

**Board of Education Regular Meeting
Monday, April 18, 2022 7:00 PM**

**Bayard High School Library
726 4th Avenue
Bayard, NE 69334**

Notice is hereby given that a Board of Education Regular Meeting of the School District of Bayard in the Counties of Morrill, Scotts Bluff, Box Butte, and Banner in the State of Nebraska will be held on Monday, April 18, 2022 at 7:00 PM in the Bayard High School Library located at 726 4th Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4th Avenue, Bayard, NE 69334.

AGENDA

- I. Opening the Meeting
 - I.A. Call to Order
 - I.B. Open Meetings Act
 - I.C. Notice of Meeting
 - I.D. Roll Call
 - I.E. Status of Absent Board Members
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Recognition of Student Achievements
- VI. Student Board Representative Report
- VII. Invited Presentations and Discussions with Presenters
 - VII.A. Strategic Plan Progress Presentation and Discussion
- VIII. Board Committee Reports and Recommendations
- IX. Action Items
 - IX.A. Consent Agenda
 - IX.A.1. Minutes of Previous Meeting
 - IX.A.2. Bills
 - IX.A.3. Board Member Reports
 - IX.A.4. Reports and Correspondence Requiring No Action
 - IX.A.4.a. General Reports and Financial Reports
 - IX.A.4.b. Reports for Information Only
 - IX.A.5. Approval of Contracts within Policy Guidelines
 - IX.A.5.a. ESU#13 Services Agreement
 - IX.B. Discuss, Consider, and Take All Necessary Action in Regard to A Request by Destination Imagination Team Members for Approval to Travel to Compete in Global Finals in Kansas City, Missouri.
 - IX.C. Discuss, Consider, and Take All Necessary Action in Regard to a Request for Amendment of Contract with Mrs. Micki McKibbin to Return to Classroom Teaching Full-Time
 - IX.D. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Certificated Staff Resignations
 - IX.E. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Employment of Mrs. Candace Ehler as Elementary Principal for the 2022-2023 School Year
 - IX.F. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Employment of a Superintendent of Schools

- X. Discussion Items
 - X.A. Review and Discussion of Policies 5062 through 5081 in the 5000 series.
- XI. Reports
 - XI.A. Principals and District Administrators
 - XI.B. Superintendent
- XII. Set Next Meeting Date
- XIII. Adjournment

The Bayard Public Schools Board of Education reserves the right to convene a Closed Session for purposes in accordance with 84-1410(1). The Board of Education also reserves the right to change the order of agenda items at the discretion of the Presiding Officer of the Board of Education.

Board of Education – *REGULAR MEETING*
Bayard Public Schools High School Library

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Student Board Representative

Board of Education Report

April 18, 2022

Submitted by: Candace Wolfe

Second Semester Student Board Representative

1. Student Activities:
 - a. The elementary hosted a community bingo night
 - b. Select students attended WTC honor band
 - c. There was an ACT workshop
 - d. There was a choir workshop
 - e. There was a track meet at Chadron
 - f. Students attended MAC and WTC quiz bowl, Bayard won both meets
 - g. The choir went on their trip to Washington D.C
 - h. JH quiz bowl attended a meet
 - i. There was a track meet at Morrill, Mitchell, and two at Bayard
 - j. Band and choir students attended MAC music
 - k. Boys golf had a dual with Alliance and a tournament at Bridgeport,
 - l. Destination Imagination teams attended the state contest; all high school teams qualified for global finals
 - m. Students took the ACT
 - n. Students attended State FFA; the Ag Communications team placed 5th and 5 students were recognized for State Degrees
 - o. Students attended National History Day
 - p. Juniors went on a field trip to Legacy of the Plains Museum
 - q. National Honor Society held their annual induction
2. Other Pertinent Student Information/ Feedback from students
 - a. FFA students enjoyed their time at State and are looking forward to next year's competition season.
 - b. DI has been looking for ways to fundraise for Globals and have already raised some money.
 - c. Some students seem less motivated as the school year starts to end.
3. Progress on Student Board Representative Initiative
 - a. I have finalized many details in preparation for the actual seminar and will continue throughout the week to communicate with those involved to ensure clear understanding.



Student Board Representative Summary Report to the Board of Education

Submitted By: Candace Wolfe

Second Semester Student Board Representative

Student Board Representative Initiative: Safety Seminar

Meetings Attended and Hours of Service Log:

Meeting/Activity	Hours
I gave my student report and explained my initiative. The board viewed a presentation on culture study and gave my insight. 01/10	3
I delivered my monthly report. Heard public opinions and listened to further discussion on culture study. 02/14	2
At this board meeting I gave my student report and helped recognize the activity achievements throughout the past month. There were a lot of public comments and guests. 03/10	2.5
This will be my last board meeting. I will deliver my monthly student report. 04/18	



Total Hours of Service:	

Successes Experienced:

The board members were very supportive of my student initiative. I believe that I gained a lot of knowledge while being on the board and listening to the discussions about how board meetings operate. While working on my initiative itself, I learned that it is often difficult to know where to start when beginning a project like this. I also learned that it is important to talk to others and gain insight. I was able to talk to teachers and get a deeper understanding on what concerns they have for the students of Bayard Public Schools and how I could incorporate those worries into my seminar.

