

## Regular Board of Education Meeting

Monday, December 19, 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

**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. **406.7 CERTIFICATED EMPLOYEE TRANSFERS**
      - 3.3.i.2. **406.8 CERTIFICATED EMPLOYEE EVALUATION**
      - 3.3.i.3. **406.8R1 REGULATION FOR CERTIFICATED EMPLOYEE EVALUATION**
      - 3.3.i.4. **406.9 CERTIFICATED EMPLOYEE PROBATIONARY STATUS**
      - 3.3.i.5. **407.1 CERTIFICATED EMPLOYEE SALARY SCHEDULE**
      - 3.3.i.6. **407.2 CERTIFICATED EMPLOYEE SALARY SCHEDULE ADVANCEMENT**

3.3.i.7. **407.3 CERTIFICATED EMPLOYEE CONTINUED EDUCATION CREDIT**

3.3.i.8. **407.4 CERTIFICATED EMPLOYEE COMPENSATION FOR EXTRA DUTY**

3.3.ii. Second Reading of Board Policies

3.3.ii.1. **405 EMPLOYEE CONDUCT AND APPEARANCE**

3.3.ii.2. **406.1 CERTIFICATED EMPLOYEE DEFINED**

3.3.ii.3. **406.2 CERTIFICATED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION**

3.3.ii.4. **406.3 CERTIFICATED EMPLOYEE INDIVIDUAL CONTRACTS**

3.3.ii.5. **406.4 CERTIFICATED EMPLOYEE CONTINUING CONTRACTS**

3.3.ii.6. **406.5 CERTIFICATED EMPLOYEE WORK DAY**

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

3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

3.4.ii. Certified Staff Resignation(s)

3.5. Approval of Early Graduation Request from **Amanda Gonzales and Haylee Harder (2022-2023 school year)**

3.6. Set tentative dates and times for the Gering Public Schools' Board of Education's 2023-24 school year.

#### 4. **Reports and Discussions**

4.1. **District Annual Report Policy 1002** (Jennifer Sibal)

Please see attached for documentation in regards to the Annual Report Jennifer Sibal presented

4.2. Board Committee Report: Curriculum & Personnel

Board member, Mary Winn reported for the curriculum meeting. Their last meeting was held in the LINKS building, and the board was very impressed with the updates made to this location. Mr. Mario Chavez shared some data with the board, and LINKS currently has 51 students. We had several Jr. High staff members attend a conference in Florida, which was very beneficial and tied in nicely with their strategic planning. Kory Knight is still working effortlessly on the Math curriculum approval for the Jr. High as well. Our staff at the Jr. High plan to visit a highly functioning middle school in Douglas, WY to increase effectiveness at that education level. The aviation program is still growing, with hopes of the

possible purchase of another flight simulator, as well as an industrial strength drone.

#### 4.3. Board Committee Report: Finance & Facilities

Board member, Brady Shaul, reported for the Finance and Facilities meeting. A/P listing was good, and we keep moving forward with conducting good business. Jennifer Sibal, along with Mike Moravec, presented on behalf of the Foundation. A few of their main goals are getting the greenhouse completed, potentially expanding early childhood centers, and the high school track. Jennifer Sibal discussed a plan and what the fundraising looks like to get these projects completed. Baker and Associates will be conducting walk-throughs at our buildings, to assist in helping the district with a long-term facility plan.

##### 4.3.i. Monthly Finance Summary Report

#### 4.4. Superintendent's Report

Dr. Nicole Regans' report was geared towards the two exiting board members. She had very heartfelt things to say to both Mary Winn and Brady Shaul. It was definitely bittersweet seeing them leave the board, but she also thanked them and recognized all the hard work they have both put in over the years. Mary and Brady will be missed, as the time they gave GPS is undeniable.

#### 5. **Enter into Executive Session for the sole purpose of discussing personnel matters to prevent needless injury to the reputation of an individual if deemed necessary.**

Entered into executive session at 6:31 pm to discuss action item in regards to the Superintendents 2023-24 school year evaluation.

