

## Regular Board of Education Meeting

Monday, May 11, 2026 6:00 PM

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



## Minutes

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

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

### 2. **Opening Procedures**

#### 2.1. Call to Order

The meeting was called to order by board president, Greg Trautman, at 6:01 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 \$292,588.22

03 Employee \$209.00

05 Activity \$40,624.72

06 School Nutrition \$101,975.25

08 Special Building \$402,715.43

12 Student Fee \$4,006.46

Fund Totals: \$842,119.08

#### 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) Steve Land - GMS, Industrial Arts  
Abigail Ankomah - GHS, Art Teacher  
Stacy Baker - GHS, ELA Teacher

Calvert Switzer - GHS, Band Instructor  
Crystal Palser - Interim Curriculum Director  
Kelly Tofflemire - Ed. Tech Specialist (260 days)

4. **Celebration of Excellence**

4.1. Student Success - Jennifer Sibal

FFA  
DECA  
FCCLA Nationals - Mariella Myers  
HOSA  
Speech  
Presidential Scholar - Trinity Hedman

Jennifer Sibal honored several clubs and their achievements over the course of the school year.

5. **Reports & Discussions**

5.1. Board Committee Report: Curriculum & Personnel

Greg Trautman presented to the Board and shared that the district is currently in the process of reviewing building handbooks. He also discussed proposed salary increases for classified staff and administrators for the 2026-27 school year. He also announced that Crystal Palser will serve as the Interim Curriculum Director for the 2026-2027 school year, and that the district is currently advertising for an Interim Dean position at the high school. In addition, he noted that the district is exploring an increase in substitute pay rates.

5.2. Board Committee Report: Business & Facilities

Bryan Barrett presented to the Board and shared that the district has been in discussions with First Student regarding the transportation contract for the upcoming school year. He reported that construction on the auditorium is progressing very well and is expected to be completed this fall. Also, demolition of the track has begun, noting that this is an exciting project the district looks forward to completing. In addition, he reviewed several remaining projects at the middle school, including the replacement of the gym floor. The district is currently awaiting material samples and will continue to report updates. He also shared that the recent air quality testing conducted at the middle school returned with results that determined air quality is good and consistent with outdoor air.

5.3. Superintendent's Report

Dr. Regan presented to the board. She stated how exciting it is to see all the student accomplishments tonight! She is so thankful to all staff and students for working hard till the end of the school year. She also wanted to say thanks to everyone involved in all the facilities updates over the course of the year. Looking forward to graduation on Saturday!

6. **Public Comments: 204.12**

7. **Action Items**

- 7.1. Discuss, consider, and take action to approve a salary increase of 3.78% for the 2026-27 school year for Classified Staff and Administrators.
- 7.2. Discuss, consider, and take action to approve the addendum to the Employee Handbook for Administrators for the 2026–28 school years.
- 7.3. Discuss, consider and take all necessary action to approve a resolution authorizing the district to issue its Qualified Capital Undertaking Fund Pledge Bonds and related matters.

Andy Forney provided clarity to the board on our funding options for the track replacement project.

8. **Board Comments**

Bryan Barrett - Love all the celebrations tonight. It's great to see a variety of clubs that our students can take part in. Lots of facility projects are happening throughout the district. Looking forward to graduation on Saturday.

John Maser - No comment

Matt Kautz - Excited about the track project being started. Always good to see the kid's accomplishments. Shout out to all the sponsors who helped this year. Thanks to Andy for being here tonight.

Josh Lacy - Thanks to Andy and the kids for all their accomplishments. Excited about the track.

Greg Trautman - Lots of projects happening, but happy that we can use our existing funds. We have a great culture here at Gering. Freshman feel very included with the upper classman. Thanks to all our staff.

8.1. Tentative Upcoming Board Meeting/Event Dates

9. **Adjourn**

The meeting was adjourned at 6:35 p.m.

## Special Board of Education Meeting

Tuesday, April 28, 2026 12:00 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:** Matt Kautz, Greg Trautman, **Present:** Bryan Barrett, Josh Lacy, John Maser, Tracy Wiese.

This meeting was called to order by Board Vice President, Tracy Wiese, at 12:00 p.m.

#### 2.2. Roll Call

#### 2.3. Open Meetings Act

### 3. Action Items

3.1. Discuss, consider, and take action to amend the 2026-27 contract between Interim Superintendent, Dr. Kory Knight, and Gering Public Schools.

Stacy Rodriguez had brought to the board's attention that there was an error with the starting date for Dr. Knight's contract.

A motion to amend the 2026-27 contract between Interim Superintendent, Dr. Kory Knight, and Gering Public Schools was presented by Bryan Barrett, seconded by John Maser. After voting, motion Passed.

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

3.2. Discuss, consider, and take action to approve the auditorium lighting proposal from Voss Lighting, for the amount of \$159,600.

A motion to approve the auditorium lighting proposal from Voss Lighting, for the amount of \$159,600 was presented by Josh Lacy, seconded by John Maser. After voting, motion Passed.

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

3.3. Discuss, consider, and take action to approve the seven-year Science Curriculum adoption in the amount of \$252,110.64 and the seven-year Spanish and German Curriculum adoption in the amount of \$28,571.77.

A motion to approve the seven-year Science Curriculum adoption in the amount of \$252,110.64 and the seven-year Spanish and German Curriculum adoption in the amount of \$28,571.77 was presented by Josh Lacy, seconded by Bryan Barrett. After voting, motion Passed.

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

**4. Public Comment: Policy 204.12**

**5. Adjourn**

The meeting was adjourned at 12:10 p.m.

## 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

A motion to approve the Consent Agenda was presented by John Maser, seconded by Bryan Barrett. After voting, motion Passed.

Matt Kautz: Absent, Bryan Barrett: **Yea**, Josh Lacy: **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 \$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.

A motion to discuss, consider, and take action to enter into Interim Superintendent Contract of Employment Dr. Kory Knight was presented by Josh Lacy, seconded by John Maser. After voting, motion Passed.

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

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.

A motion to discuss, consider, and take action to approve Mid-America Sports Construction for the Track Replacement Project, in the amount of \$2,002,923.99 was presented by Josh Lacy, seconded by Bryan Barrett. After voting, motion Passed.

