	0.00	64,948.66	0.00	64,948.66	22.58%	222,650.38	0.00
	<b>GRAND TOTAL</b>	<b>\$22,863,868.07</b>	<b>\$12,318,453.70</b>	<b>\$1,450,383.71</b>	<b>\$0.00</b>	<b>\$13,768,837.41</b>	<b>60.22%</b>	<b>\$9,095,030.66</b>	<b>\$0.00</b>

**Gering HS Reno & Addition - Owner Change Order 001 Schedule of Values**

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D O R E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
-	General Conditions	900.00	900.00	0.00	0.00	900.00	100.00%	0.00	0.00
-	Bond	3,777.00	3,777.00	0.00	0.00	3,777.00	100.00%	0.00	0.00
-	Insurance	2,174.00	2,174.00	0.00	0.00	2,174.00	100.00%	0.00	0.00
-	Fee	9,671.00	8,613.00	0.00	0.00	8,613.00	89.06%	1,058.00	0.00
2A	Selective Demo	1,200.00	1,200.00	0.00	0.00	1,200.00	100.00%	0.00	0.00
2B	Earthwork & Site Grading	3,146.00	3,146.00	0.00	0.00	3,146.00	100.00%	0.00	0.00
3A	Footings & Foundations	675.00	675.00	0.00	0.00	675.00	100.00%	0.00	0.00
3D	Concrete Reinforcing	1,540.00	1,540.00	0.00	0.00	1,540.00	100.00%	0.00	0.00
4A	Masonry	16,446.00	16,446.00	0.00	0.00	16,446.00	100.00%	0.00	0.00
5A	Structural Steel Supply	13,040.00	8,120.00	4,920.00	0.00	13,040.00	100.00%	0.00	0.00
5B	Structural Steel Erection	1,950.00	1,950.00	0.00	0.00	1,950.00	100.00%	0.00	0.00
6A	Rough Carpentry	(2,345.00)	(2,345.00)	0.00	0.00	(2,345.00)	100.00%	0.00	0.00
6B	Finish Carpentry	1,960.00	1,960.00	0.00	0.00	1,960.00	100.00%	0.00	0.00
7B	Dampproofing	1,100.00	1,100.00	0.00	0.00	1,100.00	100.00%	0.00	0.00
7C	Roofing	120,100.00	120,100.00	0.00	0.00	120,100.00	100.00%	0.00	0.00
8F	Glass & Glazing	14,600.00	0.00	0.00	0.00	0.00	0.00%	14,600.00	0.00
9A	Framing & Drywall	4,527.00	4,527.00	0.00	0.00	4,527.00	100.00%	0.00	0.00
15B	Plumbing / Mechanical	10,800.00	10,800.00	0.00	0.00	10,800.00	100.00%	0.00	0.00
16A	Electrical	62,754.00	54,794.95	0.00	0.00	54,794.95	87.32%	7,959.05	0.00
	<b>GRAND TOTAL</b>	<b>268,015.00</b>	<b>239,477.95</b>	<b>4,920.00</b>	<b>0.00</b>	<b>244,397.95</b>	<b>91.19%</b>	<b>23,617.05</b>	<b>0.00</b>

