

Regular Board of Education Meeting

Monday, April 13, 2026 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 6:00 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 \$408,571.75

03 Employee Benefit \$209.00

05 Activity \$110,823.77

06 School Nutrition \$20,167.54

12 Student Fee \$69,049.76

Fund Totals: \$608,821.82

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): Jamie Hutchison - Geil, SPED Teacher
Paige Lackey - Northfield, 4th Grade Teacher
Summer Hulbert - GMS, ELA Teacher

- 3.4.ii. Certified Staff Resignations/Retirements: Pam Engstrom - Geil, SPED Teacher
Deanna Ysac - Lincoln, Preschool Teacher
Rachel Harper - Northfield, 5th Grade Teacher
Drew Zwieg - GMS, Industrial Arts Teacher
Jennifer Green - GHS, Art Teacher
Emily Stegman - GHS, Band Teacher
Broc Brown - GHS, Business Teacher

- 3.4.iii. Early Graduation Request - Izayah Cruz

4. **Celebration of Excellence**

4.1. Student Success - Jennifer Sibal Swimming

Jennifer Sibal presented to the board. She gave an overview of our swimming team's season and our state qualifiers were recognized.

4.2. Gering High School - Mario Chavez

Mario Chavez presented to the Board, providing an overview of the district's dual credit program. He highlighted that two students will graduate this year having earned both their high school diplomas and an Associate's Degree. These dual credit courses are offered at no cost to students enrolled at GHS.

Over the past five years, the program has maintained a passing rate of over 97%, with more than 1,855 courses completed and four students successfully graduating with dual credit degrees. The district continues to benefit from strong partnerships with Western Nebraska Community College, Mid-Plains Community College, University of Nebraska Medical Center, and University of Nebraska at Kearney.

Jennifer Pederson, a Director at WNCC, also addressed the Board regarding their partnership with the district. She shared that WNCC is working to streamline processes for students and families to ensure coursework aligns with specific career pathways and transfers effectively. Efforts are also being made to ensure general education courses align with the college curriculum and to increase opportunities for instructors to teach on the GHS campus when possible.

Mr. Chavez then introduced two students, Frost and Bridger Wallace, who will graduate this spring with dual diplomas. He asked them to share their perspectives on the program and their future plans; both students described their experiences as highly positive. He also recognized another student, Porter Kelly, currently a junior in the Links Alternative program, who is on track to graduate with similar accomplishments.

Mr. Chavez ended by outlining two key areas of focus for the upcoming school year. First, with High Ability Learners (HAL) programming and plans include expanding opportunities at the elementary level, particularly in math, engineering, and aviation. Second with the Seal of Biliteracy. This initiative would recognize students who demonstrate proficiency in a second language, allowing them to potentially waive related coursework at the college level.

5. Reports & Discussions

5.1. Board Committee Report: Curriculum & Personnel

John Maser presented to the board. He went over the current vacancies we have for our certified staff. Also, that we are still in the process of obtaining quotes for our new Science curriculum. He also touched on that this is testing season for most of our students and that we have 100% of our 11th graders taking the ACT. Perceptual surveys came back and there were lots of positives about what we are doing at GPS!

5.2. Board Committee Report: Business & Facilities

Bryan Barrett presented to the Board. He gave an overview of the track project bid process. The project was reopened for bids, resulting in three submissions during the second round. He also reported that construction of the auditorium is progressing well and is anticipated to be completed this summer. Additionally, INAlert conducted an assessment of Gering Middle School to support the development of a bid for installing a safety alert system within the building. Lastly, he addressed changes to special education (SPED) funding. He noted that reimbursement receipts have recently decreased from approximately up to 80% to 40%. While the district's current cash flow remains stable, this reduction will need to be taken into consideration during the development of next year's budget.

5.3. Superintendent's Report

Dr. Regan presented to the board:

I would like to congratulate Mrs. Vanessa Woolsey for a great season of competition and the wonderful opportunities you bring for our students for competition and camaraderie with other students/athletes in the state of Nebraska. We have more recognition ahead for us next month, as our students could not be here tonight as they are practicing for the annual GHS musical, called Seussical April 16-18 at Midwest Theater. Thank you to Krista Baird for allowing us to hold our performances at her venue.

A special thanks to D Murrillo and Stacy Rodriguez. Stacy is currently serving as state board president for NCSA and is not here tonight, but both she and D have been doing tremendous coordination and management of our facility projects in the high school auditorium, track reconstruction, and middle school gymnasium. "Out of a public school grows the greatness of a nation" is a famous quote from Mark Twain. Every single astronaut who went to the moon and back on Artemis II was educated at a public school. Thinking of the teachers who poured into our 3 astronauts who helped send them to the moon. Also, the Star Herald recently featured an article on a former student who had a hand in the successful programming functions on Artemis II.

I would like to personally thank our educators in the room who are deep into the assessment season with our students and who are building greatness for every student and their future.

6. Public Comments: 204.12

Robert Rahmig addressed the board, inviting them to the FFA banquet.

7. Action Items

- 7.1. Discuss, consider, and take action to enter into Interim Superintendent Contract of Employment with Dr. Kory Knight.

*The contract attachment has been updated to correct the signing date previously attached in the board agenda action item. It now reflects the accurate signing date by the Interim Superintendent and includes the Board of Education president and secretary's signatures following the board's vote to execute the contract.

- 7.2. Discuss, consider, and take action to approve Mid-America Sports Construction for the Track Replacement Project, in the amount of \$2,002,923.99.

8. **Board Comments**

Josh Lacy - Thanks to GHS and Congrats to Kory!

John Maser - Excited for Kory and thanks to GHS!

Tracy Wiese - Congrats to Kory! Thanks to GHS! Good things happening with dual credit, and it's nice to see we are still partnering with our current teachers. The STUCO safe driving video was great!

Bryan Barrett - Congrats to Kory! Thanks to GHS and the swimming team!

Greg Trautman - Great to see the team work together when it comes to all these projects happening within GPS! Thanks to Bill Bauer and opening up his facility for this year's track season.

- 8.1. Tentative Upcoming Board Meeting/Event Dates

9. **Adjourn**

The meeting was adjourned at 7:04 p.m.

Special Board of Education Meeting

Tuesday, March 17, 2026 5:30 PM

Gering Public Schools - Central Office
1519 10th St
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

This meeting was called to order by Board President, Greg Trautman, at 5:32 p.m.

2.2. Roll Call

2.3. Open Meetings Act

3. Discussion of the superintendent search process with NASB

Shari Becker from the Nebraska Association of School Boards (NASB) discussed next steps in the superintendent search process. The Board made a determination to move forward with an interim superintendent search. Members expressed that moving forward with an interim process provides a more substantial window for interested candidates, while allowing a full, permanent superintendent search to take place next school year.

