

Regular Board of Education Meeting

Monday, November 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 6:01 p.m.
 - 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
3. **Consent Agenda**
 - 3.1. Minutes from the previous month's board meeting(s)
 - 3.2. Approval of Claims/Bills
 - 3.3. Board Policy Adoption
 - 3.3.i. First Reading of Board Policies
 - 3.3.i.1. **405 EMPLOYEE CONDUCT AND APPEARANCE**
 - 3.3.i.2. **406.1 CERTIFICATED EMPLOYEE DEFINED**
 - 3.3.i.3. **406.2 CERTIFICATED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION**
 - 3.3.i.4. **406.3 CERTIFICATED EMPLOYEE INDIVIDUAL CONTRACTS**
 - 3.3.i.5. **406.4 CERTIFICATED EMPLOYEE CONTINUING CONTRACTS**
 - 3.3.i.6. **406.5 CERTIFICATED EMPLOYEE WORK DAY**

3.3.i.7. **406.6 CERTIFICATED EMPLOYEE ASSIGNMENT**

3.3.ii. Second Reading of Board Policies

3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

3.4.i.1. **Stephanie Berger, First Grade Teacher at Northfield Elementary
2023-24 School Year**

3.4.ii. Certified Staff Resignation(s)

3.4.ii.1. **Penny Hilzer, First Grade Teacher at Northfield Elementary, May
2023**

4. **Reports and Discussions**

4.1. **Gering's One Act Team earned the Western State Conference Championship**

One Act was at the meeting and the BOE presented each member a certificate honoring the team's Western State Conference Championship. The One Act's Dinner Theater will be held on November 29 at 6:00 p.m.

4.2. Cross Country Boys and Girls Recognition:

Madison Seiler (3X State Champion)

Jadyn Scott (5th Place state finish)

Both boys and girls teams placed 6th in the State competition.

Mr. Marez and the XC team were also present, and certificates were given to the team for their performance at the state meet. A video that Mr. Marez had made was presented during that time, previewing highlights of their awesome season.

4.3. Building Report: Northfield Elementary

Mr. Wiedeman, and students from Northfield Elementary gave their building presentation this evening. Each kiddo spoke about what Northfield meant to them, and in closing, Mr. Wiedeman stated that the kids at their school are what matters MOST.

4.4. **TEAMMATES** Mentoring Program Presentation: Mary Kay Haun

Mary Kay Haun presented on behalf of the TEAMMATES program. She stated that they currently have 24 mentors/mentees, along with 66 active matched. Thier goal is to have 80 matches by the year 2023

4.5. Board Committee Report: Curriculum & Personnel

Board member, Tracy Wiese, reported for the curriculum meeting. The VAULTS program was discussed, and the district wanted to make sure that we were utilizing all the seats that we paid for. Test and achievement scores were a hot topic, and action is taking place to move forward to achieve higher scores. The math curriculum is on a 7 year rotation, and is currently being reviewed. The curriculum meeting being held on December 6, at 7:00 am, will be in the LINKS classroom that is located at the Jr. High.

4.6. Board Committee Report: Finance & Facilities

Board member, Josh Lacy reported on behalf of the finance and facilities meeting. He was happy to hear that we are able to keep money in a reserve account to help with our facility updates. Athletic Director, Glen Koski, presented 3 options for updating the track at the High School, and options are being considered. The GHS construction house has been sold, and the line of credit has been paid off for that. As always, the long-term facility plan is moving forward so we can provide the best learning environments for our students. The district has partnered up with Baker and Associates to create the most cost effective plan. The tennis courts at the high school will have stairs installed on the east side of the courts. Lastly, our annual audit is completed, balanced, and submitted on time for the 2021-2022 school year.

4.6.i. Monthly Finance Summary Report

4.7. Superintendent's Report

Dr. Regan was full of exciting news and updates this evening. This week NDE will release our 2021-22 Assessment and Accountability Report. The state assessment is our roadmap to inform us about what we are doing well and also the areas we need to improve in. For Gering Public Schools, she was proud to highlight 5 outstanding accomplishments of our school year:

Enrollment Growth

Attendance Growth

Gifted Student Growth

Increase in our Graduation Rate

Increase in our College Going Rate

Our staff has gone deep into assessment data with specific, aligned actions to move the needle on academic achievement.

This month, we are launching a new math curriculum review. Kory Knight has been setting the stage with staff surveys, data studies, and trends, and identifying the strengths of our current curriculum as well as the opportunities to review and study options to leverage our current math instructional model.

Last week, Dr. Regan met with our Superintendent Advisory Committee to talk through questions and or concerns coming from our schools. This is a committed group of teachers who have great passion for their district and ask the hard questions and who want to engage in solutions facing our district.

She was happy to announce that Lincoln Elementary carried on their Thanksgiving tradition, and served over 700 meals to their students and parents.

Lastly, Dr. Regan ended with one word: gratitude. We have so much to be thankful for about our school district, students, staff, administrators, and board members. We are deep in talent and commitment. We only have more to look forward to in the year ahead.

4.8. Recognize Geil Elementary as the **United Way Community Partnership** Winners.

5. **Patron Comments**

6. **Action Items**

- 6.1. Discuss, consider, and take action regarding the approval of the North Platte NRD Multi-Jurisdictional Hazard Mitigation Plan.

7. **Board Comments**

Mary Winn- Congratulated Greg Trautman and John Maser on winning the election. Gering's Mock Trial Team is also headed to the state meet.

Josh Lacy- Also Congratulated our 2 newly elected board members. He enjoyed the building report from Northfield students. He was one of the parents that attended the Thanksgiving dinner at Lincoln Elementary, and was so impressed by how smoothly it ran.

Tracy Wiese- Wanted to remind everyone of the One Act Dinner that will be held at the High School on November 29.

Brady Shaul- Enjoyed all the reports that were presented this evening. He also congratulated the 2 new board members, and stated he is confident about the election and is looking forward to next semester.

