

## Regular Board of Education Meeting

Monday, September 16, 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 Star-Herald on Tuesday, September 10th and Gering Courier on Thursday, September 12, 2019.
3. **Excuse Absent Board Members**
4. **2019-2020 Budget**
  - 4.1. PUBLIC HEARING for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers related to the 2019-2020 Proposed Budget.

A public hearing was opened by Board President B.J. Peters at 6:02 p.m. After no commentary was received, the hearing was closed at 6:03 p.m.
  - 4.2. Discuss, consider, and take all necessary action regarding the approval of the 2019-2020 Budget Resolution.
5. **2019-2020 Tax Request**
  - 5.1. PUBLIC HEARING for the purpose of hearing support, opposition, criticism, suggestions, or observations of taxpayers related to setting the final tax request at a different amount than the prior year tax request.

The public hearing opened at 6:04 p.m. Business Manager Tim Meisner presented the proposed budget updates prior to voting. No additional comments followed, and the hearing closed at 6:07 p.m.
  - 5.2. Discuss, consider, and take all necessary action regarding setting the final tax request for the 2019-2020 budget year.
6. **Consent Agenda**

6.1. Minutes From Previous Board Meeting

6.2. Approval of Claims/Bills

6.3. First Reading of Board Policies

- 6.3.i. 612.1 Free Appropriate Public Education
- 6.3.ii. 612.2 Full Educational Opportunity Goal
- 6.3.iii. 612.3 Childfind
- 6.3.iv. 612.4 Evaluation Procedures
- 6.3.v. 612.5 Individualized Education Program and Family Services Plan
- 6.3.vi. 612.6 Transition of Children From Part C To Preschool Programs
- 6.3.vii. 612.7 Participation In State And District Wide Assessments
- 6.3.viii. 612.8 Least Restrictive Environment

6.4. Second Reading of Board Policies

- 6.4.i. 407.7 Negotiations
- 6.4.ii. 203.6 Board Committees
- 6.4.iii. 502.1 Resident Students
- 6.4.iv. 507.2 Student Directory Information
- 6.4.v. 604.11 Citizenship
- 6.4.vi. 702.3 Budget Adoption Process
- 6.4.vii. 706.1 Purchasing Procedures
- 6.4.viii. 801.4 Vehicle Safety Program

6.5. Early Graduation Request for Delisha Neal

7. **Patron Comments**

8. **Reports and Discussions**

8.1. Building Report - Gering Junior High School

Board President B.J. Peters welcomed Junior High Principal Shawn Seiler to the meeting. Among facility and staffing transitions that had taken place, Mr. Seiler highlighted "The Bulldog Way" (HONOR - FOCUS) in a slideshow presentation. Eighth grade student Tristian Schlaepfer also shared his STEM classroom experiences under the instruction of Mr. Boness.

## 8.2. Curriculum Committee Report

Committee Chairwoman Mary Winn recapped their September 3 meeting that was hosted at Geil Elementary. Citizenship Policy# 604.11 had been discussed at the NASB Area Membership meeting, and again at the committee. The committee will now host two open meetings annually in accordance with this policy. Curriculum Director Terri Martin had presented details of the K-3 Reading Act. An honorary diploma had been requested for a Vietnam Veteran which is under review. The VALTS summer school report was shared as well as a program budget update.

## 8.3. Facilities Committee Report

Committee Chair Brady Shaul deferred to Superintendent Hastings.

## 8.4. Business Committee Report

In Josh Lacy's absence, Brent Holliday noted that the bulk of the committee meeting had surrounded finalizing the budget.

- 8.4.i. Trial Balance Summary
- 8.4.ii. Fund Balances
- 8.4.iii. Schedule of Investments
- 8.4.iv. Financial Statements

## 8.5. Superintendent's Report

Superintendent Hastings spotlighted the upcoming ribbon cutting ceremony and community celebration to be hosted at Gering High School on Monday, September 23 at 4:30 p.m. Preview tours have been offered to neighbors, realtors, and donors in advance. STEM Teacher Justin Reinmuth has been serving on a National Advisory Board. In October, the district will have the honor of showcasing GHS to Samsung and other government dignitaries as part of Reinmuth's work. Hastings also commended students, staff, and coaches on what he described as an exciting and eventful start to the year.

## 9. Action Items

### 9.1. Discuss, consider, and take action regarding the approval of the 2019 Strategic Plan

1. **By 2021, Gering Public Schools will leverage community partnerships in order to improve sustainability and promote innovation to be a progressive leader in education within our region and state.**

#### Rationale:

- In order to have the most positive impact on student outcomes, schools and communities must work together through a collaborative and comprehensive approach. Community partners help schools prepare students for college, career, and citizenship by offering additional opportunities, supports, and enrichment for students.
2. **By 2024, all three and four year-olds in Gering will have access to quality early childhood education with 50% enrolled in the Gering Schools District program.**
- #### Rationale:
- More than 150 high-quality, scientific studies worldwide demonstrate that starting early can have major short- and long-term effects on cognitive and

**social-emotional development. Early learning has been linked to progress in school, increased earnings, and reductions in antisocial behavior, welfare participation, and trouble with law enforcement.**

3. **By 2021, Gering Public Schools will be equipped with a blueprint for prioritizing facility needs so as to remain consistently competitive academically and in activities.**

**Rationale:**

- **Schools and communities have a shared responsibility to ensure that safe, healthy, and modern school facilities are available that can support innovative teaching and personalization. Facilities are a crucial component to closing the achievement gap, increasing academic achievement and graduation rates, ensuring that all students have access to effective teachers, and maintaining and growing student enrollments.**
4. **By 2024, all grade levels and content areas will have a clear and concise grading and reporting system based on best practices.**

**Rationale:**

- **Grades can provide important information for students, parents, teachers, and others but to be useful grades must be meaningful, accurate, consistent, and supportive of learning.**

#### 10. **Tentative Committee Meeting Dates**

**[GHS Ribbon Cutting Ceremony - Monday, September 23 @ 4:30 p.m.](#)**

**[Future Board Meetings](#)**

Second Meeting - Tues, September 24 @ 12:00 p.m. (Central Office)

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

**[Tentative Committee Meeting Dates:](#)**

Policy Review Committee -- Tuesday, September 24 @ 4:30 p.m. (Central Office)

Personnel Committee -- TBD @ 4:30 p.m. (Central Office)

Curriculum Committee -- Tues, October 1 @ 7:00 a.m. (\*\*\*\*\*)

Facilities Committee -- Thurs, October 3 @ 4:30 p.m.

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

#### 11. **Board Comments**

In closing, Mary Winn thanked Principal Seiler for his building report. She was not able to attend the football game on Friday, but had listened to it on the radio noting excitement as the team brought home a shutout win. The first home volleyball game Mary enjoyed in the new Holliday Family of Companies Dome was great. Ventilation has definitely improved, and she had even heard a few Alliance families state it was maybe chilly which was a stark contrast to prior August competitions. Brent Holliday indicated that when he joined the Board approximately two and a half years ago he had not realized the depth of responsibilities the role would bring. As he reflected on the passing of Don Overman earlier that day, Brent highlighted the impact he had as a great leader not only for Scottsbluff, but for the valley. He expressed his gratitude for Mr. Overman's selfless service over the years, and hopes that the young minds in

our community will be thinking beyond here and now to later step up. For Brent it has been a privilege to serve district. Board member Brady Shaul revisited the GHS construction wrap-up citing that the Freshman Academy space is stunning. Brian Copsey highlighted an exciting weekend for girls golf with their record breaking performance, another softball tournament title, a big win by our football team, and a strong performance by our cross country runners. With transitions at the Junior High, Mr. Copsey had received no complaints on transportation. He went on to state that there is a sense of positivity within community. He thanked the administrators and staff for working through all the pieces to make it possible. President B.J. Peters also emphasized the value of extracurricular activities for students citing 70 - 80% of GPS students participating in activities. After a weekend of big wins like this, there would be a noticeable difference in culture at the schools. It has been a great start to new school year. On the note of community service, B.J. reiterated that Don Overman gave everything he had for this region as he echoed Brent's sentiments. At a recent NASB meeting, B.J. stated that the building renovations were a topic of conversation. He indicated that their people are paying attention, and it is a good thing. On a lighter note, at that same meeting the ALICAP insurance presenter suggested that district's reconsider elementary field day competitions as they had received multiple work comp claims related to staff trying to do activities which resulted in injury.

12. **Executive Session for the sole purpose of the protection of the public interest, or the prevention of needless injury to the reputation of an individual**

With a motion by Brent Holliday and a second by Brian Copsey, the board voted unanimously to exit executive session at 7:16 p.m.

13. **Adjourn**

# NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Gering Public Schools (79-0016) in Scotts Bluff County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 16 day of September, 2019 at 6:00 o'clock, P.M., at Gering City Council Chambers for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2017-2018 (1)	2018-2019 (2)	2019-2020 (3)			
General	\$ 20,183,482.00	\$ 20,590,000.00	\$ 21,605,000.00	\$ 2,930,186.00	\$ 16,389,701.00	\$ 8,227,763.00
Depreciation	\$ 16,935.00	\$ -	\$ 593,849.00		\$ 593,849.00	
Employee Benefit	\$ 1,594.00	\$ 3,000.00	\$ 40,275.00	\$ 20,000.00	\$ 60,275.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 545,062.00	\$ 490,000.00	\$ 606,517.00	\$ -	\$ 606,517.00	
School Nutrition	\$ 809,746.00	\$ 812,000.00	\$ 998,913.00	\$ -	\$ 998,913.00	
Bond	\$ 1,700,111.00	\$ 1,701,700.00	\$ 3,117,142.00	\$ 500,000.00	\$ 1,677,817.00	\$ 1,958,914.00
Special Building	\$ 5,894,999.00	\$ 17,470,000.00	\$ 4,503,955.00		\$ 4,503,955.00	\$ -
Qualified Capital Purpose Undertaking	\$ 169,844.00	\$ 13,050.00	\$ 149,859.00	\$ -	\$ 149,859.00	\$ -
Cooperative	\$ 97,390.00	\$ 3,101.00	\$ -	\$ -	\$ -	
Student Fee	\$ -	\$ -	\$ 25,396.00	\$ -	\$ 25,396.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>TOTALS</b>	<b>\$ 29,419,163.00</b>	<b>\$ 41,082,851.00</b>	<b>\$ 31,640,906.00</b>	<b>\$ 3,450,186.00</b>	<b>\$ 25,006,282.00</b>	<b>\$ 10,186,677.00</b>

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## Notice of Special Hearing To Set Final Tax Request

Gering Public Schools (79-0016) in Scotts Bluff County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 16 day of September 2019 at 6:00 o'clock P.M., at Gering City Council Chambers for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request at a different amount than the prior year tax request.