Challenges/Obstacles Experiences:

I found it difficult to remember to fill out my monthly reports sometimes. I always got them done by the deadline, I struggled to remember them. It was also difficult communicating with some of the people I had as resources for my initiative. The time in the day sometimes fell short. It was also difficult to decide how to navigate the content matter my seminar would be sharing in terms of junior high and high school differences.

Opportunities to Improve the Student Board Representative Program:

I enjoyed when I was asked my opinion in board meetings. I feel that it shows the board truly cares about the opinions of the students. If anything, I would add more questions that give insight into the student life.

Thoughts/Recommendations for other students who might be interested in serving as a Student Board Representative:

I would like to recommend Zach Araujo for the 2022-2023 Student Board Representative. He has expressed interest in the position and I believe he would make a great addition to the board.



He has the ambition and drive to make a positive impact in our school community with the right support.

I would also like to bring Leah Nesbitt to your attention. Though she has not specifically expressed interest, I believe she would make a great board member candidate.

Thank you for giving me the opportunity to work with you all and make a difference in my own way.



Bayard Public Schools

Strategic Planning

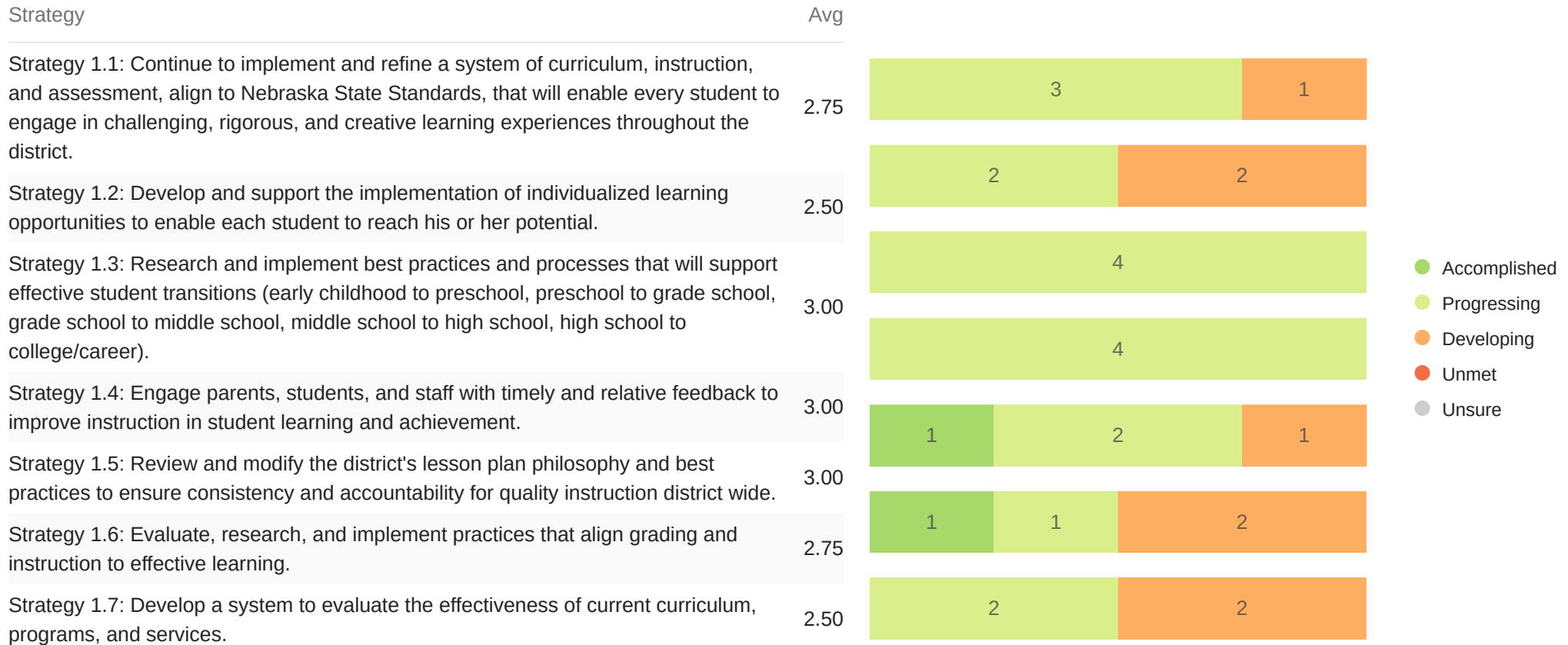
2022 Progress Analysis Summary



Strategic Priority I: Academics

Overall Progress: Developing

Please rate and explain the district's progress for planning and implementing each strategy for: Academics