Brian Copsey- Enjoyed the Northfield building report, as well as the recognition certificates for the XC Team and One Act Team. He attended the 2022 state conference last week in Omaha, and feels positive about the dynamics of the new board members. Brian was also nominated for the NASB Committee, and is ready to get started with that.

BJ Peters- Thanked Brian for accepting the nomination for the NASB Committee, and is looking forward to welcoming the new board members. He closed by saying, " It's not all about test scores, its about the kids and prepping them for life." BJ is so proud of the GPS School Bard.

- 7.1. Tentative Upcoming Board Meeting/Event Dates

8. **Adjourn**

The meeting was adjourned at 6:59 p.m.

Regular Board of Education Meeting

Monday, October 17, 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

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

A motion to was presented by Josh Lacy, seconded by Brady Shaul. After voting, motion Passed.

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

2.3. Excuse Absent Board Member(s)

A motion to excuse absent board members was presented by Josh Lacy, seconded by Brady Shaul. After voting, motion Passed.

Brian Copsey: Absent, Josh Lacy: **Yea**, 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

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

Brian Copsey: Absent, Josh Lacy: **Yea**, 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 Total

3.2.i.

General Fund	\$959,565.43
Depreciation Fund	\$19,384.32
Activity Fund:	\$77,800.69
Cafeteria Fund:	\$524.17
Building Fund	\$454,156.85
QCPUF	\$1,857.79

Total **\$1,513,289.25**

3.3. Approval of Claims/Bills

3.4. Board Policy Adoption

3.4.i. First Reading of Board Policies

3.4.ii. Second Reading of Board Policies

3.4.ii.1. **404.7** SUBSTANCE-FREE WORKPLACE

3.4.ii.2. **404.8** DRUG AND ALCOHOL TESTING PROGRAM

3.4.ii.3. **404.9** INJURED EMPLOYEE ALTERNATIVE

3.4.ii.4. **404.10** DISCLOSURE AND PROTECTION OF EMPLOYEE HEALT INFORMATION

3.4.ii.5. **404.11** FACILITIES FOR MILK EXPRESSION

3.4.ii.6. **404.12** TITLES IX SEXUAL HARRASSMENT

3.5. Personnel Items

3.5.i. Certified Staff Contract(s)

3.5.i.1. **Laura Gool, Special Education Teacher at Northfield Elementary**

3.5.ii. Certified Staff Resignation(s)

4. Reports and Discussions

4.1. Employee Recognition: "Bulldogs Going Beyond"

4.1.i. **Blair McDonald, Science Teacher @ Gering Junior High School**

4.1.ii. **Justin Martinez, Lincoln Elementary Custodian**

4.2. Board Committee Report: Curriculum & Personnel

Board member Tracy Wiese spoke on behalf of the Curriculum Committee. She shared that the committee discussed next school year's teaching contracts, and is excited about what's in store. GPS Staff is attending career fairs, and hopes to recruit new teachers to the area.

4.3. Board Committee Report: Finance & Facilities

Board member, Brady Shaul shared what was discussed and the Finance/Facilities committee meeting. HVAC systems at our locations is always a hot topic, and the district is exploring all avenues to utilize the systems we have in place.

Gering Valley Plumbing is donating a water heater for the concession stand located at the Gering Football Field. A new boiler is also being installed at GJHS.

Board member, Mary Winn attended this meeting, and commented on the increase in ALICAP.

The 2021-22 school year audit has been completed for the district as well.

4.3.i. Monthly Finance Summary Report

4.4. Superintendent's Report

Dr. Nicole Regan started her report regarding school safety. Last week, she engaged with the State Commissioner's School Safety Task force to review all strategies and solutions in regards to school safety. GPS completed an Emergency Simulation drill, and we had very positive feedback from law enforcement at Gering Police Department. In closing, Dr. Regan stressed how school safety is important on so many levels, and staff will continue educating themselves and attend training sessions to ensure the safety of the students.

5. Patron Comments

6. Action Items

6.1. Discuss, consider, and take action regarding the 2022-23 school year, engineered control agreements on the HVAC systems at Lincoln Elementary, Gering High School and Gering Jr. High School.

A motion to was presented by Brady Shaul, seconded by Josh Lacy. After voting, motion Passed.

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

6.2. Discuss, consider, and take action regarding the Request for Proposal (RFP) award bid to Pipeworks Plumbing, LLC performing the plumbing work on the 2022-23 GHS Construction Home, for the amount of \$21,960.00

A motion to was presented by Brady Shaul, seconded by Josh Lacy. After voting, motion Passed.

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

6.3. Discuss, consider, and take action regarding the Request for Proposal (RFP) award bid to Big Mac HVAC Heating and Cooling performing the HVAC work on the 2022-23 GHS Construction Home, for the amount of \$22,134.00

A motion to was presented by Brady Shaul, seconded by Josh Lacy. After voting, motion Passed.

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

6.4. Discuss, consider, and take action regarding the Request for Proposal (RFP) award bid to Marty's Electric Service performing the electrical work on the 2022-23 Construction Home, for the amount of \$19,450.00.

A motion to was presented by Brady Shaul, seconded by Josh Lacy. After voting, motion Passed.

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

7. Board Comments

7.1. Tentative Upcoming Board Meeting/Event Dates

8. Adjourn

This meeting was adjourned at 6:26 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 405
GERING PUBLIC SCHOOLS
GERING, NE**

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees shall conduct themselves in a professional manner. Employees shall dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Certificated employees of the school district shall follow the code of ethics for their profession as established by the Nebraska Professional Practices Commission.

Legal Reference: NDE Rule 27

Cross Reference: 305 Administrative Code Of Ethics
402.02 Employee Orientation
404.06 Harassment by Employees
404.07 Substance-Free Workplace
408 Certificated Employee Termination of Employment
414 Support Staff Termination of Employment

Approved 03/15/2010

Reviewed _____

Revised _____

**POLICY 406.1
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE DEFINED

Certificated employees, including administrators, are those employees required to hold an appropriate certificate from the Nebraska Department of Education for their position as required by the Professional Practices Commission or others with professional licenses. Certificates required for a position will be considered met if the employee meets the requirements established by the Nebraska Department of Education.