	2018-2019	2019-2020	Change
Property Valuations	778,839,441	785,000,000	1%

### 2018/19 Budget Information

### 2019/20 Budget Information

Fund	2018-2019 Operating Budget	2018-2019 Property Tax Request	2018 Tax Rate	Property Tax Rate (2018-2019 Request Divided By 2019 Valuation)	2019-2020 Operating Budget	2019-2020 Proposed Property Tax Request	Proposed 2019 Tax Rate	Change in Tax Rate	Change in Operating Budget
<b>General Fund</b>	21,154,128.00	8,177,813.05	1.050000	1.043626	21,605,000.00	8,227,763.00	1.050000	0%	2%
<b>Bond Fund(s) K - 12</b>	2,773,550.00	1,947,020.18	0.249990	0.248472	3,117,142.00	1,958,914.00	0.249990	0%	12%
<b>Special Building Fund</b>	20,763,456.00	-	0.000000	0.000000	4,503,955.00	-	0.000000	0%	-78%
<b>Qualified Capital Purpose Undertaking Fund K - 12</b>	168,069.00	-	0.000000	0.000000	149,859.00	-	0.000000	0%	-11%
<b>Total</b>	44,859,203.00	10,124,833.23	1.299990	1.292098	29,375,956.00	10,186,677.00	1.299990	0%	-35%

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<b>Special Building Fund</b>	20,763,456.00	-	0.000000	0.000000	4,503,955.00	-	0.000000	0%	-78%
<b>Qualified Capital Purpose Undertaking Fund K - 12</b>	168,069.00	-	0.000000	0.000000	149,859.00	-	0.000000	0%	-11%
<b>Total</b>	44,859,203.00	10,124,833.23	1.299990	1.292098	29,375,956.00	10,186,677.00	1.299990	0%	-35%

Regular Board of Education Meeting  
Monday, August 19, 2019 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 Star-Herald on Thursday, August 15, 2019.

3. Excuse Absent Board Members

4. Consent Agenda

Approval of the Consent Agenda Passed with a motion by Mary Winn and a second by Brian Copsey.

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. Policy 203.6 - Board Committees

4.3.2. Policy 407.7 - Negotiations

4.3.3. Policy 502.1 - Resident Students

4.3.4. Policy 507.2 - Student Directory Information

4.3.5. Policy 604.11 - Citizenship

4.3.6. Policy 702.3 - Budget Adoption Process

4.3.7. Policy 706.1 - Purchasing Procedures

4.3.8. Policy 801.4 - Vehicle Safety Program

4.4. Second Reading of Board Policies

#### 4.5. Personnel Items

##### 4.5.1. Contract Approvals

##### 4.5.2. Resignations

#### 5. Patron Comments

#### 6. Reports and Discussions

##### 6.1. Curriculum Committee Report

Committee Chair, Mary Winn, shared information pertaining to a pilot program at the elementary level which explores a more detailed report card. After further consultation from Curriculum Director, Terri Martin, Mary touched on developments within the Career Pathways.

###### 6.1.1. Standards-Based Grading Report Card Pilot - Terri Martin

##### 6.2. Facilities Committee Report

With school starting, Superintendent Hastings offered a full look at the progress of transitions at each of the buildings / facilities. The community is invited to celebrate the completion of construction at the high school as we kickoff homecoming week on Monday, September 23 at 4:30 p.m.

##### 6.3. Business Committee Report

Josh Lacy commended staff at the Junior High for adding a drop off lane for sixth grade students. In a recap of the August facilities committee meeting, he noted resurfacing of the high school track, and ongoing research on the maintenance of the tennis courts.

###### 6.3.1. Trial Balance Summary

###### 6.3.2. Fund Balances

###### 6.3.3. Schedule of Investments

###### 6.3.4. Financial Statements

##### 6.4. Superintendent's Report

After providing the facility committee report, Superintendent Hastings elaborated on the proposed handbook addendum within the action items.

#### 7. Action Items

##### 7.1. Discuss, consider, and take action regarding the the approval of a resolution to refinance the General Obligation, Series 2017 Bonds

Approval of a RESOLUTION AUTHORIZING THE ISSUANCE, SALE AND DELIVERY OF GENERAL OBLIGATION REFUNDING BONDS IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$28,000,000; PRESCRIBING THE FORM OF THE BONDS; FIXING IN PART AND PROVIDING FOR THE FIXING IN PART OF THE TERMS OF THE BONDS; PROVIDING FOR THE LEVY AND COLLECTION OF TAXES TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS; AND RELATED MATTERS Passed with a motion by Brian Copsey and a second by Brady Shaul.

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 a bid from Pro Track and Tennis to resurface the GHS Track for \$79,000

Approval of the bid of \$79,000 from Pro Track and Tennis to resurface the Gering High School Track 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

7.3. Discuss, consider, and take action regarding the approval of a bid from Heartland Seating to replace the GHS Auditorium Seats for \$122,765

Approval of the bid from Heartland Seating for \$122,765 to replace the GHS Auditorium Seats Passed with a motion by Brent Holliday 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 an addendum to the Gering High School Student Handbook

**Section 8 Core Courses for National Honor Society and Academic Honors:**

**The following core courses will be required of all students who decide when they enter high school as sophomores that they want to be considered for National Honor Society, Valedictorian, Salutatorian, and/or ~~the Top Ten in their class~~ Graduation with Distinction.**

**English 10 - Speech I (not Language Arts I, II or English Comm.) 10 hours**

**Junior Prep English 11 10 hours**

**Senior English (Coll. Comp.) 10 hours**

**American History 10 hours**

**American Government/International Relations 10 hours**

**Biology 10 hours**

**Chemistry I, Physiology, Physics (at least two) 20 hours**

**Algebra I, Algebra II, Geometry, Pre-calculus, Calculus 30 hours**

**World Language (1 year) or Western Civilization (1 year) 10 hours**

**\*For Core Only, ten hours of Accounting may be substituted for 10 of the 20 hours of math requirement. The rest of the 170 hours required for graduation may be electives. Senior candidates must have a minimum of 320 credit hours.**

**Candidates for Valedictorian and Salutatorian may not have any open hours in their tenure at Gering High School.**

**The cumulative grade point average includes credits from 9th through 12th grades. Student help, Library Aide, Study Hall, Upward Bound and Work Study do not contribute toward a student's cumulative GPA.**

**To be eligible for Valedictorian or Salutatorian honors, students must have been enrolled at Gering High School for their entire junior and senior years.**

**Students who feel that they have completed a rigorous academic program and should be considered for Honors and/or National Honor Society can appeal their candidacy to the Academic Recognition Committee. **Courses that may be considered as acceptable alternatives include dual credit courses, Career Pathway capstone courses, and other courses deemed acceptable by the Academic Recognition Committee.****

Approval of an addendum to the Gering High School Student Handbook 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

7.5. Discuss, consider, and take action regarding the approval of Pay Application #16 to Hausmann Construction for \$1,035,528.26

Approval of Pay Application #16 to Hausman Construction for \$1,035,528.26 Passed with a motion by Brian Copsey 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

8. Tentative Committee Meeting Dates

## **Future Board Meetings**

Second Monthly Meeting - Tues, Aug 27 @ 7:00 a.m. (Central Office)

Regular Board Meeting - Mon, Sept 16 @ 6:00 p.m. (City Council Chambers)

Second Monthly Meeting - Tues, Sept 24 @ 12:00 p.m. (Central Office)

## **Tentative Committee Meeting Dates:**

Policy Review Committee -- Tues, Aug 27 @ 4:30 p.m. (Central Office)

Personnel Committee -- Thurs, Aug 29 @ 4:30 p.m. (Central Office)

Curriculum Committee -- Tues, Sept 3 @ 7:00 a.m. (Geil Elementary)

Facilities Committee -- Thurs, Sept 5 @ 4:30 p.m.

Business Committee -- Mon, Sept 9 @ 4:30 p.m. (Central Office)

### 9. Board Comments

Brent Holliday expressed his excitement seeing the students occupying the high school on the first day of school barbeque noting that it was "surprisingly quiet" in the student commons with the acoustical features of the facility. He stated "it finished up as a quality project" and he is excited to enjoy the first volleyball game there later this week. Brady Shaul echoed Brent's sentiments before highlighting his appreciation for the refinancing of the bonds. Josh Lacy thanked staff, students, and community members for their initiative and cooperation in making all of the grade reconfigurations and facility updates possible. He acknowledged the additional time commitment needed, but the outcome will be very beneficial for many years to come. Mary Winn highlighted first day of school activities starting with an impactful speaker who had presented to students followed by kudos to the Foundation Director, Jennifer Sibal, on the first publication of an internal newsletter titled 'Bulldog Bulletin' and the digitalized 'Employee of the Month' nomination form. Brian Copey shared his appreciation for the financial management, vision and planning while staying abreast to the needs of our students, staff and community alike which was noted as a "tall task" He also shined a light on the improvements that had taken place at the football stadium over the summer. In closing, B.J. Peters cited a smooth transition and increased enrollment as the district kicked off the 2019-2020 school year. The meeting was adjourned at 6:58 p.m.