Please describe some of the steps you are taking to accomplish these strategies:

We have implemented grade level and content level PLC's to look at data and curriculum as well as student behaviors. Transition activities have been implemented between 6th and 7th grade We utilize the Remind system and the tools within Infinite Campus to communicate daily/weekly with parents We have outlined a lesson plan format that follows best practices

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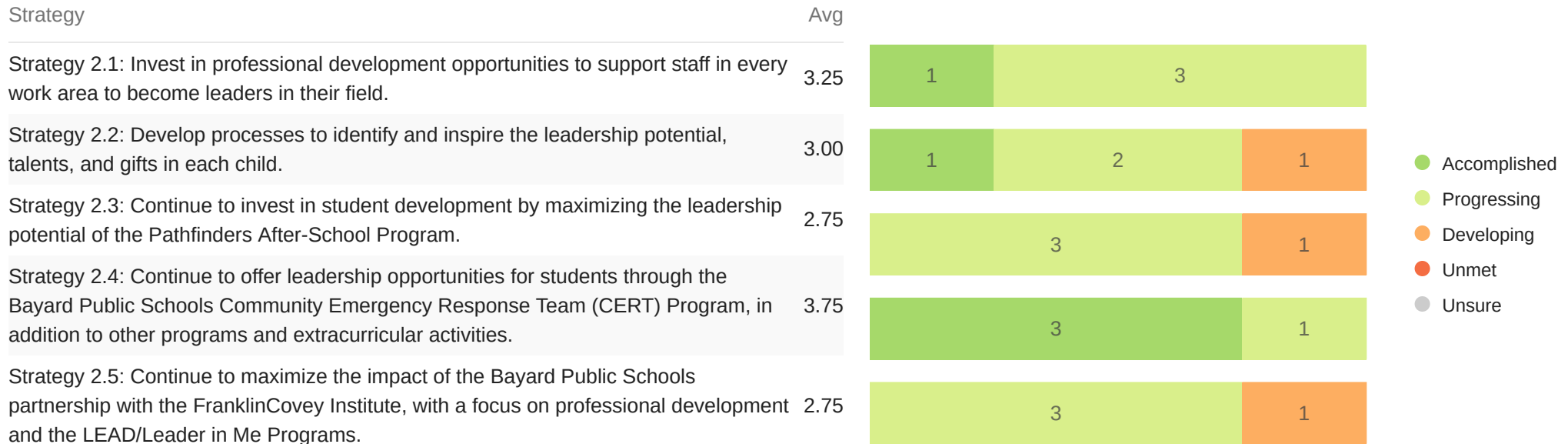
We are currently reviewing our ELA curriculum and looking at new ones that will best align with the State Standards. We have extra learning time at the elementary level with small groups to provide more individualized learning opportunities. Parents have access to their children's grades online. Teachers reach out to parents through our messaging system as well.

1.3: transitional activities in the school are on point from PreK-7 and we may have some work to do in this area for a more formal process. 1.4 This is getting done quite a bit with a bunch of priorities on communication 1.5 Lesson planning is an area where I feel like we are doing well, but I think we need to continue our efforts on this, and that's really on me. 1.1 We implement curriculum better than we have in the past, but still an area to improve. 1.2 I'm not sure on this one, I think we have things in place, but not 100 percent there. 1.6 We are not there on the grading piece, there isn't a lot of faith in it. 1.7 I think we have a lot of good things going on this but still need more systematic stuff to make sure we are organized and doing it right.

Strategic Priority II: Leadership

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing each strategy for: Leadership



Please describe some of the steps you are taking to accomplish these strategies:

PD opportunities and given and supported by the district. CERT program continues to run and we certify all sophomores every year The Leader In Me program has been implemented with fidelity at the elementary school. The HS lags behind due to lack of support from certain teachers and board members

...

