

Regular Board of Education Meeting

Monday, December 8, 2025 6:00 PM

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



Minutes

1. **GPS Board of Education Information**

Present: Bryan Barrett, Matt Kautz, Josh Lacy, 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 6:02 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

Fund Amount

01 General: \$354,956.07

03 Employee: \$324.50

05 Activity: \$32,892.69

06 Nutrition: \$16,746.77

09 QCPUF: \$3,145.00

Fund Totals: \$408,065.03

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 Resignation(s) Bethany Stoney - Effective Dec. 19th, 2025
Shawn Seiler - Effective June 30th, 2026

4. **Celebration of Excellence**

4.1. SFE Presentation - Jennifer Hall

Jennifer Hall presented to the board: She has been the food service director for SFE since August 2025. They have launched a grab-and-go style breakfast at the high school, which is going very well. They expect participation at all buildings to grow over the course of the school year. They highlight a "harvest of the month", which helps students be engaged with what they are choosing to eat. They are going to have more tasting opportunities for students to decide the best options to serve during lunch and breakfast. Hopefully, partnering with STUCO on this. Dr. Yum is going to be coming in and teaching our preschool students some cooking skills!

4.2. Annual Report - Jennifer Sibal

Jennifer Sibal presented to the board. Jennifer went over the annual report, highlighting some key features. We will be sending this out to all families, which is something new this year. The key points in the annual report include our Strategic Plan, building updates, enrollment, student population, 98% graduation rate, educators, 1/3 of our staff are Gering Alum, state assessment scores, and budget. We also want to hear from families on their thoughts about our Gering Middle School Project.

5. **Reports & Discussions**

5.1. Board Committee Report: Curriculum & Personnel

Tracy Wiese presented to the board: We will be having our staffing conferences after negotiations. Meeting with GEA next week. Sad to see Shawn Seiler go, but wish him the best! Professional Development is scheduled for the spring and will be on literacy. This will eventually be a required training. We did receive a grant and have lots of teachers interested in partaking in this. Test scores are great! Math and Science, we are above the state average, but still have some work to do with ELA. Our ACT scores are also higher than the state average. Went over absenteeism at the high school.

5.2. Board Committee Report: Business & Facilities

Josh Lacy presented to the board: Reviewed budget and accounts payable listing. The auditorium renovations are in process. Middle school is falling apart! We have about a \$100-200 thousand wall repair in the gym area. We had a YMCA contribution of \$5,000. This donation used to go to Teammates. We have a bond (high school) pay off option and could potentially pay that off early. There is a meeting later this week on the design of the new track. Hoping to start that process soon!

5.3. Superintendent's Report

Dr. Regan presented to the board:
For tonight's report I'd like to highlight the front page of the Star Herald on Saturday, December 6th. It has a front page article with the title, "Getting Students College Ready." The article goes in detail about the State Assessment Scores for the 2 largest districts in the Panhandle, with Gering being one of them. Our state assessment scores are measured through an accountability system called AQUeSTT (Accountability for a Quality Education System, Today and Tomorrow). For Nebraska high schools, the ACT test is the accountability

test that measures proficiency in ELA (which includes writing), Math, and Science. This was a big year for us because the significant growth in the data at the high school has accelerated us from "good to great" in an overall rating on achievement. Instead of speaking about this rating, I thought I would have the data results speak for themselves in the comparison of the two districts:

SB	Gering
ELA 38.3%	44.6%
Math 38.7%	45.5%
SCI 42.6%	47.1%
Composite 17.9%	18.1%

15% decrease in non-proficient students over 3 years.

98% graduation rate: highest in AQuESTT Assessment history.

Progress takes time, and I am incredibly proud of the high school administrators and teachers who have infused a culture of assessment and have poured into students about their education experience and success in school. So tonight, I celebrate them and I know the tremendous growth that is occurring in the middle and elementary grades will see great gains in the near future through AQuESTT. Bottom line: we are trending well in the right direction.

Girls/boys basketball/wrestling had a great winning weekend! Holiday performances this week for Geil and Lincoln Elementary.

6. **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.**

The Board moved into Executive Session at 6:43 p.m.

7. **Reconvene from the Executive Session.**

The board reconvened from Executive Session at 7:16 p.m.