Entered into executive session at 7:07 pm to discuss action item in regards to the Superintendents 2023-24 school year contract and salary.

#### 6. **Reconvene from the Executive Session.**

#### 7. **Any action deemed necessary as a result of the Executive Session discussion.**

#### 8. **Patron Comments**

John Einfalt, with VALTS, attended the meeting to express how important this program is for the students that attended. He stated how the VALTS staff is there for the kids, and only the kids. The students enrolled in this program leave with more than just a diploma. John's passion for VALTS is evident, and is something the district intends to keep supporting.

#### 9. **Action Items**

9.1. Discuss, consider, and take action regarding the review and approval of the Superintendents' 2022-23 school year evaluation.

Correction, this is for the 2023-24 school year

9.2. Discuss, consider, and take action regarding the annual review and approval of the Superintendents' 2022-2023 school year contract and salary.

Correction this is for 2023-24 school year

- 9.3. Discuss, consider, and take action regarding the reduction of 5 seats for the VALTS (Valley Alternative Learning Transitioning School) program for the 2022-23 school year.

Correction: This is for the 2023-24 school year

10. **Board Comments**

Mary Winn- "Its been an interesting ride service on the BOE for all these years." Serving GPS has been one of her greatest pleasures.

Brady Shaul- "It has truly been bittersweet to serve on the BOE." His time here was to serve the students, build good relationships, and gain life-long friends. He is going to miss being a part of the GPS district, but is very confident in the new board members that have been elected.

Tracy Wiese- "I have always looked up to Mary as a teacher, and she has inspired me to be a productive board member." Thanked Brady for pushing her to run for the BOE, and commented on how vital his service to the board has been.

Josh Lacy-Thanked both Mary and Brady for their service, and has learned a lot from them while serving the district with them.

Brian Copsey-Commented on the presentation given by Jennifer Sibal, stating how informative her flyer was in regards to the District Annual Report. "I have always looked up to Mary and thank you for your friendship, and am so grateful for the work Brady has put into his position as a board member."

BJ Peters- "Both Mary and Brady turned out to be great board members, and I am going to miss you both."

- 10.1. Tentative Upcoming Board Meeting/Event Dates

11. **Adjourn**

This meeting was adjourned at 7:52 pm.

## 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

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

Brian Copsey: **Yea**, 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. 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 matches. Their 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.

A motion to was presented by Brian Copsey, seconded by Josh Lacy. After voting, motion Passed.

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

### 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.

**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 406.8  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CERTIFICATED EMPLOYEE EVALUATION**

Evaluation of certificated employees on their skills, abilities, and competence shall be an ongoing process supervised by the building principal/supervisor and conducted by approved evaluator. The goal of the formal evaluation of certificated employees, other than administrators, shall be to improve the educational program, to improve instruction, to maintain certificated employees who meet or exceed the board's standards of performance, to clarify the certificated employee's role, to ascertain the areas in need of improvement, and to develop a working relationship between the administrators and other employees.

Probationary teachers shall be formally observed and evaluated at least once each semester. Each formal observation shall be for an entire instructional period of at least 40 minutes.

Certified permanent employees shall be formally observed and evaluated at least once every three years. It shall be the responsibility of the building principal/supervisor to insure certificated employees are evaluated on a three year rotation plan. The specifics of the three year rotation plan are outlined in the administrative regulations. Each formal observation shall be for a minimum of 40 minutes. Additional evaluations shall be made in cases where there are major changes in assignments or noted changes in employee effectiveness. Evaluators may schedule additional evaluations when the evaluator feels it would be to the employee's and/or school district's benefit to conduct additional observations and evaluations, or at the employee's request.

The formal evaluation criteria shall be completed in writing. The formal evaluation shall provide an opportunity for the evaluator and the certificated employee to discuss the employee's performance and future areas of growth. The formal evaluation shall be completed by the evaluator, signed by the certificated employee and filed in the certificated employee's personnel file. This policy supports, and does not preclude, the ongoing informal evaluation of the certificated employee's skills, abilities and competence.