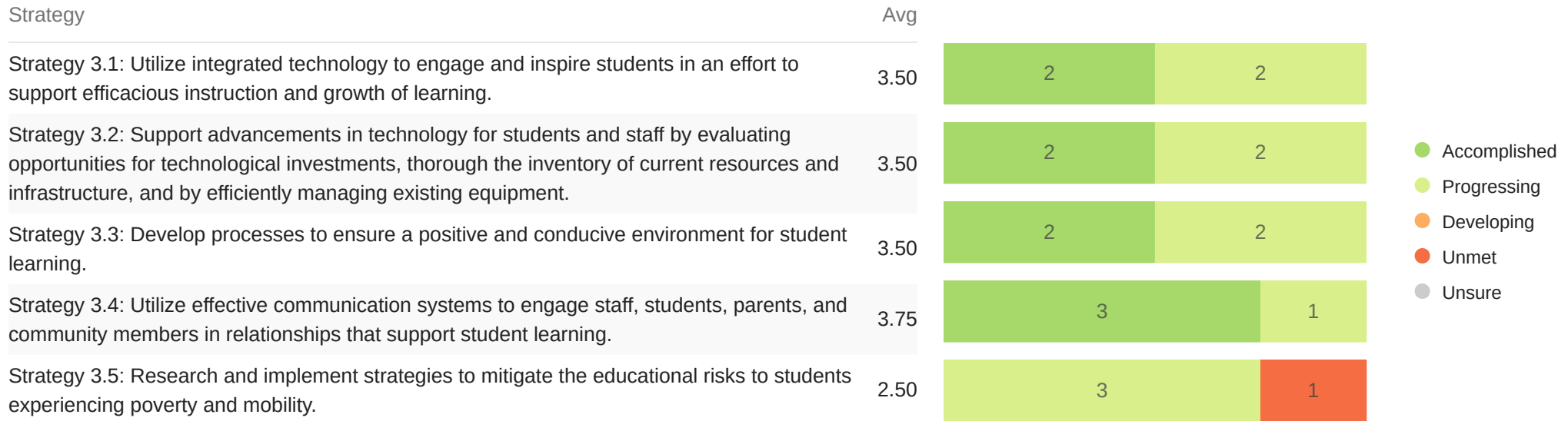
I think that we encourage leadership, but the follow through could be better. I am not sure what leadership is taking place in the Pathfinders Program. Everyone completed the FranklinCovey strengths finder and we use the Leader in Me curriculum.

2.1 ongoing, I think we continue to offer a lot, but it's not completely accomplished. 2.2 ongoing 2.5 better luck at the elementary for sure, the high school is coming around, but I think sometimes it's a little difficult for the upper aged students to really buy-in, but I don't want to abandon it 2.3 Pathfinders needs to be fully staffed and with great people in order to work correctly, we struggle in this area.

Strategic Priority III: Engagement

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing each strategy for: Engagement



Please describe some of the steps you are taking to accomplish these strategies:

Technology is always changing and so it takes the work of our IT coordinator and Technology team to keep us up to date. We are a 1:1 school and all students are assigned a Chromebook. Our school adopted the Remind system to communicate with students and families. This along with the notifications through Infinite Campus and phone calls, our communication is much improved.

...

Our students have 1:1 technology K-12. Our technology coordinator does a great job of making sure devices are working and the teachers and students have access to what they need. We know that many of our student population are students at risk so we try and support all families, especially during these COVID times by providing extra support at school and also our family liaison helps families as well.

Strategic Priority IV: Community

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing each strategy for: Community

Strategy	Avg			
Strategy 4.1: Implement a cohesive and consistent district Instructional Framework	3.00	1	2	1
Strategy 4.2: Continue ongoing efforts regarding positive student behavior programs in an effort to support a quality learning environment for all staff and students.	3.00	1	2	1
Strategy 4.3: Offer and support programs and services that effectively contribute to the wellbeing of all educational stakeholders, including students, staff, parents, and community members.	3.00	1	2	1
Strategy 4.4: Provide effective college/career preparation to support the long-term success of all students districtwide.	3.25	1	3	

- Accomplished
- Progressing
- Developing
- Unmet
- Unsure

Please describe some of the steps you are taking to accomplish these strategies:

Our school has adopted the On to College curriculum that students complete prior to taking the ACT. Our school pays for students to take the ACT, participates in an ACT Workshop sponsored by Cargill, and has created an Honor Wall for those who achieve a 27 or higher on the ACT. 4.1 because of the location of our school, developing partnerships is very difficult. 4.2 We are working through our PLCs to develop a better system 4.3 While we have programs, I do not believe they are offered with fidelity ...

I think this in an on-going strategy that changes year to year, depending upon your student body and their needs. We have students council and LEAD teams in both buildings. We also have HOPE squads that provide student leadership as well.

All of these are areas where we try hard to continue working hard.

Board of Education Special Meeting

Monday, February 28, 2022 7:30 PM

Bayard High School Library
726 4th Ave.
Bayard, NE 69334

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Present
Becky Henkel: Present
Kim Kildow: Present
Donna Stuart: Present

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 07:30p.m. President Kildow noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

The Board President informed the audience that the Open Meetings Act was posted and informed the audience of the Board's policy #9244 Special Meetings, there would not be public comment.

I.C. Notice of Meeting

The public notice of the regular meeting of the Bayard Board of Education, Morrill County School District No. 21 was published in the Bayard Transcript in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Becky Henkel, Kim Kildow, Joe Applegate, Donna Stuart Administrators present: Superintendent Miller and Principal Rice.

I.E. Status of Absent Board Members

II. Statement of Purpose of the Meeting: To Accept Certificated Staff Resignations and to Discuss, Consider, and Take All Necessary Action in Regard to Reviewing Proposals and Selecting a Firm to Assist the Board in Conducting a Superintendent Search.

III. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Certificated Staff Resignations

Motion Passed: Motion to accept the resignations of Amanda Reilly effective May 24, 2022 and Travis Miller effective June 30, 2022 passed with a motion by Joe Applegate and a second by Becky Henkel.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea

IV. Discuss, Consider, and Take All Necessary Action in Regard to Reviewing Proposals and Selecting a Firm to Assist the Board in Conducting a Superintendent Search.

Motion Passed: Motion to approve the proposal from Nebraska Rural Community Schools Association (NRCSA) to assist the board in conducting a Superintendent search passed with a motion by Joe Applegate and a second by Becky Henkel.

Votes: Kim Burry: Nay, Carolyn Applegate: Yea, Joe Applegate: Yea, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea

V. Adjournment

Motion Passed: Motion for adjournment at 7:45p.m. passed with a motion by Kim Burry and a second by Becky Henkel

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea

Secretary

Board of Education Regular Meeting

Thursday, March 10, 2022 7:00 PM

Bayard High School Library
726 4th Ave.
Bayard, NE 69334

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Present
Becky Henkel: Absent
Kim Kildow: Present
Donna Stuart: Present

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 07:02 p.m. President Kildow noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

The Board President informed the audience that the Open Meetings Act was posted and informed the audience of the Board's policy and procedures regarding public comment.

I.C. Notice of Meeting

The public notice of the regular meeting of the Bayard Board of Education, Morrill County School District No. 21 was published in the Bayard Transcript in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Kim Kildow, Joe Applegate, Donna Stuart and Student Board Representative Candace Wolfe. Administrators present: Superintendent Miller, Principals McLaughlin and Rice, Directors McKibbin and Tonniges.

I.E. Status of Absent Board Members

Motion Passed: Motion to excuse board member Becky Henkel passed with a motion by Donna Stuart and a second by Kim Burry.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

II. Approval of Agenda

Motion Passed: Motion to approve the agenda passed with a motion by Kim Burry and a second by Donna Stuart.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

III. Introduction of Guests

The following guests introduced themselves: Bill Ferrero, Cheryl Ferrero, Noah Perry, Kalena Perry, Zach Araujo, Kierra Miller, Laura Albro, Nate Barker, Shaun Houchin, Jenny Houchin, Julie Cochran, Zach Nesbitt,

Jessica Nesbitt, Aleah Nesbitt, Diane Kraus, Candace Ehler, Scarlett Norman, Ryker Norman, Linda Norman, Mandy Brown, Matt Brown, Tate Rice, Stan Tavenner, Jennifer Tavenner, Steph Barker, Holly Nolte, Joy Rafferty, Justin Rafferty, Crystal Batt, Brooks Batt, Robert White, Cambree Schmaltz, Tressa White, Krissy Whitney, and Roland Whitney.

IV. Public Comments

Stan Tavenner addressed the board about his concerns with the grading scale.

Noah Perry spoke to the board about the student drug testing concerns he has.

Bill Ferrero addressed the board and advised after reading the minutes he feels he may have come across a little rough and apologized if he seems harsh. Bill spoke on the Administrator's payscale and would like to see this addressed.

Cheryl Ferrero addressed the board. She is concerned about the direction the school district is going. The Accreditation team, New teacher team, Leader in Me team all stated we have a great culture in this school

Mrs. Barker addressed the board with the concern of the possibility of not replacing an outgoing elementary teacher and the impact it has on the classroom.

Robert White spoke to the board about his concerns with the number of basketball games that the high school students are playing in a week.

V. Recognition of Student Achievements

The following students were recognized for their achievements: Floriculture-2nd Place Laura Albro, Candace Wolfe, Jordyn Reish, Amy Albro

Ag Sales- 1st place Nate Barker, Zach Araujo, Riley Hopkins, Haley Edmunds

Meats Evaluation- 4th place Laura Albro, Zach Araujo, Candace Wolfe, Taylor Petersen

Nursery Landscape- 3rd place Kierra Miller, Leah Nesbitt, Scarlett Norman, Lila McLaughlin

Sr. Public Speaking- 1st place Cambree Schmaltz

Natural Resources- 1st place Laura Albro

VI. Student Board Representative Report

Student Board Representative Candace Wolfe presented her report to the board. Student Activities: High school girls and boys basketball competed at Sub-Districts. Wrestling state qualifiers attended the state finals. The speech team attended a meet at Ogallala. JH boys basketball had a tournament at Bayard. The speech team competed at MAC Speech. Students attended winter royalty; Tayley Streeks and Ben Sauer won royalty g. Spring sports practices started. Speech team attended district speech Select junior high students attended a leadership conference. FFA members competed in various contests at Kimball. FFA seniors had their annual senior ski trip to Snowy Range. Spring break, a Winter sports banquet was held to celebrate achievements. The quiz bowl team competed at Bayard meet. Other Pertinent Student Information/Feedback from Students: Students enjoyed our two 4 day weekends in February and March. Some students seem to be losing motivation as we approach the final quarter. Choir students have shown excitement about the upcoming trip. Progress on Student Board Representative Initiative: I confirmed a time schedule with Dr. Rice. The two speakers emailed me their presentation itinerary.

