

## Regular Board of Education Meeting

Monday, November 11, 2024 6:00 PM

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



## Minutes

1. **GPS Board of Education Information**
2. **Opening Procedures**
  - 2.1. Call to Order  
**Present:** Brian Copsey, Josh Lacy, John Maser, B.J. Peters, Greg Trautman, Tracy Wiese.  
The meeting was called to order at 6:00 p.m. 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 October Claims

|                     |                       |
|---------------------|-----------------------|
| 01 General          | \$827,095.16          |
| 03 Employee         | \$786.50              |
| 05 Activity         | \$106,781.40          |
| 06 Nutrition        | \$136,343.87          |
| 09 QCPUF            | \$20,417.00           |
| <b>Fund Totals:</b> | <b>\$1,091,423.93</b> |
  - 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)  
Mara Carrier - Effective Jan. 6th

4. **Celebration of Excellence**

4.1. Annual Financial Literacy Status Report - Kory Knight

Kory Knight presented to the board her Annual Financial Literacy Status Report. She thanked principal Mario Chavez for helping implement this program. We have partnered with Riverstone Bank and use the Dave Ramsey program.

4.2. Student Athletic, Activity, & Academic Accomplishments:

Jenn Sibal presented to the board all the activities and honors we recognized tonight. She awarded each individual and each group with a certificate signed by our board president, B.J. Peters and Superintendent, Dr. Regan. B.J. commented that he is so excited to see where football has come over the years. Greg wanted to thank the cross-country coaches for setting such a good example for their team. John and Josh both commented on how we are making a difference here at Gering and the community has come to life!

5. **Reports & Discussions**

5.1. Board Committee Report: Curriculum & Personnel

John Maser discussed how state aid is potentially going down; \$1,500 to \$900 in funds per student. This is a decrease of almost \$146,000 for next year. What does this look like moving forward for negotiations? He also discussed how we can potentially save money with contracted services and try to do more from within the district. There is some good news in that there will only be a 5% increase in health insurance next year, instead of the proposed 10%. He talked about having 15 community members tour the middle school and hopefully moving forward on some of their improvement plans. Our enrollment is even compared to other districts.

5.2. Board Committee Report: Business & Facilities

Josh Lacy presented to the board about how we are planning for the future. They had a good meeting with Senator Harden, and he was very involved in their conversation regarding state funding. He is glad that we have hired a new HVAC technician, who is very knowledgeable and can hopefully save the district money. . Excited we have finished the new preschool over at Northfield and excited to be getting our maintenance team uniforms.

5.3. Superintendent's Report

**Happy Veteran's Day! I want to extend a heartfelt thank you to all our service men and women for their unwavering dedication and sacrifice. Because of their commitment, we are privileged to serve our students in one of the best public education settings in the state. We have so much to celebrate this month, and I'm grateful for the great work being done across every school and program.**  
**A special thank you to Shawn Seiler for leading an outstanding season of activities and athletic achievements. Your efforts are raising the bar, and our students are not only excelling but also having fun in the process. We are also embarking on a new proactive collaboration this fiscal year. Following another successful financial report from Stacy Rodriguez, we are**

getting a head start with intentional dialogue with our state delegates. This month, we had the honor of hosting Senator Hardin at a business committee meeting where he gained a deeper understanding of school finance ahead of his upcoming legislative session.

All systems are go! Jennifer and I recently met with our community action team and held a focus group session. The insights shared by the members were invaluable in helping us address the needs of our middle school facilities. Rita Stinner aptly commented, "Nikki... you and Jennifer are a well-oiled machine telling the story of our work and the opportunity to build the future of Gering Middle School—one that will serve both our students and the community, all while maintaining fiscal responsibility."

Next week, we'll be attending the NASB State Conference, where we'll be presenting at the CHI Conference Center on the topic: "Building and Growing our Future: A Board Vision of Investment." Our presentation will showcase the innovative work we've been doing in workforce development and early childhood programs, which has recently gained attention at both the state and national levels.

Lastly, save the date for a unique leadership training opportunity on January 6, 2025, with Dr. Jim Sutfin. More details to come!

Thank you, as always, for your continued support and dedication to the success of our students.

This concludes my report.

6. **Public Comments: 204.12**

7. **Action Items**

8. **Board Comments**

B.J. Peters - Not sure what will happen next year regarding taxes. We need to protect our investments. He will miss the kids when he is off the board.

Tracy Wiese - Really likes that we are very involved with Financial Literacy and that we are not just doing the bare minimum with that. We are a well-rounded district - taking care of our preschools (new building), Middle School (trying to make improvements), and the High School honoring music, band, and athletics.

John Maser - Happy Veterans Day! Thank you, Jenn Sibal for all the things you put on social media!

