

## Regular Board of Education Meeting

Monday, August 11, 2025 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, **Present:** Bryan Barrett, Matt Kautz, John Maser, Greg Trautman, Tracy Wiese.

### 2. **Opening Procedures**

#### 2.1. Call to Order

The meeting was called to order by board president, Greg Trautman, at 6:03 p.m.

#### 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

#### 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. Introduce New Teachers - Dr. Regan

Dr. Regan presented to the board. She welcomed several of our new teachers to introduce themselves to the board. They talked about their background and why they chose Gering.

#### 4.2. Building Report - Stacy Rodriguez Tax Authority Presentation

Stacy Rodriguez presented to the board. She went over the budget process for schools and went over the differences between the joint public hearing and the property tax authority. These two things are not the same. She also talked about the special building fund. We will have our evaluation on August 20th.

### 5. Reports & Discussions

#### 5.1. Board Committee Report: Curriculum & Personnel

Greg Trautman presented to the board. He talked about the policy updates and the new teacher orientation. There was a PLC conference for new staff this summer that went very well. The enrollment trends for preschool and kindergarten. We have 10 preschool classrooms this year, with a 95% conversion rate into kindergarten. He also gave a LINKS update and dual enrollment. Students can enroll in WNCC and this is free for students through a grant we received.

#### 5.2. Board Committee Report: Business & Facilities

Matt Kautz presented to the board. He went over some of the policy changes and gave an update on the HVAC units at the high school. He also talked about how our custodial staff had training with Eakes to be more efficient. We still need a new auditor. The summer meal program served over 25,000 meals to kids in the area.

#### 5.3. Superintendent's Report

Dr. Regan presented to the board.

Today was a proud day to be a bulldog. We launched our Kick-off session with 247 employees. Our staff listened to our keynote speaker, Dr. Jim Sutfin spoke to our Theme: "Watching Gering Rise". We are rising in enrollment, academics and a culture of excellence in every facet that has to do with our students. Dr. Sutfin spoke about our North Star—our mission and purpose in serving our community. Beginning my 5th year as superintendent, I understand we will have challenges: a middle school that is in desperate need of improvement, a track that was badly damaged by a windstorm, and the evolving needs we need to overcome for the betterment of our students. Every year, we get to build on our community where students experience a high-quality education and feel valued and respected every day.

Just some things to celebrate moving forward:

- 94% grad rate (state 87)
- 90% staff retention rate
- 33% staff Gering Alum
- Net option enrollment is nearly flat.
- State assessment shows increased proficiency in all grades and in the ACT.

Dr. Sutfin stated, if you want to go fast-go alone. If you want to go far-go together. These results have been accomplished by a team of leaders and educators who believe in the power of teamwork, collaboration and solving problems. So, as the tide rises, so do we this school year. We are ready.

### 6. Public Comments: 204.12

### 7. Action Items

7.1. Discuss, consider, and take all necessary action to approve the Resolution to increase in the district's base growth percentage by up to an additional six percent or other maximum amount as permitted by law.

8. **Board Comments**

Bryan Barrett - Excited about school starting and meeting some of the new teachers. Thanks to Stacy for her presentation.

Tracy Wiese - Excited for football to start. Excited to see all the years of teaching experience our new staff is bringing.

John Maser - Thanks to the new teachers for coming. Excited about the growth in preschool and is very appreciated of all our staff.

Matt Kautz - Thanks to new teachers for coming. Thanks to Stacy for her presentation and to our maintenance staff for all their summer work.

Greg Trautman - Excited for fall sports to start and the new year to get going. Thanks to our admin for getting things ready.

8.1. Tentative Upcoming Board Meeting/Event Dates

9. **Adjourn**

The meeting was adjourned at 6:46 p.m.

## Regular Board of Education Meeting

Monday, July 14, 2025 6:00 PM

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



## Minutes

### 1. GPS Board of Education Information

**Absent:** Matt Kautz, **Present:** Bryan Barrett, Josh Lacy, John Maser, Greg Trautman, Tracy Wiese.

### 2. Opening Procedures

#### 2.1. Call to Order

This meeting was called to order by Board President, Greg Trautman, at 6:01 p.m.

#### 2.1.i. Oath of new board member.

**Bryan Barrett**

#### 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)

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

Matt Kautz: Absent, Bryan Barrett: **Yea**, Josh Lacy: **Yea**, John Maser: **Yea**, Greg Trautman: **Yea**, Tracy Wiese: **Yea**

#### 3.2. Approval of Claims/Bills

#### 3.3. Board Policy Adoption

#### 3.3.i. First Reading of Board Policies

#### 3.3.ii. Second Reading of Board Policies

### 4. Student Fees Public Hearing

This public hearing was called to order by Board President, Greg Trautman, at 6:07 p.m. There were no public comments; hearing was adjourned at 6:07 p.m.

