

Regular Board of Education Meeting

Monday, March 21, 2022 6:00 PM

Gering High School - Freshmen Academy Wing
1500 U Street
Gering, NE 69341



Minutes

1. GPS Board of Education Information

2. Opening Procedures

2.1. Call to Order

BJ Peters called this meeting to order at 6:00 pm

2.2. Roll Call

Present: Brian Copsey, Josh Lacy, B.J. Peters, Brady Shaul, Tracy Wiese, Mary Winn.

2.3. Excuse Absent Board Member(s)

2.4. Pledge of Allegiance

2.5. Open Meetings Act

2.6. Awards and Recognitions

What a wonderful turnout we had with the recognition of Gering High School students. Tyler Thompson (Speech Coach), Jared Burger (Wrestling Coach), and Kyle Cotton (Basketball Coach), were all in attendance with their teams, to receive special certificates provided by the Board of Education. It's a great day to be a Bulldog!

3. Consent Agenda

3.1. Minutes from the previous month's board meeting(s)

3.2. Expenditures: \$510,286.65

3.3. Approval of Claims/Bills

3.4. Board Policy Adoption

3.4.i. First Reading of Board Policies

3.4.i.1. **401** Role of & Guiding Principles For Employees

3.4.i.2. **402.1** Equal Employment Opportunity

- 3.4.i.3. **402.2** Employee Orientation
- 3.4.i.4. **402.3** Employee Conflict Of Interest
- 3.4.i.5. **402.4** Anti-Nepotism
- 3.4.i.6. **402.5** Employee Grievances
- 3.4.i.7. **402.6** Employee Records
- 3.4.i.8. **402.7** Transporting Of Students By Employees
- 3.4.i.9. **402.8** Employee Travel Compensation
- 3.4.i.10. **402.8R1** Travel Expense Reimbursement
- 3.4.i.11. **402.9** Recognition For Service Of Employees And Others
- 3.4.i.12. **402.10** Employee Political Activity
- 3.4.i.13. **402.11** Credit Cards
- 3.4.i.14. **402.11R1** Credit Card Procedures
- 3.4.i.15. **402.12** Employee Involvement In Decision Making
- 3.4.i.16. **402.13** Communiications With Employees
- 3.4.i.17. **402.14** Employee Use Of District Technology

3.4.ii. Second Reading of Board Policies

- 3.4.ii.1. **302.8** Superintendent Counseling Outside Employment
- 3.4.ii.2. **303.1** Administrative Positions
- 3.4.ii.3. **303.2** Administrator Qualifications, Recruitment, and Appointment
- 3.4.ii.4. **303.3** Administrator Contract and Contract Renewal
- 3.4.ii.5. **303.4** Administrator Salary and Other Compensation
- 3.4.ii.6. **303.5** Administrative Duties
- 3.4.ii.7. **303.6** Administrative Evaluation
- 3.4.ii.8. **303.7** Administrator Professional Development
- 3.4.ii.9. **303.8** Administrator Civic Duties
- 3.4.ii.10. **303.9** Administrator Consulting/Outside Employment

- 3.4.ii.11. **304.1** Development and Enforcement of Administrative Regulations
- 3.4.ii.12. **304.2** Monitoring of Administrative Regulations
- 3.4.ii.13. **304.3** Handbook and Directives
- 3.4.ii.14. **305** Administrative Code of Ethics

3.5. Personnel Items

3.5.i. Certified Staff Contract(s)

- 3.5.i.1. Olivia Trimble, Kindergarten Teacher at Geil Elementary
- 3.5.i.2. Amanda Brill, Kindergarten Teacher at Geil Elementary
- 3.5.i.3. Rudi Palomo, DAWGS Teacher at Lincoln Elementary
- 3.5.i.4. Kalli Feddersen, P.E. Teacher at Northfield Elementary
- 3.5.i.5. Vanessa Woolsey, Music Teacher at Northfield Elementary
- 3.5.i.6. Mario Chavez, Building Principal at Gering High School
- 3.5.i.7. Mark Freeling, Science Teacher at Gering High School

3.5.ii. Certified Staff Resignation(s)

- 3.5.ii.1. Karlynn Workman, Kindergarten Teacher at Geil Elementary
- 3.5.ii.2. Amanda Schultz, Preschool Teacher at Lincoln Elementary
- 3.5.ii.3. Kelsey Wahlgren, Preschool Teacher at Northfield Elementary
- 3.5.ii.4. Doug Frank, English Teacher at Gering High School
- 3.5.ii.5. Caitlyn Whitfield, Spanish Teacher at Gering High School
- 3.5.ii.6. Arich Knaub, STEM Teacher at Gering High School
- 3.5.ii.7. Ryan Bosche, Art Teacher at Gering High School

3.6. Approval of Early Graduation Request from Amanda Gonzales and Haylee Harder

4. Reports and Discussions

4.1. Employee Recognition: "Bulldogs Going Beyond"

4.1.i. **Shaylah Stephens**, 6th Grade Social Studies Teacher

Shaylah Stephens was nominated by Rebecca Montoya to receive this award.

4.1.ii. **Mary Ann Closson**, Paraprofessional at Northfield Elementary

Mary Ann Closson was nominated by Stanna Funk and Michael Macias to receive this award.

4.2. Building Report: Geil Elementary

Geil 3rd, 4th, and 5th grade students presented skits about the ELA curriculum that they are learning. The kids showed great enthusiasm about what is being taught. Everyone in attendance enjoyed everything that the Geil students presented.

4.3. Board Committee Report: Curriculum & Personnel

Mary Winn reported on the Curriculum meeting held March 3, 2022. Kory Knight shared with the Committee about the trip that was taken to Eastern Nebraska Schools to recruit teachers, as well as learn how other aviation programs are being run. Shawna Payne, HR, also presented a slide show on the new hires that are coming to Gering Public Schools.

4.4. Board Committee Report: Finance & Facilities

Josh Lacy reported on the Finance & Facilities meeting held on March 3, 2022. Stacy Rodriguez, Business Manager, shared the A/P, and the district has only spent 40% of the budget as of March 3, 2022. Tennis court progress was discussed. At best, the courts will be ready in August 2022. Glen Koski, Athletic Director, was at the meeting as well, and General Admissions and Activity Pass prices were discussed.

4.4.i. Monthly Finance Summary Report

4.5. Guest Presenter: Tom Peacock, Director of VALTS

Tom Peacock, Director of Valts, gave a special presentation. With his 28 years of educational experience, he has brought many changes to the program in his short time there. He stated he does not want Valts to be known as the "last chance". Staff at Valts offer more one on one with students, and it has a very high graduation rate. Tom wants people in the community to have a positive opinion on this program, as it has helped many students graduate with their high school diploma.

4.6. 8th Grade Students Present About Career Pathways Exploration Day

We had two 8th grade students give us a short review of their experience attending the career pathway at Gering High School. They enjoy the diversity the School has to offer, and are looking forward to the opportunities they will have being high school students at GHS.

4.7. Central Office Presenters: Byron Olsen and Jennifer Sibal

Byron and Jen were able to provide the board with enrollment numbers for our PK/K programs. The Kinder Expo that was held at the Civic Center was very successful, and the district is looking forward to offering the students the best education.

4.8. Superintendent's Report

Dr. Regan discussed the budget, and how much better the district is financially. The Geil Roof has been fixed and is paid for in full. The HVAC bids

are in process for Gering Jr. High school, and the tennis court project is moving along nicely. Professional Development was held for ALL staff on March 16 and 17, along with a Wellness Day for all staff after PD on March 17.

5. **Patron Comments**

6. **Action Items**

7. **Board Comments**

Brady Shaul- Stated it was a great meeting and enjoyed all the presentations. Loved the enrollment numbers for Pk/K, and expressed his appreciation to Stacy and David for working on the budget.

Brian Copsey- Was glad to be able to attend the staff wellness day last week. Also commented on DECA placing at state, with 8 earning medals, and 3 going to Nationals. Quiz Bowls, A and B teams also placed at state, and HOSA placed at the state meet and also had qualifiers for Nationals.

Tracy Weise- Was glad that she was able to visit the High School and spend time with Principal, Mario Chavez.

Josh Lacy- Stated how it was such a great meeting, and that Gering Public Schools had nothing but positive things happening.

Mary Winn- Thanked Geil Principal, Angela Morris, for the invitation to the HAL event. She also mentioned that the Gering Girls Golf Team were given clubs from the PGA.

BJ Peters- Was ecstatic about the turn out of the meeting, and wants to consider future board meetings to be held at the Freshamn Academy.

7.1. Tentative Upcoming Board Meeting/Event Dates

There has been a time change for the April 5, 2022 special meeting from 12:00 pm to 12:30pm. Please note, this meeting will be held at **ESU 13-4215 Ave I, Conference Room E, Scottsbluff, NE 69361**

8. **Adjourn**

The meeting was adjourned at 7:30 pm

Regular Board of Education Meeting

Monday, February 21, 2022 6:00 PM

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



Minutes

1. GPS Board of Education Information

2. Opening Procedures

2.1. Call to Order

BJ Peters called this meeting to order at 6:00 pm

2.2. Roll Call

2.3. Excuse Absent Board Member(s)

A motion to excuse Josh Lacy and Brian Copsey was presented by Mary Winn, seconded by Tracy Wiese. After voting, motion Passed.

Brian Copsey: Absent, Josh Lacy: Absent, B.J. Peters: **Yea**, Brady Shaul: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

2.4. Pledge of Allegiance

2.5. Open Meetings Act

3. Consent Agenda

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

A motion to approve the Consent Agenda was presented by Brady Shaul, seconded by Mary Winn. After voting, motion Passed.