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

9. **Public Comments: 204.12**

10. **Action Items**

10.1. Discuss, consider, and take action to review and approve the Superintendent's 2025-2026 school year evaluation.

10.2. Discuss, consider, and take action regarding the annual review and approval of the Superintendent's 2026-2027 school year contract and salary.

A motion to move into Executive Session was presented by Josh Lacy, seconded by Bryan Barrett. After voting, the motion passed. The Board entered into Executive Session at 7:19 p.m. The Board reconvened from Executive Session at 7:37 p.m.

11. **Board Comments**

Matt Kautz - Go Bulldogs!

Josh Lacy - Thanks for coming tonight. We are moving in the right direction. Our education is excellent!

John Maser - Happy Holidays!

Bryan Barrett - Thanks for being here. Thanks for the annual report.

Tracy Wiese - We are moving in the right direction. We are a united board, good leadership.

Greg Trautman - We are a unified board, even when we have to have hard conversations. Compliments on our test scores and leadership at Central Office. Had a great State Conference. Moving forward, we will be discussing moving the approval of the Superintendent contract to be held in April.

11.1. Tentative Upcoming Board Meeting/Event Dates

12. **Adjourn**

The meeting was adjourned at 7:42 p.m.

Regular Board of Education Meeting

Monday, November 10, 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, Tracy Wiese, **Present:** Bryan Barrett, Matt Kautz, John Maser, Greg Trautman.

2. Opening Procedures

2.1. Call to Order

The meeting was called to order by Board President, Greg Trautman, at 6:00 p.m.

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 Matt Kautz, seconded by John Maser. After voting, motion Passed.

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

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

3.2. Approval of Claims/Bills

Fund Amount

01 General: \$642,238.85

03 Employee: \$104.50

05 Activity: \$65,934.66

06 Nutrition: \$7,186.04

07 Bond: \$1,484,935.07

09 QCPUF: \$196,198.55

Fund Totals: \$2,396,597.67

3.3. Board Policy Adoption

3.3.i. First Reading of Board Policies

3.3.ii. Second Reading of Board Policies

4. Celebration of Excellence

4.1. Student Athletic Accomplishments - Jennifer Sibal

Cross Country State Qualifiers - Axton Stone (5th Place), Erin Cawiezel

Boys Tennis State Medalist - #2 Doubles - Jaedyn Morales and Dominic Mendez (8th Place)

Volleyball - District Runner-Up, State Qualifier
Football - State Playoff Qualifier
Softball - 3-time Conference Champions
Girls Golf - State Qualifiers

Jennifer Sibal presented to the board. She presented each team and state medalists with certificates from the board. She went on to discuss, in more detail, how each fall sport competed this season. She also mentioned we have many more activities that are just finishing up, that we can't wait to celebrate soon!

4.2. Building Report - Gering Middle School

John Wiedeman and Jon Hutchison presented to the board about Gering Middle School. Mr. Wiedeman talked about their theme for the year: "Welcome to the Show!" Then he went on to discuss some of the student opportunities they offer, like Clowns, which is a modern day D.A.R.E. program, and FCA. Mr. Hutchison talked about how their state data has increased 20% over the last 5 years. They have really focused on student schedules and staff connections with kids to help increase student growth. Mr. Wiedeman then talked about how each student learns differently and so does his staff, and sometimes they have to shift to make sure we are being inclusive in all students' learning. Currently, they are doing a study during their PLC time on the book "Explicit Instruction." This has been a great study for their staff and has really started making an impact in their building. The goal is to ensure high levels of learning, and not just covering content. He then talked about their goals as a building for the school year, which include, goal setting, student/staff connections, guiding coalition, and attacking absenteeism. He then finished by briefly talking about the bond issue that we will be pursuing a year from now and getting lots of community and staff input.

4.3. Annual Financial Literacy Status Report - Kory Knight

Kory Knight presented to the board. She went over the financial literacy that is included in our curriculum. Personal finance is a requirement to graduate, and we currently have 63 students enrolled for fall and 54 for the spring.