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

## **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.

April Check Listing

Payee Name	Amount	Fund
Jessica Hernandez	\$10.59	1
TAESE/USU	\$905.00	1
Floyd's Sales & Service, Inc.	\$1,410.43	1
City Of Gering	\$44,967.14	1
Inland Truck Parts & Service	\$2,878.51	1
Quadient Finance USA, Inc.	\$1,000.00	1
Stacy Rodriguez	\$569.85	1
Family Construction LLC	\$16,958.14	1
ABC Blinds & Shades	\$700.00	1
Hometown Leasing	\$6,642.59	1
City Of Gering	\$936.00	1
City of Gering: LANDFILL	\$60.70	1
Eakes Office Solutions	\$4,474.12	1
Menards	\$751.35	1
Rotary Club of Scottsbluff/Gering	\$360.00	1
Sandberg Implement, Inc.	\$580.50	1
SFE LLC	\$2,244.00	1
Twin City Roofing & Sheet Metal, Inc.	\$7,785.06	1
Allo Communications	\$2,759.93	1
Cash-Wa Distributing of Kearney, Inc	\$2,348.23	1
Culligan Of Scottsbluff	\$15.00	1
Tidal Wave Auto Spa	\$40.00	1
Visa	\$20,130.45	1
Ace Hardware	\$1,438.53	1
Anderson-Shaw Construction, Inc.	\$1,830.08	1
Bluffs Physical Therapy	\$7,823.95	1
Bytes Computer & Network Solutions	\$5,698.30	1
Cardio Partners Inc	\$298.44	1
Column Software, PBC	\$446.69	1
Combined Building Specialties Inc.	\$1,729.15	1
Connell, Jamie	\$78.37	1
Contractors Materials	\$42.00	1
Crossroads Music	\$600.43	1
Crowne Plaza	\$1,549.50	1
Culligan Of Scottsbluff	\$15.00	1
Das State Accounting - Central Finance	\$317.87	1
Dennis Supply Company	\$878.41	1
Docu-Shred	\$35.00	1
Domino'S Pizza	\$242.67	1
Kiana Baldwin	\$32.05	1
Eakes Office Solutions	\$14,639.97	1

Emily Rose	\$73.23	1
ESU 7 Attn: Carolyn Koch	\$103.94	1
ESU13	\$34,268.45	1
FBG Service Corporation	\$4,674.00	1
Follett Content Solutions LLC	\$2,945.22	1
Fresh Foods Inc.	\$73.91	1
Graduation Authority	\$23.95	1
Institute for Multi-Sensory Education	\$1,350.00	1
Jessica Hernandez	\$7.83	1
Johnson Cashway _8920	\$79.55	1
Kidwell, Inc.	\$6,975.00	1
KSB School Law	\$490.00	1
Main Street Appliance	\$750.00	1
Menards	\$654.95	1
Monument Electric LLC	\$880.00	1
Moravek, Michael	\$121.80	1
Nebraska School Nurses Association	\$1,000.00	1
Northwest Pipe Fittings, Inc.	\$1,601.19	1
O'Reilly Auto Parts	\$240.19	1
OneSource	\$112.55	1
Pearson	\$1,116.23	1
Perry, Guthery, Haase & Gessford, P.C.,	\$1,476.00	1
Platte River Glass LLC	\$293.00	1
Praise Windows, Inc.	\$180.00	1
Print Broker	\$1,062.92	1
Pye-Barker	\$13,064.00	1
Regional West Medical Center	\$1,587.00	1
Riverside Discovery Center	\$70.00	1
SB Couny Pub Tran/Tri-City Road	\$260.00	1
Schindler Elevator Corporation	\$2,636.17	1
Sheridan Widhelm	\$51.33	1
Turf Tank	\$7,000.00	1
Twin City Roofing & Sheet Metal, Inc.	\$49,053.59	1
Winsupply Scottsbluff Ne Co	\$785.72	1
Wpci	\$1,302.50	1
Regional Care, Inc.	\$209.00	3
Barge, Cody	\$180.00	5
5-Star Fundraising	\$110.00	5
Comfort Inn - Grand Island	\$676.00	5
Gering Bakery-Ahlers Baking Inc.	\$75.96	5
Derek Peil	\$150.00	5
Kontogiannis, Stan	\$180.00	5
Nathan Rock	\$90.00	5

Pau Montoya	\$0.00	5
Salazar, Denzel E.	\$150.00	5
Derek Peil	\$75.00	5
Nathan Rock	\$165.00	5
Salazar, Denzel E.	\$75.00	5
Ace Hardware	\$16.15	5
Burns High School	\$0.00	5
Copier Connection, Connecting Point	\$885.00	5
DECA Inc.	\$550.00	5
Domino'S Pizza	\$257.94	5
Holiday Inn Express - York	\$1,210.00	5
Homewood Suites Omaha Downtown	\$2,316.75	5
Jennifer Dillinger	\$299.40	5
Legacy Cooperative	\$39.39	5
Mitchell Public Schools	\$210.00	5
North Platte High School	\$125.00	5
Pepsi Cola Of Western Nebraska	\$439.60	5
SpeechWire Tournament Services	\$600.00	5
Western Conference	\$1,739.00	5
Classic Lanes	\$768.00	5
Barge, Cody	\$75.00	5
Derek Peil	\$140.00	5
Greg Dart	\$150.00	5
Johnson, Ruth	\$140.00	5
Kontogiannis, Stan	\$150.00	5
Nathan Rock	\$0.00	5
Salazar, Denzel E.	\$150.00	5
Derek Peil	\$75.00	5
Greg Dart	\$480.00	5
Johnson, Ruth	\$75.00	5
Addyson Kathryn Mueller	\$36.00	5
Bridgeport High School	\$350.00	5
Cash-Wa Distributing of Kearney, Inc	\$1,929.30	5
Chadron High School	\$100.00	5
CMC Neptune LLC	\$1,620.00	5
Copier Connection, Connecting Point	\$12.96	5
Faith Libsack	\$36.00	5
Fresh Foods Inc.	\$102.00	5
Holiday Inn Express - Lincoln Downtown	\$559.00	5
Legacy Cooperative	\$37.50	5
Logoz Llc	\$574.00	5
Monument Shadows Golf Course	\$1,441.86	5
Morrill High School	\$60.00	5