### 10. Adjourn

Payee Name	Account Description Element	Check Date	Check Number
Pro Track and Tennis Inc.	Other Expenses	8/16/2019	3
Gardner Technologies	Furniture and Equipment	8/2/2019	5152
Platte Valley Bank	Regular Salaries	8/5/2019	5153
Cowans's Custom Cabinets	Other Expenses	8/16/2019	5154
Gardner Technologies	BLDGS & BLDG IMPROVE.	8/20/2019	5155
Gardner Technologies	BLDGS & BLDG IMPROVE.	8/26/2019	5156
Baker & Associates, Inc.	BLDGS & BLDG IMPROVE.	8/26/2019	5157
Hausmann Construction Inc.	BLDGS & BLDG IMPROVE.	8/26/2019	5158
Mag Partners LLC	BLDGS & BLDG IMPROVE.	8/26/2019	5159
Main Street Appliance	BLDGS & BLDG IMPROVE.	8/26/2019	5160
MeyerPT	BLDGS & BLDG IMPROVE.	8/26/2019	5161
Rb B Architects, Inc.	BLDGS & BLDG IMPROVE.	8/26/2019	5162
Rivers Metal Products, Inc.	BLDGS & BLDG IMPROVE.	8/26/2019	5163
Wittrock Sandblasting, Inc.	BLDGS & BLDG IMPROVE.	8/26/2019	5164
Gering Public Schools	Activity Acct. Expenses	8/2/2019	7923
VISA	Activity Acct. Expenses	8/2/2019	7924
VISA	Activity Acct. Expenses	8/6/2019	7925
Bridgeport High School	Activity Acct. Expenses	8/8/2019	7926
CoachComm, LLC	Activity Acct. Expenses	8/8/2019	7927
Comfort Suites - Gothenburg	LODGING	8/8/2019	7928
Culligan of Scottsbluff	Activity Acct. Expenses	8/8/2019	7929
Cushing, Callie	Activity Acct. Expenses	8/8/2019	7930
Davis, Heather	Activity Acct. Expenses	8/8/2019	7931
ELITE SPORTSWEAR L.P.	Activity Acct. Expenses	8/8/2019	7932
Harco Athletic Reconditioning, Inc.	Contracted Services/Repairs	8/8/2019	7933
Kaur, Yadbir	Activity Acct. Expenses	8/8/2019	7934
La Quinta Inn & Suites	LODGING	8/8/2019	7935
Logoz LLC	Activity Acct. Expenses	8/8/2019	7936
Meyers, Doug	Activity Acct. Expenses	8/8/2019	7937
Monument Physical Therapy	Contracted Services/Repairs	8/8/2019	7938
Nebraska HOSA	Activity Acct. Expenses	8/8/2019	7939
New Victorian Inn & Suites - Kearney	Activity Acct. Expenses	8/8/2019	7940
Rahmig, Kassadie	Activity Acct. Expenses	8/8/2019	7941
Scottsbluff High School _15901	Activity Acct. Expenses	8/8/2019	7942
Ventura, Alannah	Activity Acct. Expenses	8/8/2019	7943
Petty Cash -Athletic Dept.	Activity Acct. Expenses	8/8/2019	7944
CDW GOVERNMENT, INC.	Activity Acct. Expenses	8/14/2019	7945
Hoxworth, Dave _7901	Activity Acct. Expenses	8/14/2019	7946
Jessen, Terry	Rentals or Leases	8/14/2019	7947
Logoz LLC	Activity Acct. Expenses	8/14/2019	7948
Monument Shadows Golf Course	Activity Acct. Expenses	8/14/2019	7949
NSAA	Activity Acct. Expenses	8/14/2019	7950
RAMADA BY WYNDHAM INN & SUITES	LODGING	8/14/2019	7951
Swank Motion Pictures, Inc.	Activity Acct. Expenses	8/14/2019	7952
Valley Ambulance Service	Contracted Services/Repairs	8/14/2019	7953
Wal-Mart _18940	Activity Acct. Expenses	8/14/2019	7954

Walsworth Publishing Company	Activity Acct. Expenses	8/19/2019	7955
Duncan, Darren A.	Officials	8/22/2019	7956
Dunn, Jeff	Officials	8/22/2019	7957
Fundraising University	Activity Acct. Expenses	8/22/2019	7958
Impact Applications Inc.	Contracted Services/Repairs	8/22/2019	7959
Koski, Glen	Activity Acct. Expenses	8/22/2019	7960
Lana, Dusty	Officials	8/22/2019	7961
Peters, BJ	Officials	8/22/2019	7962
Weborg 21 Centre	Activity Acct. Expenses	8/22/2019	7963
A WISH COME TRUE	Activity Acct. Expenses	8/29/2019	7964
Avila, Jeffrey A.	Officials	8/29/2019	7965
Bates, Bethanie A.	Officials	8/29/2019	7966
Castillo, Richard P.	Officials	8/29/2019	7967
Cheyenne Football Officials Association	Officials	8/29/2019	7968
Culligan of Scottsbluff	Activity Acct. Expenses	8/29/2019	7969
Lilletredt, Janice M.	Officials	8/29/2019	7970
Logoz LLC	Activity Acct. Expenses	8/29/2019	7971
Smith, Kathryn L.	Officials	8/29/2019	7972
Southeastern Career Apparel	Activity Acct. Expenses	8/29/2019	7973
VISA	Activity Acct. Expenses	8/30/2019	7974
VISA	Activity Acct. Expenses	8/30/2019	7975
VISA	Activity Acct. Expenses	8/30/2019	7976
VISA	Activity Acct. Expenses	8/30/2019	7977
VISA	Activity Acct. Expenses	8/30/2019	7978
Scottsbluff Public Schools	Gas & Oil	8/2/2019	202145
VISA	Prof Devel	8/2/2019	202146
VISA	Supplies	8/6/2019	202147
Charter Communications	Internet Service	8/8/2019	202148
Petty Cash-Business Office	Other Expenses	8/8/2019	202149
University of Nebraska - Lincoln	Supplies	8/8/2019	202150
HOLCOMB, CINDY	Contracted Services/Repairs	8/12/2019	202151
Verizon Wireless	Telephone	8/12/2019	202152
Lincoln Marriott Cornhusker	Prof Devel	8/14/2019	202153
WEX BANK	Gas & Oil	8/14/2019	202154
Re-Nu Upholstery, James Castillo	Contracted Services/Repairs	8/15/2019	202155
Black Hills Energy	Natural Gas Services	8/29/2019	202156
CAPITAL BUSINESS SYSTEMS, INC.-TEXAS	Copier Costs	8/29/2019	202157
Clement Construction LLC	Contracted Services/Repairs	8/29/2019	202158
Gering Courier	Dues & Fees	8/29/2019	202159
RIVERSIDE DISCOVERY CENTER	Contracted Pupil Trans	8/29/2019	202160
Star-Herald	Periodicals	8/29/2019	202161
Stone Leaf Pottery Inc.	Supplies	8/29/2019	202162
VISA	Prof Devel	8/30/2019	202163
VISA	Tires & Parts	8/30/2019	202164
VISA	Supplies	8/30/2019	202165
VISA	District Stock	8/30/2019	202166
VISA	Prof Devel	8/30/2019	202167

VISA	Supplies	8/30/2019	202168
VISA	Science Materials	8/30/2019	202169
VISA	Supplies	8/30/2019	202170
VISA	Gas & Oil	8/30/2019	202171
VISA	Gas & Oil	8/30/2019	202172
VISA	Supplies	8/30/2019	202173
101.7 The Trail	Pupil Services	8/31/2019	202174
21st Century Equipment, LLC	Supplies	8/31/2019	202175
AC Electric Motor Service, LLC	Supplies	8/31/2019	202176
Barker, Pam	Prof Devel	8/31/2019	202177
Blick Art Materials	Supplies	8/31/2019	202178
Bluffs Physical Therapy	Other Agencies	8/31/2019	202179
Bluffs Sanitary Supply, Inc.	Supplies	8/31/2019	202180
CANNON SPORTS, INC.	Supplies	8/31/2019	202181
CDW GOVERNMENT, INC.	Supplies	8/31/2019	202182
City Of Gering	Supplies	8/31/2019	202183
Computers Etc. LLC	Supplies	8/31/2019	202184
Connell, Jamie	Mileage Reimbursement	8/31/2019	202185
Culligan of Scottsbluff	Supplies	8/31/2019	202186
DAS State Accounting - Central Finance	Internet Service	8/31/2019	202187
Decker Equipment	Supplies	8/31/2019	202188
Don Schmidt Carpet, Inc.	Supplies	8/31/2019	202189
E-470 Public Highway Authority	Prof Devel	8/31/2019	202190
Egan Supply Co.	Supplies	8/31/2019	202191
Esu #13 _5760	Distance Learning-ESU	8/31/2019	202192
ESU COODINATING COUNCIL	Periodicals	8/31/2019	202193
Fastenal Company	District Stock	8/31/2019	202194
Flinn Scientific	Supplies	8/31/2019	202195
Follett School Solutions, Inc.	Contracted Services/Repairs	8/31/2019	202196
Frank Parts Company	Tires & Parts	8/31/2019	202197
Gardner Technologies	Contracted Services/Repairs	8/31/2019	202198
Gering Civic Center	Prof Devel	8/31/2019	202199
Gering Courier	Advertising & Printing	8/31/2019	202200
GNS	Dues & Fees	8/31/2019	202201
Grease N Go	Gas & Oil	8/31/2019	202202
Hastings, Bob	Prof Devel	8/31/2019	202203
Hi Performance Car Wash-Blt, Inc.	District Stock	8/31/2019	202204
Hiatt, Lindy	Other Expenses	8/31/2019	202205
Hillyard/Sioux Falls	District Stock	8/31/2019	202206
Hinrichs, Warren	Supplies	8/31/2019	202207
Independent Plumbing & Heating	District Stock	8/31/2019	202208
Innovations Associates LlC	District Stock	8/31/2019	202209
Innovative Office Solutions	Supplies	8/31/2019	202210
Intralinks, Inc.	Contracted Services/Repairs	8/31/2019	202211
J & J Floors, LLC	Supplies	8/31/2019	202212
Jirdon Agri Chemicals	Supplies	8/31/2019	202213
Johnson Cashway _8920	Supplies	8/31/2019	202214