During the session, the Board worked in consultation with Shari to discuss and outline the interview process, next steps for determining interview questions, and highlight district priority areas for candidates, including facility projects, budgeting, and plans for an upcoming bond. Shari shared this helps her provide district areas of priority with potential interim candidates. They also established a tentative timeline for the interim search and hiring process.

4. Public Comment: Policy 204.12

5. Adjourn

The meeting was adjourned at 6:32 p.m.

Regular Board of Education Meeting

Monday, March 9, 2026 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

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, Bryan Barrett: **Yea**, Matt Kautz: **Yea**, John Maser: **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 \$533,061.35

03 Employee \$209.00

05 Activity \$30,561.94

06 Nutrition \$14,992.28

08 Special Building \$231,400.00

09 Qcpuf \$1,030.00

Fund Totals: \$811,254.57

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 Resignations:

Denise Jensen - GMS, SPED Teacher
Blair McDonald - GMS, Science Teacher
Stephanie Berger - GMS, ELA Teacher

4. Celebration of Excellence

4.1. Student Athletics and Accomplishments: State Wrestling Qualifiers & Medalists:

Trell Gorsuch
Che Molina
Max Gardner
Christian Murillo
Frost Wallace
Anthony Morales
Rece Knight
Gustavo Lucio
Raleigh Dane
Rylee Luce
Kaydence McKee
Meredith Zlomke
Autumn Hahn

Jennifer Sibal presented to the board. She announced all our girls and boys wrestlers who qualified and placed at the state tournament

4.2. Lincoln Elementary - Jesse Neugebauer

Jesse Neugebauer presented to the board regarding initiatives at Lincoln Elementary. He began by explaining that each year since becoming principal, he and his staff have implemented an annual theme for the school. His first year's theme was "*Lincoln Legacy*," followed by "*Lincoln Gives*." This year, the staff wanted to do something especially meaningful and selected the theme "*Level Up Lincoln*."

Mr. Neugebauer shared that the school has demonstrated this theme in many ways, including earning an "Excellent" rating from the state, which he noted is a significant testament to the strong work being done by staff and students at Lincoln Elementary.

Mr. Neugebauer then highlighted a district elementary program housed at Lincoln Elementary called B.A.R.K.S. (Building Alternative Routes for Kids' Success). This behavior support program replaced the previous program known as D.A.W.G.S. He explained that when the decision was made to bring the program back, it was important that it be thoughtfully redesigned and improved.

Brenda Stone, School Psychologist, explained how student placement in the program is determined. Multiple teams, including the Student Assistance Team (SAT) and Child Intervention Team (CIP), collaborate to determine whether B.A.R.K.S. is an appropriate placement for a student. These teams utilize research-based strategies and develop behavior intervention plans prior to placement. The program's goal is to help students build behavior management and academic skills within a smaller, more structured environment.

Madi Bates, B.A.R.K.S. classroom teacher, described the daily structure of the classroom. She emphasized the critical role of the paraprofessionals in supporting students and helping set a positive tone in the classroom. Ms. Bates explained that many students enter the program with missing skills, and the goal is to help them develop those skills so they can

successfully transition back to the general education classroom. Students utilize daily tracking sheets, and their progress is documented throughout the day. The program includes several phases: students enter at the **Silver** level and can progress to Gold and then Platinum. At the Gold level, students may spend part of their day in their homeroom classroom before returning to the B.A.R.K.S. classroom. At the Platinum level, students earn increased privileges and spend the majority of their day in their homeroom classroom, eventually transitioning fully out of the program.

Naomi Morales, LMHP, spoke about the importance of providing students with a strong support system. She emphasized that it is critical for students to feel valued and to know that the adults in their lives have not given up on them. Ms. Morales noted that the success of the program is the result of collaboration among many staff members working together to support both students and teachers.

5. Reports & Discussions

5.1. Board Committee Report: Curriculum & Personnel

John Maser presented to the Board. He reported that, to date, the district has received three resignations at the high school and three at the middle school, with no retirements. He also shared that the district is exploring the addition of another preschool classroom at Lincoln Elementary.

John noted that the recent Preschool and Kindergarten Expo was a great success, with 13 vendors participating and more than 150 families in attendance. He also provided an update on the High Ability Learners (HAL) program and discussed ongoing efforts to strengthen and improve the program.

Additionally, he reported that the district is in the final stages of selecting and purchasing a new science curriculum that will be used for the next seven years. The purchase is expected to come in under budget.

5.2. Board Committee Report: Business & Facilities

Matt Kautz presented to the Board. He reported that the district recently received a lighting presentation from Voss Lighting and noted that lighting updates will be needed throughout the district. The Board will also be voting on the purchase of a new camera system to enhance district security.

He also provided a facilities update on the auditorium project, noting that some modifications to the sound booth will be required, but overall progress is moving forward. He also reported that the district will be re-bidding for the track project, adding more flexibility to the completion timeline to encourage bids. He remains hopeful the project can be completed in time for the 2027 track season.

Finally, he gave an update regarding the middle school gym floor, which was installed improperly. The district is currently in discussions with insurance regarding replacement. He also shared that air quality testing is being conducted in the building.

5.3. Superintendent's Report

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

Dear Members of the Board,

Over the past five years, I have been honored to help cultivate a district defined by connection, purpose, and a shared commitment to excellence. Together, we have worked to build a system where every classroom is a place of meaningful learning—an ecosystem in which students and staff can truly flourish.

Last week, during an 80-minute lesson in Mrs. Cline's classroom, I was reminded again of why this work matters. Her ability to spark deep thinking and genuine engagement reflects the very best of Gering Public Schools. Experiences like that have fueled my passion and affirmed the importance of the systems we have built—systems of instruction, operations, and communication that do not emerge overnight, but through steady, intentional effort.

In many ways, the challenges of leadership resemble a modern day "Midsummer Night's Dream," where communication, power, and emotion shape the complexities we navigate—from funding to access to equity. Yet our progress has always come from the same source: strong relationships and the collective belief that we can create extraordinary educational opportunities for every student.

I am profoundly grateful to the Board, my administrative team, our teachers, and our staff. Because of your dedication, the momentum we have created will continue long after my tenure. Together, we have built something that will endure.

With deep respect and appreciation, I am submitting my resignation as Superintendent effective at the conclusion of the 2026-27 school year. This decision comes with confidence that the work, the vision, and the spirit of this district will continue to flourish.

Thank you for allowing me the privilege of serving Gering Public Schools and for giving me the opportunity to show the state of Nebraska just how extraordinary this district truly is.

Sincerely,
Nicole Regan

6. Public Comments: 204.12

Robert Rahmig addressed the Board and provided an FFA update.

7. Action Items

7.1. Discuss, consider, and take action to accept the resignation of Superintendent Dr. Regan, effective June 30th, 2026.