Nebraska FFA Association	\$18.00	5
Pepsi Cola Of Western Nebraska	\$88.10	5
Print Broker	\$1,595.40	5
Residence Inn Lincoln Downtown	\$716.00	5
Sidney High School	\$75.00	5
Team Fitz Graphics, LLC	\$128.00	5
Weborg 21 Centre	\$1,156.00	5
Panhandle Humane Society	\$1,024.44	5
Barge, Cody	\$90.00	5
Barge, Cody	\$280.00	5
Visa	\$0.00	5
Kristen Vogel	\$140.00	5
Salazar, Denzel E.	\$140.00	5
Visa	\$15,496.97	5
Eakes Office Solutions	\$129.52	6
Eakes Office Solutions	\$323.30	6
Menards	\$8.98	6
Northwest Pipe Fittings, Inc.	\$50.04	6
Cash-Wa Distributing of Kearney, Inc	\$95.75	6
Culligan Of Scottsbluff	\$260.00	6
SFE LLC	\$83,190.55	6
Gering Public Schools	\$5,742.31	6
Infinite Campus	\$11,184.80	6
Visa	\$990.00	6
Anderson-Shaw Construction, Inc.	\$363,624.89	8
JEO Consulting Group, Inc.	\$39,090.54	8
Gering Public Schools	\$75.00	12
Gering Public Schools	\$3,931.46	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

**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



# MEMO

**TO**            **GERING PUBLIC SCHOOL BOARD OF EDUCATION**  
**FROM**        **Stacy Rodriguez, Director of Business & Finance**  
**DATE**        **May 8th, 2026**  
**RE**            **26-27 Administrator & Classified Compensation**

In alignment with the negotiated agreement for certified staff, we recommend an equal increase for administrators and classified staff for the 2026-27 school year. This recommendation ensures consistency across our compensation structure and reflects our ongoing commitment to attracting and retaining strong leadership within Gering Public Schools as outlined as priority in Strategic Goal #2 - Investment in Staff.

Given the heightened attention on compensation decisions, it is important to maintain transparency and alignment between administrator and classified salaries and the increases approved for certified staff. This adjustment supports fairness in compensation while reinforcing our district's commitment to competitive and sustainable salary practices.

I appreciate your consideration of this recommendation.

## **Addendum to Employee Handbook Administrators (2026–2028)**

Certificated administrators of Gering Public Schools are subject to all provisions outlined in the Certified Staff Handbook. In addition, the following benefits apply specifically to employees in the administrator classification:

### **Health Insurance**

Administrators eligible for district-provided health insurance shall receive single-coverage benefits through Blue Cross Blue Shield (BCBS), as determined by district policy.

### **Annual Leave**

The annual leave cycle for full-time 210 and 220 administrators begins on July 1 of each year. The annual leave cycle for full-time 260 administrators begins on July 1 of each year. Unused annual leave shall be transferred to the administrator's personal sick leave bank. Accumulated leave may carry over from year to year, up to a maximum of thirty-six (36) days. Upon reaching this cap, the Board of Education shall grant a one-time addition of thirty (30) days, for a maximum total accumulation of sixty-six (66) days. In the event the administrator has accrued the maximum of sixty six (66) days of sick leave, then the certificated administrator may select to cash in up to 5 annual leave days at the sub rate pay of \$180/day.

Annual leave allocations are as follows:

- 210-Day Administrators: Twelve (12) days of annual leave
- 220-Day Administrators: Thirteen (13) days of annual leave
- 260-Day Administrators: Twelve (12) sick days, twenty (20) vacation days, and ten (10) paid holidays

\*Recognized paid holidays for 260-day administrators include: Labor Day, Thanksgiving Day, the day following Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Good Friday, Memorial Day, and Independence Day.

### **Salary Advancement**

Current administrators who complete an approved graduate-level program (specialist, or doctoral degree) from an accredited institution shall be eligible for a one-time stipend of \$2,000 upon attainment of a specialist's degree and an additional \$2,000 upon completion of a doctoral degree.

### **Flex Days**

Administrators on 210-day or 220-day contracts may request to flex up to five (5) contract days during the summer months (after last teacher contract day), subject to prior approval by the Superintendent.

### **Cell Phone Stipend**

Full-time administrators shall receive an annual cell phone stipend in the amount of \$600.

### **Professional Development (210 or 220 day contract)**

Administrators who attend district-sponsored and approved professional development events outside of their contracted work period shall receive a stipend of \$200 per day.

## RESOLUTION

“BE IT RESOLVED BY THE BOARD OF EDUCATION OF SCOTTS BLUFF COUNTY SCHOOL DISTRICT 0016 (GERING PUBLIC SCHOOLS), IN THE STATE OF NEBRASKA, AS FOLLOWS:

Section 1. The President and Board of Education (the “**Board**”) of Scotts Bluff County School District 0016 (Gering Public Schools), in the State of Nebraska (the “**District**”), hereby find and determine as follows:

(a) The Board hereby finds and determines that one or more actual or potential environmental hazards, school safety infrastructure concerns, accessibility barriers, life safety hazards, life safety code violations, or mold, each as defined or described in Section 79-10,110.02, R.R.S. Neb., as amended, (the “**Act**”) exist in one or more school buildings of the District or the school grounds of existing school buildings controlled by the based on District facility studies, safety and security visits, and staff responses regarding school infrastructure for safe and secure environment for all students, and based on the certifications of an engineer to such effect attached hereto as Exhibit “A”; that certain expenditures are needed for abatement (as defined in the Act) of such actual or potential environmental hazards, school safety infrastructure concerns, accessibility barriers, life safety hazards, life safety code violations, or mold, all as defined or described in the Act; that abatement (as defined in the Act) of such actual or potential environmental hazards, school safety infrastructure concerns, accessibility barriers, life safety hazards, life safety code violations, or mold (together, the “**Project**”) are necessary; that Exhibit “A” includes an itemized estimate of the amounts necessary to be expended for such Project totaling \$2,078,923.99 (the “**Estimate**”); and that under the terms of the Act such Estimate may be presented the county clerk of such county in which any part of the District is situated;

(b) The following matters are hereby also determined:

(i) The Project as described in Section 1(a) above and more particularly described on the itemized estimate attached hereto as Exhibit “A” are hereby designated as the projects for which the tax levy provided for by the Act will be expended.

(ii) The Project does not include abatement projects related to the acquisition of new property, the construction of a new building, the expansion of an existing building, or the remodeling of an existing building for purposes other than the Project; and no part of the Project has been designated by the District for a property tax levy pursuant to the Act prior to the adoption of this resolution.

(iii) The District does not anticipate receipt of any insurance proceeds or other funds related to the Project.

(iv) The tax permitted to be levied pursuant to the Act will be expended to pay debt service on the bonds issued to pay all or a portion of the costs for the Project.