The Superintendent will create an administrative regulation describing the procedure to be used for evaluations and including the evaluation instrument. At a minimum this will provide for evaluation of instructional performance, classroom organization and management, professional conduct, and personal conduct. It will provide for a written description of all noted deficiencies and an adequate timeline for implementing the concrete suggestions for improvement. The employee will be allowed to offer a written response. The regulation will also specify what training will be provided by the district for evaluators.



**POLICY 406.8R1  
GERING PUBLIC SCHOOLS  
GERING, NE**

**REGULATION FOR CERTIFICATED EMPLOYEE EVALUATION**

Probationary teachers shall be formally observed and evaluated at least once each semester. Each formal observation shall be for an entire instructional period of at least 40 minutes.

Certificated permanent employees shall be formally observed and evaluated at least once every three years. It shall be the responsibility of the building principal/supervisor to insure certificated employees are evaluated on a three year rotation plan. The specifics of the three year rotation plan are outlined in the administrative regulations. Each formal observation shall be for a minimum of 40 minutes. Additional evaluations shall be made in cases where there are major changes in assignments or noted changes in employee effectiveness. Evaluators may schedule additional evaluations when the evaluator feels it would be to the employee's and/or school district's benefit to conduct additional observations and evaluations, or at the employee's request.

All evaluators who complete a formal evaluation on certificated employees in the district shall possess a valid Nebraska Administrators Certificate and shall be trained to use the evaluation system employed in the district. The Superintendent shall conduct the training. Training sessions shall include, but not be limited to:

1. A review of the district's certificated employee's evaluation policies and procedures
2. A review of the expectations for evaluation
3. A review of the evaluation instruments
4. A discussion of evaluation skills

The evaluation procedure shall be annually communicated, in writing, to those being evaluated as outlined in the certified staff handbook.

Approved 03/15/2010

Reviewed 10/03/2016

Revised 10/17/2016

**POLICY 406.9  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CERTIFICATED EMPLOYEE PROBATIONARY STATUS**

The first three years of a new full-time certificated employee's contract shall be a probationary period. The probationary period for part-time certificated employees shall be based upon formulas provided by state statute.

During this probationary period the board may terminate or amend the certificated employee's contract at year-end or discharge the employee in concert with corresponding board policies.

Certificated employees may also serve a probationary period based upon their performance. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance as documented in the employee's evaluations and personnel file. Prior to such a determination the employee will be allowed due process as provided by state statutes and the Negotiated Contract.

Legal Reference: Neb. Statute 79-828

Cross Reference: 406.04 Certificated Employee Continuing Contracts  
406.08 Certificated Employee Evaluation

Approved 03/15/2010

Reviewed 10/03/2016

Revised \_\_\_\_\_

**POLICY 407.1  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CERTIFICATED EMPLOYEE SALARY SCHEDULE**

The board shall establish salary schedules for certificated employees' positions keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board annually regarding the salary schedule. The salary schedule shall be subject to review and modification through the collective bargaining process.

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

Cross Reference:     406     Certificated Employees - General  
                          407.02 Certificated Employee Salary Schedule Advancement

**Approved 03/15/2010**

**Reviewed 10/24/2016**

**Revised \_\_\_\_\_**

**POLICY 407.2  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CERTIFICATED EMPLOYEE SALARY SCHEDULE ADVANCEMENT**

The board shall determine which certificated employees will advance on the salary schedule for the certificated employees' positions, keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other considerations as determined by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of certificated employees on the salary schedule.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding salary schedule advancement of such employees shall be followed.

Cross Reference:    406    Certificated Employees - General  
                          407    Certificated Employee Compensation and Benefits

**Approved 03/15/2010**

**Reviewed 10/24/2016**

**Revised \_\_\_\_\_**

**POLICY 407.3  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CERTIFICATED EMPLOYEE CONTINUED EDUCATION CREDIT**

Certificated employees who wish to obtain additional education for advancement on the salary schedule or other job-related purposes must notify and receive approval prior to enrolling the class. Additional education for salary advancement should be in the same area as the education that was required of the employee to hold the employee's current position with the school district or for professional advancement. The superintendent has the discretion to approve credit outside the employee's area of endorsement or responsibility.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of a certificated employee on the salary schedule.