It shall be the responsibility of the Superintendent to establish job specifications and job descriptions for certificated employees' positions, other than the position of the superintendent. Job descriptions may be approved by the board.

Certificated employees must present evidence of current certificate to the Superintendent prior to September 15 and before any payment of salary each year.

Legal Reference: Neb. Statute 79-801 et seq.

Cross Reference: 406.02 Certificated Employee Qualifications, Recruitment
and Selection
411.01 Substitute Teachers
412.01 Support Staff Defined

Approved 03/15/2010

Reviewed 10/03/2016

Revised 10/17/2016

**POLICY 406.2
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a certificated position, other than administrative positions which will be employed in accordance with board policies in Series 300, "Administration," shall have an opportunity to apply and qualify for certificated positions in the school district without regard to age, race, creed, color, sex, national origin, religion, disability, veteran status, pregnancy, or childbirth or related medical condition. Job applicants for certificated positions shall be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state certificate or license if required for the position.

Announcement of the position shall be in a manner which the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from and completed applications shall be returned to the school district administrative office. Whenever possible, the preliminary screening of applicants shall be conducted by the administrator who will be directly supervising and overseeing the person being hired.

In the initial employment process, including on the initial application, the applicant shall not be asked to disclose, orally or in writing, information concerning the applicant's criminal record or history, until it has been determined that the applicant meets the minimum employment qualifications. This does not prohibit the requirement to disclose an applicant's criminal record or history relating to sexual or physical abuse. Following a determination that the applicant meets minimum employment qualifications, a criminal history information check and questions regarding the applicant's criminal record or history are allowed.

A minimum of three reference checks made by telephone and using a standard list of questions shall be used in the screening process. These checks shall be documented and filed with the employee's records.

The board shall take action regarding employment of certificated applicants after receiving a recommendation from the superintendent. However, the superintendent shall have the authority to employ a certificated employee on a temporary basis until a recommendation can be made and action can be taken by the board on the position.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding qualifications, recruitment and selections of such employees shall be followed.

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).

Cross Reference: 402.01 Equal Employment Opportunity
406 Certificated Employees - General
411.01 Substitute Teachers
412.02 Support Staff Qualifications, Recruitment, Selection

**POLICY 406.3
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE INDIVIDUAL CONTRACTS

The board will enter into a written contract with certificated employees, other than administrators, employed on a regular basis. Each contract will be for a period identified in the Negotiated Agreement between the Board of Education and the Gering Education Association, roughly corresponding with the school year.

It shall be the responsibility of the Superintendent to complete the contracts for certificated employees and present them to the board for approval. Upon receipt of the contract, the certificated employee will have until the date specified on the contract or the date specified by the board to sign and return the contract to the Superintendent. If contracts are not returned within this period, the position will be considered open and candidates will be secured to fill the vacancy.

A certificated employee cannot be required to accept employment for the next school year prior to March 15. The contracts, after being signed by at least one board member, shall be kept on file in the administration offices.

Legal Reference: Neb. Statute 79-817 to 822

Cross Reference: 406.02 Certificated Employee Qualifications, Recruitment,
and Selection
406.04 Certificated Employee Continuing Contracts
408 Certificated Employee Termination of Employment

Approved 03/15/2010

Reviewed 10/03/2016

Revised 10/17/2016

**POLICY 406.4
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE CONTINUING CONTRACTS

Contracts entered into with certificated employees, other than an administrator, will continue from year to year unless the contract states otherwise, is modified by mutual agreement between the board and the employee, or the contract is terminated by the board.

The first three years of a continuing contract issued to a newly employed certificated employee shall be considered a probationary period. In the event of termination of the employee's contract during this period, the board shall afford the certificated employee appropriate due process. The action of the board will be final.

Certificated employees 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 certificated employee's contract.

Certificated employees who wish to resign, to be released from a contract, or to retire must comply with board policies and contract language in those areas.

Legal Reference: Neb. Statute 79-824 to 842

Cross Reference: 406.03 Certificated Employee Individual Contracts
406.09 Certificated Employee Probationary Status/Tenure
408 Certificated Employee Termination of Employment

Approved 03/15/2010

Reviewed 10/03/2016

Revised 10/17/2016

**POLICY 406.5
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE WORK DAY

The work day for certificated employees shall begin each day of the school year at a time established by the superintendent. Certificated employees who are employed only during the academic year shall have the same work day as other certificated employees. The expected length of a certificated employee's school day will be established as the start and end time for each building as determined by the building principal and will include no less than a 30 minute duty free lunch.

Certificated employees may have earlier or later arrival or departure times and be permitted to leave the building during the normal workday on an individual basis, provided that permission is obtained from the building principal in advance. Prior approval is not required during the employee's regularly scheduled lunch break.

The building principal is authorized to make changes in the work day in order to facilitate the education program. These changes shall be reported to the superintendent.

One meeting per week, not to exceed one hour in duration, is permitted and must be called at least one week in advance. Any meetings beyond the set building hours and scheduled weekly hour-long meetings are strictly voluntary. Meeting exceptions for the one, one hour meeting per week are IEP's, parent conferences, parent teacher conferences, and open houses.

The work day outlined in this policy is a minimum work day. Nothing in this policy prohibits certificated employees from working additional hours outside the work day.

Cross Reference: 201.01 Board Powers and Responsibilities

Approved 03/15/2010

Reviewed 10/03/2016

Revised _____

**POLICY 406.6
GERING PUBLIC SCHOOLS
GERING, NE**

CERTIFICATED EMPLOYEE ASSIGNMENT

It shall be the responsibility of the Superintendent to make assignments of certificated employees. In making such assignments the Superintendent shall consider the qualifications of each certificated employee and the needs of the school district.

Any requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding assignment of such employees shall be followed.