Brian Copsey: Absent, Josh Lacy: Absent, B.J. Peters: **Yea**, Brady Shaul: **Yea**, Tracy Wiese: **Yea**, Mary Winn: **Yea**

3.1. Minutes from the previous month's board meeting(s)

3.2. Expenditures: \$522,808.92

3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.i.1. 302.8 Superintendent Consulting/Outside Employment

3.3.i.2. 303.1 Administrative Positions

3.3.i.3. 303.2 Administrative Qualifications, Recruitment and Appointment

3.3.i.4. 303.3 Administrator Contract and Contract Nonrenewal

3.3.i.5. 303.4 Administrator Salary and Other Compensation

3.3.i.6. 303.5 Administrative Duties

- 3.3.i.7. 303.6 Administrative Evaluation
- 3.3.i.8. 303.7 Administrator Professional Development
- 3.3.i.9. 303.8 Administrator Civic Activities
- 3.3.i.10. 303.9 Administrator Consulting/Outside Employment
- 3.3.i.11. 304.1 Development And Enforcement Of Administrative Regulations
- 3.3.i.12. 304.2 Monitoring Of Administrative Regulations
- 3.3.i.13. 304.3 Handbook and Directives
- 3.3.i.14. 305 Administrative Code of Ethics
- 3.3.i.15. 702.2 Budget Planning, Preparation and Schedules

3.3.ii. Second Reading of Board Policies

3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

- 3.4.i.1. Robyn Burgman, Science Teacher at GHS
- 3.4.i.2. Cody Paul, 1st Grade Teacher at Lincoln Elementary
- 3.4.i.3. Jordan Roseborough, Director Of Information Technology
- 3.4.i.4. Bethany Freeling, Speech-Language Pathologist

3.4.ii. Certified Staff Resignation(s)

- 1. Rachel River-Harper, 5th Grade teacher at Northfield Elementary
- 3.4.ii.1. Jennifer Dillinger, Science Teacher at GHS
- 3.4.ii.2. Bethany Jolliffe, Kindergarten Teacher at Geil Elementary
- 3.4.ii.3. Cierra Weatherfield, Elementary DAWGS Teacher
- 3.4.ii.4. Tiandra Lively, Math Teacher at GJHS

4. Reports and Discussions

4.1. Board Committee Report: Curriculum & Personnel

Our Administrative team attended a career fair in eastern Nebraska, in the hope of recruiting teachers. BJ stated that teachers are needed in the district and it's becoming harder to recruit them for this area.

4.2. Board Committee Report: Finance & Facilities

Board member, Brady Shaul stated that they spoke in depth about the athletic department in the Finance and Facilities meeting. HVAC buds for the GJHS were discussed and how the ESSER Funds will be utilized for this project. The committee spoke briefly about the IT department, and also discussed the Geil Pre-School being ready to open this fall.

4.2.i. Monthly Finance Summary Report

4.3. Building Report: Northfield Elementary

Jon Wiedeman, Northfield Elementary Principal, was excited to present the building report, stating it's been a great year, and his teachers and students are rock stars. MAP test scores have gone up a great deal since 2019, and Mr. Weideman, staff, and students have set a goal to get these scores even higher. Mrs. Propp helped with the presentation and was

joined by a few students that are involved in the after-school programs offered at Northfield. Kindergarten teacher, Laura Van Housen was also there with a few students to talk about what was happening in their classroom.

4.4. Guest Presenter: Tom Peacock, Director of VALTS

4.5. Superintendent's Report

Kory Knight spoke on Dr. Regans behalf, briefing that the Gering Wrestling team has 2 state champions, as well as a State Runner Up. The team placed 7th as a whole. She circled back around, speaking about the PK/K Expo being held from 8 am to 7pm, February 23 at the Gering Civic Center. Career Pathways is underway, and will be hosting their annual fair at GHS on March 1. The upcoming freshman will be learning about the 6 career pathways that GHS offers.

5. Patron Comments

Mrs. Jill Starke addressed the board.

6. Action Items

7. Board Comments

Mary Winn congratulated Harmony on a 1st place finish. Made mention that the 7th and 8th grade boys basketball teams have been on fire, with the 7th graders winning the championship. She also loved seeing students' artwork being displayed at the Central Office.

Tracy Wiese was able to make a visit to Northfield Elementary and said she witnessed a peaceful, happy environment for the students. She had a very enjoyable experience.

Brady Shaul was impressed with the after-school activities that Northfield Elementary had to offer, and is looking forward to the PK/K Expo this week.

Bj Peters also mentioned that he is excited about the EXPO and the career pathways fair taking place next month. He believes that the career pathways are going to provide our community with future employees.

7.1. Tentative Upcoming Board Meeting/Event Dates

Date issues were corrected to the Personal & Curriculum Committee on Thurs., March 3, 2022 at 7 am (Central Office), as well as the Finance and Facilities Meeting on Thurs. March 3, at 4:30 p, (Central Office).

8. Adjourn

The meeting was adjourned at 6:50 pm

POLICY 205.2
GERING PUBLIC SCHOOLS
GERING, NE

POLICY ADOPTION

The board shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of two regular board meetings. The proposed policy changes shall be distributed and public comment will be allowed at each meeting prior to final board action. This notice procedure shall be required except for emergency situations. If the board adopts a policy in an emergency situation, a statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The board shall have complete discretion to determine what constitutes an emergency situation.

The final action taken to adopt the proposed policy shall be approved by a simple majority vote of the board at the next regular meeting after the meeting allowing public discussion. The policy will be effective on the later of the date of passage or the date stated in the motion.

In the case of an emergency, a new or changed policy may be adopted by a majority vote of a quorum of the board. The emergency policy shall expire at the close of the third regular meeting following the emergency action, unless the policy adoption procedure stated above is followed and the policy is reaffirmed.

Legal Reference: Neb. Statute 79-520 (Class III)
 79-521 (Class IV)
 79-522 (Class V)
 79-523 (Class VI)
 79-526
 84-712 et seq.
 NDE Rule 10.004.01A1

Cross Reference: 201.1 Board Powers and Responsibilities

POLICY 401
GERING PUBLIC SCHOOLS
GERING, NE

ROLE OF AND GUIDING PRINCIPLES FOR EMPLOYEES

This series of the board policy manual is devoted to the board's goals and objectives for employees in the performance of their jobs. Employees provide a variety of important services for the children of the school district community. They may be teaching or assisting in the classroom, working in the office, maintaining the facilities, driving or repairing the school buses, or cooking lunches. Each employee plays a vital role in providing an equal opportunity for a quality education for students commensurate with the students' individual needs. While the teachers have the most direct impact on the formal instruction of students, all employees have an impact on the school environment by their dedication to their work and their actions. As role models for the students, employees shall promote a cooperative, enthusiastic, and supportive learning environment for the students.

In striving to achieve a quality education program, the board's goal is to obtain and retain qualified and effective employees. The board shall have complete discretion to determine the number, the qualifications, the duties of the positions, and the school district's standards of acceptable performance. It shall be the responsibility of the superintendent to make recommendations to the board in these areas prior to board action. The board recognizes its duty to bargain collectively with duly certified collective bargaining units.

Board policies in this series relating to general employees shall apply to employees regardless of their position as a certificated employee, support staff, substitute or administrator. Board policies relating to certificated employees shall apply to positions that require a teaching license or administrator's certificate or other professional license, certificate or endorsement, unless administrative positions are specifically excluded from the policy. Support staff policies included in this series shall apply to positions that do not fall within the definition of certificated employee.

Approved 03/15/2010

Reviewed 11/23/2015

Revised _____

**POLICY 402.1
GERING PUBLIC SCHOOLS
GERING, NE**

EQUAL EMPLOYMENT OPPORTUNITY

The Gering Public School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually. The board shall appoint the Superintendent or his/her designee to serve as non-discrimination compliance coordinator.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply.

In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion, national or ethnic origin, sex, disability, age, marital status, genetic background, veteran status, pregnancy, or childbirth or related medical condition.

Advertisements and notices for vacancies within the district shall contain the following statement: "The Gering Public_School District is an equal employment opportunity (EEO)/non-discrimination employer." The statement shall also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, shall be directed to the non-discrimination compliance coordinator by writing to the Non-Discrimination Compliance Coordinator, Gering Public School District, 1519 10th St, Gering, Nebraska 69341; or by telephoning 308-436-3125.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0599, the Nebraska Equal Opportunity Commission, State Office Building, 301

Centennial Mall South, 5th floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112 or by email to OCR.KansasCity@ed.gov.

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and procedures for filing a complaint are available at the website of the Nebraska Equal Opportunity Commission, <http://www.neoc.ne.gov/comp/comp.htm>.

Legal Reference: 29 U.S.C. §§ 621-634 (1994).
42 U.S.C. §§ 2000e et seq. (1994).
42 U.S.C. §§ 12101 et seq. (1994).
Neb. Statute 48-1101 et seq. (Nebr. Fair Employment Practice Act)

Cross Reference: 103 Equal Educational Opportunity
404.06 Harassment by Employees
406.02 Certificated Employee Qualifications, Recruitment
and Selection
412.02 Support Staff Qualifications, Recruitment and
Selection

POLICY 402.2
GERING PUBLIC SCHOOLS
GERING, NE

EMPLOYEE ORIENTATION

Employees must know their role and duties. New employees may be required to participate in an orientation program for new employees. The employee's immediate supervisor should provide the new employee with a review of the employee's responsibilities and duties. Employees involved in child care, custody or control responsibilities shall be given instruction in the handling of emergency situations which might arise in the course of the employee's work. Payroll procedures and employee benefit programs and accompanying forms will be explained to the employee by the personnel office. The supervisor may wish to review the staff handbook as part of the orientation process.