A motion to accept the resignation of Superintendent Dr. Regan, effective June 30th, 2026 was presented by Bryan Barrett, seconded by Matt Kautz. After voting, motion Passed.

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

7.2. Discuss, consider, and take action to enter into an agreement with the Nebraska Association of School Boards (NASB) to provide professional search services in support of the district's Superintendent search process.

A motion to enter into an agreement with the Nebraska Association of School Boards (NASB) to provide professional search services in support of the district's Superintendent search process was presented by John Maser, seconded by Tracy Wiese. After voting, motion Passed.

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

7.3. Discuss, consider, and take action to approve INAalert for installation of camera and door security system upgrades.

A motion to approve INAlert for installation of camera and door security system upgrades was presented by Tracy Wiese, seconded by Bryan Barrett. After voting, motion Passed. Josh Lacy: Absent, Bryan Barrett: **Yea**, Matt Kautz: **Yea**, John Maser: **Yea**, Greg Trautman: **Yea**, Tracy Wiese: **Yea**

8. Board Comments

8.1. Tentative Upcoming Board Meeting/Event Dates

9. Adjourn

The meeting was adjourned at 7:03 p.m.

Special Board of Education Meeting

Tuesday, March 31, 2026 5:30 PM

Gering Public Schools - Central Office
1519 10th St
Gering, NE 69341



Minutes

1. GPS Board of Education Information

2. Opening Procedures

2.1. Call to Order

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

The meeting was called to order by Board President, Greg Trautman, at 5:31 p.m.

2.2. Roll Call

2.3. Open Meetings Act

3. Discuss and consider applicants for the interim superintendent position.

At 5:35 p.m., a motion to enter into Executive Session to prevent needless injury to the reputation of an individual was presented by Matt Kautz, seconded by Tracy Wiese. After voting, the motion passed. The board reconvened from Executive Session at 5:43 p.m.

Media present from the Star Herald challenged the validity of the motion to move into executive session.

4. Action Items

4.1. Discuss, consider, and take action to select interim superintendent candidates for interviews.

A motion to select two interim superintendent candidates for interviews, Dr. Kory Knight and Micheal Apple, was presented by Bryan Barrett, seconded by John Maser. After voting, motion Passed.

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

4.2. Discuss, consider, and take action on any final details of the interim superintendent interview process.

No action was necessary. The board discussed the interview schedule for the interim candidates, that will be held on April 7th, at 1:00 p.m., in the Gering High School Library. There will be two panels, one including the administrators, and the other will be the Board of Education. Candidates will also receive a tour of our town and schools. Shari from NASB provided an overview of interview process, deliberations, and negotiations.

5. Public Comment: Policy 204.12

Grace Ptak from the Star Herald addressed the board. She expressed that she would like to have the Board have the candidate deliberations on April 7th in open session.

6. Adjourn

The meeting adjourned at 6:28 p.m.

Special Board of Education Meeting

Tuesday, April 7, 2026 1:00 PM

Gering High School - Library
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 1:01 p.m.

2.2. Roll Call

2.3. Open Meetings Act

3. Conduct interviews with interim superintendent candidates.

The board first interviewed Dr. Kory Knight, then interviewed Mr. Michael Apple.

4. Discuss and consider results of superintendent interviews.

Shari Becker led the board in their discussion about the strengths and weaknesses of each candidate. She then read aloud the strengths and weaknesses from the admin group and tour team.

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

There was not a motion to go into Executive Session.

6. Reconvene from the Executive Session.

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

No action was necessary.

8. Action Items

8.1. Discuss, consider, and take action to authorize board president to negotiate with superintendent candidate.

A motion to discuss, consider, and take action to authorize the board president to negotiate with superintendent candidate, Kory Knight. was presented by Bryan Barrett, seconded by Matt Kautz. After voting, motion Passed.

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

The board also made a motion that, if necessary, they would authorize the board president to negotiate with superintendent candidate, Michael Apple. Motion was made by Tracy Wiese, seconded by John Maser. After voting, the motion passed.

9. Conduct a strategy session regarding contract negotiations and to provide the board president with negotiating guidance.

Shari Becker went through the contract with the board.

10. 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 4:54 p.m. The board reconvened from Executive Session at 5:10 p.m.

A motion to enter into Executive Session to include Shari Becker was presented by Matt Kautz, seconded by Tracy Wiese. After voting, motion Passed.

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

11. Public Comment: Policy 204.12

Francine Corona and Jennifer Moreno addressed the board.

12. Adjourn

The meeting adjourned at 5:18 p.m.

March Check Listing

Payee Name	Amount	Fund
Visa	\$12,626.02	1
ABC Blinds & Shades	\$796.50	1
Wills Wood Craft And Co	\$4,500.00	1
City Of Gering	\$47,453.82	1
21st Century Equipment, LLC	\$14,313.66	1
Menards	\$5,412.90	1
Ace Hardware	\$375.25	1
Allo Communications	\$2,474.93	1
Bluffs Physical Therapy	\$6,074.73	1
Cash-Wa Distributing of Kearney, Inc	\$1,425.79	1
Column Software, PBC	\$99.26	1
Connell, Jamie	\$101.22	1
Culligan Of Scottsbluff	\$1,256.75	1
Dennis Supply Company	\$936.03	1
Eakes Office Solutions	\$4,077.28	1
EBSCO Information Services, LLC	\$926.53	1
First Student, Inc.	\$76,546.08	1
Frontier Overhead Door	\$200.00	1
Hi Performance Car Wash	\$20.00	1
Hometown Leasing	\$1,026.57	1
Intralinks, Inc.	\$593.75	1
Johnson Cashway _8920	\$29.78	1
Junior Library Guild	\$2,564.34	1
KSB School Law	\$1,046.50	1
Menards	\$581.09	1
Moravek, Michael	\$149.93	1
Northwest Pipe Fittings, Inc.	\$390.27	1
O'Reilly Auto Parts	\$35.90	1
OneSource	\$122.00	1
Pearson	\$52.65	1
Perry, Guthery, Haase & Gessford, P.C.,	\$1,854.00	1
Pipe Works Plumbing, LLC	\$740.00	1
Praise Windows, Inc.	\$600.00	1
Pye-Barker	\$1,620.00	1
Quadient Leasing USA, Inc.	\$616.14	1
Regional West Medical Center	\$1,587.00	1
Sandberg Implement, Inc.	\$319.00	1
SB Couny Pub Tran/Tri-City Road	\$220.00	1
Sheridan Widhelm	\$56.55	1
Team Chevrolet	\$503.93	1

