

Regular Board of Education Meeting

Monday, August 16, 2021 6:00 PM

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



Minutes

1. **GPS Board of Education Information**
2. **Opening Procedures**
 1. Call to Order
 2. Roll Call
 3. Excuse Absent Board Member(s)
Absent: Josh Lacy, **Present:** Brian Copsey, Brent Holliday, B.J. Peters, Brady Shaul, Mary Winn.
3. **Pledge of Allegiance**
4. **Opening Meetings Act**
5. **Consent Agenda**
 1. Minutes from the previous month's board meeting(s) July 19,2021
 2. Approval of Claims/Bills
 3. Personnel Items
 - i. Approval of Certified Staff Contract(s)
6. **Patron Comments**
7. **Reports and Discussions**
 1. Curriculum/Personnel Committee Report

Board Member Mary Winn reported that the majority of the curriculum time was reviewing the budget and in particular the corrections that need to be made. Kory the curriculum director shared about the progress of the training for PLC.
 2. Business/Facilities Committee Report

Vice President Brian Copsey reported on the progress of the repairs taking place at the Jr. High building. Curt Hanson shared the progress with the committee about the HVAC system, gym floor and roofing projects. Overall, all projects are

successfully moving forward, keeping in mind cost and effectiveness.

Also, the repair of the tennis courts for the High School continues to move forward. The Gering City Council will be voting on the approval of funds for the project. Once the vote and approval is secured, the next steps of the improvement will begin.

Doll Land and Property have partnered with Gering High School for the Construction House Project along with the Gering School Foundation for this year's building project. The foundation will be the recipient of the proceeds, which previously went to an outside source.

Board Member Brady Shaul also reiterated the progress of repairs of the facilities, the gym floor has been filled with cement to allow for the installation of new flooring. The board members expressed gratitude for having ESSER fund money to help facilitate these large improvements. Also discussed was the working relationship with Nebraska Department of Education for the upcoming budget agreement.

- i. Trial Balance Summary
 - ii. Fund Balances
 - iii. Schedule of Investments
 - iv. Financial Statements
3. Superintendent's Report

Superintendent Regan gave an update about the working retreat for the Board of Education on July 23-24 and an all-school leadership retreat on July 26-27. The purpose of the retreats, was to define goals and priorities for the 2021-22 school year and to continually uphold the commitment to academics, budget and facilities to best serve our students. Ironically, the first day of school was Friday the 13th, however, the enthusiasm of kids, teachers and staff which has been displayed in the Star Herald and our website could only offer a year of hope and promise.

Recently we had an orientation with our high school students participating in dual enrollment courses at WNCC. A lot of collaboration with Miley Olsen and Mario Chaves, to be sure this partnership pathway had strong successful start was evident. The interim dean, Dr. John Marrin was so complimentary in serving Gering high school students. We are certainly trendsetting opportunities in Gering Public Schools.

On the other side of education : Early Childhood, 115 young 4-year-olds turned out to embark on their Bulldog journey.

Lastly, our Safe School Roadmap is posted on the website. We are all taking precautions to keep our students safe and healthy in our schools and events. A special recognition to Tiffany Leetch and her nursing team handling the new processes and the roll-out of our safety plan.

4. Announcements of Upcoming Events for the Board

Future Board Meetings

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

Regular Board Meeting - Mon, Sept. 13 @ 6:00 p.m. (Freshman Commons @ the High School)

Second Special Meeting - Tues, Sept 28 @ 12:00 p.m. (Central Office)

Tentative Committee Meeting Dates:

Personnel/Curriculum Committee -- Tues, August 31 @ 7:00 a.m. (Central Office)

Business/Facilities Committee -- Thurs, Sept. 2 @ 4:30 p.m. (Central Office)

Policy Review Committee -- Thurs, Sept. 9 @ 4:30 p.m. (Central Office)