Legal Reference: Neb. Statute 79-839

Cross Reference: 201.01 Board Powers and Responsibilities

Approved 03/15/2010

Reviewed 10/03/2016

Revised 10/17/2016



CERTIFICATED EMPLOYEE CONTRACT

THIS CONTRACT is made by and between the Board of Education of Scotts Bluff County School District 79-0016, a/k/a Gering Public Schools ("District") and **Stephanie Berger** ("Teacher") and supersedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 1, 2023**, and ends on or about **May 24, 2024**, subject to Board modification.

Days of Service: The teacher shall be employed for **189** days of service, subject to terms of the negotiated agreement unless otherwise agreed in writing by both parties.

Full-Time Equivalency: The teacher shall be employed for a full-time equivalency (FTE) of **1.0**.

Salary Schedule Placement: The teacher's salary schedule placement is subject to the final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the **2023-2024** contract year may be set forth on an Annual Supplemental Renewal Form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the **20th day of September 2023**, and the remaining installments shall be payable on the same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security, and Teacher Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.


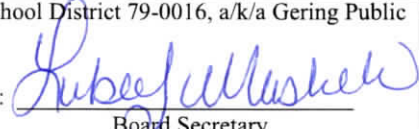
SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments that do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause, and shall not be subject to continuation or renewal as part of this Teacher's Contract.

FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) failing to become qualified, or becoming legally disqualified, to teach in the State of Nebraska in Teacher's assigned area; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension, or other disciplinary action may be enforced in accordance with applicable law. This Contract and assignments, to the extent they are not subject to the continuing contract statutes, are terminable at will without cause or hearing.

FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Teachers Retirement Act. The Teacher further warrants and represents as follows: (1) all information set forth in the Teacher's application for employment and other information provided by the Teacher in seeking employment are true and accurate, and if said information ceases to be true, the Teacher will advise the Superintendent immediately; (2) Teacher has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Teacher has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent. If this is an initial contract with the District, it is conditional upon receipt of a satisfactory criminal background and child abuse registry check.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal Agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Executed this <u>28</u> day of <u>October</u> , 2022	Executed this <u>28</u> day of <u>Oct</u> , 2022
 _____ Employee Signature	Board of Education of Scotts Bluff County School District 79-0016, a/k/a Gering Public Schools By: _____ Attest:  Board Member Board Secretary

John Wiedeman
Northfield Elementary School
Gering Public Schools

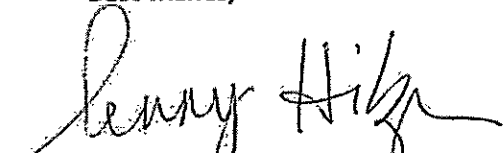
October 21, 2022

To: John Weideman,

Kindly accept this letter as my formal resignation from my teaching position after the completion of the 2022-2023 school year.

I am incredibly grateful for the opportunity to share my love of learning with his group of first graders this year. I appreciate your continued support and positivity.

Best wishes,



Penny Hilzer

TEAMMATES[®]

MENTORING PROGRAM

Together We Transform Lives

October 28, 2022

Gering School Board of Education

C/O Dr. Nichole Regan, Superintendent

Gering Public Schools

Gering, NE 69341

Dear Dr. Regan and Board of Education,

We would like to thank the Gering Public Schools for their \$6,000 investment in the TeamMates of Scotts Bluff County Mentoring program for the 2021-2022 school year. Our program and budget indicate that our level of funding request for the 2022-2023 school year will remain at \$6,000. We hope you will think of our program as an extension of the student's learning and continue to support our program. Another important piece to TeamMates is our mentors. According to the National Mentoring Partnership, 1 in 3 young people will grow up without a mentor. Many students in our community are waiting for a TeamMates mentor. Please consider being a mentor and encouraging others to do the same.

The Mission of the TeamMates is ***to positively impact the world by inspiring youth to reach their full potential through mentoring.*** Established in 1991 by Tom and Nancy Osborne, TeamMates was formed in an effort to provide support and encouragement to school-aged youth. The goal is to see youth graduate from high school and pursue post-secondary education. Since 1991, TeamMates has touched the lives of 45,000 youth across the Midwest.

Your investment has allowed the TeamMates of Scotts Bluff County to provide direct benefits to your students and schools:

- Each TeamMates mentor-mentee match costs an average of \$450 per year. This is very cost effective as it's less than half of the national average. TeamMates makes this possible by providing students with a mentor in the safety of the school. We appreciate your willingness to allow us to mentor in your schools.
- We ended the 2021-2022 school year with 66 active matches.
- The number of mentor/mentee matches served in Gering Public Schools was 24. Of those 24, 3 were seniors and all 3 graduated. Currently we have 21 active matches in Gering Schools. In addition to the 21 matches, we have 1 male and 2 females waiting to be matched.
- One Gering Senior received a TeamMates scholarship. Nicolas Smith received the Peg Deines Memorial Scholarship for \$1,500.
- We are happy to report we have extended our scholarship opportunities to include a supplemental scholarship to those mentees who received our local scholarships and have shown they are serious about advancing their education. Nicolas Smith will be a recipient of one of those supplemental scholarships for the spring semester of his freshman college career.
- This chapter is one of the first "Strengths Based" chapters to be allowed to utilize the Gallup Strengths Quest program.
- Once a mentor and mentee are actively matched, the mentor can choose to incorporate the use of the Gallup Strengths program. Mentors participate in a learning session on strengths and the mentee takes his or her survey at school, sharing the results with parents or guardians and their mentor. TeamMates staff provides strengths-based resources that enables the mentors and their mentees to continue learning through strengths-based discussions and activities.

- Over 50% of our mentors have been mentoring for more than 3 years

Because of your financial investment, we are able to focus our efforts to support your district's commitment to providing opportunities for the success of every student. We look forward to continuing our partnership in helping all of our students reach their full potential through mentoring.

Sincerely,

Mary Kay Haun

Mary Kay Haun, Coordinator of TeamMates of Scotts Bluff County

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.