Legal Reference: Nebraska Statute 79-802

Cross Reference: 401 Guiding Principles for Employees
405 Employee Conduct and Appearance
407 Certificated Employee Compensation and Benefits
413 Support Staff Compensation and Benefits

Approved 03/15/2010

Reviewed 11/23/2015

Revised _____

**POLICY 402.3
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE CONFLICT OF INTEREST

Employees' use of their position with the school district for financial gain shall be considered a conflict of interest with their position as employees and may subject employees to disciplinary action.

Employees have access to information and a captive audience that could award the employee personal or financial gain. No employee may solicit other employees or students for personal or financial gain to the employee or employee's spouse without the approval of the superintendent. If the approval of the superintendent is given, the employee must conduct the solicitations within the conditions set by the superintendent. Further, the superintendent may require the employee to immediately cease such solicitations as a condition of continued employment.

Employees shall not act as an agent or dealer for the sale of textbooks or other school supplies. Employees shall not participate for personal financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to students or to parents. Employees shall not engage in outside work or activities where the source of information concerning the customer, client or employer originates from information obtained because of the employee's position in the school district.

It shall also be a conflict of interest for an employee to engage in any outside employment or activity which is in conflict with the employee's official duties and responsibilities. In determining whether outside employment or activity of an employee creates a conflict of interest, situations in which an unacceptable conflict of interest shall be deemed to exist shall include, but not be limited to, any of the following:

1. The outside employment or activity involves the use of the school district's time, facilities, equipment and supplies or the use of the school district's badge, uniform, business card or other evidences of office to give the employee or the employee's immediate family an advantage or monetary benefit that is not available to other similarly situated members or classes of members of the general public. For purposes of this section, a person is not "similarly situated" merely by being related to an employee who is employed by the school district.
2. The outside employment or activity involves the receipt of, promise of, or acceptance of more or other consideration by the employee or a member of the employee's immediate family from anyone other than the school district for the performance of any act that the employee would be required or expected to perform as part of the employee's regular duties or during the hours during which the employee performs service or work for the school district.

3. The outside employment or activity is subject to the official control, inspection, review, audit or enforcement authority of the employee during the performance of the employee's duties.

If the outside employment or activity is employment or activity in (1) or (2) above, the employee must cease the employment or activity. If the activity or employment falls under (3), then the employee must:

- Cease the outside employment or activity; or
- Publicly disclose the existence of the conflict and refrain from taking any official action or performing any official duty that would detrimentally affect or create a benefit for the outside employment or activity. Official action or official duty includes, but is not limited to, participating in any vote, taking affirmative action to influence any vote, or providing any other official service or thing that is not available generally to members of the public in order to further the interests of the outside employment or activity.

It shall be the responsibility of each employee to be aware of and take the necessary action to eliminate a potential conflict of interest should it arise.

Legal Reference: NDE Rule 27.004.03F

Cross Reference: 202.02 Board Member Conflict of Interest
403.04 Gifts to Employees
403.06 Employee Outside Employment

Approved 03/15/2010

Reviewed 11/23/2015

Revised _____

**POLICY 402.4
GERING PUBLIC SCHOOLS
GERING, NE**

ANTI-NEPOTISM

The Gering Public Schools standards for employment decisions such as hiring, promoting, reappointing, evaluating, awarding salary, disciplining, and terminating employees are based upon an individual's qualifications for the position, ability and performance. The District attempts to avoid favoritism, the appearance of favoritism, and conflicts of interest in employment, and reserves the right to take appropriate action when relationships or associations of employees negatively affect the District's mission and goals.

Employees and applicants for employment shall not be denied employment or advancement opportunities because of their status as a family or household member of another employee. However, no person shall be employed, promoted, or transferred to a permanent position in a school or department where they would be the immediate supervisor of or receive direct supervision or be in the line of authority from a

- spouse, domestic partner, or co-habitant;
- child, including adopted, in-laws and step- or half-parent;
- grandchild, including in-laws and step- or half-; or
- any other member of a the employee's household whether or not related by blood or marriage.

In addition, a person serving in a supervisory position may not participate in decisions regarding hiring, appointment, placement, evaluation, rate of pay, salary increases, promotion, monetary awards, or other personal interest for a relative or household member employed by the District, even when the supervisor is not in the line of authority.

Furthermore, to avoid the risk of sexual harassment or any appearance of impropriety, employees shall not be allowed to retain supervisory responsibilities over subordinate employees whom they are dating. A supervisor who becomes involved in a relationship covered by this policy shall notify the Superintendent within 10 working days after the start of this relationship. Upon receiving notification of such a relationship from the supervisor, the Superintendent shall immediately assign to another supervisor all responsibilities for employment decisions affecting the subordinate employee and shall make arrangements to transfer one of the employees to another position in the district within a reasonable period of time.

In exceptional circumstances, a direct supervisory relationship may exist between employees who are family or household members. Such circumstances may be necessitated by factors such as the unique qualifications or responsibilities of the individuals involved or the lack of other available appropriate supervisory personnel.

Exceptions involving the Superintendent and the Superintendent's family or household members must be approved by the Board of Education.

Cross Reference: 406.02 Certificated Employee Qualifications, Recruitment,
Selection

Approved 03/15/2010

Reviewed 11/23/2015

Revised _____

**POLICY 402.5
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE GRIEVANCES

Complaints of employees against fellow employees should be discussed directly between employees. If necessary, complaints shall be brought directly to the immediate supervisor, principal or superintendent and shall be made in a constructive and professional manner. Complaints shall never be made in the presence of other employees, students or outside persons.

A formal grievance procedure is contained in the negotiated contract between the employee's certified bargaining unit and the board. This policy shall not apply to a complaint that has been or could be filed at the employee's discretion under that formal grievance procedure.

Cross Reference: 301.04 Communication Channels

Approved 03/15/2010

Reviewed 11/23/2015

Revised _____

**POLICY 402.6
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE RECORDS

The school district shall maintain personnel records on employees. The records are important for the daily administration of the educational program, for implementing board policy, for budget and financial planning, and for meeting state and federal requirements.

The records shall include, but not be limited to, records necessary for the daily administration of the school district, salary records, evaluations, application for employment, references, and other items needed to carry out board policy. Employee personnel files are school district records and are considered confidential records and therefore are not generally open to public inspection or accessibility. Only in certain limited instances, when the employee has given a signed consent, will employee personnel records be accessible to individuals other than the employee or authorized school officials.

The district will not use or require the use of more than the last four digits of an employee's social security number for:

1. Public posting or display to the general public or an employee's coworkers.
2. Transmission over the internet except on a secure or encrypted connection.
3. Accessing an Internet web site unless a password, personal identification number or other unique authentication is required.
4. Use as an employee number for any type of employment-related activity.

The district may use more than the last four digits of an employee's social security number only for:

1. Compliance with state or federal laws, rules or regulations.
2. Voluntary commercial transactions entered into by the employee with the district for the purchase of goods or services.
3. Internal administrative purposes including providing the number to third parties for such purposes as administration of personnel benefits and employment screening and staffing. However, the following internal administrative purposes do not permit use of employee social security numbers:
 - A. As an identification number for occupational licensing.
 - B. As an identification number for drug-testing purposes except when required by state or federal law.
 - C. As an identification number for district meetings.
 - D. In files accessible by any temporary employee unless the temporary employee is bonded or insured under a blanket corporate surety bond or equivalent commercial insurance.
 - E. For posting any type of district information.

Employees may have access to their personnel files, with the exception of letters of reference, and copy items from their personnel files at a time mutually agreed upon between the superintendent and the employee. The school district may charge a reasonable fee for each copy made. However, employees will not be allowed access to the employment references written on behalf of the employee. Board members will generally only have access to an employee's file when it is necessary because of an employee related matter before the board.

It shall be the responsibility of the superintendent to keep employees' personnel files current. The copy of the employee's records kept at the superintendent's office is the official copy of their records.

It shall be the responsibility of the superintendent to develop administrative regulations for the implementation of this policy.

Legal Reference: Neb. Statute 79-539
 84-1201 et seq.
 Nebraska Laws 2007, LB 674

Cross Reference: 403.01 Release of Credit Information
 404 Employees' Health and Well-Being

Approved 03/15/2010

Reviewed 01/04/2016

Revised _____

**POLICY 402.7
GERING PUBLIC SCHOOLS
GERING, NE**

TRANSPORTING OF STUDENTS BY EMPLOYEES

Generally, transportation of students shall be in a motor vehicle owned by the school district and driven by an employee. In some cases, it may be more economical or efficient for the school district to allow an employee of the school district to transport the students in the employee's motor vehicle.

Employees who transport students for school purposes must have the permission of the superintendent or his/her designee.

This policy statement applies to transportation of students for school purposes in addition to the regular bus route transporting students to and from their designated attendance center.

Cross Reference: 402.08 Employee Travel Compensation
 801 Transportation

Approved 03/15/2010

Reviewed 01/04/2016

Revised 03/21/2016

**POLICY 402.8
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE TRAVEL COMPENSATION

Employees traveling on behalf of the school district and performing approved school district business will be reimbursed for their actual and necessary expenses. Actual and necessary travel expenses shall include, but not be limited to, transportation and/or mileage costs, lodging expenses, meal expenses and registration costs.

It is the policy of the board to pay the actual and necessary expenses incurred by employees at educational workshops, conferences, training programs, official functions, hearings, or meetings, whether incurred within or outside the boundaries of the local government, to include:

1. Registration costs, tuition costs, fees, or charges;
2. Mileage at the current district reimbursement rate or actual travel expense if travel is authorized by commercial or charter means; and
3. Meals and lodging as approved in advance by the superintendent or designee.