Twin City Roofing & Sheet Metal, Inc.	\$392.80	1
UNL	\$1,200.00	1
Winsupply Scottsbluff Ne Co	\$1,337.81	1
Wpci	\$1,171.00	1
City Of Gering	\$29,923.25	1
Western Ne Community College	\$6,270.87	1
Hometown Leasing	\$5,732.17	1
Judith Amoo	\$250.00	1
John Wojcik	\$251.00	1
ABC Blinds & Shades	\$700.00	1
Visa	\$10,628.33	1
ABC Blinds & Shades	\$796.50	1
Ace Hardware	\$304.41	1
Benzel Pest Control	\$583.65	1
Bytes Computer & Network Solutions	\$10,778.60	1
Cardio Partners Inc	\$495.00	1
Column Software, PBC	\$220.89	1
Das State Accounting - Central Finance	\$317.87	1
Dennis Supply Company	\$301.52	1
Domino'S Pizza	\$74.22	1
Eakes Office Solutions	\$5,988.26	1
ESU13	\$110,284.83	1
FBG Service Corporation	\$222.00	1
Fresh Foods Inc.	\$372.87	1
Johnson Cashway _8920	\$144.21	1
Jostens, Inc	\$848.91	1
Kiana Baldwin	\$37.70	1
Kimball Public Schools	\$425.00	1
Linweld	\$469.25	1
Logoz Llc	\$4,074.00	1
Menards	\$219.28	1
Nebraska Department of Education	\$875.00	1
Northwest Pipe Fittings, Inc.	\$50.07	1
O'Reilly Auto Parts	\$166.89	1
Pearson	\$310.00	1
Print Broker	\$258.23	1
Pye-Barker	\$600.00	1
Regional West Medical Center	\$1,587.00	1
Robert E Nation Inc	\$9,700.00	1
Rose, Emily	\$32.34	1
The Musician's Choice, LLC	\$237.45	1
Thompson Glass, Inc.	\$350.00	1
Tidal Wave Auto Spa	\$200.00	1

Twin City Roofing & Sheet Metal, Inc.	\$1,904.20	1
Tyler Technologies, Inc.	\$2,497.64	1
Uline, Inc.	\$16.50	1
Winsupply Scottsbluff Ne Co	\$302.08	1
Wpci	\$342.00	1
Regional Care, Inc.	\$209.00	3
Visa	\$14,348.60	5
Alliance Public Schools	\$14.00	5
AllTeam Sportswear	\$1,175.00	5
Anthony John Skalka	\$72.00	5
Cash-Wa Distributing of Kearney, Inc	\$4,589.00	5
Columbus Public Schools	\$93.08	5
Comfort Inn - Grand Island	\$1,190.00	5
Custom Sports	\$567.00	5
Dashiell Rohan	\$170.00	5
David City Public School	\$94.80	5
DECA Inc.	\$340.00	5
Diadem Sports LLC	\$315.00	5
Dominic Daniel Marostica	\$170.00	5
Domino'S Pizza	\$467.65	5
Fresh Foods Inc.	\$298.88	5
Gering Bakery-Ahlers Baking Inc.	\$239.90	5
Grand Island Public Schools	\$77.36	5
Hastings Public Schools	\$77.12	5
Kearney Public Schools	\$66.07	5
Kimball High School	\$149.50	5
Lily Kadolph	\$170.00	5
Mason Barrett	\$170.00	5
MATTERHACKERS, INC.	\$97.96	5
Mccook High School	\$47.65	5
Melissa Pilakowski	\$253.00	5
Nebraska DECA	\$1,275.00	5
Nebraska HOSA	\$840.00	5
North Platte High School	\$41.75	5
Northwest Public Schools	\$77.61	5
Nsaa	\$946.96	5
Ogallala Public School	\$285.00	5
Omaha Public Schools	\$111.01	5
Pepsi Cola Of Western Nebraska	\$1,424.95	5
Reace N. Anderson	\$80.00	5
Samuel Martindale	\$170.00	5
School District of Seward	\$93.08	5
SFE LLC	\$41.00	5

Soccer Post	\$860.83	5
Soccer.com	\$1,895.29	5
Stevie Jara	\$75.00	5
The Cornhusker Hotel	\$1,830.03	5
Varsity Spirit Fashions & Supplies, LLC	\$912.14	5
York Public Schools	\$86.45	5
Ace Hardware	\$48.49	5
AllTeam Sportswear	\$2,210.00	5
Amy M. Davies	\$160.00	5
Cash-Wa Distributing of Kearney, Inc	\$969.95	5
Chadron State College	\$300.00	5
Comfort Inn - Grand Island	\$0.00	5
Courtyard Lincoln Downtown/Haymarket	\$0.00	5
Domino'S Pizza	\$480.39	5
Fairfield Inn & Suites - North Platte	\$2,640.00	5
Fresh Foods Inc.	\$117.32	5
Gering Bakery-Ahlers Baking Inc.	\$388.80	5
Gering Middle School Booster Club	\$454.95	5
Hampton Inn Kearney	\$161.10	5
Legacy Cooperative	\$215.00	5
Lexington Public Schools	\$50.00	5
Logoz Llc	\$568.00	5
Menards	\$590.73	5
Nassp	\$385.00	5
Nebraska FFA Association	\$75.00	5
Pepsi Cola Of Western Nebraska	\$1,988.35	5
Quality Inn & Suites - Kearney	\$1,501.50	5
Residence Inn Lincoln Downtown	\$4,197.00	5
SFE LLC	\$82.00	5
Barge, Cody	\$0.00	5
Derek Peil	\$75.00	5
Kontogiannis, Stan	\$0.00	5
Salazar, Denzel E.	\$75.00	5
Kontogiannis, Stan	\$90.00	5
Angela C. Marquez	\$179.00	5
Beverly J. Devrous	\$80.00	5
Brandi J. Linders	\$170.00	5
Candace Spady	\$226.00	5
Claudia Loomis	\$170.00	5
Constantine P. Lapaseotes	\$170.00	5
Doug Frank	\$90.00	5
Janelle Galvan	\$170.00	5
Kathryn Beberniss	\$193.00	5