VII. Invited Presentations and Discussions with Presenters

VII.A. Presentation on Student Portfolios by Cambree Schmaltz

Cambree Schmaltz presented on her student Portfolio.

VII.B. Board Planning Session with Nebraska Rural Community Schools Association (NRCSA) Consultants Regarding the following aspects of the Superintendent Search Process: Overview, Timeline, Community/Staff/Faculty Engagement, Salary Comparability, Communication, Timelines for Candidate Interviews and Selection Procedures, and Superintendent Contract

NRCSA rescheduled due to the weather.

VIII. Board Committee Reports and Recommendations

IX. Action Items

IX.A. Consent Agenda

Motion Passed: Motion to approve the Consent Agenda passed with a motion by Kim Burry and a second by Donna Stuart.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

IX.A.1. Minutes of Previous Meeting

IX.A.2. Bills

IX.A.3. Board Member Reports

IX.A.4. Reports and Correspondence Requiring No Action

IX.A.4.a. General Reports and Financial Reports

IX.A.4.b. Reports for Information Only

IX.A.5. Adoption of the Following Policy on Second Reading: Proposed Revised Policy No. 9240

IX.A.6. Approval of Contracts within Policy Guidelines

IX.B. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the 2022-2023 School Calendar.

Motion Passed: Motion to approve the 2022-2023 School Calendar passed with a motion by Donna Stuart and a second by Kim Burry.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

IX.C. Discuss, Consider, and Take All Necessary Action in Regard to Adopting Resolution Pertaining to Non-Resident Students

Motion Passed: Motion to adopt resolution pertaining to non-resident students passed with a motion by Donna Stuart and a second by Kim Burry.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

IX.D. Discuss, Consider, and Take All Necessary Action in Regard to Consideration of ESSER II Funded Proposals for Replacement of Windows at Bayard High School.

Motion Passed: Motion to approve the replacement of the windows with the school purchasing the windows and accepting a bid from Rice Construction in partnership with Houchin Construction for \$545.00/window for installation passed with a motion by Joe Applegate and a second by Donna Stuart.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

IX.E. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Certificated Staff Resignations

X. Discussion Items

X.A. Review and Discussion of Policies 5041 through 5056 in the 5000 series.

Dr. Miller discussed policies 5041 through 5056 with the board.

XI. Reports

XI.A. Principals and District Administrators

Mr. McLaughlin provided his report to the board. Academics: All staff members in 3-6 are pushing hard for the NSCAS assessments coming up. We have put in test prep sessions in Tiger Time so we are addressing all of the State standards before we test our students. Mrs. Rife, Mrs. Reilly, and Ms. Binder are commended for doing great work in developing the lessons that we will use to prepare our students for the assessments. Student data binders were a highlight of our last Leader in Me visit last week. Each of the students is responsible for goal setting, and developing a plan to meet that goal, they have been in place for over a year and we are seeing the impact that can be made with goal setting. Our staff will begin working on the review of the reading series starting this month. Our hope is to make sure our students are in front of the best curriculum with the best instruction at all times. NWEA assessment will be completed April 25-29 May 11th will be the incentive. NSCAS assessment will be taken April 4-8 make-ups will be done the week after. Leadership: Our student council is doing wonderful things with leadership, they have taken over the announcements, helped with AR and NWEA assessment incentives, and last week during our Leader in Me mock Lighthouse review, Alex Martin was extremely impressed with their leadership, their ability to share their learning, and the understanding of the Leader in Me program. Our staff completed an amazing Lighthouse review, Alex was very complimentary of our school and the work we have done with the Leader in Me program. Our staff heard him compliment their instruction, the general culture of the building, he talked with the staff about being ready for a Lighthouse check in the fall. This is huge for our school, it basically means that our efforts in this area are paying off, it means that we are doing great things as a school across a variety of indicators in their rubric. Students are excited about the Sock Hop incentive for their NWEA progress. Engagement: Families will be in the building next week for the Bingo night. We had Ross Vanamburg present to our PreK parents about sensory skills for students last month. Meeting with Rachel Sissel on Monday to discuss the next steps for the proposed daycare. I'm hopeful that we can have some action on this important initiative. Julie Cochran and Lacey James are commended for the work they are doing with our hallways this year. They are engaging the students in culture-building activities and then making them into a wall theme, last month it was a bunch of hearts with thank you notes, the month before was stars with goal statements, this month is Lucky Charms, the key here is that we are being intentional about what our students and staff see and our team is working hard on maintaining a culture of excellence. Community: Community Coffee has been going very well, the Mayor stopped by the school on a few occasions this month, and it goes to show how important it is for our community to be involved in order for our school to function well. Mrs. Ehler and Mrs. Stuart are commended for their work in this area. We have some great ideas for BINGO night prizes, but still, need people to help with donations in order for it to be a memorable/exciting event.