KSB School Law	Legal Services	8/31/2019	202215
Lang, Nicholle	Prof Devel	8/31/2019	202216
Lincoln Marriott Cornhusker	Prof Devel	8/31/2019	202217
Linweld	Supplies	8/31/2019	202218
Logoz LLC	Advertising & Printing	8/31/2019	202219
Lrp Publications	Periodicals	8/31/2019	202220
Mail Finance	Contracted Services/Repairs	8/31/2019	202221
Martin, Terri	Other Expenses	8/31/2019	202222
Menards	Supplies	8/31/2019	202223
Midwest Connect, LLC	District Stock	8/31/2019	202224
Mitlehner, Stacey	Mileage Reimbursement	8/31/2019	202225
Money Wise Office Supply	District Stock	8/31/2019	202226
Moravek, Michael	Mileage Reimbursement	8/31/2019	202227
Morris, Angela	Supplies	8/31/2019	202228
NASB	Prof Devel	8/31/2019	202229
National Art & School Supplies	District Stock	8/31/2019	202230
NCSA	Other Expenses	8/31/2019	202231
NetFAcilities, Inc.	Contracted Services/Repairs	8/31/2019	202232
Pitsco	Supplies	8/31/2019	202233
PowerSchool	Contracted Services/Repairs	8/31/2019	202234
Print Broker	District Stock	8/31/2019	202235
Print Express	Supplies	8/31/2019	202236
Prokop, Natalie	Prof Devel	8/31/2019	202237
Propp, Carol	Other Expenses	8/31/2019	202238
Protex Central	Supplies	8/31/2019	202239
Pyramid Paper Company	Supplies	8/31/2019	202240
RAPIDS	Supplies	8/31/2019	202241
Reinmuth, Justin	Prof Devel	8/31/2019	202242
Robinson Electric, Inc.	Supplies	8/31/2019	202243
S & S Worldwide	District Stock	8/31/2019	202244
S&S Arts & Crafts S&S Worldwide	Supplies	8/31/2019	202245
Safelite Fulfillment, Inc.	Bus Repair & Maintenance	8/31/2019	202246
Sandberg Implement, Inc.	Tires & Parts	8/31/2019	202247
Schanaman, Riley	Fines	8/31/2019	202248
Schank Roofing Service	Supplies	8/31/2019	202249
Scholastic Inc Teacher Customer Service	Periodicals	8/31/2019	202250
School Datebooks	Consumable Materials	8/31/2019	202251
School Specialty	Supplies	8/31/2019	202252
Seiler, Shawn	Prof Devel	8/31/2019	202253
Sherwin-Williams Company	Supplies	8/31/2019	202254
Simply Clean	Supplies	8/31/2019	202255
Smith, Vicki L.	Supplies	8/31/2019	202256
Snell Services, Inc.	Supplies	8/31/2019	202257
Staples Advantage	Supplies	8/31/2019	202258
Star-Herald	Advertising & Printing	8/31/2019	202259
Teaching Strategies, Inc.	Supplies	8/31/2019	202260
Troxell Communications, Inc.	Furniture and Equipment	8/31/2019	202261

Value Up Inc.	Other Expenses	8/31/2019	202262
Vex Robotics	Supplies	8/31/2019	202263
Vohland, Angie	Supplies	8/31/2019	202264
Western NE Community College	Tuition-Other Agencies	8/31/2019	202265
Wilson, Ashlee	Mileage Reimbursement	8/31/2019	202266
Winsupply Scottsbluff Ne Co	District Stock	8/31/2019	202267
WPCI	Contracted Services/Repairs	8/31/2019	202268

Amount	Fund
\$26,070.00	02
\$10,436.80	08
\$3,900.00	08
\$31,000.00	08
\$13,568.95	08
\$636.20	08
\$1,650.00	08
\$1,035,528.26	08
\$16,342.62	08
\$13,050.00	08
\$10,275.00	08
\$22,688.00	08
\$20,320.00	08
\$3,600.00	08
\$398.35	05
\$2,958.93	05
\$4,766.60	05
\$300.00	05
\$1,015.00	05
\$188.00	05
\$36.00	05
\$46.00	05
\$46.00	05
\$511.06	05
\$587.00	05
\$46.00	05
\$205.40	05
\$414.00	05
\$46.00	05
\$1,666.67	05
\$800.00	05
\$179.97	05
\$46.00	05
\$500.00	05
\$46.00	05
\$2,750.00	05
\$1,500.00	05
\$500.00	05
\$375.00	05
\$648.00	05
\$742.00	05
\$16.00	05
\$1,720.00	05
\$499.00	05
\$1,000.00	05
\$79.88	05

\$5,128.81 05  
\$100.00 05  
\$50.00 05  
\$5,868.00 05  
\$655.00 05  
\$93.55 05  
\$50.00 05  
\$50.00 05  
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\$721.86 05  
\$145.00 05  
\$265.00 05  
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\$500.00 05  
\$30.00 05  
\$167.50 05  
\$395.00 05  
\$167.50 05  
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\$1,585.16 05  
\$3,326.91 05  
\$120.00 05  
\$758.04 05  
\$2,711.75 05  
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\$5,169.74 01  
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\$120.00 01  
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\$238.00 01  
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\$39.50 01  
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\$141.86 01  
\$102.72 01  
\$8.05 01

\$9.60 01  
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\$66.19 01  
\$100.03 01  
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\$200.00 01  
\$44.33 01  
\$372.77 01  
\$32.00 01  
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\$24.50 01  
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\$47.07 01  
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\$516.00 01  
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\$332.22 01

\$5,000.00 01  
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\$4,228.50 01  
    \$35.26 01  
    \$326.89 01  
    \$364.00 01

**POLICY 612.1  
GERING PUBLIC SCHOOLS  
GERING, NE**

**FREE APPROPRIATE PUBLIC EDUCATION**

The district ensures that a free appropriate public education is available to all children with disabilities residing in the district ~~from the date~~ of verification through the school year in which the student reaches 21 years of age or has graduated with a regular high school diploma, including children with disabilities who have been suspended or expelled.

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Cross Reference: Rule 51, [Rule 52](#)

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: [8/27/19](#)

Revised: [9/16/19](#)

**POLICY 612.2  
GERING PUBLIC SCHOOLS  
GERING, NE**

**FULL EDUCATIONAL OPPORTUNITY GOAL**

The district has a goal of ~~providing full~~ educational opportunity to all children with disabilities residing in the district ~~from the date~~ of verification through the school year in which the student reaches 21 years of age or has graduated with a regular high school diploma, including children ~~with disabilities~~ who have been suspended or expelled.

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**Deleted:** from date

**Deleted:** of disabilities

Cross Reference: Rule 51, [Rule 52](#)

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: [8/27/19](#)

Revised: [9/16/19](#)

**POLICY 612.3**

**POLICY 612.3  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CHILDFIND**

All children with disabilities residing in the district, including children with disabilities who are homeless children or wards of the state and children with disabilities attending nonpublic schools, regardless of the severity of their disabilities, and who are in need of special education and related services, are identified, located, and evaluated. A practical method is developed and implemented to determine which children with disabilities are currently receiving needed special education and related services.

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Cross Reference: Rule 51, Rule 52

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: 8/27/19

Revised: 9/16/19

**POLICY 612.4  
GERING PUBLIC SCHOOLS  
GERING, NE**

**EVALUATION PROCEDURES**

The district ensures that children with disabilities are evaluated in accordance with 92 NAC 51-006 & 52-006. Procedures to ensure that testing and evaluation materials and procedures utilized for the purposes of evaluation and placement and children with disabilities will be selected and administered so as not to be racially or culturally discriminatory. Such materials or procedures shall be provided and administered in the child's native language or mode of communication, unless it is clearly not feasible to do so, and no single procedure shall be the sole criterion for determining an appropriate educational program for a child.

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Cross Reference: Rule 51, Rule 52

NDE Document "Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA" shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: 8/27/19

Revised: 9/16/19

**POLICY 612.5  
GERING PUBLIC SCHOOLS  
GERING, NE**

INDIVIDUALIZED EDUCATION PROGRAM AND FAMILY SERVICES PLAN

The district ensures that an Individualized Education Program (IEP), or an Individualized Family Service Plan (IFSP) is developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007 & 52-007.

Cross Reference: Rule 51, Rule 52

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: 8/27/19

Revised: 9/16/19

**POLICY 612.6**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**TRANSITION OF CHILDREN FROM PART C TO PRESCHOOL PROGRAMS**

The district ensures that children participating in early intervention programs under Part C of IDEA and who will participate in preschool programs assisted under Part B experience a smooth and effective transition to those preschool programs in a manner consistent with 92 NAC 51-007.16. By the third birthday of such a child, an individualized education program or an individualized family service plan has been developed and is being implemented for the child. The local educational agency will participate in transition planning conferences arranged by the designated lead agency.

Cross Reference: Rule 51, [Rule 52](#)

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: [8/27/19](#)

Revised: [9/16/19](#)

**POLICY 612.7**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**PARTICIPATION IN STATE AND DISTRICT WIDE ASSESSMENTS**

The district ensures that children with disabilities are included in all general state and district wide assessment programs, including assessments described under section 1111 of the Elementary and Secondary Education Act of 1965, with appropriate accommodations and alternate assessments where necessary and as indicated in their respective individualized education programs.

Cross Reference: Rule 51, [Rule 52](#)

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: [8/27/19](#)

Revised: [9/16/19](#)

**POLICY 612.8  
GERING PUBLIC SCHOOLS  
GERING, NE**

**LEAST RESTRICTIVE ENVIRONMENT**

To the maximum extent appropriate, children with disabilities, including children in public and nonpublic institutions or other care facilities, are educated with children who are not disabled. Special classes, separate schooling, or other removal of children with disabilities from the regular education environment occurs only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.

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Cross Reference: Rule 51, Rule 52

NDE Document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at: <http://www.education.ne.gov/sped/regulations.html>.