(v) To pay the principal and interest on the Bonds herein authorized, the District estimates that, based on current valuation and estimated interest rates, it will be required to levy an annual tax based on the District’s current valuation of approximately 2.35 cents per one hundred dollars of valuation on all the

taxable property of the District in each of the years beginning in 2026 (to be collected in 2027) and ending in 2035 (to be collected in 2036) for the Project pursuant to the Act, or such shorter period as may be necessary to pay the principal and interest on the Bonds and costs of the Project. Subject to the limitation in the Act, the tax hereby agreed to be levied shall be an amount sufficient to provide for the payment of principal and interest on the bonds herein authorized as the same fall due in accordance with the terms of this resolution (the “**Resolution**”).

(c) The Superintendent of the District is hereby directed to deliver the Estimate and a copy of this Resolution to the County Clerk of Scotts Bluff County, Nebraska or to the county clerk of such county in which any part of the District is situated, in pursuance of the Act.

(d) The taxable valuation of all the taxable property for the District as most recently determined is \$1,117,627,753.

(e) It is necessary, desirable and advisable that the District issue its Limited Tax School Improvement Bonds in an amount not to exceed \$2,075,000 for the purpose of providing funds which, together with other funds of the District legally available for such purposes and the investment earnings thereon, shall be sufficient to pay the Project.

(f) All conditions, acts and things required to exist precedent to the issuance of the District’s Limited Tax School Improvement Bonds, Series 2026, in the principal amount of not to exceed \$2,075,000 (the “**Bonds**”; or, individually, a “**Bond**”) under the terms of the Act to exist do exist and have been done as required by law.

Section 2. (a) For the purpose of financing the Project, and paying the costs of issuing bonds as described herein, the issuance, sale and delivery of limited tax school bonds of the District is hereby authorized and directed in an aggregate stated principal amount not to exceed \$2,075,000 (the “**Bonds**”). The Bonds shall be sold pursuant to a negotiated sale with such bank or underwriting firm as initial purchaser or placement agent, as applicable (the “**Underwriter**”) as determined by an Authorized Officer (as defined below) in a written designation, which may be in the form of a bond purchase agreement for the Bonds (the “**Designation**”). The Bonds shall be issued in fully registered form in the denomination of \$5,000 or any integral multiple thereof, not exceeding the amount maturing in any one year, and shall be numbered from R-1 upward in the order of their issuance.

(b) The President of the Board, the Superintendent, and the Director of Business and Finance, (each, an “**Authorized Officer**”) are each individually hereby authorized and directed, in the exercise of his or her independent judgment and absolute discretion, to hereafter, from time to time, specify, set, designate, determine, establish and appoint, as the case may be, and in each case in accordance with and subject to the provisions of this Resolution, (1) the date of original issue of the Bonds, (2) the aggregate stated principal amount of Bonds to be issued (which shall not exceed \$2,075,000 in the aggregate), (3) the aggregate purchase price of the Bonds and the underwriting discount which shall not exceed 1.50% of the aggregate stated principal amount thereof; (4) any original issue premium or original issue discount properly allocable to each maturity of the Bonds, (5) the principal payment dates for the Bonds and the principal amount of Bonds to mature on each of such dates, (6) the date of final maturity of the Bonds, which shall in no event be later than December 15, 2036, (7) the date or dates upon which the Bonds shall be sold, (8) the rate or rates of interest to be carried by each maturity of the Bonds, provided that the true interest cost of the Bonds shall not exceed 4.50%, (9) the method by which such rate or rates of interest shall be calculated and the interest payment dates and record date for the Bonds, (10) whether or not the Bonds shall be subject to

redemption prior to their stated maturity and, if subject to such prior redemption, (A) the provisions and procedures governing such prior redemption, (B) the nature of any notice to be given in the event of any such prior redemption, (C) the redemption price or prices payable upon such redemption (not to exceed 104%) and (D) the respective periods in which each redemption price shall be payable, (11) the amount and due date of each sinking fund installment for Bonds that are term Bonds, (12) the Paying Agent and Registrar for the Bonds, (13) the underwriting discount and the price at which the Bonds shall be sold to the Underwriter and, (14) the form, contents, terms and provisions of the Bond Purchase Agreement and the Paying Agent and Registrar Agreement (each as hereinafter defined), (15) whether one or more series, and certain maturities, of the Bonds (such bonds referred to herein as the “**Insured Bonds**”) is to be insured by a bond insurance provider (the “**Bond Insurer**”) as determined pursuant to **Section 16** of this Resolution and the terms and provisions related to the Bonds and any such bond insurance policy; (16) the form and contents of any closing and other documentation executed and delivered by the District in connection with the authorization, issuance, sale and delivery of the Bonds, (17) any transfer restrictions relating to the Bonds, and (18) all of the other terms of the Bonds not otherwise determined or fixed by the provisions of this Resolution.

(c) The Bonds shall be issued in fully registered form in the denomination of \$5,000 or any integral multiple thereof. The date of original issue for the Bonds shall be Date of Delivery. Interest on the Bonds, at the respective rates for each maturity, shall bear interest at the rates calculated on the basis of a 360-day year consisting of twelve 30-day months and shall be payable on such dates as shall be determined in the Designation (each an “**Interest Payment Date**”) and the Bonds shall bear such interest from the date of original issue or the most recent Interest Payment Date, whichever is later. The interest due on each Interest Payment Date shall be payable to the registered owners of record as of the close of business on the fifteenth day immediately preceding each Interest Payment Date (the “**Record Date**”), subject to the provisions of Section 4 hereof. The Bonds shall be numbered from 1 upwards in the order of their issuance. No Bond shall be issued originally or upon transfer or partial redemption having more than one principal maturity. The initial bond numbering and principal amounts for each of the Bonds issued shall be as directed by the initial purchaser thereof. Payments of interest due on the Bonds prior to maturity shall be made by the Paying Agent and Registrar, as designated pursuant to Section 3 hereof, by mailing on each Interest Payment Date a check or draft in the amount due for such interest to the registered owner of each Bond, as of the Record Date for such Interest Payment Date, to such owner’s registered address as shown on the books of registration as required to be maintained in Section 3 hereof. Payments of principal and interest due at maturity or at any date fixed for redemption prior to maturity shall be made by said Paying Agent and Registrar to the registered owners upon presentation and surrender of the Bonds to said Paying Agent and Registrar. The District and said Paying Agent and Registrar may treat the registered owner of any Bond as the absolute owner of such Bond for the purpose of making payments thereon and for all other purposes and neither the District nor the Paying Agent and Registrar shall be affected by any notice or knowledge to the contrary, whether such Bond or any installment of interest due thereon shall be overdue or not. All payments on account of interest or principal made to the registered owner of any Bond in accordance with the terms of this resolution shall be valid and effectual and shall be a discharge of the District and said Paying Agent and Registrar, in respect of the liability upon the Bonds or claims for interest to the extent of the sum or sums so paid.