Prior to reimbursement of actual and necessary expenses, the employee must submit a detailed receipt indicating the date, purpose and nature of the expense for each claim item within 60 days of the transaction. A credit card receipt is generally **not** considered a detailed receipt. **Failure to provide a detailed receipt shall make the expense non-reimbursable.**

Legal Reference: Neb. Statute 13-2201 et seq.

Cross Reference: 206.04 Board Member Compensation and Expenses
402.07 Transporting of Students by Employees
402.11 Credit Cards
801.13 Use of Private Vehicles on School Business

Approved 03/15/2010

Reviewed 05/20/2013, 01/04/2016

Revised _____

**POLICY 402.8R1
GERING PUBLIC SCHOOLS
GERING, NE**

TRAVEL EXPENSE REIMBURSEMENT

Reimbursement regulations shall be as follows:

- A. Meals and Lodging:
 - 1. Cost of meals must be itemized by date.
 - 2. Hotel bills should be filed with an expense report.
 - 3. Reimbursement for tips will be allowed.

- B. Transportation:
 - 1. Parking and storage charges will be allowed.
 - 2. Mileage for personal automobiles – An employee will be reimbursed for the use of a personal vehicle while on district business (this does not include commuting miles) at the prevailing standard rate as established by the Internal Revenue Service through its Revenue Procedures. This mileage rate is effective for all employees. However, Gering Public Schools may, at their determination, require employees to utilize district-owned vehicles (as opposed to personal vehicles) if the use of the district-owned vehicle would be more economical. If after such district determination, an employee still wants to drive his or her personal vehicle, the district is not required to reimburse the employee any more than it would have cost the department to use the district-owned vehicle.
 - 3. Transportation by public carrier will be reimbursed at the actual cost of the fare.

- C. In District:

Some employees are required by the Board of Education to have transportation available during the employee's scheduled hours of work. The Board of Education will reimburse this expense according to the following guidelines:

 - 1. Mileage to be reimbursed at a rate specified by the IRS.
 - 2. No mileage for commuting from home will be reimbursed.
 - 3. Any random travel which is required by the Superintendent must be logged daily and submitted each month to the building principal. This mileage would be in addition to that which is required under (a) above.
 - 4. Requests for reimbursements will be paid each month.

**POLICY 402.9
GERING PUBLIC SCHOOLS
GERING, NE**

RECOGNITION FOR SERVICE OF EMPLOYEES AND OTHERS

The board recognizes and appreciates service given to the district. Employees, board members, volunteers or others associated with the operations of the district may be honored by the board, administration and staff in an appropriate manner by the awarding of plaques, certificates of achievement, or items of value.

If the form of recognition thought appropriate by the administration and employees involves unusual expense to the school district, the superintendent shall seek prior approval from the board. Any expenditure for recognition of service shall be limited to \$200 per individual per occasion.

The district may authorize, upon a majority vote of the entire board, one recognition dinner each year for elected and appointed officials, employees, or volunteers of the district. In the event that a recognition dinner is authorized by board action, whether for elected and appointed officials, employees, or volunteers jointly or separately, the maximum cost which may be authorized by the board for such dinners shall not exceed \$50 per elected or appointed official, employee, or volunteer in attendance.

Legal Reference: Neb. Statute 13-2203

Cross Reference: 408 Certificated Employee Termination of Employment
414 Support Staff Termination of Employment

Approved 03/15/2010 Reviewed 01/04/2016, 08/27/201 Revised 02/15/2016, 09/17/2018

**POLICY 402.10
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE POLITICAL ACTIVITY

Employees shall not engage in political activity upon property under the jurisdiction of the board. Activities including, but not limited to, posting of political circulars or petitions, the distribution of political circulars or petitions, the collection of or solicitation for campaign funds, solicitation for campaign workers, and the use of students for writing or addressing political materials, or the distribution of such materials to or by students are specifically prohibited.

Violation of this policy may be grounds for disciplinary action.

Cross Reference: 410.05 Certificated Employee Political Leave
 415.05 Support Staff Political Leave

Approved 03/15/2010

Reviewed 01/04/2016

Revised _____

**POLICY 402.11
GERING PUBLIC SCHOOLS
GERING, NE**

CREDIT CARDS

The Superintendent shall determine which employees may use school district credit cards for the purchase of goods and services on behalf of the district or the actual and necessary expenses incurred in the performance of work-related duties. Actual and necessary expenses incurred in the performance of work-related duties include, but are not limited to, fuel for school district transportation vehicles used for transporting students to and from school and for school-sponsored events, payment of claims related to professional development of the board and employees, and other expenses required by employees and the board in the performance of their duties.

The Superintendent, in consultation with the Board, shall determine the acceptable types of purchases for which the credit card may be used.

Employees and officers using a school district credit card must submit a detailed receipt in addition to a credit card receipt indicating the date, purpose and nature of the expense for each claim item. Failure to provide a proper receipt shall make the employee responsible for expenses incurred and may lead to suspension of the employee's credit card use. Those expenses shall be reimbursed to the school district no later than ten working days following use of the school district's credit card.

It shall be the responsibility of the superintendent to determine whether the school district credit card use is for appropriate school business. It shall be the responsibility of the board to determine through the audit and approval process of the board whether the school district credit card use and procedures are appropriately handled.

The superintendent shall be responsible for implementing this policy.

Cross Reference: 206.04 Board Member Compensation and Expenses
 402.08 Employee Travel Compensation

Approved 03/15/2010

Reviewed 08/22/2016

Revised 09/19/2016

**POLICY 402.11R1
GERING PUBLIC SCHOOLS
GERING, NE**

CREDIT CARD PROCEDURES

Credit cards are maintained by accounts payable at the Central Office. Employees must check out a credit card and sign for it on the log kept by the Central Office. Immediately after purchase of items or trip return, the credit card must be returned to the Central Office and the log will be dated, indicating the card was returned. All charges incurred must be detailed and submitted for payment on a Pay Order to be approved by the administrator in charge. Pay orders and receipts are then to be routed to the Central Office for payment. Any charges for meals must be within allowable rates established on the Gering Public Schools' Expense Voucher form or the employee will be responsible for the overage. Our tax-exempt identification number is indicated on the front of the credit card for vendor information. It is also recommended that the employee take a Nebraska Sales Tax Exemption form while traveling for those vendors requiring documentation of tax-exempt status.

Approved 03/15/2003

Reviewed _____

Revised _____

**POLICY 402.12
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE INVOLVEMENT IN DECISION MAKING

The Board will encourage employees to contribute their ideas for the betterment of the district. The staff will be asked to help in developing policies and regulations, in establishing goals and objectives, and in planning curriculum, services, budget and facilities.

In devising rules and procedures for the operation of the schools, administrators will seek the suggestions of those employees who will be affected by such provisions. The professional staff will be given opportunities to contribute to curriculum development and to recommend policies and regulations pertaining to students and instruction.

The superintendent will develop channels for the communication of ideas among staff, administrators and Board members and will inform the Board of staff opinion when presenting recommendations for Board actions.

Cross Reference: 402.13 Communications with Employees

Approved 03/15/2010

Reviewed 01/04/2016

Revised _____

**POLICY 402.13
GERING PUBLIC SCHOOLS
GERING, NE**

COMMUNICATIONS WITH EMPLOYEES

The Board desires to maintain open communication channels between itself and the staff. The basic line of communication will be through the superintendent. The superintendent will develop and recommend to the Board processes for communications between the Board and district employees.

Communications or reports to the Board or Board committee from any staff member or members should be submitted through the superintendent. This procedure will not be construed as denying the right of any employee to address the Board about issues which are neither part of an active administrative procedure, nor disruptive to the operation of the district.

All official communications, policies and directives of staff interest and concern will be communicated to staff members through the superintendent. The superintendent will communicate as appropriate to keep staff fully informed of the Board's concerns and actions.

Cross Reference: 301.04 Communication Channels

Approved 03/15/2010

Reviewed 01/04/2016

Revised _____

**POLICY 402.14
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE USE OF DISTRICT TECHNOLOGY

The Board of Education believes that the availability of computers and computer technology will enhance the learning opportunities of our students and allow the district to deliver educational services more efficiently. Employees are expected to conduct themselves within the guidelines of district computer use policy as stated in Policy 606.06, Acceptable Use of Computers, Technology and the Internet.

Cross Reference: 504.03 Student Conduct
 505 Student Discipline
 606.06 Acceptable Use of Computers, Technology and the
 Internet

Approved 03/15/2010

Reviewed 01/04/2016

Revised _____

**POLICY 302.8
GERING PUBLIC SCHOOLS
GERING, NE**

SUPERINTENDENT CONSULTING/OUTSIDE EMPLOYMENT

The superintendent's position is considered full-time employment. The board expects the superintendent to give the responsibilities of the position precedence over other employment. The superintendent may accept consulting or outside employment for pay, with prior board approval, as long as the work is conducted on the superintendent's personal time and it does not interfere with the performance of the superintendent's duties.

The board reserves the right, however, to request that the superintendent cease the outside employment as a condition of continued employment. The board shall give the superintendent thirty days notice to cease outside employment.

Cross Reference: 302.02 Superintendent Contract and Contract Nonrenewal
 302.04 Superintendent Duties

Approved 02/17/2003

Reviewed _____

Revised _____

**POLICY 303.1
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATIVE POSITIONS

The school district shall have, in addition to the superintendent, the following administrative positions:

Administrative Directors
Principals
Assistant Principals
Dean of Students

These administrators shall work closely with the superintendent in the day-to-day operations of the school district.

It shall be the responsibility of these administrators to uphold board policy, to instill a positive, cooperative environment with employees, and to share their expertise with each other and the board under the management team concept.

Cross Reference: 301 Administrative Structure

Approved 02/17/2003

Reviewed 10/26/2015

Revised 12/21/2015

**POLICY 303.2
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board shall employ building principals and other administrators, in addition to the superintendent, to assist in the daily operations of the school district.