Approved: 4/15/13

Reviewed: 8/27/19

Revised: 9/16/19

**POLICY 407.7**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

NEGOTIATIONS

Certificated employees of the district shall have the right to form, join and participate in the activities of organizations of their choosing for the purpose of representation of all matters of employment relations, but no certificated employee shall be compelled to join such an organization. **Boards may enter into collective bargaining agreements for periods not to exceed four years.**

The following timelines shall be in effect for the annual negotiations process preceding the contract year in question:

1. On or before September 1 the certificated and instructional employees' collective bargaining agent shall request recognition as bargaining agent.
2. The governing board shall respond to such request not later than October 1.
3. On or before November 1 negotiations shall begin.
4. On or before February 8 if an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission unless the parties mutually agree in writing to forgo mandatory mediation or fact finding.
5. On or before March 25 or within twenty-five days after the certification of the amounts to be distributed to each local system and each school district, whichever occurs last in time, negotiations, mediation, and fact finding shall end.
6. If an agreement has not been achieved on or before the date in item 5 above, either party may, within fourteen days after such date, file a petition with the commission to resolve the dispute.
7. The commission shall render a decision on or before September 15.

There shall be no fewer than four negotiations meetings between the certificated and instructional employees' collective bargaining agent and the governing board's bargaining agent prior to mediation, unless the parties agree to a new negotiated agreement. Either party may seek a bargaining order as provided in statute at any stage in the negotiations.

In seeking a bargaining order, the commission shall provide the parties with the names of five individuals qualified to serve as the resolution officer. If the parties cannot agree on an individual, each party shall alternately strike names, with the remaining individual serving as the resolution officer.

The resolution officer may:

1. determine whether the issues are ready for hearing and settlement;
2. identify for resolution terms and conditions of employment that are in dispute and which were negotiated in good faith but upon which no agreement was reached;
3. accept terms and conditions;

4. schedule hearings;
5. prescribe rules of conduct for conferences;
6. order additional mediation if necessary;
7. take any other action which may aid in resolution of the dispute; and
8. consult with an interested outside party only with the concurrence of all parties.

The resolution officer shall choose the most reasonable final offer on each issue in dispute. If either party is dissatisfied with the resolution officer's decision, it shall have the right to file an action with the commission seeking a determination of terms and conditions of employment. The commission shall resolve, as provided by statute, all of the issues identified by either party and which were recognized by the resolution officer as a dispute. If parties have not filed with the commission by the latter of March 25 or within twenty-five days after the certification of school funds, the decision of the resolution officer shall be deemed final and binding.

Legal Reference: Neb. Statute 48-811, 816, and 818

Cross Reference: 201.01 Board Powers and Responsibilities

Approved 10/15/12 Reviewed 10/24/16, 8/5/19 Revised 11/21/16, 8/19/19

**POLICY 203.6**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**BOARD COMMITTEES**

Committees will be appointed by the president of the board. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action. Committee action is considered to be advisory only. Each committee will have a chairperson appointed by the president. **In addition to appointing the three members to the Committee on American Civics at the annual board organizational meeting in January for one year, the board may wish to appoint additional committees on topics such as:**

1. curriculum, instruction and assessment,
2. personnel,
3. facilities,
4. finance,
5. negotiations, and
6. policy.

The Committee on American Civics shall:

1. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
2. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
3. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted by the Nebraska Department of Education and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
4. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
5. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
6. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted by the Nebraska Department of Education;
7. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - a. naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or

- b. Attendance or participation between the beginning of eighth grade and completion of twelfth grade in a meeting of a public body which is a subdivision of the state and not a subcommittee of that body, followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to that attendance or participation; or
  - c. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by either George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, or Thanksgiving Day or on a topic related to such person or persons or event; and
8. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

The committees are appointed within one month of the annual board organizational meeting.

Legal Reference: Neb. Statute 79-724

Cross Reference: 201.1 Board Powers and Responsibilities  
604.11 Citizenship

Approved 1/20/03

Reviewed 1/27/15, 8/5/19 Revised 2/16/1 8/19/19

**POLICY 502.1**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

RESIDENT STUDENTS

Children who are residents of the school district community will attend the school district without paying tuition. Students whose residency in the district ceases during a school year may continue attending school for the remainder of the school year without payment of tuition upon completion of option papers.

The residence of a student means the place, abode, or dwelling of the student. Generally, the legal dwelling of minors is the same as their parents. However, a student may establish a dwelling with someone other than the parents and attend a public school in the school district without paying tuition if the primary purpose for residing in the school district is not for the purpose of obtaining a free public education.

Any student who is a ward of the state or court, or who is residing in a residential setting in the district for reasons other than to receive an education shall be provided educational services in accordance with state statute 79-215 including such reimbursement to the district as may be due under the statute.

Children of military families may enroll preliminarily in the district if a parent presents evidence of military orders that the military family will be stationed in this state during the current or following school year. A student of a military family shall be admitted to the school district without charge upon arrival in Nebraska. When any person is on active duty as a member of the United States Army, Navy, Marine Corps, or Air Force in the State of Nebraska and is residing on federally owned property, any child of school age of that active duty member who also resides on that property shall be considered a resident of the school district where that property is located in accordance with the statutes. This also applies to children of parents employed by the federal government and residing with their parents on the property of national parks or national monuments within this state.

Each case involving the determination of residence of a student will be decided upon its individual merits by the school board. Payment of tuition will not be required in cases where the student would otherwise be denied free common school privileges. The burden of proof as to legal residence shall rest with the person claiming legal residence in the district. The superintendent or designee shall determine the specific documents required for collecting enrollment, admission, and related information needed for any student to attend and they may be provided through electronic means or other means specified by the Nebraska Department of Education.

Legal Reference:                      Neb. Statute 79-215

Cross Reference:            101    District Organization and Basic Commitments  
                                     503    Student Attendance  
                                     801    Transportation

Approved    05/17/10        Reviewed 3/6/17, 8/5/19        Revised   4/17/17, 8/19/19

**POLICY 203.6**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**BOARD COMMITTEES**

Committees will be appointed by the president of the board. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action. Committee action is considered to be advisory only. Each committee will have a chairperson appointed by the president. **In addition to appointing the three members to the Committee on American Civics at the annual board organizational meeting in January for one year, the board may wish to appoint additional committees on topics such as:**

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The Committee on American Civics shall:

1. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
2. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
3. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted by the Nebraska Department of Education and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
4. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
5. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
6. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted by the Nebraska Department of Education;
7. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - a. naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or

- b. Attendance or participation between the beginning of eighth grade and completion of twelfth grade in a meeting of a public body which is a subdivision of the state and not a subcommittee of that body, followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to that attendance or participation; or
  - c. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by either George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, or Thanksgiving Day or on a topic related to such person or persons or event; and
8. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

The committees are appointed within one month of the annual board organizational meeting.

Legal Reference: Neb. Statute 79-724

Cross Reference: 201.1 Board Powers and Responsibilities  
604.11 Citizenship

Approved 1/20/03

Reviewed 1/27/15, 8/5/19 Revised 2/16/1 8/19/19

**POLICY 407.7**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

NEGOTIATIONS

Certificated employees of the district shall have the right to form, join and participate in the activities of organizations of their choosing for the purpose of representation of all matters of employment relations, but no certificated employee shall be compelled to join such an organization. **Boards may enter into collective bargaining agreements for periods not to exceed four years.**

The following timelines shall be in effect for the annual negotiations process preceding the contract year in question:

1. On or before September 1 the certificated and instructional employees' collective bargaining agent shall request recognition as bargaining agent.
2. The governing board shall respond to such request not later than October 1.
3. On or before November 1 negotiations shall begin.
4. On or before February 8 if an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission unless the parties mutually agree in writing to forgo mandatory mediation or fact finding.
5. On or before March 25 or within twenty-five days after the certification of the amounts to be distributed to each local system and each school district, whichever occurs last in time, negotiations, mediation, and fact finding shall end.
6. If an agreement has not been achieved on or before the date in item 5 above, either party may, within fourteen days after such date, file a petition with the commission to resolve the dispute.
7. The commission shall render a decision on or before September 15.

There shall be no fewer than four negotiations meetings between the certificated and instructional employees' collective bargaining agent and the governing board's bargaining agent prior to mediation, unless the parties agree to a new negotiated agreement. Either party may seek a bargaining order as provided in statute at any stage in the negotiations.

In seeking a bargaining order, the commission shall provide the parties with the names of five individuals qualified to serve as the resolution officer. If the parties cannot agree on an individual, each party shall alternately strike names, with the remaining individual serving as the resolution officer.

The resolution officer may:

1. determine whether the issues are ready for hearing and settlement;
2. identify for resolution terms and conditions of employment that are in dispute and which were negotiated in good faith but upon which no agreement was reached;
3. accept terms and conditions;

4. schedule hearings;
5. prescribe rules of conduct for conferences;
6. order additional mediation if necessary;
7. take any other action which may aid in resolution of the dispute; and
8. consult with an interested outside party only with the concurrence of all parties.

The resolution officer shall choose the most reasonable final offer on each issue in dispute. If either party is dissatisfied with the resolution officer's decision, it shall have the right to file an action with the commission seeking a determination of terms and conditions of employment. The commission shall resolve, as provided by statute, all of the issues identified by either party and which were recognized by the resolution officer as a dispute. If parties have not filed with the commission by the latter of March 25 or within twenty-five days after the certification of school funds, the decision of the resolution officer shall be deemed final and binding.

Legal Reference: Neb. Statute 48-811, 816, and 818

Cross Reference: 201.01 Board Powers and Responsibilities

Approved 10/15/12 Reviewed 10/24/16, 8/5/19 Revised 11/21/16, 8/19/19

**POLICY 502.1**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

RESIDENT STUDENTS

Children who are residents of the school district community will attend the school district without paying tuition. Students whose residency in the district ceases during a school year may continue attending school for the remainder of the school year without payment of tuition upon completion of option papers.

The residence of a student means the place, abode, or dwelling of the student. Generally, the legal dwelling of minors is the same as their parents. However, a student may establish a dwelling with someone other than the parents and attend a public school in the school district without paying tuition if the primary purpose for residing in the school district is not for the purpose of obtaining a free public education.