Dr. Rice provided her report to the board. Academics: Our teachers are to be commended for their preparation everyday. They spend countless hours preparing meaningful lessons and projects for our students. Their dedication to quality education is greatly appreciated. Mrs. Rafferty and I had a meeting with Doug Mader from WNCC to discuss a new Electrician Pathway. These classes would be available for High School juniors and seniors and will tentatively begin in January 2023. Mr. Peacock, principal at VALTS is now offering classes through Zoom to any of our students who need another credit recovery option. Mr. Rafferty will be taking the sophomores to Columbus on March 17th. Students will attend the ACT Workshop sponsored by Cargill on March 16th. Seniors attended County Government Day on February 23rd. Mrs. Ferguson is to be commended in her preparation of the Seniors for this event. NWEA testing will be April 4th-13th. NSCAS testing will be April 13th, 14th, and 20th. The Juniors will take the ACT on April 5th. Leadership: All Teacher Evaluations have been completed at the JH/HS. Mrs. White and Mrs. Posey are to be commended for their

work on our bulletin boards honoring staff and students. Their commitment to our school is appreciated. Engagement: Career Day is scheduled for Friday, April 29th. Mrs. Rafferty is asking for suggestions for presenters. Mr. Brad Ronne will work with our choir on March 16th to polish their performance as they prepare to travel to Washington DC. Community: Winter Royalty was held on February 26th with 97 students attending. Our Spring Concert and Student Showcase will be on Tuesday, April 19th. Mrs. McKibbin provided her report to the board. Students have been preparing for the upcoming NWEA and NSCAS testing periods. Our seniors also attended county government day. We are looking into equipment to be purchased including sensory items to improve student learning, focus, and sensory needs to be used in the elementary and the secondary schools. Leadership: As part of the ILCD process, the parent survey has been sent out to parents to obtain important feedback. I attended the active shooter training in Bridgeport in February and a tabletop discussion at Bayard this past week. I will be attending the NASES Spring Conference in Omaha at the end of this month. Engagement: I have invited our PRT (Planning Region Team) coordinator to attend kindergarten round-up to bring information to parents and families about EDN (Early Development Network). It has been very informative and a learning experience for me in understanding how the Meridian and New Beginnings programs work with our district to do what's best for our students. As our student needs arise, we continue to need more assistance to meet the needs of our students during these stressful times. I would like to commend all my paras who work daily to help our students and do what's best for them. Community: I have found that attending the community coffee is a great way to interact with our stakeholders and hear what ideas they may have, or what we can do to help involve them in our mission. Ms. Tonniges provided her report to the board. Academics: Leadership: Speech: Here is from MAC Speech; Matthew Applegate earned a 5th in humorous. Matt and Wesley earned 4th in Duet. Haley Edmunds competed in humorous as well. Hunter Miller earned 3rd place in extemporaneous. It was a great day! Completed at Districts on March 1, 2022 at Maxwell, Ne unfortunately no one made it to speech. According to Ms. Anderson it was a very good year and this group of students did a very good job. Girls and Boys Basketball: Both teams made it to the sub districts finals. Boy's got 3rd at WTC Basketball and Girl's got 4th place. Wrestling: We had five total boy wrestlers make it to state and one girl wrestler making it to state wrestling. State Wrestling Matches Beau Lake 4-3, Carlie McKibbin 0-2, Brock Burry 1-2, Kolby Houchin 0-2, Theron Miller 1-2, Nate Barker 1-2. Beau Lake got 6th place at down in Omaha. Sounds like everyone had a good time and worked really hard competing at state. FFA: Went to livestock at Bridgeport February 28, 2022 and had a contest on March 2, 2022 at Kimball. Also, FFA seniors went skiing in Wyoming on March 2-3, 2022. Quiz Bowl: First competition is March 9, 2022, MAC JH & H.S is at Potter-Dix March 21, 2022, WTC Quiz Bowl held in Bayard March 31, 2022, JH Quiz Bowl March 25 at Banner County. Honor Band: March 15, 2022 at Kimball. High School Choir: Choir will be having a workshop on March 16, 2022 from 1:00-3:00 pm. Choir will head out to Washington D. C March 22-28, 2022. MAC Music is in Leyton on March 29, 2022. Boys Golf: First competition on March 31 in Alliance. So far there is a total of 16 boys. Track & Field: First competition is March 19, 2022 at CSC starting at 9 am. Our First home Track Meet will be April 2, 2022. 25 Girls and 15 Boys out for Track and Field. Spring Practices: Started February 28, 2022 and is off to a good start. The Winter Sports Banquet was held on March 8, 2022 in the old gym starting at 6:30 pm. Engagement: Choir Students went out around the community asking for money with the help of their sponsors which I heard went very well. Community: Mr. Posey and I got to speak to the Mayor and the city about seeing how the field were going to be ready for the upcoming fall softball and summer softball. They will be doing new grass and making sure everything gets done which sounds very positive. The Elite Club Volleyball team with coaches Kevin Hauser and Stacy Mitchell have been using our facilities on Sunday which they're very appreciative of. Also, they purchased two new volleyball nets for our upcoming volleyball season for using our facilities which is a nice gift to the volleyball team. The Youth Boys Basketball team of Bayard competed in the Lions club tournament. Youth Volleyball will be starting up Thursday March 10, 2022 with coaches Tabitha Unzicker and Jessica Nesbitt which will be on Tuesdays and Thursdays.