The board shall consider applicants who meet or exceed the standards set by the Nebraska Department of Education and the qualifications established in the job description for the position. In employing an administrator, the board shall consider the qualifications, credentials and records of the applicants without regard to race, color, religion, sex, national origin, age, or disability. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing an administrator, the board shall also consider the school district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board for filling an administrative position, based on the requirements stated in this policy. The board shall act only on the superintendent's recommendation.

The board may contract for assistance in the search for administrators.

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

**POLICY 303.3
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between an administrator and the board shall be determined by the board and stated in the contract, but shall not exceed three years. The contract shall also state the terms of the employment.

The first three years of a contract issued to a newly employed administrator shall be considered a probationary period. In the event of termination of a probationary or nonprobationary contract, the board shall afford the administrator appropriate due process.

Administrators whose contracts will be recommended for termination, amendment or nonrenewal by the board will receive notice prior to April 15. The superintendent shall make a recommendation to the board for the termination of the administrator's contract.

It shall be the responsibility of the superintendent to create a contract for each administrative position.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with board personnel policies regarding the areas of resignation, release or retirement.

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

POLICY 303.4
GERING PUBLIC SCHOOLS
GERING, NE

ADMINISTRATOR SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the administrators. It shall be the responsibility of the board to set the salary and benefits of the administrators at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the administrators. The salary shall be set at the beginning of each contract period.

In addition to the salary and benefits agreed upon, the administrator's actual and necessary expenses shall be paid by the school district when the administrator is performing work-related duties. The board shall approve the payment of other benefits or compensation over and above the administrator's contract. Approval of other benefits or items of an administrator's compensation shall be included in the records of the board in accordance with board policy.

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

**POLICY 303.5
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR DUTIES

Administrators shall be hired by the board to assist the superintendent in the day-to-day operations of the school district.

Each attendance center shall have a building principal responsible for the administration and operation of the attendance center. Each building principal, as chief administrator of the assigned attendance center, shall be responsible for the building and grounds, for the students and employees assigned to the attendance center, for school activities at the attendance center, for the education program offered in the attendance center, and the budget for the attendance center. The principal shall be considered the professional advisor to the superintendent in matters pertaining to the attendance center supervised by the principal. Although the principals serve under the direction of the superintendent, duties of the principal may include, but not be limited to the following:

1. Cooperate in the general organization and plan of procedure in the school under the principal's supervision;
2. Supervise the teachers in the principal's attendance center;
3. Conduct annual evaluations of those individuals who directly report to principal;
4. Maintain the necessary records for carrying out delegated duties;
5. Work with the superintendent in rating, recommending and selecting supervised employees whenever possible;
6. Work with the superintendent in determining the education program to be offered and in arranging the schedules. As much of the schedule as possible should be made before school closes for summer vacation. In the matter of courses offered, the final approval rests with the superintendent who is in turn responsible to the board;
7. Closely monitor and enforce the adopted course of study and instructional materials of the district;
8. Ensure that proper care is taken of all school books, supplies, materials, equipment, furniture and facilities;
9. Instruct teachers to make a complete annual inventory of all school property contained in their individual rooms. This inventory shall be reviewed and filed with the board secretary;
10. Investigate excessive cases of absence or tardiness of students and notify the parents or guardians of unexcused absence or tardiness. All such cases should be reported to the superintendent;

11. Make such reports from time to time as the superintendent may require;
12. Maintain the regular schedule of school hours established by the board and make no temporary changes in the schedule without the consent of the superintendent;
13. Promptly notify the superintendent whenever ventilation, sanitation or heating of the building is unsatisfactory;
14. Contribute to the formation and implementation of general policies and procedures of the school including, but not limited to, student management and school safety;
15. Perform such other duties as may be assigned by the superintendent of schools.

This list of duties shall not act to limit the board's authority and responsibility over the position of the administrators. In executing these duties and others the board may delegate, the administrators shall consider the school district's financial condition as well as the needs of the students in the school district.

Cross Reference: 301 Administrative Structure
 603.3 Curriculum Guides and Course Outlines

**POLICY 303.6
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR EVALUATION

The superintendent shall conduct an ongoing process of evaluating the administrators on their skills, abilities, and competence. At a minimum, the administrators will be evaluated annually. The goal of the formal evaluation process is to ensure that the educational program for the students is carried out, promote growth in effective administrative leadership for the school district, clarify the administrator's role as defined by the board and the superintendent, determine areas in need of improvement, clarify the immediate priorities of the responsibilities listed in the job description, and develop a working relationship between the superintendent and the administrator.

The superintendent is responsible for designing an administrator evaluation instrument. The formal evaluation shall include written criteria related to the job description. The superintendent, after receiving input from the administrators, shall present the formal evaluation instrument to the board for review.

The formal evaluation shall also include an opportunity for the administrator and the superintendent to discuss the written criteria, the past year's performance and the future areas of growth. The evaluation shall be completed by the superintendent, signed by the administrator and filed in the administrator's personnel file.

This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities and competence.

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

**POLICY 303.7
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR PROFESSIONAL DEVELOPMENT

The board encourages the administrators to continue their professional growth by becoming involved in professional organizations, attending conferences, continuing their education, and participating in other professional activities.

It shall be the responsibility of the administrators to arrange their schedules in order to attend various conferences and events in which they are involved. Prior to attendance at an event, the administrator must receive approval from the superintendent. In the case where travel will be more than three (3) days or unusual expense is involved, the superintendent shall bring it to the attention of the board prior to the administrator attending the event.

The administrator shall report to the superintendent after an event.

Cross Reference: 302.06 Superintendent Professional Development
 402.08 Employee Travel Compensation

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

**POLICY 303.8
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR CIVIC ACTIVITIES

The board encourages the administrators to be involved in the school district community by belonging to community organizations, and by attending and participating in school district community activities.

It shall be the responsibility of the administrators to become involved in school district community activities and events. Upon approval by the superintendent the board will allow up to \$500.00 to be paid by the school district to be used specifically for paying the annual fees of the administrator for school district community activities and events. It shall be within the discretion of the superintendent to pay annual fees for professional organizations and activities.

Cross Reference: 303.07 Superintendent Civic Activities

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

**POLICY 303.9
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR CONSULTING/OUTSIDE EMPLOYMENT

An administrative position is considered full-time employment. The board expects administrators to give the responsibilities of their positions in the school district precedence over other employment. An administrator may accept consulting or outside employment for pay as long as, in the judgment of the superintendent, the work is conducted on the administrator's personal time and it does not interfere with the performance of the administrative duties contracted by the board.

The board reserves the right, however, to request the administrator cease the outside employment as a condition of continued employment. The board shall give the administrator thirty days notice to cease outside employment.

Approved 02/17/2003

Reviewed 10/26/2015

Revised _____

POLICY 304.1
GERING PUBLIC SCHOOLS
GERING, NE

DEVELOPMENT AND ENFORCEMENT OF ADMINISTRATIVE REGULATIONS

Administrative regulations may be necessary to implement board policy. It shall be the responsibility of the superintendent to develop administrative regulations.

In developing the administrative regulations, the superintendent may consult with administrators or others likely to be affected by the regulations. Once the regulations are developed, employees, students and other members of the school district community shall be informed in a manner determined by the superintendent.

The board shall be kept informed of the administrative regulations utilized and their revisions. The board may review and recommend change of administrative regulations prior to their use in the school district if they are contrary to the intent of board policy.

It shall be the responsibility of the superintendent to enforce administrative regulations.

Cross Reference: 205 School Board Policy Process

Approved 02/17/2003

Reviewed 11/23/2015

Revised _____

POLICY 304.2
GERING PUBLIC SCHOOLS
GERING, NE

MONITORING OF ADMINISTRATIVE REGULATIONS

The administrative regulations shall be monitored and revised when necessary. It is the responsibility of the superintendent to monitor and revise the administrative regulations.

The superintendent may rely on the board, administrators, employees, students, and other members of the school district community to inform the superintendent about the effect of and possible changes in the administrative regulations.

Cross Reference: 205 School Board Policy Process

Approved 02/17/2003

Reviewed 11/23/2015

Revised _____

**POLICY 304.3
GERING PUBLIC SCHOOLS
GERING, NE**

HANDBOOKS AND DIRECTIVES

In order that the necessary board policies, regulations, school rules and procedures may be known by all staff members, patrons, students and parents affected, district administrators and principals are granted authority to issue staff and student/parent handbooks.

It is essential that the contents of all handbooks conform with district policies and regulations. It is also important that all handbooks bearing the name of the district or one of its schools be of a quality that reflects favorably on the district. The board, therefore, expects all student handbooks to be approved by the board and/or superintendent or designee before publication.

The superintendent will use his/her judgment as to whether specific handbooks need board approval. However, all handbooks published are to be made available to the board for informational purposes.

Approved 02/17/2003

Reviewed 11/23/2015

Revised _____

**POLICY 305
GERING PUBLIC SCHOOLS
GERING, NE**

ADMINISTRATOR CODE OF ETHICS

Administrators, as part of the educational leadership in the school district community, represent the views of the school district. Their actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, administrators shall conduct themselves professionally and in a manner fitting to their position.

Each administrator shall follow the code of ethics stated in this policy. Failure to act in accordance with this code of ethics or in a professional manner, in the judgment of the board, shall be grounds for discipline up to, and including, discharge.