8. Action Items

1. Discuss, consider and take action regarding approval of a bid presented by Twin City Roofing in the amount of \$269,800 to perform all work on Geil Elementary School EPDM Retrofit (estimated 29,800 sq ft).
2. Discuss, consider and take action regarding the approval of a one-year contract with Bytes Managed IT providing Managed Network Services to the district at a rate not to exceed \$6,200/month.
3. Discuss, consider and take action regarding acceptance of the recommendation to maintain the current pricing for adult meals in accordance with thresholds set forth and published by NDE Nutrition Services on/around August 4, 2021.
4. Discuss, consider and take action authorizing the Superintendents to obtain a line of credit with Platte Valley Bank for Expenditures related to the 2021-22 GHS construction project located at 2545 South Ridge Court (Gering) in an amount not to exceed \$215,000.
5. Discuss, consider and take action regarding the approval of a payroll overpayment reimbursement agreement.

9. Board Comments

In closing, Vice President Copsey enthusiastically shared how pleasing it is to see kids back at school, the high school parking lot being filled with cars and the overall excitement of students. He also reiterated the benefit the board members received at the retreat, which included discussing priorities for the district, personal strengths and how to utilize them within the organization for service.

Board Member Brady Shaul expressed appreciation for Dr. Regan and the excitement she has brought to the district and also appreciative for the improvements and repairs taking place at the facilities.

Lastly, Mary Winn shared about the New Staff Members Luncheon she participated in last month. She expressed how contagious the staffs' enthusiasm was, and how it brought back fond memories of when she began her first teaching job. Also appreciated, is the diversity of staff we have teaching this year.

10. Adjourn

Regular Board of Education Meeting

Monday, June 21, 2021 6:00 PM

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



Minutes

1. GPS Board of Education Information

2. Opening Procedures

1. Call to Order
2. Roll Call
3. Excuse Absent Board Member(s)

3. Pledge of Allegiance

4. Opening Meetings Act

5. Consent Agenda

A motion to Approval of the Consent Agenda was presented by Mary Winn, seconded by Brian Copey. After voting, motion Passed.

Brian Copey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

1. Minutes from the previous month's board meeting(s)
2. Approval of Claims/Bills
3. Board Policy Adoption
 - i. First Reading of Board Policies:
 1. Policy 1005.7 Visitors to School
 2. Policy 1005.08 Public Conduct
 3. Policy 1005.9 Skateboarding and Rollerblading
 4. Policy 1005.10 Distribution of Materials
 5. Policy 1005.11 Volunteers in the Schools

6. Policy 1005.12 Title 1 Parent and Family Member Engagement
7. Policy 1005.50 Adult Sponsors
8. Policy 1006.01 Community Use of Facilities
9. Policy 1006.02 Tobacco Free Environment
10. Policy 1007.00 Education Agency Relations
11. Policy 1005.07 Visitors to Schools

4. Personnel Items

i. Approval of Certified Staff Contract(s)

1. Kristina Mueller - Lincoln Elementary, Fifth Grade Teacher
2. Vanessa Hernandez - Early Childhood Teacher, Lincoln Elementary

ii. Certified Staff Resignation

5. Approve Corporate Resolution for First State Bank
6. Approve Corporate Resolution for Platte Valley Bank
7. Approve Corporate Resolution for US Bank
8. Approve Corporate Resolution for Valley Bank
9. Approve Corporate Resolution for Nebraska Liquid Asset Fund
10. Approve Corporate Resolution for Wells Fargo Corporate Trust
11. Appoint Superintendent Nicole Regan as the Authorized Representative to secure Local, State, and Federal funds for the district.
12. Approve Superintendent Nicole Regan or her designee as the Authorized Representative for Gering Public Schools for Local, State, and Federal Programs.

6. Patron Comments

7. Reports and Discussions

1. Curriculum/Personnel Committee Report

Committee Chair, Mary Winn provided an update about the HVAC systems at the Jr. High building and stating the next steps are to seek an engineer to evaluate the scope of the project. Also, discussed were upcoming changes to the High School Attendance Policy the handbook. Dean of Students, Crystal Palser, confirmed that the handbooks will be in digital form this year and available for download on the website.

Mary also reported on the Professional Learning Community Live Summit held June-2-4 by Curriculum Director, Kory Knight. The summit introduced 32 staff members the training. Additional training will be held in July for 22 staff members. The new ESL curriculum has arrived and the scope and sequence for 6-8th grade has been covered, 9-12th will be covered in August.