Matthew Chrisman	\$100.00	5
Melissa Pilakowski	\$281.00	5
Penny Hite	\$211.00	5
Sue Ellen Herdt	\$95.00	5
Whitney Soper	\$188.00	5
Winn, Mary	\$68.00	5
Angela C. Marquez	\$116.00	5
Audrey N. Murphy	\$50.00	5
Brandi J. Linders	\$85.00	5
Candise L. Johnson	\$149.00	5
Claudia Loomis	\$85.00	5
Doug Frank	\$50.00	5
Eben Michael Rosentrater	\$148.00	5
Naomie G. Elliott	\$148.00	5
Winn, Mary	\$50.00	5
Audrey Worthing	\$50.00	5
Candise L. Johnson	\$276.00	5
Christina Kloch	\$75.00	5
Constantine P. Lapaseotes	\$25.00	5
Esther Wilson	\$75.00	5
Jaime L. Turbiville	\$50.00	5
Janelle Galvan	\$25.00	5
Penny Hite	\$295.00	5
Beverly J. Devrous	\$23.00	5
Greg Dart	\$0.00	5
Samuel Martinez	\$50.00	5
Seth Vapenik	\$244.00	5
Sheelagh Lucas	\$289.00	5
4 Seasons Fundraising, Inc.	\$5,092.41	5
Ace Hardware	\$213.99	5
Cameron Thompson	\$80.00	5
Comfort Inn - Lexington	\$1,100.00	5
Domino'S Pizza	\$125.39	5
Doubletree by Hilton Omaha Downtown	\$4,699.00	5
Gering Bakery-Ahlers Baking Inc.	\$72.96	5
GMS FCA CLUB	\$126.19	5
Legacy Cooperative	\$22.50	5
Mindy's Makings	\$579.40	5
NAEA	\$275.00	5
Pepsi Cola Of Western Nebraska	\$18.00	5
Soccer.com	\$44.09	5
The Cornhusker Hotel	\$366.00	5
University of Nebraska Lincoln	\$315.00	5

Zwetzig Skate & Bounce	\$200.00	5
Jill Marie Bauerle	\$305.00	5
Kathryn H. Fowler	\$325.00	5
Mary Theresa Green	\$45.00	5
Jill Marie Bauerle	\$238.00	5
5-Star Fundraising	\$16,690.00	5
Gering Bakery-Ahlers Baking Inc.	\$37.98	5
Kristen Vogel	\$150.00	5
Salazar, Denzel E.	\$150.00	5
4 Seasons Fundraising, Inc.	\$2,395.00	5
Ace Hardware	\$17.99	5
Cyrus James Frazier	\$142.00	5
Delbert R Altig Jr.	\$311.00	5
Dirt Stix LLC	\$134.97	5
Domino'S Pizza	\$187.41	5
Gering Middle School Booster Club	\$229.16	5
Menards	\$322.59	5
Nebraska DECA	\$2,410.00	5
Nebraska FCCLA	\$299.00	5
Nebraska FFA Association	\$823.00	5
Pepsi Cola Of Western Nebraska	\$172.45	5
Roma Italian Restaurant	\$770.00	5
Scholastic Book Fairs	\$201.88	5
Sidney High School	\$175.00	5
Wesley D Juenger	\$200.00	5
Visa	\$11,169.16	5
Greg Dart	\$180.00	5
Kristen Vogel	\$150.00	5
Nathan Rock	\$240.00	5
Salazar, Denzel E.	\$150.00	5
Culligan Of Scottsbluff	\$45.50	6
Gering Public Schools	\$6,051.64	6
Visa	\$524.44	6
Culligan Of Scottsbluff	\$7,794.50	6
Eakes Office Solutions	\$292.79	6
Culligan Of Scottsbluff	\$91.00	6
Gering Public Schools	\$5,303.92	6
Menards	\$13.77	6
Visa	\$49.98	6
Gering High School Booster Club	\$2,596.00	12
Gering Public Schools	\$0.00	12
Gering Public Schools	\$290.84	12
Gering Public Schools	\$66,162.92	12

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

Memo

To: Nicole Regan
From: Mario Chavez
cc: Lindsay McCay
Date: 3/26/26
Re: Early Graduation Request

I have received a request from Izayah Cruz, a 2027 graduation cohort senior for early graduation from Gering High School.

I believe that all requirements set forth by Gering Public School Board of Education Policy 611.08 – Early Graduation have been and/or will be satisfied. Izayah has the ability to meet all graduation requirements by the end of the 1st semester of the 2026-2027 school year. Izayah has a plan post-graduation and will pursue his dream of working in the private sector to open his own business down the road. Please review the attached letter of support from Izayah and his mother, Stephanie.

I recommend that Izayah be allowed to pursue his plan to complete his high school course requirements and graduate from Gering High School after the 1st semester of the 2026-2027 school year.

Izayah Cruz
1940 21st Street
Gering, NE 69341

March 25, 2026

Gering Public Schools
Attn: School Board
519 10th Street
Gering, NE 69341

Dear Members of the School Board,

My name is Izayah Cruz, and I am writing to respectfully request consideration for early graduation. I believe that graduating early will positively impact both my current responsibilities and my future goals.

Graduating early would significantly reduce the stress I currently manage while balancing school, work, and personal responsibilities. I am currently employed at Blue Ladder Renovations through a work study program, which allows me to attend classes in the morning and work in the afternoon, Monday through Friday. While this schedule has worked, transitioning into my final year of high school, I would like the opportunity to graduate early. This would allow me to dedicate more time to my career and financial responsibilities. If I were able to graduate early, I would be able to begin working earlier in the day, increasing my hours and income, which would help me manage expenses such as my car, insurance, and other responsibilities.

In addition, I have developed a strong passion for entrepreneurial work. My experience working with Blue Ladder Renovations has provided me with valuable hands-on learning and exposure to entrepreneurial ideologies that I am eager to continue building on. Being able to focus more time in this environment would allow me to further develop skills that align directly with my long-term goals.

Throughout my time in high school, I have remained committed to my education by completing my core coursework while also challenging myself through honors classes and college-level courses when given the opportunity. I take pride in the work I have completed and the effort I have put into my academic growth.

Graduating early would also allow me to better manage my time and create a more balanced schedule. Currently, I often work late into the evening and on weekends to meet financial needs. With more availability during the day, I would be able to reduce those late hours and weekend work, allowing me to focus more on my personal development, my goals, my health, and time with family and friends.

I understand that graduating early requires additional effort and responsibility. I am fully committed to completing all required coursework ahead of schedule, whether that be now or

during the summer. I am prepared to stay focused, put in the extra work, and ensure that all graduation requirements are successfully met. While I recognize this may come with added pressure, I am motivated and confident in my ability to complete everything necessary.

Thank you for your time and consideration. I would greatly appreciate the opportunity to take this next step toward my future and continue building a strong foundation for my goals.

Sincerely,

Izayah Cruz

As Izayah's parent, I fully support his request for early graduation. I have watched him grow into a driven, responsible, and focused young man who is already taking meaningful steps toward his future. His ability to balance school, work, and personal responsibilities demonstrates a level of maturity and accountability that I strongly believe prepares him for this next step.

Izayah has a clear vision for his future, particularly in pursuing entrepreneurial opportunities. His work with Blue Ladder Renovations is not only providing financial independence but also giving him real-world experience that aligns with his long-term goals. I am confident in his ability to complete all remaining academic requirements and follow through on the expectations necessary to graduate early.

This decision is thoughtful and intentional, rooted in his growth, stability, and long-term success. I respectfully ask that you give his request full consideration.