Instructions for members of the public who wish to speak:

- Getting started: When you have been recognized, please stand and state your name.
- Time Limit: Tonight the board will allow a total of 30 minutes for the presentation of ALL public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker. You may only speak ONCE.
- Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies may require you to follow the district's complaint procedure before addressing the board. Board members will generally not respond to any questions you ask or comments you make about individual staff members or students. Please remember that slanderous comments will not be tolerated.
- General Rules: This is a public meeting for the conduct of business. Comments from within the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- No action by the Board: The board will not act on any matter which is not on the agenda and will not take action upon the conclusion of public comment.

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 01/20/2003

Reviewed 02/23/2015, 10/14/2021 6/9/22

Revised 09/14/2009, 7/20/22

School District Profile

GERING PUBLIC SCHOOLS

**North Platte NRD
Hazard Mitigation Plan 2021**

Local Planning Team

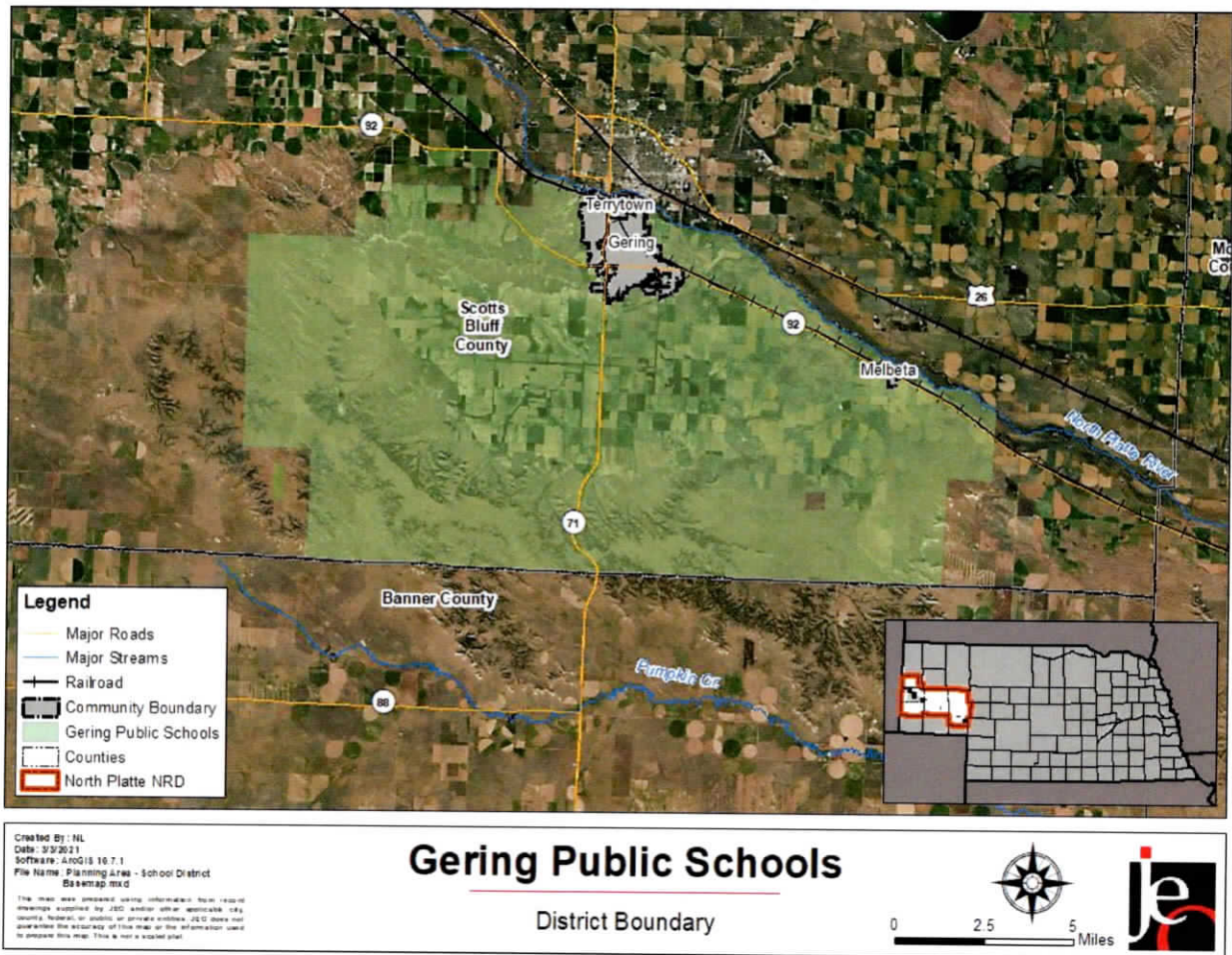
Table GPS.1: Gering Public Schools Local Planning Team

NAME	TITLE	JURISDICTION
GARY COOPER	Interim Superintendent	Gering Public Schools
NICOLE REGAN	Superintendent	Gering Public Schools

Location

Gering Public Schools covers southern Scotts Bluff County and serves six schools: Geil Elementary School, Gering Early Childhood Program, Gering High School, Gering Junior High School, Lincoln Elementary School, and Northfield Elementary School. The school district provides services to students in the communities of Gering, Melbeta, Terrytown, and the rural areas surrounding them.