Section 3. The Authorized Officers, or one or more of them, shall designate the Treasurer of the District or a bank or trust company to serve as Paying Agent and Registrar for the Bonds (the “**Paying Agent and Registrar**”). If a bank or trust company is designated as Paying Agent and Registrar for the Bonds, such entity shall serve in such capacities under the terms of an agreement entitled “Paying Agent and Registrar’s Agreement” between the District and the Paying Agent (the “**Paying Agent and Registrar’s Agreement**”), in a form which shall be approved by an Authorized Officer. The Paying Agent and Registrar shall keep and maintain for the District books for the registration and transfer of the Bonds at its designated

office. The names and registered addresses of the registered owner or owners of the Bonds shall at all times be recorded in such books. Any Bond may be transferred pursuant to its provisions at the principal office of said Paying Agent and Registrar by surrender of such Bond for cancellation, accompanied by a written instrument of transfer, in form satisfactory to said Paying Agent and Registrar, duly executed by the registered owner in person or by such owner's duly authorized agent. Thereupon the Paying Agent and Registrar on behalf of the District will deliver at its designated office (or send by registered mail to the transferee owner or owners thereof at such transferee owner's or owners' risk and expense), registered in the name of the transferee owner or owners, a new Bond or Bonds of the same interest rate, aggregate principal amount and maturity. To the extent of the denominations authorized for the Bonds by this resolution, one Bond may be transferred for several such Bonds of the same interest rate and maturity, and for a like aggregate principal amount, and several such Bonds may be transferred for one or several such Bonds, respectively, of the same interest rate and maturity and for a like aggregate principal amount. In every case of transfer of a Bond, the surrendered Bond shall be canceled and destroyed. All Bonds issued upon transfer of the Bonds so surrendered shall be valid obligations of the District evidencing the same obligations as the Bonds surrendered and shall be entitled to all the benefits and protection of this resolution to the same extent as the Bonds upon transfer of which they were delivered. The District and said Paying Agent and Registrar shall not be required to transfer any Bond during any period from any Record Date until its immediately following Interest Payment Date or to transfer any Bond called for redemption for a period of 30 days next preceding the date fixed for redemption.

Section 4. In the event that payments of interest due on the Bonds on an Interest Payment Date are not timely made, such interest shall cease to be payable to the registered owners as of the Record Date for such Interest Payment Date and shall be payable to the registered owners of the Bonds as of a special date of record for payment of such defaulted interest as shall be designated by the Paying Agent and Registrar whenever monies for the purpose of paying such defaulted interest become available.

Section 5. If the date for payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the city where the designated office of the Paying Agent and Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such day shall have the same force and effect as if made on the nominal date of payment.

Section 6. The Bonds shall be subject to redemption, in whole or in part, prior to maturity at any time on or after the fifth anniversary of the date of original issue thereof (or such earlier date as may be determined in the Designation), at the principal amount thereof plus accrued interest to the date fixed for redemption. The District may select the Bonds to be redeemed in its sole discretion but the Bonds shall be redeemed only in principal amounts of \$5,000 or integral multiples thereof. Any Bond or Bonds redeemed in part only shall be surrendered to the Paying Agent and Registrar in exchange for a new Bond or Bonds evidencing the unredeemed principal thereof. Notice of optional redemption of any Bonds shall be given at the direction of the District by said Paying Agent and Registrar by mail not less than 30 days prior to the date fixed for redemption, first class, postage prepaid, sent to the registered owner of such Bond at said owner's registered address. Such notice shall designate the Bond or Bonds to be redeemed by maturity or otherwise, the date of original issue and the date fixed for redemption and shall state that such Bond or Bonds are to be presented for prepayment at the designated office of said Paying Agent and Registrar. In case of any Bond partially redeemed, such notice shall specify the portion of the principal amount of such Bond to be redeemed. No defect in the mailing of notice for any Bond shall affect the sufficiency of the proceedings of the District designating the Bonds called for redemption or the effectiveness of such call for Bonds for which notice by mail has been properly given and the District shall have the right to direct further notice of redemption for any such Bond for which defective notice has been given.

Section 7. The Bonds shall be in substantially the following form:

**UNITED STATES OF AMERICA  
STATE OF NEBRASKA  
LIMITED TAX SCHOOL IMPROVEMENT BONDS  
SERIES 2026  
OF  
SCOTTS BLUFF COUNTY SCHOOL DISTRICT 0016  
(GERING PUBLIC SCHOOLS)**

No. R-

<u>Interest Rate</u> %	<u>Maturity Date</u> _____, 20__	<u>Date of Original Issue</u> _____, 2026	<u>CUSIP</u> _____
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**Registered Owner:** Cede & Co.  
13-2555119

**Principal Amount:**

KNOW ALL PERSONS BY THESE PRESENTS: That Scotts Bluff County School District 0016 (Gering Public Schools), in the State of Nebraska (the “**District**”), hereby acknowledges itself to owe and for value received promises to pay to the Registered Owner specified above, or registered assigns, the Principal Amount specified above in lawful money of the United States of America on the Maturity Date specified above with interest thereon to maturity (or earlier redemption) from the Date of Original Issue or most recent interest payment date, whichever is later, at the Interest Rate per annum specified above payable semiannually on June 15 and December 15 of each year, commencing \_\_\_\_\_, 20\_\_ (each of said dates an “**Interest Payment Date**”). Said interest shall be computed on the basis of a 360-day year consisting of twelve 30-day months. The principal hereof due at maturity or upon redemption prior to maturity, together with unpaid interest accrued thereon, is payable upon presentation and surrender of this Bond at the principal corporate trust office of \_\_\_\_\_, the Paying Agent and Registrar. Interest on this Bond due prior to maturity or earlier redemption will be paid on each Interest Payment Date by a check or draft mailed by the Paying Agent and Registrar to the registered owner of this Bond, as shown on the books of record maintained by the Paying Agent and Registrar, at the close of business on the fifteenth day immediately preceding the next Interest Payment Date, to such owner’s address as shown on such books and records. Any interest not so timely paid shall cease to be payable to the person entitled thereto as of the record date such interest was payable, and shall be payable to the person who is the registered owner of this Bond (or of one or more predecessor bonds hereto) on such special record date for payment of such defaulted interest as shall be fixed by the Paying Agent and Registrar whenever monies for such purpose become available.