4.1. Public Hearing for the purpose of hearing support, opposition, criticism, suggestions, or observations by taxpayers relating to setting the Student Fee Schedule.

### 5. Parental and Family Engagement Public Hearing

This public hearing was called to order by Board President, Greg Trautman, at 6:08 p.m. There was one comment from Lonnie O'Bryan. The hearing was adjourned at 6:09 p.m.

5.1. Public Hearing for the purpose of hearing support, opposition, criticism, suggestions, or observations by taxpayers relating to the reviewing of Policy 1005.3 - "Parental/Community Involvement in Schools", Policy 613.01 - "District Title I Parent and Family Engagement", and Policy 504.12 - "Cell Phone and Other Electric Communication Devices".

## **6. Bully Prevention Public Hearing**

This public hearing was called to order by Board President, Greg Trautman, at 6:09 p.m. There were no public comments; the hearing was adjourned at 6:10 p.m.

6.1. Public Hearing for the purpose of hearing support, opposition, criticism, suggestions, or observations by taxpayers relating to the reviewing of Policy 504.20 - "Bullying Prevention".

## **7. Reports & Discussions**

### **7.1. Board Committee Report: Curriculum & Personnel**

John Maser presented to the Board. He went over policy updates, specifically the cell phone policy and FMLA policy. Discussed the alternative program at Lincoln. Went over elementary and LINKS handbooks. Talked about PD workshops happening this summer for staff. Also talked about the mentor/mentee program and how it's a great program to get new teachers off on the right foot.

### **7.2. Board Committee Report: Business & Facilities**

Josh Lacy presented to the board. He went over the financial review; only spent 82% of the budget, and we have one month left. We are going to have to spend more on the auditorium than originally planned. The LINKS building updates are done, and they have begun to work on Geil. We will have to find a new auditor for next year. The summer food program has been a huge success. We have given out over 22,000 meals to families in the area. This is federally funded, not using taxpayer dollars. School lunch prices will increase by 5 cents. This is mandated by the state. Northfield needs a new roof and the Middle School is getting new shower heads and valves in the boys' locker room. We do not have an update on the track.

### **7.3. Superintendent's Report**

## **8. Public Comments: 204.12**

Lonnie O'Bryan addressed the Board.

## **9. Action Items**

9.1. Discuss, consider, and take action regarding the approval of the 2025-26 school year LINKS, Elementary School, and Substitute Handbooks.

A motion to approve the 2025-26 school year LINKS, Elementary School, and Substitute Handbooks was presented by Josh Lacy, seconded by John Maser. After voting, motion Passed.

Matt Kautz: Absent, Bryan Barrett: **Yea**, Josh Lacy: **Yea**, John Maser: **Yea**, Greg Trautman: **Yea**, Tracy Wiese: **Yea**

9.2. Discuss, consider, and take action regarding the approval of the 2025-26 school year meal prices.

A motion to approve the 2025-26 school year meal prices was presented by Josh Lacy, seconded by Tracy Wiese. After voting, motion Passed.

Matt Kautz: Absent, Bryan Barrett: **Yea**, Josh Lacy: **Yea**, John Maser: **Yea**, Greg Trautman: **Yea**, Tracy Wiese: **Yea**

9.3. Discuss, consider, and take action regarding the approval of the 2025-26 Board of Education Schedule.

A motion to approve the 2025-26 Board of Education schedule was presented by Josh Lacy, seconded by John Maser. After voting, motion Passed.

Matt Kautz: Absent, Bryan Barrett: **Yea**, Josh Lacy: **Yea**, John Maser: **Yea**, Greg Trautman: **Yea**, Tracy Wiese: **Yea**

9.4. Discuss, consider, and take action regarding the approval of a resolution for Staff Training.

A motion to approve the resolution for Staff Training was presented by Josh Lacy, seconded by Tracy Wiese. After voting, motion Passed.

Matt Kautz: Absent, Bryan Barrett: **Yea**, Josh Lacy: **Yea**, John Maser: **Yea**, Greg Trautman: **Yea**, Tracy Wiese: **Yea**

## **10. Board Comments**

Tracy Wiese - Welcome Bryan!

John Maser - Welcome Bryan!

Josh Lacy - Congrats to Bryan. Thanks, Lonnie, for your comments.

Greg Trautman - Congrats to Bryan. Shout out to our maintenance crew this summer. We have a certified plumber, HVAC, builder, electrician and great grounds crew that saves the district money. We are getting more work done by being able to have the special building fund.