Figure GPS.1: District Boundary



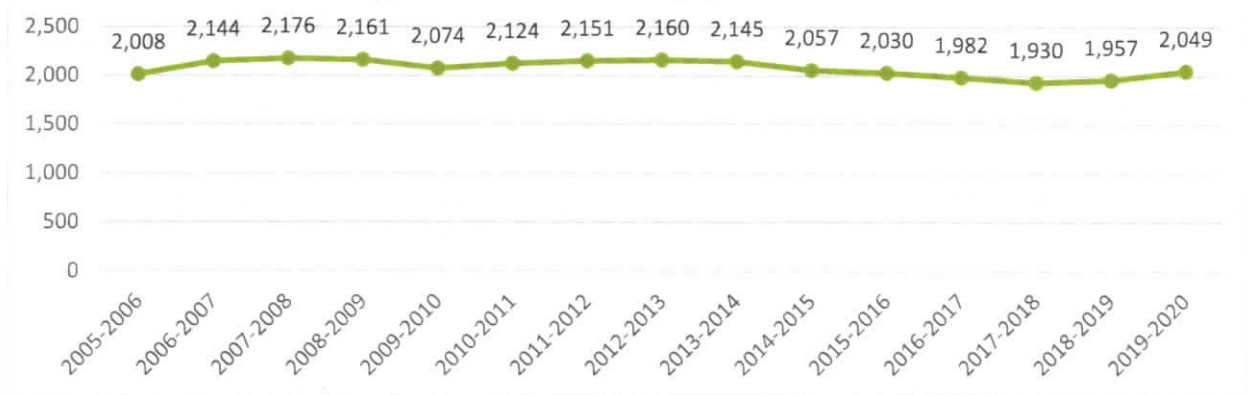
Transportation

Two major transportation corridors travel through the district: NE HWY 71 and NE HWY 92. The most traveled route is NE HWY 71 with an average of 3,855 vehicles daily, 555 of which are trucks.²¹ One rail line travels east-west through the northern part of the district. The district contracts with Fist Student to bus approximately 450 students to and from school on a daily basis. In addition, the district owns an activity bus and special education bus. Transportation information is important to hazard mitigation plans because it suggests areas more at risk of transportation incidents.

Demographics

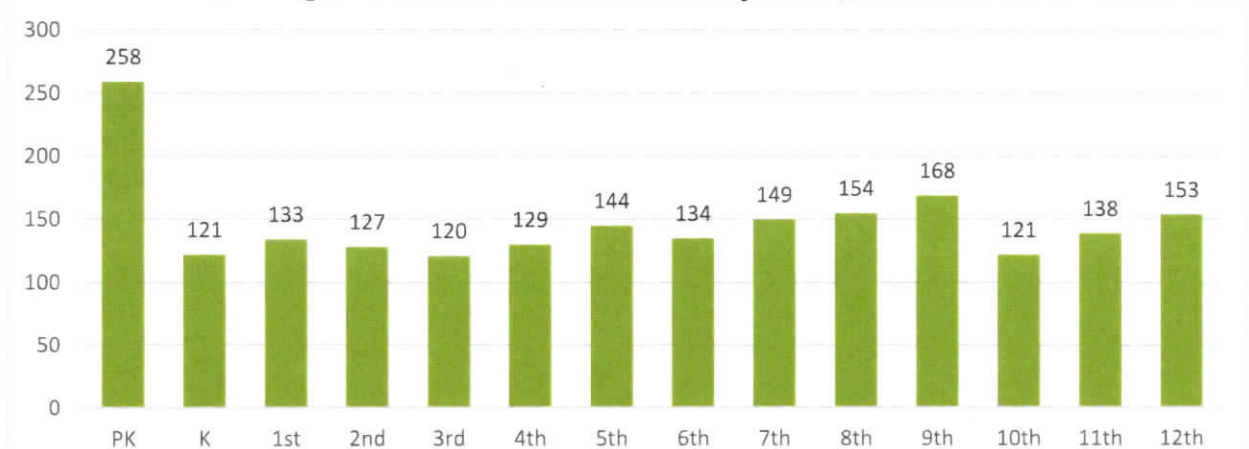
The following figure displays the historical student population trend starting with the 2005-06 school year and ending with the 2019-20 year. It indicates that the student population has been increasing since 2017. There are 2,049 students enrolled in the district.²² The district anticipates decreasing enrollment in the coming years due to option enrollment.

Figure GPS.2: Student Population 2005-2020



Source: Nebraska Department of Education

Figure GPS.3: Number of Students by Grade, 2019-2020



Source: Nebraska Department of Education

²¹ Nebraska Department of Transportation. 2018. "Interactive Statewide Traffic Counts Map." [map].

<https://gis.ne.gov/portal/apps/webappviewer/index.html?id=bb00781d6653474d945d51f49e1e7c34>.

²² Nebraska Department of Education. June 2021. "2019-2020 Education Profile for District: Gering Public Schools." <https://nep.education.ne.gov/snapshot.html#79-0016-000>.

The figure on the previous page indicates that the largest number of students are in the pre-kindergarten and 9th grades. The lowest population of students are in kindergarten, 3rd, and 10th grades. According to the Nebraska Department of Education (NDE), 46% of students receive either free or reduced priced meals at school, similar to the state average of 46%. Additionally, over 12% of students are in the Special Education Program. These particular students may be more vulnerable during a hazardous event than the rest of the student population. Along with English, Spanish is also spoken in the district. All emergency information and notices are provided in Spanish and English.

Table GPS.2: Student Statistics, 2019-2020

	SCHOOL DISTRICT	STATE OF NEBRASKA
FREE/REDUCED PRICED MEALS	46.36%	45.60%
SCHOOL MOBILITY RATE	9.60%	8.36%
ENGLISH LANGUAGE LEARNERS	1.17%	7.43%
SPECIAL EDUCATION STUDENTS	12.51%	15.48%

Source: Nebraska Department of Education²³

Future Development Trends

In 2018 the district brought the football stadium into ADA compliance and in 2019 an addition was built onto the high school. There no plans for construction or renovation in the next five years.

Community Lifelines

Hazardous Materials – Chemical Storage Fixed Sites

According to the Tier II System reports submitted to the Nebraska Department of Environment and Energy, there are 14 chemical storage sites in district that contain hazardous chemicals. No spills have affected the district. In the event of a chemical spill, the local fire department and emergency response may be the first to respond to the incident.

