

## Regular Board of Education Meeting

Monday, October 14, 2024 6:00 PM

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



## Minutes

### 1. **GPS Board of Education Information**

**Absent:** Josh Lacy, John Maser, **Present:** Brian Copsey, B.J. Peters, Greg Trautman, Tracy Wiese.

### 2. **Opening Procedures**

#### 2.1. Call to Order

The meeting was called to order at 6:01 pm by President B.J. Peters.

#### 2.2. Roll Call

#### 2.3. Pledge of Allegiance

#### 2.4. Open Meetings Act

### 3. **Consent Agenda**

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

#### 3.2. Approval of Claims/Bills

##### Fund Amount

01 General \$1,021,229.66

03 Employee \$1,975.00

05 Activity \$14,881.37

06 Nutrition \$135,007.84

08 Special Building \$92,183.43

**Fund Totals: \$1,265,277.30**

#### 3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.ii. Second Reading of Board Policies

#### 3.4. Personnel Items

3.4.i. Certified Staff Contract(s)

3.4.ii. Certified Staff Resignation(s)

4. **Celebration of Excellence**

4.1. Geil Building Report

Angela Morris, Principal, and Shelly Muggli, Music Teacher, presented for Geil Elementary. Shelly had a few of her students perform for the board with song and music sticks. It was great to see the kids engaged in this activity. Angela went on to say how great her staff is doing this year!

4.2. Strategic Priority #2 Investing in Staff

3. Invest in relevant professional training and development

Dr. Nicole Regan, Kory Knight, Jenn Sibal, Julie Siebke, and Stacy Rodriguez presented to the board our Strategic Plan on how we are investing in staff.

5. **Reports & Discussions**

5.1. Board Committee Report: Curriculum & Personnel

Tracy Wiese presented to the board. She talked about TNTP (The New Teacher Project) and how we are going to be changing our Bulldog Going Beyond Award. She also addressed how our ELL numbers are increasing and what we can do to help in this area. She is also very encouraged to see how effective our PLC's have been.

5.2. Board Committee Report: Business & Facilities

Brian Copsey presented to the board about how the new preschool building is finished and kids are in the building! We are also investing more in our maintenance staff with professional development.

5.3. Monthly Finance Report

Brian Copsey presented to the board about our monthly finance review. He stated that we are being very conservative, especially with ESSER Funds coming to an end. He talked about how teacher negotiations were coming up soon.

5.4. Superintendent's Report

**What a fun month...3 weeks ago, I sent an email blast out to my CO team telling them how excited I was to celebrate homecoming....Jenn had to correct me and let me know I was 3 weeks ahead of schedule for Homecoming week...**

**It's been a pride-ful quarter with so much to celebrate with our students: football games, our marching band, volleyball western conference champs, western conference cross country champs, 2 merit scholar finalists, 9 senior students who have significant ACT growth points (3 or higher), Gering Math Club placing 2nd in competition in Lexington, preschoolers moved into their new facility this month, Girls State Golf in Gering.**

**This quarter, our students and staff have set the stage for preferment in Gering Public Schools. Our bar has been raised, and we are rising to the challenge in academics and activities. The stories of success multiply as we grow forward in our mission, vision and dreams for our future.**

6. **Public Comments: 204.12**

7. **Action Items**

8. **Board Comments**

Brian Copsey - Strategic Plan reports, 94% staff retention rate, reflects well on teaching staff and Central Office.

Tracy Wiese - Homecoming week was really fun! Shout out to football, cross-country, and softball. Thanks for all you are doing for kids!

Greg Troutman - Successful 1st Quarter, is liking what we are doing with PLC.

B.J. Peters - Likes our investment in teachers, staff, and facilities. Excited to see a winning football season!

8.1. Tentative Upcoming Board Meeting/Event Dates

9. **Adjourn**

The meeting was adjourned at 7:01 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

# STRATEGIC PRIORITY #2

## INVESTING IN STAFF

Develop and uplift talented staff.