5. Reports & Discussions

5.1. Board Committee Report: Curriculum & Personnel

Greg Trautman presented to the board. He talked about how we have started the negotiation process with GEA and that they gave a presentation to staff at a recent professional development. He also discussed that we have partnered with Fresh Foods to get food donations for families that have been affected by the SNAP program and government shut down. The pup pack program has also helped with this issue as well. He then mentioned that there is a new policy regarding ADA regulation for websites. This means we will need to make some changes for better access for all public viewing. He also talked about our state data. The results are still embargoed, but we should know here soon.

5.2. Board Committee Report: Business & Facilities

Bryan Barrett presented to the board. He talked about how we had to get a new auditor this year and that the audit went very well. He mentioned that insurance rates have been sent out for next year, and they will increase 7.2%. We are hoping to get bids for our track in January. They have started working on the auditorium at the high school and the roof is complete at Lincoln, and they have started working on the Northfield roof this week.

5.3. Superintendent's Report

Dr. Regan presented to the board.

"It's a night of celebration! We're here to recognize a full season of individual and team achievements — and tonight, we're also celebrating national recognition for our school community. Four years ago, Jennifer and I attended a C4K meeting with industry partners from across the Panhandle region. We listened as local businesses, childcare providers, and community agencies spoke passionately about the childcare shortage crisis — a challenge that continues to impact our rural workforce and place an overwhelming financial burden on families. Around that same time, GPS was fortunate to receive a School and Community Engagement Grant. We identified childcare as a key piece of the puzzle — an opportunity to use our school's resources to help meet a critical community need. As part of the grant, we were required to collaborate with local agencies to enhance community service. The Nebraska Children and Families Foundation was immediately excited by our proposal: an educational childcare program during the summer months to support working parents year-round.

Thanks to a strong partnership with the YMCA, that program was a tremendous success. In fact, it was so successful that the state awarded us additional grant funding to expand our efforts — allowing us to enhance our before- and after-school care programs and extend services to non-school days as well. Of course, this success did not happen in isolation. It has taken deep collaboration and shared vision — from Jesse N. at Lincoln Elementary, to Trevor Tiechrob and his team at the YMCA, to our own student camp leaders, to Jennifer Sibal and her leadership in community engagement, and to countless teachers and staff who continue to make this initiative thrive. This project is a shining example of what happens when a community comes together — when trust, partnership, and a commitment to serve create real, lasting impact for families.

So on Wednesday or Thursday, as you watch the CBS Evening News, take a moment to feel proud — proud of your district, proud of your community, and proud of the difference we're making for families across our region."

6. Public Comments: 204.12

7. Action Items

8. Board Comments

Bryan Barret - Great to see all the student success tonight!

Matt Kautz - Great seeing all the kids. Thanks to Mr. Wiedman and Mr. Hutchison for presenting. Thanks to Kory and happy to see personal finance is offered to students. Thanks to central office staff for all their work behind the scenes.

John Maser - Thanks to John and Jon!

Greg Trautman - Great to celebrate kids tonight. Thanks to all who came and showed support tonight.

8.1. Tentative Upcoming Board Meeting/Event Dates

9. Adjourn

The meeting was adjourned at 7:01 p.m.

November Check Listing

Payee Name	Amount	Fund
Menards	\$1,285.17	1
City Of Gering	\$56,961.89	1
Ace Hardware	\$151.43	1
Apptegy, Inc.	\$12,182.63	1
B&H Photo Video	\$7,620.19	1
Cash-Wa Distributing of Kearney, Inc	\$2,175.20	1
Charter Communications	\$45.00	1
Column Software, PBC	\$58.36	1
Contractors Materials	\$49.00	1
Culligan Of Scottsbluff	\$54.00	1
Daikin Applied	\$2,866.63	1
Dennis Supply Company	\$202.16	1
Domino'S Pizza	\$128.99	1
Eakes Office Solutions	\$3,718.55	1
ESU Coordinating Council	\$1,033.54	1
FBG Service Corporation	\$222.00	1
Follett Content Solutions LLC	\$589.14	1
Frank Parts Company	\$9,710.63	1
Fresh Foods Inc.	\$14.00	1
Hampton Inn Kearney	\$378.00	1
KSB School Law	\$837.50	1
NE Infinite Campus User Group	\$50.00	1
Northwest Pipe Fittings, Inc.	\$14.76	1
O'Reilly Auto Parts	\$87.48	1
Paul Reed Construction	\$121.60	1
Pipe Works Plumbing, LLC	\$10,405.27	1
Print Express	\$237.60	1
Quality Inn & Suites - Kearney	\$1,035.00	1
Robinson Electric, Inc.	\$3,375.59	1
Ryan's Welding LLC	\$150.00	1
Tidal Wave Auto Spa	\$120.00	1
University of Nebraska-Lincoln.	\$150.00	1
Van Pelt Fencing	\$14,981.25	1
Woodcraft	\$7,782.00	1
YMCA	\$7,702.00	1
Wills Wood Craft And Co	\$2,825.00	1
AC Electric Motor Service, LLC	\$454.70	1
Ace Hardware	\$627.99	1
Action Communications	\$10,829.00	1
Allo Communications	\$5,672.00	1