Brent Holliday shared concerns regarding student absenteeism and addressing the "why" of students missing class. It's important that we continually evaluate.

Discontinued curriculum books have been gathered, sold and shipped to a used book store for resell.

The behavior matrix was consolidated and simplified to better serve our educational community. Mary Winn advocated to change the days for intervention for absenteeism from 15 days to 12 days.

2. Business/Facilities Committee Report

Chairman, Josh Lacy, reported committee review of accounts payable and distribution of ARP funds for HVAC repairs and Curriculum. An engineer is scheduled to evaluate the HVAC system at the Jr. High.

Repairs on the roof at Geil is on temporary hold in order evaluate the building codes for repair.

Insurance will cover some cost for the damage. There are four sections of the Jr. High roof which need replaced, insurance will cover some of these costs as well.

i. Trial Balance Summary

ii. Fund Balances

iii. Schedule of Investments

iv. Financial Statements

3. Superintendent's Report

Superintendent Cooper reported on the proposed tuition agreement with WNCC and the Gering High School.

Also reported was the addition of 33 dual credit courses in the upcoming year and the benefit it will provide to students without adding additional cost to the district.

Food Service Director, Mary Carman, reported about the possible changes in adult lunch prices. The Federal Register will soon come out soon from the Federal Government to give the guidelines for adult pricing.

Discussions regarding the improvements for the tennis courts were also held. Further discussions will be scheduled.

4. Announcements of Upcoming Events for the Board

Future Board Meetings

Second Special Meeting - Tues, June 29 @ 12:00 p.m. (Central Office)

Regular Board Meeting - Mon, July 19 @ 6:00 p.m. (City Council Chambers)

Second Special Meeting - Tues, July 27 @ 12:00 p.m. (Central Office)

Tentative Committee Meeting Dates:

Personnel/Curriculum Committee -- Tues, July 6 @ 7:00 a.m. (Central Office)

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

Policy Review Committee -- Thurs, July 8 @ 4:30 p.m. (Central Office)

i. Board of Education Retreat Friday July 23 and Saturday July 24 at the Wildcat Hills State Recreation Area. Tentative times 12:00-4:00 on Friday and 7:30-11:00 on Saturday.

5. Report from the attendees/coordinator of June's Professional Learning Communities professional development days.

8. Action Item

1. Discuss, consider and take necessary action regarding Policy 504.20 "Bullying Prevention"
A motion to approve policy 504.20 as read was presented by Brian Copsey, seconded by Brent Holliday. After voting, motion Passed.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

2. Discuss, consider and take necessary action regarding Policy 1005.03 "Parental and Family Involvement in the Schools"

A motion to Approve policy 1005.03 as read was presented by Josh Lacy, seconded by Brian Copsey. After voting, motion Passed.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

3. Discuss, consider and take necessary action regarding the approval for the amended Interlocal Cooperative Agreement and amended VALT bylaws.

A motion to to approve the amended Interlocal Cooperative Agreement and Amended VAULT Bylaws for 2021-2022 was presented by Mary Winn, seconded by Brian Copsey. After voting, motion Passed.

Brian Copsey: Yea

Brent Holliday: Yea

Josh Lacy: Yea

B.J. Peters: Yea

Brady Shaul: Yea

Mary Winn: Yea

4. Discuss, consider and take necessary action regarding the approval for the amended Interlocal Agreement for Day School/Treatment Facility

A motion to to approve the Tuition Agreement. was presented by Mary Winn, seconded by Josh Lacy. After voting, motion Passed.

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

5. Discuss, consider and take necessary action regarding a tuition reimbursement agreement related to the School Librarian endorsement and authorize superintendent to sign with any changes deemed necessary.

A motion to to Approve the memorandum agreement with ESU13 was presented by Brent Holliday, seconded by Brian Copsey. After voting, motion Passed.