Any student who is a ward of the state or court, or who is residing in a residential setting in the district for reasons other than to receive an education shall be provided educational services in accordance with state statute 79-215 including such reimbursement to the district as may be due under the statute.

Children of military families may enroll preliminarily in the district if a parent presents evidence of military orders that the military family will be stationed in this state during the current or following school year. A student of a military family shall be admitted to the school district without charge upon arrival in Nebraska. When any person is on active duty as a member of the United States Army, Navy, Marine Corps, or Air Force in the State of Nebraska and is residing on federally owned property, any child of school age of that active duty member who also resides on that property shall be considered a resident of the school district where that property is located in accordance with the statutes. This also applies to children of parents employed by the federal government and residing with their parents on the property of national parks or national monuments within this state.

Each case involving the determination of residence of a student will be decided upon its individual merits by the school board. Payment of tuition will not be required in cases where the student would otherwise be denied free common school privileges. The burden of proof as to legal residence shall rest with the person claiming legal residence in the district. The superintendent or designee shall determine the specific documents required for collecting enrollment, admission, and related information needed for any student to attend and they may be provided through electronic means or other means specified by the Nebraska Department of Education.

Legal Reference:                      Neb. Statute 79-215

Cross Reference:            101    District Organization and Basic Commitments  
                                     503    Student Attendance  
                                     801    Transportation

Approved    05/17/10        Reviewed 3/6/17, 8/5/19        Revised   4/17/17, 8/19/19

**POLICY 507.2**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

STUDENT DIRECTORY INFORMATION

Student directory ~~information is designed for use internally within the school district. Directory information shall be defined in the annual notice. It may include the student's name, participation in officially recognized activities and sports, weight and height of members of athletic teams, honors and awards received, photograph and other likeness, and other similar information. It may include the student's name, address, telephone number, date and place of birth, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, honors and awards received, dates of attendance at this district, the most recent previous educational agency or institution attended by the student, photograph and other likeness, and other similar information.~~

Prior to developing a student directory or to giving general information to the public, parents will be given notice annually of the intent to develop a directory or to give out general information and ~~can submit a written request for have the exclusion opportunity to deny the inclusion~~ of their child's information ~~from in~~ the directory or in the general information about the students.

The district is required to supply class lists including name, address and phone number to college and military recruiters upon their request. ~~Military recruiters will also be provided the same access to a student in a high school grade as is provided to postsecondary educational institutions or to prospective employers of such students. The parents will also have the opportunity to deny the inclusion of their child's information in class lists requested by college or military recruiters.~~

~~A parent or guardian of a student in a high school grade may submit a written request to the district that the name, address and phone number for that student shall not be released without prior written consent of the parent or guardian. Upon receiving this request, a district shall not release that information without the prior written consent of the parent or guardian. Within thirty days prior to or following the beginning of each school year and, for a new student who enrolls after the beginning of a school year, within thirty days following such enrollment, the district shall notify the parents and guardians of each student in the high school of the option to opt out of directory information release.~~

~~When a student reaches eighteen years of age, the permission given to the parents or guardians to opt out of the information release shall only be given to the student. Within thirty days prior to or following the beginning of each school year and, for a new student who enrolls after the beginning of a school year, within thirty days following such enrollment, the district shall notify each student who is at least eighteen years of age or who will reach eighteen years of age during the school year of the option to opt out of the information release and that any such request made previously by a parent or guardian for the student expires upon the student reaching eighteen years of age.~~

It shall be the responsibility of the superintendent to provide notice and to determine the method of notice that will inform parents. **Nothing in this policy shall limit the applicability of federal FERPA laws.**

Legal Reference:           20 U.S.C. § 1232g (1994).  
                                  34 C.F.R. Pt. 99, 300.560 .574 (1996).

Cross Reference:         506    Student Activities  
                                  507    Student Records  
                                  1003   Public Examination of District Records

Approved 05/17/10        Reviewed 1/22/18, **8/5/19**   Revised **8/19/19**

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

**CITIZENSHIP**

It is important that students develop a knowledge of our nation's history, government, geography, and economic system. The social studies courses shall include and adequately stress contributions of all ethnic groups to:

1. The development and growth of America into a great nation;
2. Art, music, education, medicine, literature, science, politics, and government; and
3. The military in all this nation's wars.

All grades below the sixth grade shall devote at least one hour per week to exercises or teaching periods for the following purpose:

1. The discussion of noteworthy events pertaining to American history or the exceptional acts of individuals and groups of Americans;
2. The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;
3. The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and
4. Instruction as to proper conduct in the presentation of the American flag.

In at least two of the three grades from the fifth-grade to eighth-grade time shall be set aside for the teaching of American history from the social studies curriculum, which shall give students the opportunity to:

1. Become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for both the Constitution of the United States and the Constitution of Nebraska; and
2. Prepare to preserve, protect, and defend freedom and democracy in our nation and our world.

In at least two high school courses time shall be devoted to the teaching of civics and American history as outlined in the social studies standards adopted by the Nebraska Department of Education, in which specific attention shall be given to the following matters:

1. The Declaration of Independence, the United States Constitution, the Constitution of Nebraska, and the structure and function of local government in this state;
2. The benefits and advantages of representative government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and communism;
3. The duties of citizenship, which include active participation in the improvement of a citizen's community, state, country, and world, and the value and practice of civil discourse between opposing interests; and

4. The application of knowledge in civics, history, economics, financial literacy, and geography to address societal issues.

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

Neglect by any employee in carrying out these instructions may be considered a cause for dismissal.

Legal Reference: Nebraska Statute 79-724

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

~~Being a citizen of the country, state, and the school 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 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 community. As part of this learning opportunity students shall be instructed in the elements of citizenship; the role citizens play in their country, state and school 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, 8/5/19 Revised 12/17/18, 8/19/19

**POLICY 702.3**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**BUDGET ADOPTION PROCESS**

Members of the school district community shall have an opportunity to review and comment on the proposed budget at a public hearing before the adoption of the proposed budget by the Board. The public shall be apprised of the proposed budget for the school district by its publication in the newspaper of record at least 5 days prior to the hearing.

The certified taxable valuation under section 13-509 for the prior year, the certified taxable valuation under section 13-509 for the current year, and the percentage increase or decrease in such valuations from the prior year to the current year; the dollar amount of the prior year's tax request and the property tax rate that was necessary to fund that tax request; the property tax rate that would be necessary to fund last year's tax request if applied to the current year's valuation; the proposed dollar amount of the tax request for the current year and the property tax rate that will be necessary to fund that tax request; the percentage increase or decrease in the property tax rate from the prior year to the current year; and the percentage increase or decrease in the total operating budget from the prior year to the current year.

The board's budget resolution setting its property tax request shall include the following information:

1. The name of the district;
2. The amount of the property tax request;
3. The following statements:
  - a. The total assessed value of property differs from last year's total assessed value by \_\_\_\_ percent;
  - b. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$ \_\_\_\_ per \$100 of assessed value;
  - c. The district proposes to adopt a property tax request that will cause its tax rate to be \$ \_\_\_\_ per \$100 of assessed value; and
  - d. Based on the proposed property tax request and changes in other revenue, the total operating budget of the district will exceed last year's by \_\_\_\_ percent; and
2. The record vote of the board in passing such resolution or ordinance.

After the public hearing on the budget and any modifications of the budget deemed necessary as a result of that hearing, the board will approve the proper resolutions to adopt and appropriate the budget.

The superintendent or designee will ensure all necessary documentation is submitted to the county auditor as required by statute.

Legal Reference:      Neb. Statute 13-506

Approved 11/17/03 Reviewed 6/29/11, 8/5/19 Revised 7/18/11, 8/19/19

**POLICY 706.1**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**PURCHASING PROCEDURES**

The Board recognizes the importance of a sound fiscal management program and expects the district to maintain an efficient and consistent procedure in purchasing materials and services for the school district.

All purchasing for the district will adhere to an approved purchase process that clearly establishes the contractual arrangement between the supplier and the school district.

Requests for equipment, materials, books, supplies, reimbursement claims and subsidiary accounts shall be made through the principal to the superintendent. No payment of a bill will be made without proper purchase documentation. **The board may enter into multi-year contracts for periods not to exceed seven years, for the provision of utility services, refuse disposal, transportation services, maintenance services, financial services, insurance, security services, and instructional materials, supplies, and equipment.**

The superintendent shall have the authority to authorize purchases without competitive bids for goods and services costing under \$10,000.00 without prior Board approval. **When practical to do so, the superintendent or designee shall request competitive bids** for goods and services to ensure the best use of the district's financial resources. Competitive sealed bids are **required in many instances** for construction, remodeling or repair of school-owned buildings or site improvements that cost \$100,000 or more.

**When obtaining competitive bids, the purchase will be made from the lowest responsible bidder based upon the total cost considerations including, but not limited to, the cost of the goods and services being purchased, availability of service and/or repair, delivery date, the targeted small business procurement goal and other factors deemed relevant by the board.**

**The district will follow NDE guidelines and applicable state statutes for any purchases made through the Nebraska Department of Administrative Services.**

Legal Reference:      Neb. Statute 73-106  
                              Neb. Statute 79-515  
                              Neb. Statute 79-10, 104

Approved 11/17/03    Reviewed 6/29/11, **8/5/19**    Revised 7/18/11, **8/19/19**

**POLICY 801.4**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**VEHICLE SAFETY PROGRAM**

The superintendent or his designee shall direct the preparation of a Safe Pupil Transportation Plan that, at a minimum, shall address weapons, pupil behavior, terroristic threats, severe weather, hazardous materials, medical emergencies, and driver/passenger procedures in the event of mechanical breakdowns of the vehicle, and driver procedures in the vent that the drop-off location is uncertain or appears unsafe to leave students. The plan shall also address general guidelines for the functional capacity of a pupil transportation driver and a process to confirm a driver's ability to conduct daily tasks and emergency evacuations..

The superintendent or his designee shall plan and implement a safety-training program for school vehicle drivers and vehicle passengers. The superintendent or his designee shall monitor the scheduling of in-service and educational opportunities for transportation personnel to improve their awareness and skills regarding school vehicle safety. School vehicle drivers shall attend local workshops and all in-service meetings.