**Gering HS Reno & Addition - Owner Change Order 003 Schedule of Values**

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
-	General Conditions	8,998.00	8,998.00	0.00	0.00	8,998.00	100.00%	0.00	0.00
-	Fee	6,254.00	1,770.00	200.00	0.00	1,970.00	31.50%	4,284.00	0.00
1A	Professional Services	-2,700.00	-2,700.00	0.00	0.00	-2,700.00	100.00%	0.00	0.00
1E	Final Cleaning	3,650.00	0.00	0.00	0.00	0.00	0.00%	3,650.00	0.00
2A	Selective Demo	26,110.00	0.00	0.00	0.00	0.00	0.00%	26,110.00	0.00
2H	Site Utilities	-1,405.97	-1,405.97	0.00	0.00	-1,405.97	100.00%	0.00	0.00
6D	Solid Surface	4,500.00	4,500.00	0.00	0.00	4,500.00	100.00%	0.00	0.00
9B	Acoustical Components	20,220.00	0.00	0.00	0.00	0.00	0.00%	20,220.00	0.00
9I	Resilient Flooring & Carpet	34,000.00	0.00	0.00	0.00	0.00	0.00%	34,000.00	0.00
15B	Plumbing / Mechanical	6,302.00	6,302.00	0.00	0.00	6,302.00	100.00%	0.00	0.00
16A	Electrical	63,030.00	23,520.00	12,000.00	0.00	35,520.00	56.35%	27,510.00	0.00
	<b>GRAND TOTAL</b>	<b>168,958.03</b>	<b>40,984.03</b>	<b>12,200.00</b>	<b>0.00</b>	<b>53,184.03</b>	<b>31.48%</b>	<b>115,774.00</b>	

**Gering HS Reno & Addition - Owner Change Order 005 Schedule of Values**

A	B	C	D		E	F	G		H	I			
			WORK COMPLETED				MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)			% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD									
-	General Conditions	6,482.00	0.00	6,482.00	0.00	6,482.00	100.00%	0.00	0.00				
-	Fee	7,545.38	0.00	1,700.00	0.00	1,700.00	22.53%	5,845.38	0.00				
2A	Selective Demo	450.00	0.00	450.00	0.00	450.00	100.00%	0.00	0.00				
2D	Sump Pumps (Boiler Room)	520.00	0.00	520.00	0.00	520.00	100.00%	0.00	0.00				
2H	Site Utilities	-835.24	0.00	-835.24	0.00	-835.24	100.00%	0.00	0.00				
3B	Interior Concrete Flatwork	650.00	0.00	650.00	0.00	650.00	100.00%	0.00	0.00				
4A	Masonry	3,725.90	0.00	3,725.90	0.00	3,725.90	100.00%	0.00	0.00				
5A	Structural Steel Supply	2,750.00	0.00	2,750.00	0.00	2,750.00	100.00%	0.00	0.00				
5B	Structural Steel Erection	1,500.00	0.00	1,500.00	0.00	1,500.00	100.00%	0.00	0.00				
5C	Misc. Steel Fabrications	175.00	0.00	175.00	0.00	175.00	100.00%	0.00	1.00				
6B	Finish Carpentry	23,575.00	0.00	2,500.00	0.00	2,500.00	10.60%	21,075.00	0.00				
7C	Roofing	2,140.00	0.00	2,140.00	0.00	2,140.00	100.00%	0.00	0.00				
7H	Joint Sealants	1,960.00	0.00	1,960.00	0.00	1,960.00	100.00%	0.00	0.00				
8A	Doors & Hardware	20,903.00	0.00	3,500.00	0.00	3,500.00	16.74%	17,403.00	0.00				
8F	Glass & Glazing	21,800.00	0.00	1,850.00	0.00	1,850.00	8.49%	19,950.00	0.00				
9A	Framing & Drywall	20,438.00	0.00	20,438.00	0.00	20,438.00	100.00%	0.00	0.00				
9D	Tiling	7,455.00	0.00	7,455.00	0.00	7,455.00	100.00%	0.00	0.00				
10A	Misc. Specialties	1,375.00	0.00	1,375.00	0.00	1,375.00	100.00%	0.00	-1.00				
10C	Metal Locker Supply	-1,705.00	0.00	-1,705.00	0.00	-1,705.00	100.00%	0.00	0.00				
15A	Fire Suppression	7,150.00	0.00	0.00	0.00	0.00	0.00%	7,150.00	0.00				
15B	Plumbing / Mechanical	46,175.00	0.00	0.00	0.00	0.00	0.00%	46,175.00	0.00				
16A	Electrical	113,370.00	0.00	16,500.00	0.00	16,500.00	14.55%	96,870.00	0.00				
	<b>GRAND TOTAL</b>	<b>287,599.04</b>	<b>0.00</b>	<b>64,948.66</b>	<b>0.00</b>	<b>64,948.66</b>	<b>22.58%</b>	<b>214,468.38</b>					