### MEASURES OF SUCCESS:

- Establish a “Grown Our Own” Career Ladder
- Implementation of classified staff professional network
- Existence of performance development tool and practices
- Differentiated, meaningful professional development opportunities
- Improvement in data measuring education profession pride
- Continued success in employee recruitment and retention

DEFINING OBJECTIVE	ACTION ITEMS
1. Effectively Recruit a Highly Qualified Workforce	<p>A. Elevate the perspective of teaching as a worthwhile and fulfilling career (more specific)</p> <ol style="list-style-type: none"> <li>1. Mentoring</li> <li>2. Storytelling</li> <li>3. Recruitment Fairs</li> <li>4. Communication platforms</li> <li>5. Career Pathway</li> </ol>
	<p>B. Invest in marketing, recruitment, selection, of staff</p> <ol style="list-style-type: none"> <li>1. Follow recruitment and selection best practices leveraging our unique advantages               <ol style="list-style-type: none"> <li>a. Certified Staff</li> <li>b. Classified Staff</li> <li>c. Subs</li> </ol> </li> <li>2. Grow Your Own and Leverage Generational Pride by creating pathways for students to transition to district careers.</li> <li>3. For recruitment and retention purposes, explore childcare as a possible employee benefit</li> </ol>
2. Cultivate Staff Retention and Wellbeing Through Responsive and Affirming Practices.	<p>A. Convene a collaborative network of employees to develop and inform challenges for staff</p> <ol style="list-style-type: none"> <li>1. Continue Listening Opportunities (i.e. Superintendent Forums, Surveys, Peer Discussion Groups, 1:1s, etc.)</li> <li>2. Create building-specific action-items for addressing needs.</li> </ol>
	<p>B. Continually elevate, celebrate and recognize employee accomplishments and contributions</p> <ol style="list-style-type: none"> <li>1. Bulldogs Going Beyond</li> <li>2. #TeacherFeature Series</li> <li>3. Empower building level recognition strategies</li> <li>4. Mentor of the Quarter</li> </ol>
	<p>C. Develop Infrastructure to Elevate Classified Staff as an Essential Part of the Educational Team</p> <ol style="list-style-type: none"> <li>1. Establish PLCs</li> <li>2. Develop Networking Cohorts</li> <li>3. Create Relevant Training</li> <li>4. Continue Onboarding</li> </ol>

# STRATEGIC PRIORITY #2

## INVESTING IN STAFF (CONT.)

Develop and uplift talented staff.

DEFINING OBJECTIVE	ACTION ITEMS
2. Cultivate Staff Retention and Wellbeing Through Responsive and Affirming Practices <i>(cont.)</i>	<p>D. Create Opportunities to Support Positive Peer Collaboration and Relationship-Building</p> <ol style="list-style-type: none"> <li>1. Continue Teacher-Mentor Programs</li> <li>2. Enhance Onboarding Program</li> <li>3. Support building specific efforts and initiatives</li> </ol> <p>E. Promote career growth and tools to assist employees in planning and achieving their goals.</p> <ol style="list-style-type: none"> <li>1. Explore and Develop career ladder opportunities</li> </ol>
3. Invest in Relevant Professional Training and Development	<p>A. Develop differentiated professional development plans for staff based on analysis of student need, staff interest and experience.</p> <p>B. Support and build capacity of all campus staff to implement welcoming trauma-informed practices.</p> <ol style="list-style-type: none"> <li>1. Utilize Trauma Informed Team and tools to provide PD</li> </ol> <p>C. Build capacity of employees to promote individual wellness strategies.</p> <ol style="list-style-type: none"> <li>1. Evaluate bringing in Burned-In Teacher Training</li> <li>2. Continue to Communicate EAP Options</li> <li>3. Invest in Crucial Conversations Training</li> <li>4. Continue to evaluate other wellness tools and opportunities</li> </ol>
4. Communicate and Maintain Consistent High Performance Standards	<p>A. Foster a district wide culture of shared responsibility for student success.</p> <ol style="list-style-type: none"> <li>1. Communicate the “why” behind goals, initiatives and district changes</li> </ol>
	<p>B. Strengthen the implementation of performance evaluation systems for teachers and administrators rooted in instruction frameworks that outline best-practices for teaching.</p> <ol style="list-style-type: none"> <li>1. Launch online performance management tool</li> <li>2. Update administrator evaluation tool</li> </ol>

**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