Administrative rules and regulations shall be adopted to govern the safe operation of school vehicles. Students violating these regulations may have their riding privileges revoked or suspended. Parents will be responsible for damage done to transportation vehicles or equipment by their children.

The school district shall conduct school vehicle safe riding practices instruction and emergency safety drills at least twice a year for students who utilize school district transportation. The emergency evacuation drill procedures should be conducted according to guidelines established by the Nebraska Department of Education.

Each school vehicle shall have, in addition to the regular emergency safety drill, a plan for helping those students who require special assistance to safety during an emergency. This shall include, but not be limited to, students with disabilities.

School district vehicle drivers are required to participate in assigned safety training.

All transportation vehicles shall be acquired and maintained to meet or exceed NDE Minimum Equipment Standards for student transportation vehicles. The superintendent or his designee shall develop a systematic preventive maintenance program including daily, weekly, monthly, and annual schedules to insure vehicle safety and reliability. This will include a record keeping system for maintaining inspection reports along with procedures for filing reports and certifications to meet requirements of the Nebraska Department of Education.

Legal Reference:                   Neb. Statute 79-601 to 610  
Cross Reference:                 508.05 Emergency Plans and Drills

905 Safety Program  
District Safety Manual  
Reviewed 10/25/12

Revised 8/19/19

Approved 01/19/04

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

**CITIZENSHIP**

It is important that students develop a knowledge of our nation's history, government, geography, and economic system. The social studies courses shall include and adequately stress contributions of all ethnic groups to:

1. The development and growth of America into a great nation;
2. Art, music, education, medicine, literature, science, politics, and government; and
3. The military in all this nation's wars.

All grades below the sixth grade shall devote at least one hour per week to exercises or teaching periods for the following purpose:

1. The discussion of noteworthy events pertaining to American history or the exceptional acts of individuals and groups of Americans;
2. The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;
3. The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and
4. Instruction as to proper conduct in the presentation of the American flag.

In at least two of the three grades from the fifth-grade to eighth-grade time shall be set aside for the teaching of American history from the social studies curriculum, which shall give students the opportunity to:

1. Become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for both the Constitution of the United States and the Constitution of Nebraska; and
2. Prepare to preserve, protect, and defend freedom and democracy in our nation and our world.

In at least two high school courses time shall be devoted to the teaching of civics and American history as outlined in the social studies standards adopted by the Nebraska Department of Education, in which specific attention shall be given to the following matters:

1. The Declaration of Independence, the United States Constitution, the Constitution of Nebraska, and the structure and function of local government in this state;
2. The benefits and advantages of representative government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and communism;
3. The duties of citizenship, which include active participation in the improvement of a citizen's community, state, country, and world, and the value and practice of civil discourse between opposing interests; and

4. The application of knowledge in civics, history, economics, financial literacy, and geography to address societal issues.

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

Neglect by any employee in carrying out these instructions may be considered a cause for dismissal.

Legal Reference: Nebraska Statute 79-724

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

~~Being a citizen of the country, state, and the school 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 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 community. As part of this learning opportunity students shall be instructed in the elements of citizenship; the role citizens play in their country, state and school 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, 8/5/19 Revised 12/17/18, 8/19/19

**POLICY 702.3**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**BUDGET ADOPTION PROCESS**

Members of the school district community shall have an opportunity to review and comment on the proposed budget at a public hearing before the adoption of the proposed budget by the Board. The public shall be apprised of the proposed budget for the school district by its publication in the newspaper of record at least 5 days prior to the hearing.

The certified taxable valuation under section 13-509 for the prior year, the certified taxable valuation under section 13-509 for the current year, and the percentage increase or decrease in such valuations from the prior year to the current year; the dollar amount of the prior year's tax request and the property tax rate that was necessary to fund that tax request; the property tax rate that would be necessary to fund last year's tax request if applied to the current year's valuation; the proposed dollar amount of the tax request for the current year and the property tax rate that will be necessary to fund that tax request; the percentage increase or decrease in the property tax rate from the prior year to the current year; and the percentage increase or decrease in the total operating budget from the prior year to the current year.

The board's budget resolution setting its property tax request shall include the following information:

1. The name of the district;
2. The amount of the property tax request;
3. The following statements:
  - a. The total assessed value of property differs from last year's total assessed value by \_\_\_\_ percent;
  - b. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$ \_\_\_\_ per \$100 of assessed value;
  - c. The district proposes to adopt a property tax request that will cause its tax rate to be \$ \_\_\_\_ per \$100 of assessed value; and
  - d. Based on the proposed property tax request and changes in other revenue, the total operating budget of the district will exceed last year's by \_\_\_\_ percent; and
2. The record vote of the board in passing such resolution or ordinance.

After the public hearing on the budget and any modifications of the budget deemed necessary as a result of that hearing, the board will approve the proper resolutions to adopt and appropriate the budget.

The superintendent or designee will ensure all necessary documentation is submitted to the county auditor as required by statute.

Legal Reference:      Neb. Statute 13-506

Approved 11/17/03 Reviewed 6/29/11, 8/5/19 Revised 7/18/11, 8/19/19

**POLICY 706.1**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**PURCHASING PROCEDURES**

The Board recognizes the importance of a sound fiscal management program and expects the district to maintain an efficient and consistent procedure in purchasing materials and services for the school district.

All purchasing for the district will adhere to an approved purchase process that clearly establishes the contractual arrangement between the supplier and the school district.

Requests for equipment, materials, books, supplies, reimbursement claims and subsidiary accounts shall be made through the principal to the superintendent. No payment of a bill will be made without proper purchase documentation. **The board may enter into multi-year contracts for periods not to exceed seven years, for the provision of utility services, refuse disposal, transportation services, maintenance services, financial services, insurance, security services, and instructional materials, supplies, and equipment.**

The superintendent shall have the authority to authorize purchases without competitive bids for goods and services costing under \$10,000.00 without prior Board approval. **When practical to do so, the superintendent or designee shall request competitive bids** for goods and services to ensure the best use of the district's financial resources. Competitive sealed bids are **required in many instances** for construction, remodeling or repair of school-owned buildings or site improvements that cost \$100,000 or more.

**When obtaining competitive bids, the purchase will be made from the lowest responsible bidder based upon the total cost considerations including, but not limited to, the cost of the goods and services being purchased, availability of service and/or repair, delivery date, the targeted small business procurement goal and other factors deemed relevant by the board.**

**The district will follow NDE guidelines and applicable state statutes for any purchases made through the Nebraska Department of Administrative Services.**

Legal Reference:     Neb. Statute 73-106  
                          Neb. Statute 79-515  
                          Neb. Statute 79-10, 104

Approved 11/17/03   Reviewed 6/29/11, **8/5/19**   Revised 7/18/11, **8/19/19**

**POLICY 801.4**  
**GERING PUBLIC SCHOOLS**  
**GERING, NE**

**VEHICLE SAFETY PROGRAM**

The superintendent or his designee shall direct the preparation of a Safe Pupil Transportation Plan that, at a minimum, shall address weapons, pupil behavior, terroristic threats, severe weather, hazardous materials, medical emergencies, and driver/passenger procedures in the event of mechanical breakdowns of the vehicle, and driver procedures in the vent that the drop-off location is uncertain or appears unsafe to leave students. The plan shall also address general guidelines for the functional capacity of a pupil transportation driver and a process to confirm a driver's ability to conduct daily tasks and emergency evacuations..

The superintendent or his designee shall plan and implement a safety-training program for school vehicle drivers and vehicle passengers. The superintendent or his designee shall monitor the scheduling of in-service and educational opportunities for transportation personnel to improve their awareness and skills regarding school vehicle safety. School vehicle drivers shall attend local workshops and all in-service meetings.

Administrative rules and regulations shall be adopted to govern the safe operation of school vehicles. Students violating these regulations may have their riding privileges revoked or suspended. Parents will be responsible for damage done to transportation vehicles or equipment by their children.

The school district shall conduct school vehicle safe riding practices instruction and emergency safety drills at least twice a year for students who utilize school district transportation. The emergency evacuation drill procedures should be conducted according to guidelines established by the Nebraska Department of Education.

Each school vehicle shall have, in addition to the regular emergency safety drill, a plan for helping those students who require special assistance to safety during an emergency. This shall include, but not be limited to, students with disabilities.

School district vehicle drivers are required to participate in assigned safety training.

All transportation vehicles shall be acquired and maintained to meet or exceed NDE Minimum Equipment Standards for student transportation vehicles. The superintendent or his designee shall develop a systematic preventive maintenance program including daily, weekly, monthly, and annual schedules to insure vehicle safety and reliability. This will include a record keeping system for maintaining inspection reports along with procedures for filing reports and certifications to meet requirements of the Nebraska Department of Education.

Legal Reference:                   Neb. Statute 79-601 to 610  
Cross Reference:                 508.05 Emergency Plans and Drills

905 Safety Program  
District Safety Manual  
Reviewed 10/25/12

Revised 8/19/19

Approved 01/19/04

# MEMO

**TO:** Bob Hastings

**FROM:** Rocky Schneider

**CC:** Gering Board of Education

**DATE:** 8/26/19

**RE:** Delisha Neal's Early Graduation Request

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I am writing this memo to request support for my decision to grant Delisha Neal's request to graduate early. The reasons to support this request is as follows:

1. Delisha is a senior at Gering High School that has a schedule that will allow her to earn all her credits necessary for graduation this semester.
2. Policy 611.8 regarding Early Graduation was followed:
  - a. Delisha Neal wrote a letter that expressed her intent to graduate early dated 8/25/19.
  - b. Barbara Franco, Delisha's Mom, wrote a letter in support of her daughter's decision to graduate early dated 8/25/19.
3. Not allowing Delisha to graduate early may jeopardize her chances to graduate.