The District, however, reserves the right and option of redeeming bonds of this issue maturing on or after December 15, 2031, in whole or in part, on June \_\_\_\_, 2031, or at any time thereafter, at the principal amount thereof plus accrued interest to the date fixed for redemption. The District may select the bonds to be redeemed in its sole discretion but bonds shall be redeemed only in principal amounts of \$5,000 or integral multiples thereof. Notice of such redemption shall be given by mail, sent to the registered owner of any bond called for redemption at said registered owner’s address in the manner provided in the resolution authorizing said bonds.

This Bond is one of an issue of fully registered bonds of the total principal amount of \_\_\_\_\_ Dollars (\$\_\_\_\_\_), of even date and like tenor except as to denomination, date of maturity and rate of interest, which were issued by said District for the purpose of financing a portion of the costs of several specific abatement projects to address an actual or potential

environmental hazard, accessibility barrier, life safety hazards or mold which exists within one or more existing school buildings or the school grounds of existing school buildings controlled by the District (collectively, the “**Project**”). The issuance of the financing of the Project is authorized pursuant to the provisions of Section 79-10,110.02, R.R.S. Neb., as amended. Said bond is issued pursuant to a resolution duly adopted by the Board of Education of the District (the “**Resolution**”).

If the date for payment of the principal of or interest on this Bond shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the city where the designated corporate trust office of the Paying Agent and Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such day shall have the same force and effect as if made on the nominal date of payment.

This Bond is transferable by the registered owner or such owner’s attorney duly authorized in writing at the designated corporate trust office of the Paying Agent and Registrar upon surrender and cancellation of this Bond, and thereupon a new bond or bonds of the same total principal amount and interest rate and maturity will be issued to the transferee as provided in the Resolution subject to the limitations therein prescribed. The District, the Paying Agent and Registrar and any other person may treat the person in whose name this Bond is registered as the absolute owner hereof for the purpose of receiving payment hereof and for all other purposes and shall not be affected by any notice to the contrary, whether this Bond be overdue or not.

This Bond shall not be valid and binding on the District until authenticated by the Paying Agent and Registrar.

IT IS HEREBY CERTIFIED AND WARRANTED that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this Bond did exist, did happen and were done and performed in regular and due form and time as required by law and that the indebtedness of this District, including this Bond, does not exceed any limitation imposed by law. The District agrees that it shall cause to be levied and collected annually a special levy of taxes, subject to the limitation set forth in Section 79-10,110.02, on all the taxable property in said District for the purpose of paying and sufficient to pay the principal of and interest on this Bond as and when such principal and interest become due. **THIS BOND IS A LIMITED OBLIGATION OF THE DISTRICT PAYABLE SOLELY FROM TAXES LEVIED FROM YEAR TO YEAR PURSUANT TO SECTION 79-10,110.02 AND THE SINKING FUND ACCUMULATED FROM SUCH TAXES.**

AS PROVIDED IN THE RESOLUTION REFERRED TO HEREIN, UNTIL THE TERMINATION OF THE SYSTEM OF BOOK-ENTRY-ONLY TRANSFERS THROUGH THE DEPOSITORY TRUST COMPANY, NEW YORK, NEW YORK (TOGETHER WITH ANY SUCCESSOR SECURITIES DEPOSITORY APPOINTED PURSUANT TO THE RESOLUTION, “**DTC**”), AND NOTWITHSTANDING ANY OTHER PROVISIONS OF THE RESOLUTION TO THE CONTRARY, A PORTION OF THE PRINCIPAL AMOUNT OF THIS BOND MAY BE PAID OR REDEEMED WITHOUT SURRENDER HEREOF TO THE PAYING AGENT AND REGISTRAR. DTC OR A NOMINEE, TRANSFEREE OR ASSIGNEE OF DTC OF THIS BOND MAY NOT RELY UPON THE PRINCIPAL AMOUNT INDICATED HEREON AS THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID. THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID SHALL FOR ALL PURPOSES BE THE AMOUNT DETERMINED IN THE MANNER PROVIDED IN THE RESOLUTION.

UNLESS THIS BOND IS PRESENTED BY AN AUTHORIZED OFFICER OF DTC TO THE PAYING AGENT AND REGISTRAR FOR (A) REGISTRATION OF TRANSFER OR EXCHANGE OR

(B) PAYMENT OF PRINCIPAL, AND ANY BOND ISSUED IN REPLACEMENT HEREOF OR SUBSTITUTION HEREOF IS REGISTERED IN THE NAME OF DTC AND ANY PAYMENT IS MADE TO DTC OR ITS NOMINEE, ANY TRANSFER, PLEDGE OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSONS IS WRONGFUL BECAUSE ONLY THE REGISTERED OWNER HEREOF, DTC OR ITS NOMINEE, HAS AN INTEREST HEREIN.

IN WITNESS WHEREOF, the Board of Education of said District has caused this Bond to be executed on behalf of the District by being signed by the President and Secretary of the Board of Education of the District, both of which signatures may be facsimile signatures, all as of the Date of Original Issue specified above.

SCOTTS BLUFF COUNTY SCHOOL DISTRICT 0016  
(GERING PUBLIC SCHOOLS),  
IN THE STATE OF NEBRASKA

By: (Sample – Do Not Sign)  
President

ATTEST

(Sample – Do Not Sign)  
Secretary

**CERTIFICATE OF AUTHENTICATION**

This Bond is one of the bonds authorized by the Resolution of the Board of Education of Scotts Bluff County School District 0016 (Gering Public Schools), in the State of Nebraska, described in the foregoing bond.

\_\_\_\_\_,  
Paying Agent and Registrar

By: \_\_\_\_\_  
Authorized Signature

**ASSIGNMENT**

FOR VALUE RECEIVED, the undersigned hereby sells, assigns and transfers unto

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Print or Type Name, Address and Social Security Number  
or other Taxpayer Identification Number of Transferee

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints \_\_\_\_\_ agent to transfer the within Bond on the Bond Register kept by the Paying Agent for the registration thereof, with full power of substitution in the premises.

Dated: \_\_\_\_\_

NOTICE: The signature to this assignment must correspond with the name of the Registered Owner as it appears upon the face of the within Bond in every particular.