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

6. Discuss, consider and take necessary action regarding the approval of memorandum agreement with ESU13 Head Start.

9. Board Comments

In Closing, since this was Mr. Cooper's last board meeting as interim superintendent, all the board members expressed their gratitude and appreciation for all his work through a difficult year. Mr. Cooper responded, that it is because of the team everyone is recognized for having a successful year. President, BJ Peters, brought attention to the recognition of Gering Schools as being an accredited school for the 2021-22 school year. Mr. Cooper finished the meeting by handing the key of Central Office to Superintendent Dr. Regan.

10. Adjourn

Meeting adjourned at 7:17pm

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

**GERING PUBLIC SCHOOLS
GERING, NE**

PUBLIC COMPLAINTS ABOUT EMPLOYEES

The board recognizes situations may arise in the operation of the school district which are of concern to parents and other members of the school district community. While constructive criticism is welcomed, the board desires to support its employees and their actions to free them from unnecessary, spiteful, or negative criticism and complaints that do not offer advice for improvement or change.

While speakers may, during public meetings, offer objective criticism of school operations and programs, the board will not hear personal complaints concerning district personnel nor against any person connected with the school system unless that complaint is an agenda item having followed the process described below. To do so could expose the board to a charge of being party to slander and would prejudice any necessity to act as the final review of administrative recommendations regarding the matter. The board president will direct the patron to the appropriate means for board consideration and disposition of legitimate complaints involving individuals.

The board firmly believes concerns should be resolved at the lowest organizational level by those individuals closest to the concern. Whenever a complaint or concern is brought to the attention of the board it will be referred to the administration to be resolved. Prior to any board consideration however, the following should be completed:

1. Matters concerning an individual student, teacher, or other employee should first be addressed to the teacher or employee.
2. Unsettled matters from (1) above or problems and questions about individual attendance centers should be addressed to the employee's building principal for certificated employees and support staff. At this level, if requested by the administrator, the complainant shall put the complaint in writing.
3. Unsettled matters regarding certificated employees from (2) above or problems and questions concerning the school district should be directed to the superintendent.
4. If a matter cannot be settled satisfactorily by the superintendent, it may then be brought to the board in writing. The board will follow policy 1005.01 in handling public complaints.

Cross Reference: 204.10 Agenda
 204.12 Public Participation at Board Meetings
 1005.01 Public Complaints

Approved 03/15/10

AGREEMENT REGARDING REIMBURSEMENT FOR OVERPAYMENT

This Agreement is made by and between Barb Harder (herein "Teacher") and the Gering Board of Education, legally known Scotts Bluff County School District No. 79-0016 (herein the "Board" and the " District" respectively).

WITNESSETH:

WHEREAS, Teacher is employed by the District as a certificated staff member, at all times subject to the then-current Negotiated Agreements between the District and the Gering Education Association; and

WHEREAS, Teacher was erroneously overpaid during prior contract years; and

WHEREAS, the District has a legal obligation to recover the overpayment, and the parties desire to do so without instituting formal legal proceedings; and

WHEREAS, Teacher desires to repay the District this overpayment through voluntary payroll deductions rather than through formal legal proceedings;

NOW, THEREFORE, the parties agree as Follows:

Section 1. Reimbursement of Overpayment. The parties agree that Teacher was overpaid in the amount of \$12,719.00 during prior contract years.

Section 2. NPERS Adjustment. The parties agree that the overpayment will necessitate an adjustment with the Nebraska Public Employers Retirement System. The result will be a credit for Teacher of \$1,243.92, which will be applied to and reduce the overpayment amount.

Section 3. Agreement for Payroll Deductions. Teacher authorizes the District to deduct a total of \$11,475.08 from the Teacher's next 36 monthly paychecks, beginning for the payroll period in September 2021. Each monthly deduction will be \$318.75. Teacher agrees that should she separate from employment for any reason before completion of the payback period, the amount remaining due at the time the Board takes action to end her contract or accept her resignation will be deducted in equal payments from each remaining paycheck. If the remaining paychecks are insufficient to recover

the full amount, the Teacher agrees to submit a final payment for the total balance due.

Section 4. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed on August _____, 2021.

Board President

Executed on August 11, 2021.



Teacher