Critical Facilities

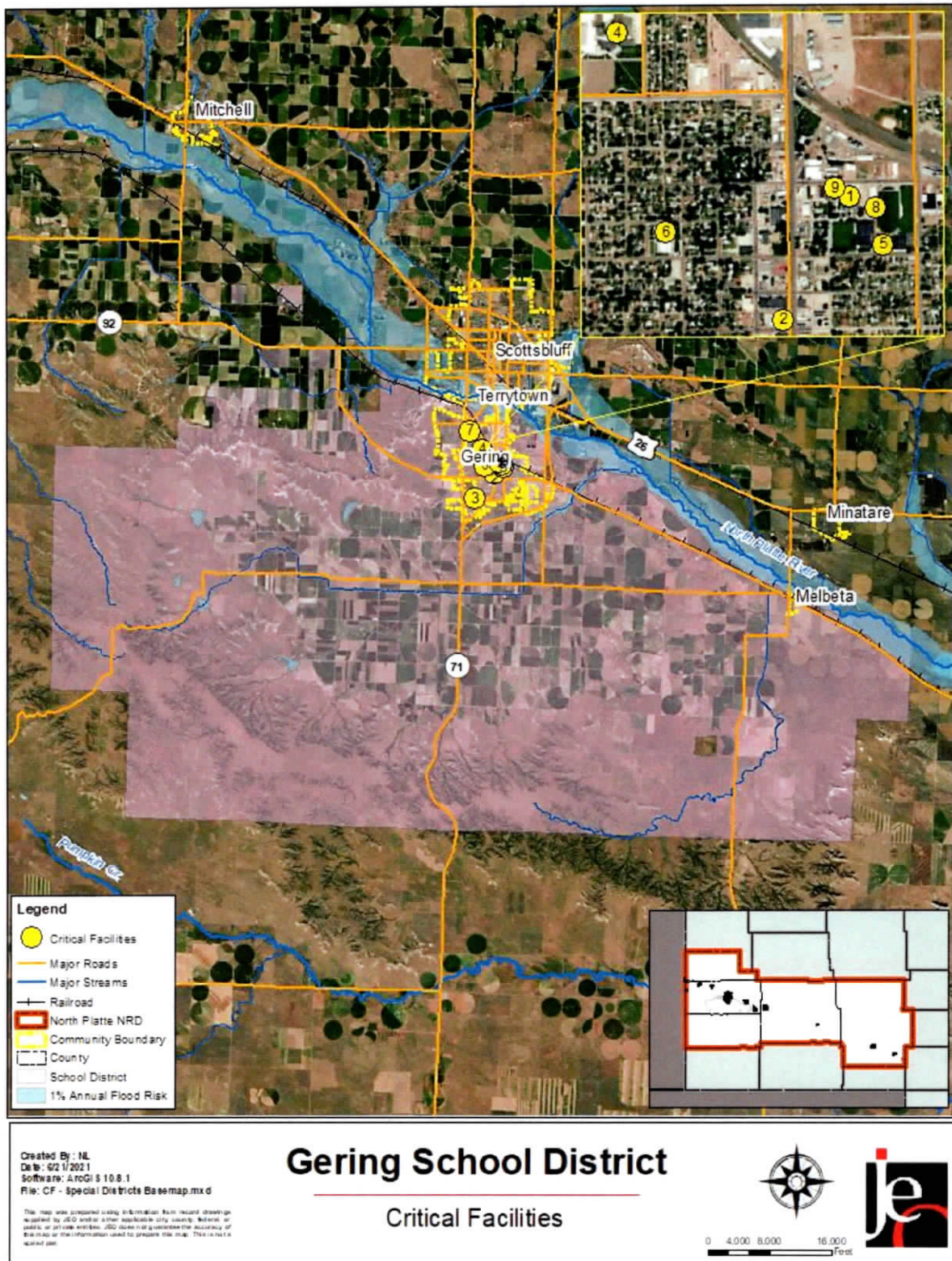
Each participating jurisdiction identified critical facilities vital for disaster response, providing shelter to the public, and essential for returning the jurisdiction’s functions to normal during and after a disaster per the FEMA Community Lifelines guidance. Critical facilities were identified during the original planning process and updated by the local planning team as part of this plan update. The following table and figure provide a summary of the critical facilities for the school district.

²³ Nebraska Education Profile. "School Report Card." Accessed June 2021. <http://nep.education.ne.gov/Home/>.

Table GPS.3: Critical Facilities

CF #	NAME	SHELTER (Y/N)	GENERATOR (Y/N)	FLOODPLAIN (Y/N)
1	Bus Barn	N	N	N
2	District Office	N	N	N
3	Geil Elementary	Y	N	N
4	High School	Y	N	N
5	Jr. High	Y	N	N
6	Lincoln Elementary	Y	N	N
7	Northfield Elementary	Y	N	N
8	Stadium	N	N	N
9	Storage Buildings	N	N	N

Figure GPS.4: Critical Facilities



Administration

The school district has a superintendent, five principals, and approximately 300 staff. The school board is made up of a six-member panel. Staff are trained on emergency procedures during in service training, posters, and drills.

Capability Assessment

The capability assessment consisted of a review of local existing policies, regulations, plans, and programs with hazard mitigation capabilities. The following tables summarize the community's planning and regulatory capability; administrative and technical capability; fiscal capability; educational and outreach capability; and overall capability to implement mitigation projects. Students and families are educated about emergency procedures through practice drills, literature mailings, and the district website.