10.1. Tentative Upcoming Board Meeting/Event Dates

## **11. Adjourn**

The meeting was adjourned at 6:28 p.m.

## July Check Listing

ABC Blinds & Sha	\$780.00	1
Ace Hardware	\$893.52	1
Apptegy, Inc.	\$478.33	1
Behavior Advant	\$6,500.00	1
Bytes Computer	\$37,686.78	1
City Of Gering	\$50,790.71	1
Column Software	\$72.54	1
Contractors Mate	\$68.00	1
Culligan Of Scott	\$60.50	1
Eakes Office Solu	\$134.97	1
ESU13	\$99,915.04	1
Fairfield Inn/Tow	\$600.48	1
Family Construct	\$4,430.00	1
Family Construct	\$0.00	1
Family Construct	\$0.00	1
Family Construct	\$18,750.00	1
Foos, Brandy	\$161.35	1
Gering Public Sch	\$23,308.25	1
Gering Public Sch	\$51,691.75	1
Hi Performance C	\$0.75	1
IXL Learning, Inc.	\$6,168.00	1
Jirdon Agri Chem	\$572.00	1
Johnson Cashwa	\$205.59	1
Lakeshore Learni	\$193.18	1
Lexipol, LLC	\$4,500.00	1
Menards	\$147.59	1
Nebraska Tire, In	\$654.08	1
Northwest Pipe F	\$624.46	1
NWEA	\$6,271.25	1
Omar Reyes by	\$1,995.00	1
OneSource	\$83.50	1
O'Reilly Auto Par	\$278.88	1
Print Broker	\$23.20	1
Quadient Financ	\$1,057.80	1
Regan, Nicole	\$13.57	1
Richard, Jana L.	\$612.00	1
Sherwin-William	\$2,306.13	1
Stepheni Pitts-W	\$156.00	1
Teaching Strategi	\$16,454.40	1

Tidal Wave Auto	\$70.00	1
Turf Tank	\$7,000.00	1
Visa	\$15,631.88	1
YMCA	\$9,047.37	1
Regional Care, In	\$269.50	3
AllTeam Sportsw	\$1,176.00	5
Comfort Inn Vale	\$150.05	5
District 12 Ag Tea	\$200.00	5
Gering Bakery-Al	\$69.27	5
Hailey Medina	\$200.00	5
Jeremiah Davis	\$1,080.00	5
Jo Ann Lathrop	\$92.24	5
Legacy Cooperati	\$50.91	5
Logoz Llc	\$198.00	5
Valentine High Sc	\$1,145.00	5
Visa	\$1,776.32	5
York Public Schoo	\$150.00	5
Ace Hardware	\$15.82	6
Amy Hauser	\$71.15	6
Cash-Wa Distribu	\$40,574.77	6
Eakes Office Solu	\$89.98	6
J&R Packaging In	\$18,984.96	6
Menards	\$505.30	6
Taher, Inc	\$94,595.83	6
Visa	\$2,370.64	6

Payee Name	Amount	Fund
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July Check Listing

**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

StudentsStudent Records

School staff shall maintain student records in compliance with state and federal law.

Confidentiality of Student Records.

Student files and other education records shall not be released or divulged except in compliance with state and federal law.

School officials may have access to only those education records in which they have a legitimate educational interest, unless the parent has given written and dated consent for the access. A school official who violates this restriction shall be subject to disciplinary action up to and including termination.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility and effectively provide the function or service for which they are responsible.

A school official for purposes of access to education records is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the school board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

To the extent permitted by law, contractors, consultants and volunteers may be permitted to have access to education records where they are performing a function or service that would otherwise be done by a school employee. Their access is limited to education records in which they have a legitimate educational interest; which means records needed to effectively provide the function or service for which they are responsible.

Student and Parent Access to Student Records.

A parent or guardian of a student or former student, and a student or former student who is eighteen (18) years of age or older, shall be given the opportunity upon request to inspect and review the education records of the student or former student. Non-custodial parents will be provided full and equal access to the education records of his or her child unless there is a court order to the contrary.

Amendment of Student Records.

Parents and eligible students (a student who has reached 18 years of age or is attending an institution of postsecondary education) have the right to challenge any information contained in the records that they believe is inaccurate, misleading or violates the privacy rights of the student. Such a challenge may be made by making a written request to the Principal to amend the records. If a decision is made not to amend the education records in accordance with the request, the

Principal shall so inform the parents of the student and the Superintendent. The parent shall be advised of the right to a hearing.