Sincerely,

Stefani Cruz

March 25, 2026

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

INTERIM SUPERINTENDENT'S CONTRACT OF EMPLOYMENT GERING PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Gering Public Schools**, legally known as **Scotts Bluff County School District 79-0016**, and referred to as "the Board" and "the District" respectively, and **Dr. Kory Knight**, referred to herein as "the Interim Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Interim Superintendent, and the Interim Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Interim Superintendent shall be employed for a period of one year beginning on July 1, 2026, and expiring on June 30, 2027. This contract is entered into for the sole purpose of employing the Interim Superintendent for the period specified above. It shall not be subject to renewal by statute or any provision of this contract. During this contract, the Interim Superintendent shall be employed with the District on a 1.0 FTE basis. References to "contract year" shall mean the period from July 1st through June 30th. The Interim Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Interim Superintendent will work all days necessary to complete the Interim Superintendent's duties, even if those are weekend days or holidays. The Interim Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. No Renewal of Contract. IT IS A MATERIAL PROVISION OF THIS CONTRACT THAT IT IS FOR A LIMITED PERIOD OF TIME AND SHALL NOT BE SUBJECT TO THE RENEWAL OR NONRENEWAL PROVISIONS OF NEB. REV. STAT. §§ 79-824 TO 79-839 OR §§ 79-846 TO 79-849. IN EXCHANGE FOR **\$1 OF THE SALARY PROVIDED BELOW** AND OTHER VALUABLE CONSIDERATION, THE INTERIM SUPERINTENDENT AGREES TO ACCEPT EMPLOYMENT AS INTERIM SUPERINTENDENT ON THIS BASIS AND HEREBY RESIGNS THE POSITION OF INTERIM SUPERINTENDENT AS OF THE EXPIRATION DATE SET OUT ABOVE. BY RESIGNING AND ACCEPTING THIS ADDITIONAL CONSIDERATION, THE INTERIM SUPERINTENDENT UNDERSTANDS THAT HE OR SHE IS WAIVING STATUTORY RIGHTS SUCH AS TO NOTICE AND A HEARING AND OTHER RIGHTS REGARDING NONRENEWAL OF EMPLOYMENT IN THE POSITION OF INTERIM SUPERINTENDENT. THE INTERIM SUPERINTENDENT DOES SO VOLUNTARILY AND WITH FULL KNOWLEDGE OF THE RIGHTS WAIVED. For clarity, the Parties agree that the scope of the resignation stated in this Section 2 is limited to the Interim

Superintendent resigning from the position of Interim Superintendent and does not constitute a resignation of the Interim Superintendent's employment with the District in all capacities. The Parties expressly agree that in the event that the Interim Superintendent ceases serving in the role of Interim Superintendent at the end of the 2026–2027 contract year as contemplated herein yet remains employed by the District for the 2027–2028 contract year, then (a) the Interim Superintendent may not necessarily return to the position of Director of Curriculum & Assessment, it being expressly understood that the Interim Superintendent's position for the 2027–2028 school year will be assigned by the District's Superintendent subject to the approval of the Board of Education; and (b) the Interim Superintendent's contractual compensation and fringe benefits for the 2027–2028 contact year will be no less than the contractual compensation and fringe benefits to which the Interim Superintendent was entitled in the position of Director of Curriculum & Assessment for the 2025–2026 contract year. The Interim Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Interim Superintendent's salary for the contract year shall be \$175,000.00, which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Interim Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Interim Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Interim Superintendent or the value of property or money entrusted to the Interim Superintendent or owed by the Interim Superintendent to the District during the course of or as a result of the Interim Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Interim Superintendent and Board may agree.

Section 5. Professional Status. The Interim Superintendent affirms that the Interim Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Interim Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Interim Superintendent will register and maintain on file

in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Interim Superintendent for any service performed prior to the date that the Interim Superintendent registers the certificate. The Interim Superintendent represents that: (1) all information provided in connection with the Interim Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Interim Superintendent will advise the Board immediately; (2) the Interim Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Interim Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Interim Superintendent's Duties. The Interim Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Interim Superintendent agrees to devote the Interim Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Interim Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Interim Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Interim Superintendent's duties and obligations to the District.

Section 7. Board-Interim Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Interim Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Interim Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Interim Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Interim Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Interim Superintendent's certificate (Nebraska Administrative and Supervisory

Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education: (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Interim Superintendent's continued performance of the Interim Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Interim Superintendent or the failure to report the same; (n) any filing against the Interim Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree at the outset of this contract that in addition to any other material breaches, the Interim Superintendent's failure to comply with the obligations in the Term, Renewal, and/or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Interim Superintendent is unable to perform any of the Interim Superintendent's duties by reason of illness, accident or other disability beyond the Interim Superintendent's control, and the disability continues for a period of more than sixty (60) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Interim Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Interim Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Interim Superintendent with transportation or reimburse the Interim Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Interim Superintendent with the following fringe benefits:

- a. Health Insurance.** The District shall pay the full cost of the annual single health insurance premium with dental at the \$1,050 deductible premium level pursuant to the Educator Health Alliance schedule.
- b. Life Insurance.** The District shall pay 50% of the premium of one of the life insurance plans offered by the District if the Superintendent elects to enroll. Currently, those offerings include policies with total death benefits of \$20,000, \$40,000, or \$60,000.
- c. Sick Leave.** The Interim Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of sixty-six (66) days. Nothing herein shall be construed to eliminate any accumulated unused sick leave that the Interim Superintendent has accrued prior to the beginning of this agreement. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Interim Superintendent qualifies for disability pay under the long-term disability policy, the Interim Superintendent shall be required to take the disability pay instead of sick leave pay. The Interim Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. The Interim Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.
- d. Disability Insurance.** The Interim Superintendent shall purchase long-term disability insurance from the District's carrier at the Interim Superintendent's own expense. The amount of the premium for the Interim Superintendent's long-term disability insurance will be added to the Interim Superintendent's gross pay each month.
- e. Section 125 Plan.** The Interim Superintendent may participate in the District's Section 125 plan consistent with the terms of that plan. Any contributions will be directed by the Interim Superintendent. The Board does not contribute

toward the Interim Superintendent's participation in the plan.

f. Vacation. The Interim Superintendent shall have twenty (20) vacation days for the initial contract year which the Interim Superintendent may use at times the Interim Superintendent chooses so long as the absence does not interfere with the proper performance of the Interim Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. If the parties choose to renew or otherwise extend the term of this agreement beyond the term stated above—or in the event that the Interim Superintendent remains employed by the District in another position—then after the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Interim Superintendent uses 12 days of vacation one year, the Board will provide the Interim Superintendent with 12 days the following year to bring the total vacation days back to 20. The Interim Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Interim Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Interim Superintendent to use vacation days and shall compensate the Interim Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day.

g. Professional Development. The Interim Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Interim Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance.