The professional school administrator:

1. Upholds the honor and dignity of the profession in actions and relations with students, colleagues, board members and the public;
2. Obeys local, state and national laws; holds to high ethical and moral standards; and gives loyalty to this country and to the cause of democracy and liberty;
3. Accepts the responsibility to master and contribute to the growing body of specialized knowledge, concepts, and skills which characterize school administration as a profession;
4. Strives to provide the finest possible educational experiences and opportunities to the members of the school district community;
5. Seeks to preserve and enhance the prestige and status of the profession when applying for a position or entering into contractual agreements;
6. Carries out in good faith the policies duly adopted by the local board and the regulations of state authorities and renders professional service;
7. Disallows consideration of private gain or personal economic interest to affect the discharge of professional responsibilities;
8. Recognizes that public schools are the public's business and seeks to keep the public informed about their schools; and,
9. Supports and practices the management team concept.

Cross Reference: 405 Employee Conduct and Appearance

Approved 02/17/2003

Reviewed 11/23/2015

Revised 01/18/2016

**POLICY 611.8
GERING PUBLIC SCHOOLS
GERING, NE**

EARLY GRADUATION

A student who wishes to graduate from high school in less time than the ordinary eight (8) semester, grade 9-12 sequence, may request permission to complete graduation requirements on an alternate schedule.

The student and parents/guardians will consult with high school guidance personnel to develop a graduation plan. The student's intention to accomplish this shall be stated in writing to the principal. The student's parent or legal guardian must submit a letter in support of the student's request for early graduation, and such letter is to accompany the student's written request. The request letters to the principal should be submitted within six months prior to the anticipated completion of the required high school program.

A student who graduates early must complete all graduation requirements established by the board. The student who chooses early graduation will be allowed to participate in the spring graduation ceremonies. In all other school activities the early-out graduate will be treated as a graduated student.

Approved 10/20/03

Reviewed 5/31/11, 4/22/19 Revised 5/20/19

Dear Mr. Chavez and Gering School Board,

I am writing this letter to request to graduate early. I plan on graduating and working to make money for college. I will have all the credits that I will need to graduate. I will then continue to work and save money for starting college the next upcoming fall. I want to be able to experience things to help me grow.

I would love to see all of the opportunities that the world has to offer. My plan is to take the spring semester to prepare myself for college. I plan on going to a college in Colorado while also working. I would like to go into a field of therapy. I have thought about my future for a while and figured things out that best fit me. My peers also think it would be great to graduate early so that I have time to grow and prepare myself for early adulthood.

Best regards,

Amanda Gonzales

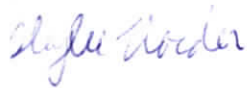
Haylee Harder
2410 Settler Dr.
Gering, NE 69341
haylee.harder2023@geringschools.net

Attn: Gering Public Schools

To whom it may concern,

I am Haylee Harder of Gering High School. I've fully appreciated all of my time in this school district. In the last couple of semesters, I've been leaning towards graduating early to get a jump start on my career. With a schedule set up for the fall semester of 2022, all credits plus dual credits will be exceeding what I need to graduate. I plan to attend Grand Canyon University in January of 2023 to fulfill passions of marketing as well as physical therapy majors. Thank you for your time and consideration.

Sincerely,



Haylee Harder

To whom it may concern:

We, Barb and Brandon Harder, the parents of Haylee Harder would like the Gering Public School district and Gering High School to consider an early graduation for our daughter. At this time, she has decided to use her schedule to complete all the credits necessary for her graduation requirements by the end of the first semester of 2022.

Haylee, her father and I have discussed her ability to start her college education in January of 2023 and by completing her hour requirements in December of 2022, it would allow her to do so. She has worked very hard to be a leader in her class as well as complete all of her classes with a cumulative 4.0 GPA. Her dedication to school and activities has been demonstrated throughout her high school career.

Attached is an approximate schedule sharing her intent through the fall semester courses. She plans to play GHS Softball in the fall as well as being in Harmony. With the adjusted schedule and her athletics, we would love for Haylee to have this opportunity. Thank you for your time and consideration of this topic.

Sincerely,



Barb and Brandon Harder
bharder@geringschools.net
bharder@nebtitileco.com
Barb 631-6901
Brandon 641-1383

Bytes Computer & Network Solutions	204823 General Fund	Expenditure	Physical Therapy - SPED - Sch
			Total for Bluffs Physical Therapy
	204824 General Fund	Expenditure	IDEA Base Enrollment/Poverty
	204824 General Fund	Expenditure	Technology
Capital Business Systems, Inc.-Texas			Total for Bytes Computer & Network Solutions
	204825 General Fund	Expenditure	General Business Support
	204825 General Fund	Expenditure	Office of the Principal
Chelsey Loomis			Total for Capital Business Systems, Inc.-Texas
City Of Gering	204826 General Fund	Expenditure	P.E. Program
Computers Etc. LLC	204809 General Fund	Expenditure	Operation of Plant
Connell, Jamie	204827 General Fund	Expenditure	Operation of Plant
	204828 General Fund	Expenditure	IDEA Base Enrollment/Poverty
	204828 General Fund	Expenditure	School Age Sped Inst/Therapy/(
			Servs.
			Total for Connell, Jamie
Crossroads Music	204829 General Fund	Expenditure	Instrumental Music Program

Printed: 02/28/2022 6:24:10 PM Report: rptAPEExpSummFund 2021.4.13

Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund From Date: 02/01/2022 To Date: 02/

Fund: 01	General Fund	Check#	FUND	TYPE	FUNCTION
Remit Name					
Culligan Of Scottsbluff		204830	General Fund	Expenditure	Operation of Plant
Dana F. Cole & Company, LLP		204888	General Fund	Expenditure	Board of Education
Das State Accounting - Central Finance		204831	General Fund	Expenditure	Distance Learning
Dell Marketing L.P.		204894	General Fund	Expenditure	Technology
Docu-Shred		204832	General Fund	Expenditure	Operation of Plant
		204832	General Fund	Expenditure	P.E. Program
					Total for Docu-Shred
ESU13		204833	General Fund	Expenditure	Panhandle Beginnings Day Tre
		204833	General Fund	Expenditure	Occupational Therapy - SPED -
		204833	General Fund	Expenditure	Age
					Physical Therapy - SPED - Sch

204833 General Fund	Expenditure	School Age Sped Inst/Therapy/
		Servs.
204833 General Fund	Expenditure	School Age Sped Transportatio
204833 General Fund	Expenditure	SPED Non-Reimbursables
204833 General Fund	Expenditure	Speech Therapy - SPED - Scho
204833 General Fund	Expenditure	State Early Childhood
204833 General Fund	Expenditure	Supervisory Services
204833 General Fund	Expenditure	Title IV

Total for ESU13

FBG Service Corporation

204834 General Fund	Expenditure	Operation of Plant
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First Student, Inc.

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Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund From Date: 02/01/2022 To Date: 02/

Fund: 01	General Fund	Check#	FUND	TYPE	FUNCTION
Remit Name					
		204835	General Fund	Expenditure	Pupil Transportation
		204835	General Fund	Expenditure	School Age Sped Transportatio
		Total for First Student, Inc.			
Follett School Solutions, Inc.		204836	General Fund	Expenditure	Support Services-Library
Frank Parts Company		204837	General Fund	Expenditure	Auto Program
		204837	General Fund	Expenditure	Operation of Plant
		Total for Frank Parts Company			
Gering Civic Center		204889	General Fund	Expenditure	Board of Education
Gering Courier		204838	General Fund	Expenditure	Support Services-Library
Gering Public Schools		204811	General Fund	Liability	Undesignated
		204839	General Fund	Expenditure	Cafeteria Payroll
		Total for Gering Public Schools			
Gps Visa		204840	General Fund	Expenditure	General Business Support
		204840	General Fund	Expenditure	General Instructional Svs
		204840	General Fund	Expenditure	Home Economics Program
		204840	General Fund	Expenditure	IDEA Base Enrollment/Poverty
		204840	General Fund	Expenditure	Office of the Principal
		204840	General Fund	Expenditure	Supervisory Services
		204840	General Fund	Expenditure	Support Services-Guidance
		204840	General Fund	Expenditure	Support Services-Library
		204840	General Fund	Expenditure	Vocational & Applied Tech

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Logoz Llc	204854	General Fund	Expenditure	General Instructional Svcs
Menards	204855	General Fund	Expenditure	Operation of Plant
Moravek, Michael	204856	General Fund	Expenditure	IDEA Base Enrollment/Poverty School Age Sped Inst/Therapy/ Servs.
	204856	General Fund	Expenditure	
Total for Moravek, Michael				
NASB - NE. Association of School Boards	204857	General Fund	Expenditure	Board of Education
NASB ALICAP	204858	General Fund	Expenditure	General Business Support
Ncsa	204859	General Fund	Expenditure	Assessment
Nebraska Safety & Fire Equipment, Inc.	204860	General Fund	Expenditure	Operation of Plant
OneSource	204861	General Fund	Expenditure	Board of Education
Optimal Family Preservation	204862	General Fund	Expenditure	District Contracted Prog.
Paul Reed Construction	204863	General Fund	Expenditure	Operation of Plant

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Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund **From Date:** 02/01/2022 **To Date:** 02/

Fund: 01	General Fund	Check#	FUND	TYPE	FUNCTION
Remit Name					
Pearson		204864	General Fund	Expenditure	Psychological Services - SPED School Age
Perry, Guthery, Haase & Gessford, P.C.,		204865	General Fund	Expenditure	Board of Education
Presencelearning, Inc.		204866	General Fund	Expenditure	Speech Therapy - SPED - Scho
Print Broker		204867	General Fund	Expenditure	Operation of Plant
Print Express		204868	General Fund	Expenditure	Board of Education
		204868	General Fund	Expenditure	Office of the Principal
Total for Print Express					
Pro-Ed		204869	General Fund	Expenditure	Supervisory Services
Psat/Nmsqt		204870	General Fund	Expenditure	Support Services-Guidance