**Gering HS Reno & Addition - Contingency Adjustment 001 Schedule of Values**

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
3A	Footings & Foundations	2,250.00	0.00	0.00	0.00	0.00	0.00%	2,250.00	0.00
3B	Interior Concrete Flatwork	3,900.00	0.00	0.00	0.00	0.00	0.00%	3,900.00	0.00
3D	Concrete Reinforcing	7,755.00	7,755.00	0.00	0.00	7,755.00	100.00%	0.00	0.00
4A	Masonry	5,918.00	2,200.00	3,718.00	0.00	5,918.00	100.00%	0.00	0.00
5A	Structural Steel Supply	19,045.00	7,000.00	0.00	0.00	7,000.00	36.76%	12,045.00	0.00
5B	Structural Steel Erection	14,940.00	7,500.00	7,440.00	0.00	14,940.00	100.00%	0.00	0.00
7G	Metal / Cementitious Panels	5,980.00	5,980.00	0.00	0.00	5,980.00	100.00%	0.00	0.00
9M	Painting	715.00	715.00	0.00	0.00	715.00	100.00%	0.00	0.00
10C	Metal Locker Supply	22,548.00	0.00	0.00	0.00	0.00	0.00%	22,548.00	0.00
15A	Fire Suppression	10,000.00	3,500.00	0.00	0.00	3,500.00	35.00%	6,500.00	0.00
16A	Electrical	795.00	795.00	0.00	0.00	795.00	100.00%	0.00	0.00
	<b>GRAND TOTAL</b>	<b>93,846.00</b>	<b>35,445.00</b>	<b>11,158.00</b>	<b>0.00</b>	<b>46,603.00</b>	<b>49.66%</b>	<b>47,243.00</b>	

**Gering HS Reno & Addition - Contingency Adjustment 002 Schedule of Values**

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
-	EOR Design Fees	2,700.00	2,700.00	0.00	0.00	2,700.00	100.00%	0.00	0.00
3A	Footings & Foundations	-2,200.00	-2,200.00	0.00	0.00	-2,200.00	100.00%	0.00	0.00
3D	Concrete Reinforcing	-850.00	-850.00	0.00	0.00	-850.00	100.00%	0.00	0.00
4A	Masonry	-11,979.00	-11,979.00	0.00	0.00	-11,979.00	100.00%	0.00	0.00
5B	Structural Steel Erection	2,710.00	2,710.00	0.00	0.00	2,710.00	100.00%	0.00	0.00
6C	Casework Supply	660.00	660.00	0.00	0.00	660.00	100.00%	0.00	0.00
7C	Roofing	478.60	478.60	0.00	0.00	478.60	100.00%	0.00	0.00
7G	Metal / Cementitious Panels	2,750.00	2,750.00	0.00	0.00	2,750.00	100.00%	0.00	0.00
7H	Joint Sealants	1,260.00	1,260.00	0.00	0.00	1,260.00	100.00%	0.00	0.00
8D	Overhead Doors & Grilles	14,400.00	0.00	0.00	0.00	0.00	0.00%	14,400.00	0.00
9A	Framing & Drywall	14,381.25	14,381.25	0.00	0.00	14,381.25	100.00%	0.00	0.00
10A	Misc. Specialties Supply	8,450.00	8,450.00	0.00	0.00	8,450.00	100.00%	0.00	0.00
10B	Signage	-6,356.00	-6,356.00	0.00	0.00	-6,356.00	100.00%	0.00	0.00
16A	Electrical	4,114.00	4,114.00	0.00	0.00	4,114.00	100.00%	0.00	0.00
	<b>GRAND TOTAL</b>	<b>30,518.85</b>	<b>16,118.85</b>	<b>0.00</b>	<b>0.00</b>	<b>16,118.85</b>	<b>52.82%</b>	<b>14,400.00</b>	