- h. Professional Dues.** The District will pay the annual dues for the Interim Superintendent's membership in the following organizations: Nebraska Council of School Administrators (NCSA); American Association of School Administrators (AASA).
- i. Physical Examination.** The Interim Superintendent may voluntarily undergo a physical examination. The Interim Superintendent agrees to authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$250.00 of the cost of such physical examination and physician's reports which are not paid for by the Interim Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Interim Superintendent is entitled to a total of five (5) bereavement leave days per year, which must be taken consecutively, for absence in case of a death in the Interim Superintendent's immediate family. Immediate family is defined as the Interim Superintendent's spouse, parent, mother-in-law, father-in-law, child, step-child, daughter-in-law, son-in-law, sibling, sister-in-law, brother-in-law, grandchild, grandparent, a person who resides in the Interim Superintendent's home as part of the Interim Superintendent's family, or someone for whom the Interim Superintendent is guardian or serves as power of attorney. For the death of the Interim Superintendent's child, step-child, or spouse, the Interim Superintendent may take up to an additional five (5) days of bereavement leave that will be deducted from the Interim Superintendent's available sick leave.
- k. Holidays.** The Interim Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.
- l. Cell Phone.** The Interim Superintendent shall be required to purchase and maintain a cellular phone so that the Interim Superintendent can be reached at all times for work-related emergencies or while away from school

grounds during the work day. The District will reimburse the Interim Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.

m. Expense Reimbursement. The Board shall pay or reimburse the Interim Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Interim Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,500.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Interim Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Interim Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Board shall evaluate the Interim Superintendent twice during the Interim Superintendent's first year of employment and at least once each year thereafter, if any. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Interim Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Interim Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 15. Legal Actions. The Board will support the Interim Superintendent if there is a legal dispute caused by carrying out the Interim Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Interim Superintendent as a result of the Interim Superintendent's performance of duties or position as the Interim Superintendent of the District, the Board will provide the Interim Superintendent with a legal defense to the maximum extent permitted by law so long as the Interim Superintendent acted in good faith and in a manner which the Interim Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Interim Superintendent's conduct was unlawful.

Section 16. Physical or Mental Examination. The Interim Superintendent agrees that, at the request of the Board, the Interim Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Interim Superintendent is able to perform the "essential functions" of the position.

Section 17. Disciplinary Action. The parties agree that the Board president may place the Interim Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Interim Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Interim Superintendent without pay, the Board president or secretary shall deliver a written notice to the Interim Superintendent advising the Interim Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Interim Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Interim Superintendent may make a written request to the secretary of the school board for a due process hearing under NEB. REV. STAT. § 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 18. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 19. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Interim Superintendent and the Board.

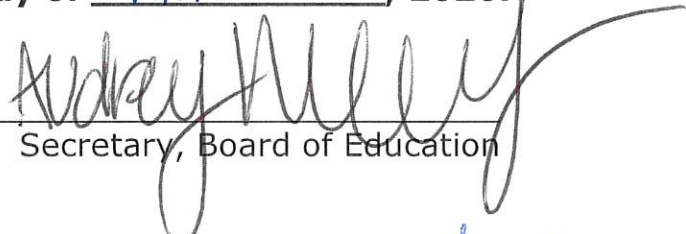
Section 20. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 13th day of April, 2026.



President, Board of Education



Secretary, Board of Education

Executed by the Interim Superintendent this 14th day of April, 2026.



Interim Superintendent

**INTERIM SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
GERING PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Gering Public Schools**, legally known as **Scotts Bluff County School District 79-0016**, and referred to as "the Board" and "the District" respectively, and **Dr. Kory Knight**, referred to herein as "the Interim Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Interim Superintendent, and the Interim Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Interim Superintendent shall be employed for a period of one year beginning on July 1, 2026, and expiring on June 30, 2027. This contract is entered into for the sole purpose of employing the Interim Superintendent for the period specified above. It shall not be subject to renewal by statute or any provision of this contract. During this contract, the Interim Superintendent shall be employed with the District on a 1.0 FTE basis. References to "contract year" shall mean the period from July 1st through June 30th. The Interim Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Interim Superintendent will work all days necessary to complete the Interim Superintendent's duties, even if those are weekend days or holidays. The Interim Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. No Renewal of Contract. IT IS A MATERIAL PROVISION OF THIS CONTRACT THAT IT IS FOR A LIMITED PERIOD OF TIME AND SHALL NOT BE SUBJECT TO THE RENEWAL OR NONRENEWAL PROVISIONS OF NEB. REV. STAT. §§ 79-824 TO 79-839 OR §§ 79-846 TO 79-849. IN EXCHANGE FOR **\$1 OF THE SALARY PROVIDED BELOW** AND OTHER VALUABLE CONSIDERATION, THE INTERIM SUPERINTENDENT AGREES TO ACCEPT EMPLOYMENT AS INTERIM SUPERINTENDENT ON THIS BASIS AND HEREBY RESIGNS THE POSITION OF INTERIM SUPERINTENDENT AS OF THE EXPIRATION DATE SET OUT ABOVE. BY RESIGNING AND ACCEPTING THIS ADDITIONAL CONSIDERATION, THE INTERIM SUPERINTENDENT UNDERSTANDS THAT HE OR SHE IS WAIVING STATUTORY RIGHTS SUCH AS TO NOTICE AND A HEARING AND OTHER RIGHTS REGARDING NONRENEWAL OF EMPLOYMENT IN THE POSITION OF INTERIM SUPERINTENDENT. THE INTERIM SUPERINTENDENT DOES SO VOLUNTARILY AND WITH FULL KNOWLEDGE OF THE RIGHTS WAIVED. For clarity, the Parties agree that the scope of the resignation stated in this Section 2 is limited to the Interim

Superintendent resigning from the position of Interim Superintendent and does not constitute a resignation of the Interim Superintendent's employment with the District in all capacities. The Parties expressly agree that in the event that the Interim Superintendent ceases serving in the role of Interim Superintendent at the end of the 2026-2027 contract year as contemplated herein yet remains employed by the District for the 2027-2028 contract year, then (a) the Interim Superintendent may not necessarily return to the position of Director of Curriculum & Assessment, it being expressly understood that the Interim Superintendent's position for the 2027-2028 school year will be assigned by the District's Superintendent subject to the approval of the Board of Education; and (b) the Interim Superintendent's contractual compensation and fringe benefits for the 2027-2028 contact year will be no less than the contractual compensation and fringe benefits to which the Interim Superintendent was entitled in the position of Director of Curriculum & Assessment for the 2025-2026 contract year. The Interim Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Interim Superintendent's salary for the contract year shall be \$175,000.00, which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Interim Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Interim Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Interim Superintendent or the value of property or money entrusted to the Interim Superintendent or owed by the Interim Superintendent to the District during the course of or as a result of the Interim Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Interim Superintendent and Board may agree.