**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 AUGUST 31, 2019  
TRIAL BALANCE SUMMARY- YEAR-TO-DATE

		target \$650K	target \$750						
	GENERAL	BUILDING	DEPREC'N	FEE	QUALIFIED CAPITAL	EMPL BEN	ACTIVITY	CAFETERIA	BOND
9/1/2018	\$3,261,330.84	\$20,505,316.28	\$567,594.79	\$7,525.64	\$162,828.61	\$13,254.71	\$110,914.46	\$128,834.65	\$844,835.22
CD Deposit									
+ YTD RECPTS	\$20,153,513.40	\$142,951.79	\$9,788.23	\$7,659.10	\$38.98	\$2.94	\$397,030.30	\$760,409.43	\$1,881,600.33
+ RECPT ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= AVAILABLE FUNDS	\$23,414,844.24	\$20,648,268.07	\$577,383.02	\$15,184.74	\$162,867.59	\$13,257.65	\$507,944.76	\$889,244.08	\$2,726,435.55
- YTD EXPENSE	\$20,789,768.33	\$17,456,809.31	\$0.00	\$0.00	\$13,046.00	\$1,885.88	\$488,418.61	\$807,212.03	\$1,699,542.28
- EXPENSE ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= RECEIPT-EXP BALANCES	\$2,625,075.91	\$3,191,458.76	\$577,383.02	\$15,184.74	\$149,821.59	\$11,371.77	\$19,526.15	\$82,032.05	\$1,026,893.27

IMPREST	\$0.00								
PAYROLL	-\$189,426.57								
CASH AT COUNTY	\$2,274,501.29								\$192,662.46
+ REGULAR CHECKING	\$44,413.03			\$15,184.74		\$11,371.77	\$19,526.15	\$82,032.05	\$686,102.42
+ MMA ACCOUNT	\$682,858.87	\$ 4,362,246.57	\$120,452.61		\$149,821.59		\$0.00	\$0.00	\$148,218.39
+ IMPREST SUSPENSE	\$0.00								
+ DUE TO BUILDING									
+ DUE FROM BOND									
CD'S + or -			\$456,930.41				\$0.00		
A/R or (A/P)	(\$187,270.71)								
= FUND BALANCES	\$2,625,075.91	\$4,362,246.57	\$577,383.02	\$15,184.74	\$149,821.59	\$11,371.77	\$19,526.15	\$82,032.05	\$1,026,983.27

THE MONTH ENDING AUGUST 31, 2019  
TRIAL BALANCE SUMMARY

target \$650K                      target \$750k

	GENERAL	BUILDING	DEPREC'N	FEE	QUALIFIED CAPITAL	EMPL BEN	ACTIVITY	CAFETERIA	BOND
08/01/2019 Balance	\$3,802,658.12	\$4,367,322.97	\$577,314.70	\$15,171.21	\$149,819.52	\$11,371.65	\$61,584.92	\$56,800.55	\$1,026,431.17
CD Deposit					\$0.00				
+ MTD Receipts	\$263,836.19	\$7,207.62	\$68.32	\$13.53	\$2.07	\$0.12	\$13,792.63	\$25,231.50	\$452.10
+ RECPT ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= AVAILABLE FUNDS	\$4,066,494.31	\$4,374,530.59	\$577,383.02	\$15,184.74	\$149,821.59	\$11,371.77	\$75,377.55	\$82,032.05	\$1,026,883.27
- MTD EXPENSE	\$1,441,418.40	\$1,183,071.83	\$0.00	\$0.00	\$0.00	\$1,008.00	\$55,851.40	\$0.00	\$0.00
- EXPENSE ADJ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
= RECEIPT-EXP BALANCES	\$2,625,075.91	\$3,191,458.76	\$577,383.02	\$15,184.74	\$149,821.59	\$10,363.77	\$19,526.15	\$82,032.05	\$1,026,883.27

IMPREST	\$0.00								
PAYROLL	-\$189,426.57								
CASH AT COUNTY	\$2,274,501.29								\$192,662.46
+ REGULAR CHECKING	\$44,413.03			\$15,184.74			\$19,526.15	\$82,032.05	\$686,102.42
+ MMA	\$682,858.87	\$ 3,191,458.76	\$120,452.61		\$149,821.59	\$11,371.77	\$0.00	\$0.00	\$148,218.39
+ IMPREST SUSPENSE	\$0.00								
DUE TO BUILDING DUE FROM BOND		\$0.00							
CD'S + or - A/R or (A/P)	(\$187,270.71)		\$456,930.41				\$0.00		
= FUND BALANCES	\$2,625,075.91	\$3,191,458.76	\$577,383.02	\$15,184.74	\$149,821.59	\$11,371.77	\$19,526.15	\$82,032.05	\$1,026,983.27

<b>Gering Public Schools Building Fund 8/31/2018</b>		
<b>Cash Balance</b>	8/31/2018	<u><b>\$3,191,458.76</b></u>
<b>Projected Revenue</b>	08/01/19-08/31/19	
Taxes		\$ -
Interest		<u>\$ -</u>
<b>Total</b>		<u>\$ -</u>
<b>Projected Expenses</b>		\$ -
Admin Building		\$ -
High School Project		<u>\$ 2,600,000</u>
<b>Total</b>		<u>\$ 2,600,000</u>
<b>Cash Balance</b>		<u><b>\$591,458.76</b></u>

<b>Gering Public Schools Depreciation Fund 8/31/2018</b>		
<b>Cash Balance</b>	8/31/2018	<u><b>\$577,383.02</b></u>
<b>Projected Revenue</b>	08/01/19-08/31/19	
Interest		<u>\$ -</u>
<b>Total</b>		<u>\$ -</u>
<b>Projected Expenses</b>		\$ -
Down payment refinish HS track		\$ 25,000.00
<b>Total</b>		<u>\$ 25,000.00</u>
<b>Cash Balance</b>		<u><b>\$552,383.02</b></u>

SCHEDULE OF INVESTMENTS HELD

AS OF AUGUST 31, 2019

Depository	Number	Fund	<sup>1</sup> Amount	Rate	Date of Issue	Date of Maturity
Valley Bank	1097688	Depreciation	\$334,672.01	1.25%	11-26-08	11-26-18
Valley Bank	1097480	Depreciation	\$124,018.66	1.50%	03-18-08	03-18-19
Valley Bank	1097261	Activity-Whitney Parr	\$30,061.526	1.30%	08-16-07	08-16-18
US Bank	35050016148 3	Activity-Twyla Fulk	\$5,571.32	.45%		02-06-19

**DATE:** September 16, 2019  
**To:** Board of Education  
**Re:** August Financial Statements.

The Business Committee has reviewed the financial records for the month of August, 2019. Items found in the various bill lists needing further description are notated, if necessary, in the right-hand margin of the Schedule of Checks Written. The remainder of items are typical service or supply expenditures and are adequately defined in the descriptive columns.

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General Fund revenue was \$263,836.19. General Fund expenditures were \$146,210.68 and the payroll for August totaled \$1,295,207.72 General Fund expenditures for August were \$1,441,418.40

Building Fund revenue was \$7,207.62 expenditures were \$1,183,071.83 the Depreciation Fund revenue was \$68.32 and expenditures were \$0.00, the Qualified Capital Fund revenue was \$2.07 and expenditures were \$0.00 the Fee Fund revenue was \$13.46 and expenditures were \$0.00 and the Employee Benefit Fund revenue was \$.12 and expenditures were \$000.

The Activity Fund revenue was \$13,792.63 Activity Fund expenditures totaled \$55,851.40.

The Cafeteria Fund revenue was \$25,231.50 Cafeteria Fund expenditures were \$0.00 plus \$0.00 for payroll for a total of \$0.00: the Bond Fund revenue was \$452.10 and expenditures were \$0.00.

		EXPENSES	REVENUE
<b>GENERAL FUND</b>		<b>\$146,210.68</b>	<b>\$532,238.84</b>
	Payroll	<b>\$1,295,207.72</b>	
<b>BUILDING</b>		<b>\$1,183,071.83</b>	<b>\$7,207.62</b>
<b>DEPRECIATION</b>		<b>\$0.00</b>	<b>\$68.32</b>
<b>QUALIFIED CAPITAL</b>		<b>\$0.00</b>	<b>\$32107</b>
<b>EMPLOYEE BENEFIT</b>		<b>\$0.00</b>	<b>\$0.12</b>
<b>ACTIVITY</b>		<b>\$55,851.40</b>	<b>\$13,792.63</b>
<b>CAFETERIA</b>		<b>\$0.00</b>	<b>\$25,231.50</b>
	Payroll	<b>\$0.00</b>	
<b>FEE FUND</b>		<b>\$0.00</b>	<b>\$13.63</b>
<b>Bond Fund</b>		<b>\$0.00</b>	<b>\$3452.10</b>



## ***Gering Public Schools Strategic Goals***

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1. By 2021, Gering Public Schools will leverage community partnerships in order to improve sustainability and promote innovation to be a progressive leader in education within our region and state.

Rationale:

- In order to have the most positive impact on student outcomes, schools and communities must work together through a collaborative and comprehensive approach. Community partners help schools prepare students for college, career, and citizenship by offering additional opportunities, supports, and enrichment for students.

2. By 2024, all three and four year-olds in Gering will have access to quality early childhood education with 50% enrolled in the Gering Schools District program.

Rationale:

- More than 150 high-quality, scientific studies worldwide demonstrate that starting early can have major short- and long-term effects on cognitive and social-emotional development. Early learning has been linked to progress in school, increased earnings, and reductions in antisocial behavior, welfare participation, and trouble with law enforcement.

3. By 2021, Gering Public Schools will be equipped with a blueprint for prioritizing facility needs so as to remain consistently competitive academically and in activities.

Rationale:

- Schools and communities have a shared responsibility to ensure that safe, healthy, and modern school facilities are available that can support innovative teaching and personalization. Facilities are a crucial component to closing the achievement gap, increasing academic achievement and graduation rates, ensuring that all students have access to effective teachers, and maintaining and growing student enrollments.

4. By 2024, all grade levels and content areas will have a clear and concise grading and reporting system based on best practices.

Rationale:

- Grades can provide important information for students, parents, teachers, and others, however, to be useful grades must be meaningful, accurate, consistent, and supportive of learning.