Medallion Signature Guarantee:

\* \* \* \* \*

Section 8. Said Bonds shall be executed on behalf of the District by the President and Secretary of the Board who shall sign the same in their official capacity, both of which signatures are hereby authorized to be facsimile signatures. The Bonds shall be issued initially as “book-entry-only” bonds under the services of The Depository Trust Company (the “**Depository**”), with one typewritten bond per maturity being issued to the Depository. In such connection the President and Secretary shall deliver a Letter of Representations in the form required by the Depository (which may be in the form of a blanket letter, including any such letter previously executed and delivered), for and on behalf of the District, which shall govern matters with respect to registration, transfer, payment and redemption of the Bonds. With respect to the issuance of the Bonds as “book-entry-only” bonds, the following provisions shall apply:

(a) The District and the Paying Agent and Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which the Depository holds Bonds as securities depository (each, a “**Bond Participant**”) or to any person who is an actual purchaser of a Bond from a Bond Participant while the Bonds are in book-entry form (each, a “**Beneficial Owner**”) with respect to the following:

(i) the accuracy of the records of the Depository, any nominees of the Depository or any Bond Participant with respect to any ownership interest in the Bonds,

(ii) the delivery to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any notice with respect to the Bonds, including any notice of redemption, or

(iii) the payment to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any amount with respect to the Bonds. The Paying Agent and Registrar shall make payments with respect to the Bonds only to or upon the order of the Depository or its nominee, and all such payments shall be valid and effective fully to satisfy and discharge the obligations with respect to such Bonds to the extent of the sum or sums so paid. No person other than the Depository shall receive an authenticated Bond, except as provided in (e) below.

(b) Upon receipt by the Paying Agent and Registrar of written notice from the Depository to the effect that the Depository is unable or unwilling to discharge its responsibilities, the Paying Agent and Registrar shall issue, transfer and exchange Bonds requested by the Depository in appropriate amounts. Whenever the Depository requests the Paying Agent and Registrar to do so, the Paying Agent and Registrar will cooperate with the Depository in taking appropriate action after reasonable notice (i) to arrange, with the prior written consent of the District, for a substitute depository willing and able upon reasonable and customary terms to maintain custody of the Bonds or (ii) to make available Bonds registered in whatever name or names as the Beneficial Owners transferring or exchanging such Bonds shall designate.

(c) If the District determines that it is desirable that certificates representing the Bonds be delivered to the ultimate beneficial owners of the Bonds and so notifies the Paying Agent and Registrar in writing, the Paying Agent and Registrar shall so notify the Depository, whereupon the Depository will notify the Bond Participants of the availability through the Depository of bond certificates representing the Bonds. In such event, the Paying Agent and Registrar shall issue, transfer and exchange bond certificates representing the Bonds as requested by the Depository in appropriate amounts and in authorized denominations.

(d) Notwithstanding any other provision of this Resolution to the contrary, so long as any Bond is registered in the name of the Depository or any nominee thereof, all payments with respect to such Bond and all notices with respect to such Bond shall be made and given, respectively, to the Depository as provided in the Letter of Representations.

(e) Registered ownership of the Bonds may be transferred on the books of registration maintained by the Paying Agent and Registrar, and the Bonds may be delivered in physical form to the following:

(i) any successor securities depository or its nominee; or

(ii) any person, upon (A) the resignation of the Depository from its functions as depository or (B) termination of the use of the Depository pursuant to this Section and the terms of the Paying Agent and Registrar's Agreement.

(f) In the event of any partial redemption of a Bond unless and until such partially redeemed bond has been replaced in accordance with the provisions of this Resolution, the books and records of the Paying Agent and Registrar shall govern and establish the principal amount of such bond as is then outstanding and all of the Bonds issued to the Depository or its nominee shall contain a legend to such effect.

If for any reason the Depository is terminated or resigns and is not replaced, the District shall immediately provide a supply of printed bond certificates for issuance upon the transfers from the Depository and subsequent transfers or in the event of partial redemption. In the event that such supply of certificates shall be insufficient to meet the requirements of the Paying Agent and Registrar for issuance of replacement certificates upon transfer or partial redemption, the District agrees to order printed an additional supply of such certificates and to direct their execution by manual or facsimile signatures of its then duly qualified and acting President and Secretary. In case any officer whose signature or facsimile thereof shall appear on any Bond shall cease to be such officer before the delivery of such bond (including such certificates delivered to the Paying Agent and Registrar for issuance upon transfer or partial redemption), such signature or such facsimile signature shall nevertheless be valid and sufficient for all purposes the same as if such officer or officers had remained in office until the delivery of such bond. The Bonds shall not be valid and binding on the District until authenticated by the Paying Agent and Registrar.

Section 9. After being executed by the President and Secretary of the Board, said Bonds shall be delivered to the Treasurer of the District who shall be responsible therefor under his/her official bond, and he/she shall cause the same to be delivered to the Paying Agent and Registrar for registration and authentication. The Secretary of the District is directed to make and certify a transcript of the proceedings of the District precedent to the issuance of said Bonds, a copy of which shall be delivered to the initial purchaser of said Bonds. The District's Treasurer shall maintain a record of information with respect to said Bonds as required under Section 10-140, R.R.S. Neb., as amended, and shall cause said record of information to be filed in the office of the Auditor of Public Accounts.

Section 10. The Board shall cause to be levied and collected annually a special levy of taxes, pursuant to and within the limitations set forth in the Act, on all the taxable property in the District for the purpose of paying and sufficient to pay the principal of and interest on the Bonds as and when such principal and interest become due according to the terms thereof and the terms of this Resolution. In accordance with the determinations set forth in Section 1 of this Resolution, such tax levied to pay principal and interest on the Bonds, together shall not exceed 3 cents per one hundred dollars of valuation on all the taxable property of the District in each such year, all in accordance with the Act. In accordance with the Act, there is hereby

created a “2026 Limited Tax School Bond Project Account” (herein, the “**2026 Account**”). All taxes levied and collected by the District for the Bonds in accordance with this Section 10 shall be deposited in the 2026 Account and are hereby pledged for the prompt payment of the Bonds, both principal and interest, as the same fall due.