Section 5. Professional Status. The Interim Superintendent affirms that the Interim Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Interim Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Interim Superintendent will register and maintain on file

in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Interim Superintendent for any service performed prior to the date that the Interim Superintendent registers the certificate. The Interim Superintendent represents that: (1) all information provided in connection with the Interim Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Interim Superintendent will advise the Board immediately; (2) the Interim Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Interim Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Interim Superintendent's Duties. The Interim Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Interim Superintendent agrees to devote the Interim Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Interim Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Interim Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Interim Superintendent's duties and obligations to the District.

Section 7. Board-Interim Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Interim Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Interim Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Interim Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Interim Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Interim Superintendent's certificate (Nebraska Administrative and Supervisory

Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education: (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Interim Superintendent's continued performance of the Interim Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Interim Superintendent or the failure to report the same; (n) any filing against the Interim Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree at the outset of this contract that in addition to any other material breaches, the Interim Superintendent's failure to comply with the obligations in the Term, Renewal, and/or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Interim Superintendent is unable to perform any of the Interim Superintendent's duties by reason of illness, accident or other disability beyond the Interim Superintendent's control, and the disability continues for a period of more than sixty (60) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Interim Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Interim Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Interim Superintendent with transportation or reimburse the Interim Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Interim Superintendent with the following fringe benefits:

- a. Health Insurance.** The District shall pay the full cost of the annual single health insurance premium with dental at the \$1,050 deductible premium level pursuant to the Educator Health Alliance schedule.
- b. Life Insurance.** The District shall pay 50% of the premium of one of the life insurance plans offered by the District if the Superintendent elects to enroll. Currently, those offerings include policies with total death benefits of \$20,000, \$40,000, or \$60,000.
- c. Sick Leave.** The Interim Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of sixty-six (66) days. Nothing herein shall be construed to eliminate any accumulated unused sick leave that the Interim Superintendent has accrued prior to the beginning of this agreement. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Interim Superintendent qualifies for disability pay under the long-term disability policy, the Interim Superintendent shall be required to take the disability pay instead of sick leave pay. The Interim Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. The Interim Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.
- d. Disability Insurance.** The Interim Superintendent shall purchase long-term disability insurance from the District's carrier at the Interim Superintendent's own expense. The amount of the premium for the Interim Superintendent's long-term disability insurance will be added to the Interim Superintendent's gross pay each month.
- e. Section 125 Plan.** The Interim Superintendent may participate in the District's Section 125 plan consistent with the terms of that plan. Any contributions will be directed by the Interim Superintendent. The Board does not contribute

toward the Interim Superintendent's participation in the plan.

- f. Vacation.** The Interim Superintendent shall have twenty (20) vacation days for the initial contract year which the Interim Superintendent may use at times the Interim Superintendent chooses so long as the absence does not interfere with the proper performance of the Interim Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. If the parties choose to renew or otherwise extend the term of this agreement beyond the term stated above—or in the event that the Interim Superintendent remains employed by the District in another position—then after the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Interim Superintendent uses 12 days of vacation one year, the Board will provide the Interim Superintendent with 12 days the following year to bring the total vacation days back to 20. The Interim Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Interim Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Interim Superintendent to use vacation days and shall compensate the Interim Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day.
- g. Professional Development.** The Interim Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Interim Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance.

- h. Professional Dues.** The District will pay the annual dues for the Interim Superintendent's membership in the following organizations: Nebraska Council of School Administrators (NCSA); American Association of School Administrators (AASA).
- i. Physical Examination.** The Interim Superintendent may voluntarily undergo a physical examination. The Interim Superintendent agrees to authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$250.00 of the cost of such physical examination and physician's reports which are not paid for by the Interim Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Interim Superintendent is entitled to a total of five (5) bereavement leave days per year, which must be taken consecutively, for absence in case of a death in the Interim Superintendent's immediate family. Immediate family is defined as the Interim Superintendent's spouse, parent, mother-in-law, father-in-law, child, step-child, daughter-in-law, son-in-law, sibling, sister-in-law, brother-in-law, grandchild, grandparent, a person who resides in the Interim Superintendent's home as part of the Interim Superintendent's family, or someone for whom the Interim Superintendent is guardian or serves as power of attorney. For the death of the Interim Superintendent's child, step-child, or spouse, the Interim Superintendent may take up to an additional five (5) days of bereavement leave that will be deducted from the Interim Superintendent's available sick leave.
- k. Holidays.** The Interim Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.
- l. Cell Phone.** The Interim Superintendent shall be required to purchase and maintain a cellular phone so that the Interim Superintendent can be reached at all times for work-related emergencies or while away from school

grounds during the work day. The District will reimburse the Interim Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.

m. Expense Reimbursement. The Board shall pay or reimburse the Interim Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Interim Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,500.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Interim Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Interim Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Board shall evaluate the Interim Superintendent twice during the Interim Superintendent's first year of employment and at least once each year thereafter, if any. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Interim Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Interim Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 15. Legal Actions. The Board will support the Interim Superintendent if there is a legal dispute caused by carrying out the Interim Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Interim Superintendent as a result of the Interim Superintendent's performance of duties or position as the Interim Superintendent of the District, the Board will provide the Interim Superintendent with a legal defense to the maximum extent permitted by law so long as the Interim Superintendent acted in good faith and in a manner which the Interim Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Interim Superintendent's conduct was unlawful.

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Section 19. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Interim Superintendent and the Board.

Section 20. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.


IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this _____ day of _____, 2026.

President, Board of Education

Secretary, Board of Education

Executed by the Interim Superintendent this 4th day of April, 2026.



Interim Superintendent

**Gering Public School
Business Office**

Memo

To: Dr. Regan and the Board of Education

From: Stacy Rodriguez, Director of Finance

Date: April 13, 2026

RE: Track Replacement Project

Three (3) contractors submitted a bid during the public bid opening held on April 2, 2026. A detailed breakdown of the bid is attached. The bidders all submitted a base bid, bid bond, and acknowledged acceptance of three addenda.

Mid-America Golf and Landscape, Inc.

Lee's Summit, MO **\$ 2,022,923.99** Base Bid + Alt 1, 2, 3, 5

Peltz Companies, Inc.

Alliance, NE **\$ 2,073,000.00** Base Bid + Alt 1, 2, 3, 5

Nemaha Sports Construction

Lincoln, NE **\$ 2,248,009.00** Base Bid + Alt 1, 2, 3, 5

My recommendation alongside JEO is to award the lowest and most qualified responsible bidder to **Mid-America Sports Construction**. The proposed completion date is **August 2026**.

X	Base Bid	Post Tension Track	\$1,692,299.99
X	Alternate 1	Concrete Bleacher Pad	\$173,333.00
X	Alternate 2	Football Goal Posts	\$23,217.00
X	Alternate 3	Football Sod	\$49,089.00
	Alternate 4	Asphalt Track	No Bid
X	Alternate 5	Structural Spray Coating	\$84,985.00
		Total Project Cost:	\$2,022.923.99