The requirements stated in the Negotiated Contract between certificated employees in a certified collective bargaining unit and the board regarding continued education credit of such employees shall be followed.

Cross Reference:    406    Certificated Employees - General  
                          407    Certificated Employee Compensation and Benefits  
                          408.05 Certificated Employee Reduction-In-Force

**Approved 03/15/2010**

**Reviewed 10/24/2016**

**Revised 11/21/2016**

**POLICY 407.4  
GERING PUBLIC SCHOOLS  
GERING, NE**

**CERTIFICATED EMPLOYEE COMPENSATION FOR EXTRA DUTY**

A certificated employee may apply for or be required to take on extra duty, with the extra duty being secondary to the major responsibility of the certificated employee. The board shall establish a salary schedule for extra duty certificated employee positions, keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other considerations as determined by the board.

Vacant extra duty positions, for which extra compensation will be earned, will be posted or announced to allow qualified certificated employees to volunteer for the extra duty. If no certificated employee applies for extra duty, the superintendent may assign the extra duty positions to qualified certificated employees. The certificated employee shall receive compensation for the extra duty required to be performed.

It shall be the responsibility of the superintendent to make a recommendation to the board annually as to which certificated employees shall have the extra duty, and the salary schedule for extra duty, for the board's review.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding the compensation for extra duties of such employees shall be followed.

Cross Reference:     406     Certificated Employees - General  
                          407     Certificated Employee Compensation and Benefits

**Approved 03/15/2010**

**Reviewed 10/24/2016**

**Revised 11/21/2016**

**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

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

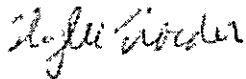
Haylee Harder  
2410 Settler Dr.  
Gering, NE 69341  
[haylee.harder2023@geringschools.net](mailto:haylee.harder2023@geringschools.net)

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

**POLICY 1002  
GERING PUBLIC SCHOOLS  
GERING, NE**

**DISTRICT ANNUAL REPORT**

The superintendent or designee shall annually provide information to the public regarding district characteristics and student achievement results. The information may include the following topics as well as other information deemed relevant by the superintendent.:

- Student demographics, including enrollment by grade and site, number of students receiving free or reduced meals and number of special education students.
- District financial information including levy, total budget, valuation per pupil, per pupil costs and local, state and federal revenue.
- Student academic performance including aggregate results of standardized tests, graduation rates and dropout rates.
- Faculty experience and education data.
- Average class size information.
- Graduation requirements and course-offering information.

Legal Reference:           NDE Rule 10.010.01A  
                                  NDE Rule 10.010.01B

Cross Reference:         1001 Principles and Objectives for Community Relations  
                                  1004 Press, Radio and Television News Media  
                                  1005 Public Participation in the School District

Approved 2/16/04

Reviewed 3/31/14

Revised



# GERING AT A GLANCE

**ENROLLMENT**  
2,004 

More than 40 student teams, clubs & organizations in Academics, Arts, Athletics, Leadership, Service & STEM



**COHORT GRADUATION**  
Rate  **91%**

**95%**

 Student Attendance Rate

**TECH STAT**



Tech Device Rate K-12

**3**

Elementary Schools

**1**

Junior High (6-8)

**1**

High School (9-12)

**STUDENT DIVERSITY** 

- African American 1%
- Native American 2%
- Asian 1%
- Caucasian 63%
- Hispanic 31%

**STUDENT WELLNESS**

- 1** Health Office Professional at each school
- 3** District Mental Health Professionals
- 7** School Counselors