Section 11. The District’s obligations under this Resolution and the liens, pledges, covenants, and agreements of the District herein made or provided for, shall be fully discharged and satisfied as to the Bonds, and any such bonds shall no longer be deemed outstanding hereunder if such bonds shall have been purchased and canceled by the District, or when payment of the principal of and interest thereon to the respective date of maturity or redemption (a) shall have been made or caused to be made in accordance with the terms thereof; or (b) shall have been provided for by depositing with the Paying Agent and Registrar or with a national or state bank having trust powers, or trust company, in trust solely for such payment (i) sufficient money to make such payment and/or (ii) direct general obligations (including obligations issued or held in book entry form on the books of the Department of Treasury of the United States of America) of or obligations the principal and interest of which are unconditionally guaranteed by the United States of America (herein referred to as “**U.S. Government Obligations**”) in such amount and bearing interest payable and maturing or redeemable at stated fixed prices at the option of the holder as to principal, at such time or times, as will ensure the availability of sufficient money to make such payment; provided, however, that with respect to any Bond to be paid prior to maturity, the District shall have duly called such bond for redemption and given notice of such redemption as provided by law or made irrevocable provision for the giving of such notice. Any money so deposited with such bank or trust company or with the Paying Agent and Registrar may be invested or reinvested in U.S. Government Obligations at the direction of the District, and all interest and income from U.S. Government Obligations in the hands of such bank or trust company or Paying Agent and Registrar in excess of the amount required to pay principal of and interest on the Bonds for which such monies or U.S. Government Obligations were deposited shall be paid over to the District as and when collected. The District reserves the right to issue refunding bonds and provide for the investment of the proceeds thereof in accordance with this Section 11 for purposes of providing for the payment of principal and interest on the Bonds herein authorized.

Section 12. Upon execution, registration and authentication of the Bonds, the Paying Agent and Registrar is authorized to deliver them to the Underwriter, as initial purchaser of the Bonds, upon receipt of the purchase price of the Bonds as shall be determined in the Designation plus accrued interest thereon to date of payment of the Bonds. The District’s Treasurer is hereby authorized to deliver said Bonds to the Underwriter, as initial purchaser of said Bonds, upon payment in full of the purchase price thereof. Said initial purchaser shall have the right to direct the registration of said Bonds and the denominations thereof within each maturity subject to the restrictions of this Resolution. The Authorized Officers (or any one of them) are hereby authorized to execute the Bond Purchase Agreement related to the Bonds, which Bond Purchase Agreement may serve as the written Designation of the District. The net proceeds of the Bonds shall be applied solely to pay costs of the Project upon order of the Board. Costs of issuance for the Bonds may be paid from proceeds of the Bonds. Such purchaser and its agents, representatives and counsel (including bond counsel for the Bonds) are hereby authorized to take such actions on behalf of the District as are necessary to effectuate the closing of the issuance and sale of the Bonds, including, without limitation, authorizing the release of the Bonds by the Depository at closing. The officers of the District, or any one or more of them are hereby further authorized to take any and all actions deemed necessary or appropriate in connection with the issuance and sale of the Bonds.

Section 13. The District hereby covenants with the purchasers and holders of the Bonds herein authorized that it will make no use of the proceeds of said issue, including monies held in any sinking fund for the payment of principal and interest on said Bonds, which would cause said Bonds to be arbitrage bonds within the meaning of Sections 103 and 148 and other related sections of the Internal Revenue Code of 1986, as amended, (the “**Code**”) and further covenants to comply with said Sections 103 and 148 and related

sections and all applicable regulations thereunder throughout the term of said issue. The District hereby covenants and agrees to take all actions necessary under the Code to maintain the tax-exempt status (as to taxpayers generally) of interest payable on the Bonds herein authorized, including execution of a Federal Tax Certificate to be dated the date of issuance of the Bonds. An Authorized Officer is hereby authorized to make any certifications and designation with respect to status of the Bonds under Section 265 of the Code as he or she deems appropriate.

Section 14. The Authorized Officers are hereby authorized to review, approve, deem final and deliver on behalf of the District a Preliminary Official Statement and a Final Official Statement with respect to the Bonds, all in accordance with Rule 15c2-12 promulgated by the Securities and Exchange Commission.

Section 15. The District hereby (a) authorizes and directs that an Authorized Officer execute and deliver, on the date of issue of the Bonds, a continuing disclosure undertaking (the “**Continuing Disclosure Undertaking**”) in such form as shall be satisfactory to the District and in compliance with Rule 15c2-12 promulgated by the Securities and Exchange Commission, and (b) covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Undertaking. Notwithstanding any other provision of this Resolution, failure of the District to comply with the Continuing Disclosure Undertaking shall not be considered an event of default hereunder; however, any Participating Underwriter (as such term is defined in the Continuing Disclosure Undertaking) or any Beneficial Owner or any Registered Owner of a Bond (as such terms are defined in the Continuing Disclosure Undertaking) may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance by court order, to cause the District to comply with its obligations under this section.

Section 16. The Authorized Officers are authorized to obtain an insurance policy (the “**Bond Insurance Policy**”) issued by a provider of bond insurance determined appropriate by an Authorized Officer (the “**Bond Insurer**”) guaranteeing the scheduled payment of the principal of and interest on the Bonds covered by the Bond Insurance Policy, and take any and all actions necessary or appropriate in connection with obtaining such Bond Insurance Policy. Notwithstanding any other provision of this Resolution to the contrary, the provisions agreed to by an Authorized Officer with respect to the Bond Insurance Policy with the Bond Insurer shall govern with respect to the applicable Bonds.

Section 17. The officers of the District, or any one or more of them, including the Authorized Officers, are hereby authorized to execute and deliver any and all certificates and documents and to take any and all actions determined appropriate in connection with the issuance and sale of the Bonds.

Section 18. All documents, agreements, certificates, and instruments related to the Bonds shall be valid, binding, and enforceable against the District when executed and delivered by means of (i) an original manual signature; (ii) a faxed, scanned, or photocopied manual signature, or (iii) any other electronic signature permitted by electronic signatures laws, including any relevant provisions of the Uniform Commercial Code, in each case to the extent applicable. Each faxed, scanned, or photocopied manual signature, or other electronic signature, shall for all purposes have the same validity, legal effect, and admissibility in evidence as an original manual signature. Each document, agreement, certificate, and instrument related to the Bonds may be executed in any number of counterparts, each of which shall be deemed to be an original, but such counterparts shall, together, constitute one and the same document, agreement, certificate, or instrument, as applicable.

Section 19. This Resolution shall take effect and be in force from and after its passage as provided by law.

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
President

**EXHIBIT "A"**

**ITEMIZED ESTIMATE**

**See attached.**