Anderson-Shaw Construction, Inc.	\$6,511.94	1
Benzel Pest Control	\$78.65	1
Bluffs Physical Therapy	\$7,885.44	1
Bytes Computer & Network Solutions	\$10,894.60	1
City of Scottsbluff	\$62.66	1
College Board	\$128.16	1
Column Software, PBC	\$148.89	1
Connell, Jamie	\$83.23	1
Contractors Materials	\$183.60	1
Cozy, Inc.	\$240.00	1
Creative Signs by Cozad	\$395.00	1
Crossroads Music	\$15.00	1
Culligan Of Scottsbluff	\$456.75	1
Das State Accounting - Central Finance	\$317.87	1
Dennis Supply Company	\$2,538.04	1
Eakes Office Solutions	\$4,816.39	1
Emily Rose	\$70.00	1
ESU Coordinating Council	\$21,773.11	1
ESU13	\$92,155.66	1
FBG Service Corporation	\$1,512.00	1
Floyd's Sales & Service, Inc.	\$1,099.95	1
Fresh Foods Inc.	\$8.00	1
Fresh Ideas.	\$434.60	1
Gering Bakery-Ahlers Baking Inc.	\$98.99	1
Hi Performance Car Wash	\$18.00	1
Hometown Leasing	\$918.24	1
Hotel 21 & Co.	\$260.00	1
Hullinger Glass & Locks, Inc.	\$80.00	1
Jirdon Agri Chemicals	\$1,999.00	1
Johnson Cashway _8920	\$138.56	1
Jostens, Inc	\$1,188.95	1
Judith Amoo	\$600.00	1
Kiana Baldwin	\$57.68	1
Logoz Llc	\$190.00	1
Mechanical Sales, Inc.	\$1,240.53	1
Menards	\$317.53	1
Monument Electric LLC	\$1,429.82	1
Moravek, Michael	\$129.64	1
Nebraska State Bandmasters Associati	\$70.00	1
Northwest Pipe Fittings, Inc.	\$41.90	1
NSAA-District VI % Troy Unzicker	\$500.00	1
OneSource	\$150.00	1

Panhandle Automotive Group, LLC	\$447.48	1
Pearson	\$144.70	1
Perry, Guthery, Haase & Gessford, P.C	\$774.00	1
PowerSchool Group, LLC.	\$1,775.99	1
PPHD	\$2,900.00	1
RAKA Rentals	\$794.27	1
Rebecca Chavez	\$17.50	1
Regional West Medical Center	\$4,374.00	1
Sandberg Implement, Inc.	\$500.87	1
SFE LLC	\$997.50	1
Sheridan Widhelm	\$21.14	1
Snell Services, Inc.	\$16.50	1
Twin City Roofing & Sheet Metal, Inc.	\$3,393.80	1
WESTCO	\$60.63	1
Wpci	\$1,442.00	1
Visa	\$9,152.06	1
Regional Care, Inc.	\$324.50	3
Timothy Lynn Milton	\$125.00	5
Autumn Hahn	\$90.00	5
Colter Shellito	\$100.00	5
Devontae Carnes-Palomo	\$20.00	5
Ethan W. Strey	\$60.00	5
Gabriel Milton	\$30.00	5
Garrett Gardner	\$120.00	5
Ivy Bruckner	\$90.00	5
Jaxie John	\$60.00	5
Jenna Davis	\$30.00	5
Jordan Lee Knowlton	\$150.00	5
Kahla M. Sprenger	\$50.00	5
Kinsley Brock	\$120.00	5
Linsey Smith	\$45.00	5
Lynlee Harder	\$60.00	5
Maddox Wiedeman	\$40.00	5
Maxamillion Closson	\$80.00	5
Nash Schwartzkopf	\$30.00	5
Parker Zabel	\$30.00	5
Shada Robinson	\$105.00	5
Taylor Stephens	\$435.00	5
Thad Batt	\$60.00	5
Zachary Chrisman	\$90.00	5
Zorin Tyler Schultz	\$30.00	5
Griess, Dave	\$130.00	5