Table GPS.4: Capability Assessment

SURVEY COMPONENTS/SUBCOMPONENTS		Yes/No
Planning Capability	Capital Improvements Plan/Long-Term Budget	Yes
	Continuity of Operations Plan	Yes
	Disaster Response Plan	Yes
	Other (if any)	
Administration & Technical Capability	GIS Capabilities	No
	Civil Engineering	No
	Local staff who can assess community's vulnerability to hazards	Yes
	Grant Manager	No
	Mutual Aid Agreement	Yes
	Other (if any)	
Fiscal Capability	Applied for grants in the past	No
	Awarded grants in the past	No
	Authority to levy taxes for specific purposes such as mitigation projects	Yes
	Development Impact Fees	No
	General Obligation Revenue or Special Tax Bonds	Yes
	Approved bonds in the past	Yes
	Flood Insurance	Yes
	Other (if any)	
Education Outreach Capability	Local school groups or non-profit organizations focused on environmental protection, emergency preparedness, access, and functional needs populations, etc. (Ex. Parent groups, hazard mitigation boards, etc.)	Yes
	Ongoing public education or information program (Ex. Responsible water use, fire safety, household preparedness, environmental education, etc.)	Yes
	StormReady Certification	No
	Other (if any)	
Drills	Fire	9 / year
	Tornado	2 / year
	Intruder	4 / year
	Bus evacuation	2 / year

SURVEY COMPONENTS/SUBCOMPONENTS		Yes/No
	Evacuation	2 / year
	Other (if any)	

Table GPS.5: Overall Capability

OVERALL CAPABILITY	LIMITED/MODERATE/HIGH
Financial resources needed to implement mitigation projects	Limited
Staff/expertise to implement projects	Moderate
Community support to implement projects	High
Time to devote to hazard mitigation	Moderate

Plan Maintenance

Hazard Mitigation Plans should be living documents and updated regularly to reflect changes in hazard events, priorities, and mitigation actions. These updates are encouraged to occur after every major disaster event, alongside community planning documents (e.g., annual budgets and Capital Improvement Plans), during the fall before the HMA grant cycle begins, and/or prior to other funding opportunity cycles begin including CDBG, Water Sustainability Fund, Revolving State Fund, or other identified funding mechanisms.

The local planning team is responsible for reviewing and updating this community profile as changes occur or after a major event. The local planning team will include the Superintendent and High School Dean of Students. The local planning team will review the plan no less than annually and will include the public in the review and revision process by: website updates and board meetings.

Plan Integration

The crisis response plan for the school district was last updated in 2021 and the district safety and crisis plan committee meets monthly to review the plan. The plan includes standard response protocol, shelter in place protocols, evacuation drills, and sheltering locations. The current plan also discusses tornadoes and high winds, active shooter scenarios, and identifies opportunities for mitigation following hazard events. In a future response plan update, the planning team would like to identify any gaps related to particular hazards. All district departments are educated on crisis response in each school. The strategic plan for the district was updated in 2021 and includes goals to provide a safe and secure environment and to continue ensuring safety plans are relevant and continuously reviewed to ensure effective practices. The district is currently working on updating the district Safety Manual with help from local law enforcement and county emergency services. The expected completion date is the summer of 2021.

Historical Occurrences

See the Scotts Bluff County community profile for historical hazard events.

Hazard Prioritization

For additional discussion regarding area-wide hazards, please see *Section Four: Risk Assessment*. The hazards discussed in detail below were selected by the local planning team

from the regional hazard list as the relevant hazards for the jurisdiction. The selected hazards were prioritized by the local planning team based on historical hazard occurrences, potential impacts, and the community's capabilities.

Hazardous Materials - Transportation

There are several highways and a rail line that travel through the district and are located near schools. These transportation routes carry a variety of chemicals typically agricultural in nature. Past spills have not impacted the district. In the event of an evacuation, Gering High School would go to Faith Lutheran Church, Gering Junior-Senior High School would go to Gering Methodist Church, Northfield Elementary would go to Centro Hispano Methodist Church, Lincoln Elementary would go to Gering District Office, and Geil Elementary would go to The Armory. The district conducts annual training for new staff regarding chemical spills.

Severe Thunderstorms (Includes Hail)

The biggest concern for the district is hail damage to roofs. Hail has affected every building in the school district. Damages have been seen to windows, roofs, trees, and skylights. To help reduce damages, rubber roofing has been installed wherever practical. In addition, the district has installed surge protectors on computers and has buried some power lines leading to buildings. To assist in awareness, each school has a weather radio for local severe weather updates. Each school administrator also has a radio and base station which is hard wired to other schools.

Terrorism

While no significant events of terrorism have occurred, the possibility of a terrorist act still exists. The school has written an active shooter plan, to help protect students in that event. No further analysis is available on the plan due to the sensitivity of the material. The district also keeps track of nationwide events, because of the observed grouping phenomenon in school shooting events. The district has a safety committee that meets annually to review threat thresholds, protocols and procedures. The Board meets annually for policy review regarding safety. The district contracts with an external vendor for cyber security threats.

Tornadoes and High Winds

While none of the schools have safe rooms, the school district does work to have tornado drills twice a year. Sheltering locations include areas without windows, bathrooms, hallways, or gymnasiums. To assist in awareness, each school has a weather radio for local severe weather updates. Warning sirens can be heard at all school facilities.

Mitigation Strategy

Completed Mitigation and Strategic Actions

MITIGATION ACTION	FACILITY MONITORING
DESCRIPTION	Install security cameras in/around critical facilities and key infrastructure.
HAZARD(S)	Terrorism
STATUS	Completed

MITIGATION ACTION	FACILITY SECURITY
DESCRIPTION	Install access-card locks on all doors throughout the school district. This objective is completed at the junior high level, and partially complete at the high school level. This is not currently implemented at the elementary schools.
HAZARD(S)	Terrorism
STATUS	Completed

MITIGATION ACTION	SCHOOL CONTINUITY PLAN
DESCRIPTION	Develop continuity plans for critical services in order to increase resiliency after a hazardous event
HAZARD(S)	All hazards
STATUS	Completed

Continued Mitigation and Strategic Actions

MITIGATION ACTION	EMERGENCY EXERCISE: HAZARDOUS SPILL
DESCRIPTION	Utilize training to prepare for potential explosions or hazardous spills.
HAZARD(S)	Hazardous Materials - Transportation
ESTIMATED COST	\$5,000
FUNDING	General Budget
TIMELINE	1-2 years
PRIORITY	Medium
LEAD AGENCY	Superintendent's Office
STATUS	Training takes place annually.