Quill Corporation	204871 General Fund	Expenditure	Operation of Plant
Scottsbluff Adv	204872 General Fund	Expenditure	Board of Education
Scottsbluff Public Schools	204808 General Fund	Expenditure	Instrumental Music Program
	204873 General Fund	Expenditure	Pupil Transportation
			Total for Scottsbluff Public Schools
Sherfey, Candice	204810 General Fund	Liability	Undesignated
ShoutPoint, Inc.			
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Gering Public Schools

Expenditure Summary Report

Criteria: **Report Sort:** Fund **From Date:** 02/01/2022 **To Date:** 02/

Fund: 01 General Fund		Check# FUND	TYPE	FUNCTION
Simply Clean		204874 General Fund	Expenditure	Technology
Snell Services, Inc.		204875 General Fund	Expenditure	Operation of Plant
Spectrum Photographics		204876 General Fund	Expenditure	Operation of Plant
Star-Herald - SUBSCRIPTIONS		204877 General Fund	Expenditure	Board of Education
Supreme School Supply		204878 General Fund	Expenditure	Support Services-Library
Svoboda, Megan L.		204892 General Fund	Expenditure	Office of the Principal
		204879 General Fund	Expenditure	IDEA Base Enrollment/Poverty
		204879 General Fund	Expenditure	School Age Sped Inst/Therapy/(
				Servs.
				Total for Svoboda, Megan L.
Taher, Inc		204880 General Fund	Expenditure	Board of Education
		204880 General Fund	Expenditure	Office of the Principal
				Total for Taher, Inc
Teammates Of Scotts Bluff Co., Inc.		204881 General Fund	Expenditure	Operation of Plant
Valley Youth Connections		204882 General Fund	Expenditure	District Contracted Prog.
Visa		204883 General Fund	Expenditure	General Business Support
Ward's Science		204893 General Fund	Expenditure	Science Program
Wayne State College				

Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund **From Date:** 02/01/2022 **To Date:** 02/

Fund: 01	General Fund	Check# FUND	TYPE	FUNCTION
Remit Name				
Wex Bank	204884 General Fund	Expenditure	Instrumental Music Program	
Wpci	204885 General Fund	Expenditure	Warehouse	
	204886 General Fund	Expenditure	Board of Education	
Total for General Fund				

Fund: 05	Activity Fund	Check# FUND	TYPE	FUNCTION
Remit Name				
Ace Hardware	9859 Activity Fund	Expenditure	HS Concessions	
Alliance Public Schools	9860 Activity Fund	Expenditure	HS Speech	
Amy Hostetler	9831 Activity Fund	Expenditure	HS Speech	
Ault, Tim_1228	9861 Activity Fund	Expenditure	Boys Basketball	
Balthazor, Jamey	9832 Activity Fund	Expenditure	Girls Basketball	
Bayard Public Schools	9890 Activity Fund	Expenditure	Math Club	
Bridgeport High School	9862 Activity Fund	Expenditure	FFA	
Bruce, Joni	9818 Activity Fund	Expenditure	Boys Basketball	
	9833 Activity Fund	Expenditure	Girls Basketball	
Total for Bruce, Joni				
Caitlin Whitfield				

Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund **From Date:** 02/01/2022 **To Date:** 02/

Fund: 05	Activity Fund	Check# FUND	TYPE	FUNCTION
Remit Name				
Carlos Palomo	9891 Activity Fund	Expenditure	Bulldog El Barrio	
Cash-Wa Distributing of Kearney, Inc	9863 Activity Fund	Expenditure	Boys Basketball	

	9834 Activity Fund	Expenditure	HS Concessions
	9864 Activity Fund	Expenditure	HS Concessions
	9892 Activity Fund	Expenditure	HS Concessions
Castaneda, Armond			Total for Cash-Wa Distributing of Kearney, Inc
	9823 Activity Fund	Expenditure	Girls Basketball
	9835 Activity Fund	Expenditure	Girls Basketball
			Total for Castaneda, Armond
CDW Government, LLC			
	9883 Activity Fund	Expenditure	Lincoln Fund
Chelsea Parrish			
	9857 Activity Fund	Expenditure	HS Speech
Claire Smith			
	9836 Activity Fund	Expenditure	HS Speech
Cody Kronhofman			
	9837 Activity Fund	Expenditure	HS Speech
Coleton Bevins			
	9838 Activity Fund	Expenditure	HS Speech
Comfort Suites - Gothenburg			
	9839 Activity Fund	Expenditure	BULL DOG SPIRIT SQUAD
Creative Signs by Cozad			
	9824 Activity Fund	Expenditure	Geil Building Fund
Deca			
	9865 Activity Fund	Expenditure	Bulldog DECA
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Gering Public Schools

Expenditure Summary Report

Criteria: **Report Sort:** Fund **From Date:** 02/01/2022 **To Date:** 02/

Fund:	05	Activity Fund	Check#	FUND	TYPE	FUNCTION
			9865	Activity Fund	Expenditure	HS DECA
						Total for Deca
Demaranville, Jace			9840	Activity Fund	Expenditure	HS Speech
Domino'S Pizza			9841	Activity Fund	Expenditure	HS Concessions
			9841	Activity Fund	Expenditure	HS GGAA
			9893	Activity Fund	Expenditure	Bulldog El Barrio
			9893	Activity Fund	Expenditure	HS Concessions
			9893	Activity Fund	Expenditure	LEO Club
						Total for Domino'S Pizza
Gering Bakery-Ahlers Baking Inc.			9842	Activity Fund	Expenditure	HS Concessions
Gering Wrestling Club			9894	Activity Fund	Expenditure	HS Concessions
Gordon-Rushville Public Schools			9816	Activity Fund	Expenditure	FFA

Gothenburg High School

Gps Visa

9866 Activity Fund

Expenditure

HS Speech

9867 Activity Fund

Expenditure

Bulldog El Barrio

9867 Activity Fund

Expenditure

BULLDOG GIRLS BASKETBAL

9867 Activity Fund

Expenditure

Bulldog One Act Play

9867 Activity Fund

Expenditure

FFA

9867 Activity Fund

Expenditure

Harmony

9867 Activity Fund

Expenditure

HS Concessions

9867 Activity Fund

Expenditure

HS GGAA

9884 Activity Fund

Expenditure

HS Courtesv

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Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund

From Date: 02/01/2022

To Date: 02/

Fund: 05

Activity Fund

Remit Name	Check# FUND	TYPE	FUNCTION
	9884 Activity Fund	Expenditure	HS Fund
	9895 Activity Fund	Expenditure	HS Fund
			Total for Gps Visa
Harrington, Creighton	9843 Activity Fund	Expenditure	HS Speech
Jael Johnson	9844 Activity Fund	Expenditure	HS Speech
Jamie Kimiko Sato	9858 Activity Fund	Expenditure	HS Speech
Johns, Carrie	9868 Activity Fund	Expenditure	FFA
	9896 Activity Fund	Expenditure	FFA
			Total for Johns, Carrie
Johnson Cashway _8920	9869 Activity Fund	Expenditure	HS Concessions
	9869 Activity Fund	Expenditure	HS MUSICAL
			Total for Johnson Cashway _8920
Johnson, Caleb W.	9845 Activity Fund	Expenditure	HS Speech
Kimball High School	9870 Activity Fund	Expenditure	FFA
Koski, Glen	9897 Activity Fund	Expenditure	Activities Director
Kyla Knight	9871 Activity Fund	Expenditure	Boys Basketball
	9871 Activity Fund	Expenditure	Girls Basketball
	9871 Activity Fund	Expenditure	Wrestling
			Total for Kyla Knight

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	9850 Activity Fund	Expenditure	HS BULLDOG WRESTLING
	9850 Activity Fund	Expenditure	HS GGAA
			Total for Panhandle Coop Association
Pepsi Cola Of Western Nebraska			
	9851 Activity Fund	Expenditure	HS Concessions
	9876 Activity Fund	Expenditure	HS Concessions
	9900 Activity Fund	Expenditure	HS Concessions
			Total for Pepsi Cola Of Western Nebraska
Perez, Stephanie			
	9877 Activity Fund	Expenditure	Boys Basketball
Perkins Co. High School			
	9852 Activity Fund	Expenditure	HS Speech
Peters, Bj			
	9853 Activity Fund	Expenditure	Girls Basketball
Poyds Dance Company, Llc			
	9854 Activity Fund	Expenditure	HS MUSICAL
Pszanka, Brett			
	9820 Activity Fund	Expenditure	Boys Basketball
	9825 Activity Fund	Expenditure	Boys Basketball
			Total for Pszanka, Brett

Rose, Emily
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Gering Public Schools

Expenditure Summary Report

Criteria: **Report Sort:** Fund **From Date:** 02/01/2022 **To Date:** 02/

Fund: 05 **Activity Fund**

Remit Name	Check# FUND	TYPE	FUNCTION
	9826 Activity Fund	Expenditure	PRE SCHOOL BOOSTERS
Salazar, Sonny			
	9827 Activity Fund	Expenditure	Boys Basketball
Scottsbluff High School _15901			
	9878 Activity Fund	Expenditure	HS Speech
Sean Gross			
	9828 Activity Fund	Expenditure	Girls Basketball
	9879 Activity Fund	Expenditure	Boys Basketball
			Total for Sean Gross
Stack, Robert			
	9880 Activity Fund	Expenditure	Boys Basketball
	9887 Activity Fund	Expenditure	Boys Basketball
			Total for Stack, Robert
Steele, Ryan			
	9821 Activity Fund	Expenditure	Girls Basketball
Subplot Studio			
	9881 Activity Fund	Expenditure	HS MUSICAL
Taher, Inc			
	9829 Activity Fund	Expenditure	HS Fund