**Gering HS Reno & Addition - Contingency Adjustment 003 Schedule of Values**

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
2A	Selective Demo	5,500.00	5,500.00	0.00	0.00	5,500.00	100.00%	0.00	0.00
4A	Masonry	1,904.10	1,904.10	0.00	0.00	1,904.10	100.00%	0.00	0.00
6A	Rough Carpentry	18,000.00	0.00	4,000.00	0.00	4,000.00	22.22%	14,000.00	0.00
6C	Casework Supply	1,850.00	0.00	1,850.00	0.00	1,850.00	100.00%	0.00	0.00
8A	Doors & Hardware	8,220.00	1,565.00	0.00	0.00	1,565.00	19.04%	6,655.00	0.00
9G	Polished Concrete	3,600.00	0.00	0.00	0.00	0.00	0.00%	3,600.00	0.00
10A	Misc. Specialties Supply	9,750.00	9,750.00	0.00	0.00	9,750.00	100.00%	0.00	0.00
11A	Food Service Equipment	-43,522.00	-18,139.10	-5,850.00	0.00	-23,989.10	55.12%	-19,532.90	0.00
16A	Electrical	-580.00	-580.00	0.00	0.00	-580.00	100.00%	0.00	0.00
	<b>GRAND TOTAL</b>	<b>4,722.10</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>4,722.10</b>	

**Gering HS Reno & Addition - Contingency Adjustment 004 Schedule of Values**

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED & STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
4A	Masonry	482.90	0.00	482.90	0.00	482.90	100.00%	0.00	0.00
5C	Misc. Steel Fabrications	5,701.31	0.00	5,701.31	0.00	5,701.31	100.00%	0.00	0.00
7C	Roofing	670.80	0.00	670.80	0.00	670.80	100.00%	0.00	0.00
9A	Framing & Drywall	2,728.00	0.00	2,728.00	0.00	2,728.00	100.00%	0.00	0.00
9I	Resilient Flooring & Carpet	10,000.00	0.00	10,000.00	0.00	10,000.00	100.00%	0.00	0.00
15A	Fire Suppression	19,640.00	0.00	5,800.00	0.00	5,800.00	29.53%	13,840.00	0.00
15B	Plumbing / Mechanical	992.00	0.00	992.00	0.00	992.00	100.00%	0.00	0.00
16A	Electrical	1,445.00	0.00	1,445.00	0.00	1,445.00	100.00%	0.00	0.00
	<b>GRAND TOTAL</b>	<b>41,660.01</b>	<b>0.00</b>	<b>27,820.01</b>	<b>0.00</b>	<b>27,820.01</b>	<b>66.78%</b>	<b>13,840.00</b>	