Brian Copsey - Loves seeing kids at the meetings and bringing all the different groups together. We are creating a "buzz" at the Middle School. Senator Harden has been listening and will hopefully be more on the side of public schools.

Greg Trautman - Keep working on Sen. Harden, he is from western NE. We tried to get the point across to him that we need to be funded. Very proud to see all the kids tonight. PTC went very well! He loves all the different activities available at the Middle School.

Josh Lacy - He is hopeful that something will change with taxes and funding doesn't get taken away. Happy Veterans Day! Excited about the new preschool building at Northfield!

8.1. Tentative Upcoming Board Meeting/Event Dates

9. **Adjourn**

The meeting was adjourned at 6:41 p.m.

## 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

A motion to approve the Consent Agenda was presented by Brian Copsey, seconded by Greg Trautman. After voting, motion Passed.

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

#### 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.
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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.

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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

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                                  84-712 et seq.  
                                  NDE Rule 10.004.01A1

Cross Reference:           201.1 Board Powers and Responsibilities

# Gering Public Schools Financial Literacy Report November 11, 2024

## LB 452-McKinney

On or before December 31, 2024, and each year thereafter, each school district must provide an annual financial literacy status report to its school board, including, but not limited to

- Student Progress in Financial Literacy Courses
- Other District Determined Measures of Financial Literacy Progress from the Previous School Year
  - Where standards covered in curriculum (K-12)
  - Graduation requirements

## GHS Student Handbook

Article 5-Scholastic Achievement

### Section 2 High School Yearly Course Sequence

High school students in all grade levels are required to register in the following courses (sequence of some courses may vary):

|            |  |
|------------|--|
| 9th Grade  | Math, English, Science, Social Studies, Information Technology, Physical Education, Freshman Success and 2 electives |
| 10th Grade | English, Science, Math, US History, Physical Education and 3 electives   |
| 11th Grade | English, American Government, Science, Math, and 4 electives   |
| 12th Grade | English, Personal Finance, and the equivalent of 8 periods to meet elective requirements                             |

## Student Data

|                | #Teachers | #Students                        | % Meeting Requirement         |
|----------------|-----------|----------------------------------|-------------------------------|
| <b>2022-23</b> | 5         | GHS: 150<br>WNCC: 1<br>VALTS: 15 | 100%                          |
| <b>2023-24</b> | 3         | GHS: 105<br>WNCC: 0<br>VALTS: 3  | 100%                          |
| <b>2024-25</b> | 2         | GHS: 111<br>WNCC: 0<br>VALTS: 0  | Not Applicable (at this time) |

# Gering Financial Literacy Standards Across the Grade Levels

(K-8: SAVVAS myWorld      HS: Dave Ramsey Personal Finance)

## Kindergarten

SS K.2.2.a Explain the purposes of money.

## First Grade

SS 1.2.2.a Give examples of situations where students and families could choose to save for future purchases.

## Second Grade

SS 2.2.2.a Make transactions using currency emphasizing its use as a medium of exchange. For example: via school store, buying pencils, purchases via debit card or Apple pay as a way to make transactions (medium of exchange)

## Third Grade

SS 3.2.2.a Given a budget, make choices as to what to purchase, what to give up, and what to save.

## Fourth Grade

SS 4.2.2 Investigate various financial institutions in Nebraska and the reasons for people's spending and saving choices.

## Fifth-Seventh Grade

Not addressed at this level.

## Eighth Grade

SS 8.2.2.a Identify skills for future financial success. For example: Identify key terms associated with budgeting, credit, savings, credit score, investing, fraud, and risk management.

SS 8.2.2.b Understand tools, strategies, and systems used to maintain, monitor, control, and plan the use of financial resources. For example: Analyze the impact of credit on an individual's ability to acquire goods and services, charitable contributions.

## High School

SS HS.2.2 Develop a plan to support short- and long-term goals.

SS HS.2.2.a Develop a budget using a financial record keeping tool.

SS HS.2.2.b Compare and contrast different types of banking accounts and features.

SS HS.2.2.c Assess the effects of taxes on personal income.

SS HS.2.2.d Compare and contrast possible career choices.

SS HS.2.3 Critique strategies used to establish, build, maintain, monitor, and control credit.

SS HS.2.3.a Compare and contrast the costs and benefits of different types and sources of credit and debt.

SS HS.2.3.b Investigate strategies to effectively manage debt and factors that influence credit ratings.

SS HS.2.4 Evaluate savings, investment, and risk management strategies to achieve financial goals.

SS HS.2.4.a Explain the importance of saving and investing early to ensure financial security.

SS HS.2.4.b Develop an investment strategy to achieve short- and long-term goals utilizing a variety of investment vehicles.

SS HS.2.4.c Examine appropriate and cost-effective risk management strategies.

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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