The Cornhusker Hotel

9888 Activity Fund
9888 Activity Fund

Expenditure
Expenditure

Bulldog DECA
HS DECA

Total for The Cornhusker Hotel

Tory Schwartz

9822 Activity Fund
9830 Activity Fund
9855 Activity Fund

Expenditure
Expenditure
Expenditure

Boys Basketball
Girls Basketball
Boys Basketball

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2021.4.13

Gering Public Schools

Expenditure Summary Report

Criteria: Report Sort: Fund

From Date: 02/01/2022

To Date: 02/

Fund: 05 Activity Fund

Remit Name	Check# FUND	TYPE	FUNCTION
	9855 Activity Fund	Expenditure	Girls Basketball
			Total for Tory Schwartz
Tyler Marshall	9856 Activity Fund	Expenditure	Girls Basketball
Visa	9889 Activity Fund	Expenditure	PRE SCHOOL BOOSTERS
Western Conference	9882 Activity Fund	Expenditure	HS Athletics Fund
			Total for Activity Fund

Fund: 06 Cafeteria Fund

Remit Name	Check# FUND	TYPE	FUNCTION
Fresh Foods Inc.	1429 Cafeteria Fund	Expenditure	Summer Food Program
Gering Public Schools	1430 Cafeteria Fund 1432 Cafeteria Fund 1433 Cafeteria Fund	Expenditure Expenditure Expenditure	Cafeteria Expenditures Cafeteria Expenditures Cafeteria Expenditures
			Total for Gering Public Schools
Taher, Inc	1431 Cafeteria Fund	Expenditure	Cafeteria Expenditures
			Total for Cafeteria Fund

Fund: 08 Building Fund

Remit Name	Check# FUND	TYPE	FUNCTION
Kucirek Engineering, Inc.	5228 Building Fund	Expenditure	Press Box
			Total for Building Fund

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Report: rptAPEExpSummFund

2021.4.13

Gering Public Schools

Expenditure Summary Report

Criteria: **Report Sort:** Fund

From Date: 02/01/2022

To Date: 02/

Grand Total:

Recap for FUND for General Fund

01	General Fund	\$606,333.70
05	Activity Fund	\$40,624.86
06	Cafeteria Fund	\$197,728.99
08	Building Fund	\$57,584.00

End of Report

Year: 2021-2022
1/28/2022

Amount

\$632.54

\$416.39

\$135.42

\$4,625.28

\$396.03

\$20.14

\$515.92

\$3,101.64

\$2,515.23

\$6,152.93

\$2,399.79

\$171.75

\$733.80

\$146.96

\$3,452.30

\$250.82

\$178.87

Page:

1

Year: 2021-2022
1/28/2022

Amount

\$300.44

\$19,215.40

\$1,842.28

ool Age \$4,574.10
\$6,416.38

\$87,619.50
\$8,156.00
\$95,775.50

\$1,185.28
\$12,019.06
\$13,204.34

\$13.69

\$44,913.74

\$27.34

Couns \$50.22
\$36.22

\$86.44

\$89.76

Page: 2

Year: 2021-2022

1/28/2022

Amount

\$170.50

\$26,245.00

\$259.49

\$908.26

\$25.00

\$25.00

\$50.00

Payment \$4,828.70
- School \$271.22

ool Age \$1,304.42

Couns	\$27,018.98
in	\$382.80
	\$875.00
ool Age	\$51.79
	\$10,154.06
	\$264.60
	\$2,907.00
	\$48,058.57
	\$12,754.00

Page: 3

Year: 2021-2022
/28/2022

	Amount
in	\$71,796.61
	\$1,990.44
	\$73,787.05
	\$16.06
	\$81.46
	\$147.75
	\$229.21
	\$140.88
	\$52.00
	\$96,047.05
	\$0.00
	\$96,047.05
	\$26,812.00
	\$1,196.47
	\$356.46
	\$3,289.00
	\$72.08
	\$169.99
	\$25.00
	\$166.75
	\$1,039.92

Page: 4

Year: 2021-2022

1/28/2022

Amount
\$211.55
\$150.00
\$21.55
\$23.25
\$759.90
\$34,293.92

\$62.45
\$3.83
\$16,321.99
\$115.32
\$840.02
\$600.00
\$1,237.50
\$27.96
\$726.82
\$6,590.00

\$55.38
5

Page:

Year: 2021-2022

1/28/2022

Amount
\$674.65
\$10.53
\$320.65

\$50.00

\$483.01

Couns

\$16.34

\$27.82

\$44.16

\$6,730.00

\$25,549.00

\$335.00

\$1,520.00

\$100.00

\$1,400.00

\$165.76

Page:

6

Year: 2021-2022

1/28/2022

Amount

-

\$1.75

\$9,088.54

sol Age

\$5,206.80

\$843.75

\$46.63

\$258.95

\$305.58

\$35.20

\$198.00

\$441.00

\$438.48

\$340.00

\$9,284.24

\$9,624.24

\$50.00

Page:

7

Year: 2021-2022

1/28/2022

Amount

\$2,415.00

\$1,041.37

\$2,941.50

\$210.00

\$156.00

\$200.48

\$34.97

Couns

\$23.96

\$58.93

\$103.00

\$60.00

\$163.00

\$6,000.00

\$420.00

\$12,131.35

\$727.10

Year: 2021-2022

1/28/2022

Amount

\$45.00

\$60.00

\$271.00

\$606,333.70

Amount

\$32.53

\$258.00

\$100.00

\$65.00

\$145.00

\$30.00

\$52.00

\$65.00

\$65.00

\$130.00

Year: 2021-2022

1/28/2022

Amount

\$45.73

\$80.00

\$674.02
\$3,531.16
\$1,033.70
\$5,238.88

\$260.00
\$65.00
\$325.00

\$8,848.30

\$70.00

\$100.00

\$70.00

\$70.00

\$283.50

\$225.00

\$100.00

Page:

10

Year: 2021-2022

1/28/2022

Amount
\$120.00
\$220.00

\$70.00

\$206.94

\$64.49

\$41.49

\$385.89

\$64.49

\$763.30

\$47.96

\$1,114.44

\$70.00

\$273.00

.L

\$80.86
\$110.00
\$105.73
\$302.15
\$1,560.00
\$56.77
\$273.81
\$80.00

Page:

11

Year: 2021-2022

1/28/2022

Amount
\$18.48
\$9.00
\$2,596.80

\$70.00

\$100.00

\$140.00

\$36.89
\$30.03
\$66.92

\$34.99
\$42.39
\$77.38

\$100.00

\$65.00

\$117.00

\$20.00
\$40.00
\$20.00
\$80.00

Page:

12

Year: 2021-2022
1/28/2022

	\$80.00
	\$125.00
.L	\$640.00
	\$936.00
	\$1,576.00
	\$80.00
	\$80.00
	\$160.00
	\$70.00
	\$70.00
	\$140.00
.L	\$336.96
	\$750.00
	\$75.00
	\$825.00
ociation	\$780.00
	\$419.93

Page: 13

Year: 2021-2022
1/28/2022

	Amount
	\$200.00
	\$306.00
.L	\$11.25
BAL	\$11.25

\$18.00
\$55.00
\$95.50

\$1,112.95
\$1,182.10
\$1,294.00
\$3,589.05

\$65.00

\$198.00

\$65.00

\$1,400.00

\$135.00
\$135.00
\$270.00

Page:

14

Year: 2021-2022

1/28/2022

Amount

\$32.61

\$90.00

\$392.00

\$130.00
\$65.00
\$195.00

\$100.00
\$80.00
\$180.00

\$65.00

\$100.00

\$60.00

\$1,071.00
\$357.00
\$1,428.00

\$135.00
\$130.00
\$90.00

Page: 15

Year: 2021-2022
/28/2022

Amount
\$145.00
\$500.00

\$145.00

\$1,020.07

\$3,505.00
\$40,624.86

Amount

\$2,096.89

\$11,587.84
\$0.00

\$7,479.14
\$19,066.98

\$176,565.12
\$197,728.99

Amount

\$57,584.00
\$57,584.00

Page: 16

Year: 2021-2022

V.A.L.T.S.



V.A.L.T.S. GOALS

- Provide an alternative environment for students to achieve high school graduation.
- Provide Face-to-Face learning, using various methods, that meets the needs of each student.
- Provide a supportive, caring, positive environment where students can develop positive self-concepts and self-esteem through positive relationships.
- Provide opportunities to explore college/career choices.

TARGET STUDENTS

- Students who are not on track to graduate.
- Have a desire to achieve graduation.
- Have a desire to attend VALTS.
- Students who have obtained “around” 100 credits.

NEW CHANGES

- New student management system
- Moved to Acellus from Odysseyware (Online Credit Recovery)
- New Logo
- Addition of SEBL curriculum
- Updating current curriculum to new standards



GERING V.A.L.T.S. GRADUATION DATA

GHS Graduates:

2021-2022	"8"
2020-2021	13
2019-2020	11
2018-2019	15
2017-2018	8

GHS Graduates to date: (1998-2021)

240 Graduates

Current Enrollment: 20

Juniors: 12

Seniors: 8

CURRENT V.A.L.T.S. ENROLLMENT

3rd Quarter District Seats:

Gering:	20 seats- Currently using 20 seats
Mitchell:	7 seats-Currently using 5 seats
Sidney:	7 seats- Currently using 4 seats
Creek Valley:	2 seats-Currently using 1 seat
Banner Co.:	1 seat- Currently using 0 seats
Bayard:	2 seats-Currently using 1 seat
Bridgeport:	3 seats- Currently using 3 seats + 1
Kimball:	2 seats- Currently using 0 seats
Minatare:	2 seats- Currently using 1 seat
Morrill:	2 seats- Currently using 2 seats

TOTAL: 38

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