**Gering HS Reno & Addition - Reimbursable Cost Tracking - DECEMBER 2018**

Cost Code	Description	Budget Amount	CO's Approved to Date	Total Budget Amount	Current Month Cost	Job Cost to Date	Remaining Budget	Notes
<b>1-000 GENERAL REQUIREMENTS</b>								
1-001	Job Site Office	\$ 45,000.00	\$ -	\$ 45,000.00	\$ 343.39	\$ 10,616.65	\$ 34,383.35	
1-010	Site Prep & Maintenance	\$ 45,000.00	\$ -	\$ 45,000.00	\$ -	\$ 38,524.15	\$ 6,475.85	
1-025	Bond	\$ 102,000.00	\$ -	\$ 102,000.00	\$ -	\$ 102,000.00	\$ -	
1-090	Postage & Mailings	\$ 2,500.00	\$ -	\$ 2,500.00	\$ -	\$ 1,078.31	\$ 1,421.69	
1-100	Drawing Reproduction	\$ 10,000.00	\$ -	\$ 10,000.00	\$ -	\$ 6,744.48	\$ 3,255.52	
1-105	Professional Services	\$ 12,600.00	\$ -	\$ 12,600.00	\$ -	\$ 12,600.00	\$ -	
1-300	Dumpsters & Landfills	\$ 65,000.00	\$ -	\$ 65,000.00	\$ 10,166.04	\$ 31,700.52	\$ 33,299.48	
1-305	Portable Restrooms	\$ 20,000.00	\$ -	\$ 20,000.00	\$ 2,133.00	\$ 11,043.90	\$ 8,956.10	
1-500	Const. Facility Control	\$ 30,000.00	\$ -	\$ 30,000.00	\$ 1,767.73	\$ 28,980.02	\$ 1,019.98	
1-505	Temp. Electric	\$ 19,500.00	\$ -	\$ 19,500.00	\$ -	\$ 3,600.00	\$ 15,900.00	
1-515	Temp. Internet	\$ 3,500.00	\$ -	\$ 3,500.00	\$ 100.00	\$ 2,847.73	\$ 652.27	
1-520	Temp. Water	\$ 4,150.00	\$ -	\$ 4,150.00	\$ -	\$ -	\$ 4,150.00	
1-530	Temp. Gas	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -	\$ 641.96	\$ 4,358.04	
1-535	Temp. Partitions	\$ 85,000.00	\$ -	\$ 85,000.00	\$ 2,903.42	\$ 49,106.63	\$ 35,893.37	
1-650	Safety	\$ 15,000.00	\$ 900.00	\$ 15,900.00	\$ 1,563.10	\$ 17,175.32	\$ (1,275.32)	
1-660	Travel	\$ 75,000.00	\$ -	\$ 75,000.00	\$ 3,040.25	\$ 17,139.09	\$ 57,860.91	
1-700	Sweeping & Cleanup	\$ 95,000.00	\$ -	\$ 95,000.00	\$ 7,225.49	\$ 59,127.75	\$ 35,872.25	
1-800	Warranty & Closeout	\$ 12,000.00	\$ -	\$ 12,000.00	\$ -	\$ 1,361.05	\$ 10,638.95	
1-900	Equipment	\$ 129,113.00	\$ -	\$ 129,113.00	\$ 14,207.47	\$ 96,885.29	\$ 32,227.71	
1-910	Small Tools	\$ 5,500.00	\$ -	\$ 5,500.00	\$ 1,110.64	\$ 2,301.70	\$ 3,198.30	
9-115	Floor Protection	\$ 30,000.00	\$ 5,150.00	\$ 35,150.00	\$ -	\$ 11,387.66	\$ 23,762.34	
<b>TOTAL</b>		<b>\$ 810,863.00</b>	<b>\$ 6,050.00</b>	<b>\$ 816,913.00</b>	<b>\$ 44,560.63</b>	<b>\$ 504,862.21</b>	<b>\$ 312,050.79</b>	



To: Board of Education  
From: Tim Meisner  
Date: January 21, 2019  
Re: Copy Service Bids/Recommendation

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Bids were solicited for a four year copy service contract for Gering Public Schools. The following bids were received.

Company	Copier Brand	Monthly Service Fee	Monthly Maint. Fee	Total Monthly Cost
Copier Ninja	Kyocera	\$2,196.94	\$2,091.11	\$4,288.05
XESI	Xerox	\$2,404.00	\$4,844.24	\$7,248.24
Western Plains	Keyocera	\$3,480.60	\$3,125.00	\$5,576.00
Capital Business Systems	Cannon	\$1,689.000	\$2,819.00	\$4,508.00
Copier Connection	SAVIN	\$2,824.36	\$1,387.50	\$4,211.86

Recommend by the Business Committee to accept the bid from Capital Business Systems due to the existing working relationship and preference for Cannon copiers.