**38%**  
Free & Reduced Meal Rate

**81%**   
College Going Rate

**10%**   
Students in Gifted Programming

 **1,251**  
Dual Credit Hours

**15%**  
Receiving Special Education Services

 **22**  
Career Cluster Opportunities at GHS

**EARLY CHILDHOOD PROGRAM**

Preschool in each Elementary School 

**160**  
Early Learners

**117** **TEACHERS**   
**17:1** Student/Teacher Ratio

**SAFETY & SECURITY**

- 2** School Resource Officers
- 1** Campus Security Officer

All GPS Staff Trained in Standard Response Protocol



 **57%**  
Teachers with a Masters Degree

**11** Years Average Teaching Experience

GPS Average Teaching Salary  
**\$70,897**

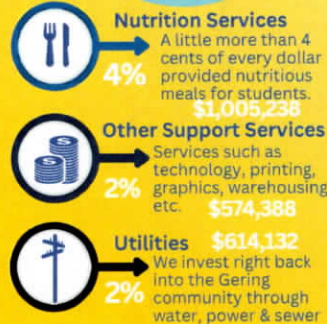


# GERING AT A GLANCE

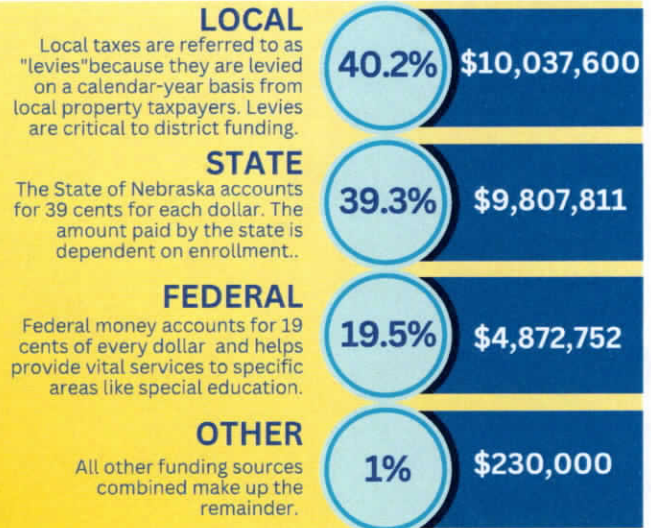
## VISION

Gering Public Schools provides a collaborative community, inspiring excellence and innovation in teaching and learning to empower student growth and leadership in school and life.

## Expenditures

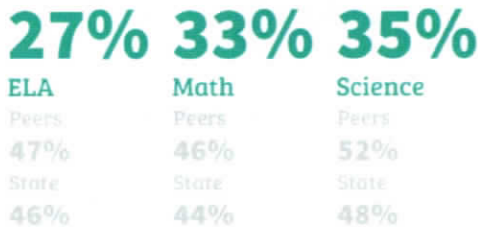


## REVENUE

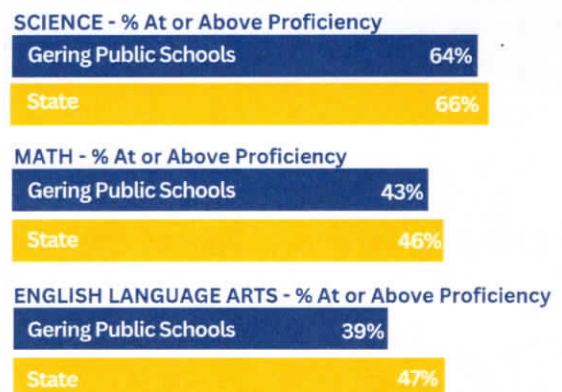


## ACADEMIC IMPACT

### NSCAS ACT (3rd Year Cohort)



### 2021-22 NSCAS Results



## Points of Bulldog Pride ...

### Facility Improvements

- New Roof at Geil Elementary
- GJHS Gym/Concessions/Kitchen Remodel
- Kitchen Equipment Upgrade at Elementary Schools

### Growing Opportunities

- Preschool Expansion to Northfield Elementary
- Launched Aviation Career Pathway
- More than Doubled Work-Based Learning Placements
- 33 new dual credit courses added



### Maximizing Resources

- Increased Budget Reserves
- Awarded \$250,000 Expanded Learning Summer & After School Program Grant
- ESSER III Funding to support learning materials, mental health, technology supports & facility updates.

**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