Shaddick, Justin	\$130.00	5
Castaneda, Armond	\$65.00	5
Griess, Dave	\$195.00	5
Salazar, Denzel E.	\$130.00	5
Western Nebraska Wrestling League	\$250.00	5
Nebraska FFA Association	\$871.00	5
Alliance Public Schools	\$75.00	5
Awards Unlimited	\$1,368.22	5
Bennington High School	\$521.60	5
Boarders Inn & Suites	\$494.82	5
Comfort Inn - Kearney	\$596.00	5
Comfort Inn - Lexington	\$440.00	5
Dawson Stricker	\$25.10	5
Domino'S Pizza	\$359.36	5
Douglas High School Activities Dept.	\$150.00	5
Enrico C. Gonzlaes	\$288.00	5
Fairfield Inn & Suites - North Platte	\$440.00	5
Foster J John	\$37.51	5
Fresh Foods Inc.	\$200.97	5
Greeley West High School	\$325.00	5
Harco Athletic Reconditioning, Inc.	\$2,775.00	5
Jostens, Inc	\$145.95	5
Kimball High School	\$75.00	5
MATTERHACKERS, INC.	\$391.98	5
Mitchell Public Schools	\$100.00	5
National Ffa Organization	\$85.00	5
Nebraska Coaches Association	\$595.00	5
Nsaa	\$687.40	5
Pepsi Cola Of Western Nebraska	\$405.50	5
Scottsbluff High School _15901	\$475.00	5
Shain Shimic	\$112.68	5
Unk Athletics/Hs Cross Country Meet	\$250.00	5
Wal-Mart _18940	\$18.40	5
Castaneda, Armond	\$260.00	5
Christopher Jackson	\$130.00	5
Ehler, Jay	\$60.00	5
Griess, Dave	\$260.00	5
Hagen Guzman	\$250.00	5
Salazar, Denzel E.	\$130.00	5
Tory Schwartz	\$120.00	5
Christopher Jackson	\$130.00	5
Christopher Jackson	\$130.00	5

Visa	\$16,163.20	5
Menards	\$22.34	6
Ace Hardware	\$38.04	6
Cash-Wa Distributing of Kearney, Inc	\$491.79	6
Culligan Of Scottsbluff	\$247.00	6
Dennis Supply Company	\$324.39	6
Ace Hardware	\$19.65	6
Amanda Peters	\$37.20	6
Dennis Supply Company	\$2,663.67	6
Eakes Office Solutions	\$127.76	6
Northwest Pipe Fittings, Inc.	\$29.05	6
Culligan Of Scottsbluff	\$84.50	6
Gering Public Schools	\$12,599.52	6
Northwest Pipe Fittings, Inc.	\$14.84	6
Sherwin-Williams Company	\$47.02	6
Panhandle Geotechnical & Environmen	\$3,145.00	9

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 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

Notice is hereby given that Gering Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 8, 2025 at 6 pm at the Freshmen Academy in Gering, Nebraska.

After the 2026/27 school year, how many years remain on the contract:
 (Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 218,400.00	\$ 420,000.00	\$ 638,400.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 13,200.00	\$ 26,400.00	\$ 39,600.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 39,312.00	\$ 75,600.00	\$ 114,912.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 385.00	\$ 770.00	\$ 1,155.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 1,200.00	\$ 2,400.00	\$ 3,600.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 272,497.00	\$ 525,170.00	\$ 797,667.00