If a hearing is requested, the Superintendent shall conduct a hearing (or delegate the role to another school official who does not have a direct interest in the outcome of the hearing) and provide the parent or eligible student a full and fair opportunity to present evidence relevant to the issues raised in conformance with applicable law.

Legal Reference: Neb. Rev. Stat. §§ 42-364(4) and 42-381; Neb. Rev. Stat. § 43-3001  
Neb. Rev. Stat. §§ 79-2104 and 79-2105; Neb. Rev. Stat. § 79-539  
Neb. Rev. Stat. §§ 84-1201 to 84-1220  
Family Educational Rights and Privacy Act, 20 U.S.C. §1232g

Date of Adoption: 12/10/2018

## STUDENT APPEARANCE

The board believes inappropriate student appearance causes material and substantial disruption to the school environment or presents a threat to the health and safety of students, employees, and visitors.

Students are expected to adhere to standards of cleanliness, grooming, and dress that are compatible with the requirements of a good learning environment. The standards will be those generally acceptable to the community as appropriate in a school setting.

The board expects students to be clean and well-groomed and wear clothes in good repair and appropriate for the time, place, and occasion. Clothing or other apparel promoting products illegal for use by minors and clothing displaying obscene material, profanity, ~~or~~ reference to prohibited conduct, or may reasonably lead to a substantial disruption are disallowed. While the primary responsibility for appearance lies with the students and their parents, appearance disruptive to the education program will not be tolerated. When, in the judgment of a principal, a student's appearance or mode of dress disrupts the educational process ~~or constitutes a threat to health or safety~~, the student may be required to make modifications.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any public or private location on the school grounds or at any school function where the person is otherwise authorized to be as long as the tribal regalia does not interfere with the educational process and is not detrimental to the health or safety of the student or another person. No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin.

No school staff shall permanently or temporarily alter or cut a student's hair.

A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy.

It shall be the responsibility of the superintendent, in conjunction with the principals, to develop administrative regulations regarding this policy.

Legal Reference: Hines v. Caston Sch. Corp. 651 N.E.2D 330 (1995)  
Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988).  
Bethel School District v. Fraser, 478 U.S. 675 (1986).  
Tinker v. Des Moines Ind. Comm. Sch. Dist., 393 U.S. 503 (1969).  
Neb. Statute 79-526

Cross Reference: 501 Objectives for Equal Educational Opportunities for  
Students

Approved \_\_\_\_\_ Reviewed March, 2025 Revised July, 2024

**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

**RESOLUTION**

**WHEREAS**, the Nebraska Legislature enacted several measures this past legislative session, including LB 243, to adjust public school district revenue and finances; and,

**WHEREAS**, LB 243 generally limits a public school district’s base growth percentage, subject to limited exceptions; and

**WHEREAS**, LB 243 includes an exception to generally allow a school district to otherwise exceed the base growth percentage if at least seventy percent of the Board of Education votes in favor of the increased request; and

**WHEREAS**, a Board of Education of a school district with an average daily membership of more than four hundred seventy-two students but no more than three thousand forty-four students may increase its base growth percentage by up to an additional six percent above the base growth percentage; and

**WHEREAS**, the average daily membership of Scotts Bluff County School District Number 79-16, a/k/a Gering Public Schools (the “School District”) is more than four hundred seventy-two students but no more than three thousand forty-four students; and

**WHEREAS**, due to rising enrollment, student and staffing needs, and the need to maintain its budgetary obligations, the Board of Education of the School District hereby desires to increase its base growth percentage by up to an additional six percent or other maximum amount as permitted by law; and

**WHEREAS**, public notice of this possible increase was published in a legal newspaper of general circulation in the School District at least one week prior to this Board meeting.

**NOW, THEREFORE, BE IT RESOLVED** that, pursuant to Section 5 of 2023 Neb. Laws 243, at least seventy percent of the Board of Education of this School District affirmatively votes to increase to the School District’s overall base growth percentage by up to an additional six percent above the base growth percentage, or other maximum amount as permitted by law. The Superintendent or designee is hereby authorized and directed to take any action consistent with this Resolution to ensure that the School District’s overall property tax request complies with this Resolution.

The foregoing Resolution having been read in its entirety, Member \_\_\_\_\_ moved for their passage and adoption. Member \_\_\_\_\_ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_.

The following members voted against the same:

\_\_\_\_\_

The following members were absent or not voting:

\_\_\_\_\_.

The above Resolution having been consented to by at least seventy percent of the Members of the Board of Education, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings Law.

**DATED** this 11th day of August, 2025.

GERING PUBLIC SCHOOLS

**BY:** \_\_\_\_\_  
**President**

**ATTEST:**

\_\_\_\_\_  
**Secretary**