Mrs. Ehler provided her report to the board. Academics: Weekly Attendance meetings with secretaries - 16 Elementary students being monitored - 10 Secondary students being monitored. Secondary PLCs - Updating SAT Forms. Elementary PLCs -Preparation for Spring testing and Culture activities. Continuing the "Ketchup List" for Elementary Academic Intervention. ELPA Testing- 4 Secondary Students, 4 Elementary Students. Goal Setting and motivation discussions for NWEA and NSCAS with Mrs. James, Mr. McLaughlin, and Mrs.

Cochran. Leadership: Hope Squad - Celebrated Hope day 2/17 with a presentation during morning announcements and popcorn for the student body. Work with School Counselor, School Psychologist, LMHP to coordinate services-These mental health opportunities impact a wide variety of students from PreK-12. Coordinating the services and then providing debrief opportunities allows our staff and families a chance to monitor the interventions we are providing the students with. February 7, 2022 Collaboration with Travis Rodak, and Jared Reynolds from Diversion to provide support systems for students who struggle with attendance. So far we have met with over 10 families to develop plans that address attendance and provide an opportunity for our county attorney to address truancy. Will continue to report updates to them every two weeks. Working with Mrs. Gier on revamping expectations according to our mission statement. We are also developing plans for revising goals moving into the next school year with staff collaboration activities in an effort to continue building our district culture. Some of the collaboration activities will be devoted to common expectations and ensuring all staff is on the same page with family communication, teacher expectations, and student expectations. Continuing UNK NexGen Academy Course on Culture and Climate - Discussing ideas from class with administrators and teacher leaders- Participating in discussions with administrators, teachers, guest speakers, and other leaders from across the state on topics like diagnosing school culture, character education, and effective leadership practices from different districts. Began book study with Elementary Office staff "Chop Wood, Carry Water" I have been working on a book study about leadership with our office staff, we will be doing some work on identifying specific behaviors and traits that we are looking for from our families, from our teachers, and from our students, we are making great progress with Engagement but there is a lot more to do. - Included ideas from this study for implementation in our school culture. Met with Leader in Me Coach Alex Martin and Lighthouse Team on 2/28 to discuss preparations to become a Lighthouse School Engagement Our commitment to the intentional and effective us. Engagement: The engagement opportunities listed below are meant to provide our community with an opportunity to "come back in". With all of the Covid fears, we are being very intentional about providing opportunities for our families to come back inside the building. We have seen a lot of success with classroom parties, now our staff is working on getting our families back into the building and feeling welcome. Family Events: Preschool Event-Sensory Information with Ross VanAmburg, Babysitting Certified students managed childcare. Parent-Teacher Conferences 2/1 at Elementary and 2/7 at Secondary. Planning for Kindergarten and Preschool Registrations- We are planning on having the school mascot as some added flair to the event. Community: Continued discussions with community members about daycare possibilities and Community Coffee.

XI.B. Superintendent

Dr. Miller provided his report to the board. Our school administration completed a Qualtrics update regarding the ongoing progress of work on the Strategic Plan as part of the Phase 2 work on the process through NASB. Please see attached for the report generated as a result of our feedback. • I would encourage the board to begin thinking about whether to continue with the existing strategic plan for the coming year or whether now is the time to establish a new vision for the future. Bid opening for the ESSER II Funded Window Project is scheduled for March 8th. Members of the building committee have been invited to the bid opening. We continue to await the installation of the ESSER II-funded auditorium HVAC unit. • State Aid has been certified. For 2022-2023 We are certified to receive \$1,847,935. This is a decrease of \$137,625 from the 2021-2022 certification. Certified Budget Authority for 2022-2023 is \$6,100,397. This is an increase of \$148,790 over the current year's Certified Budget Authority. Our school will be receiving a "Flex Farm" hydroponic farm. This will be used as part of the STEAM Program. The Flex Farm is being provided to our school by Nebraska Total Care. We have a meeting scheduled for Friday via Zoom to look into the possibility of sponsoring a visa to see if we can bring Mr. Salazar back to our school community as a Spanish teacher. I have submitted the application for REAP/SRSA Funding for the upcoming year. These funds continue to be helpful in sustaining our 1:1 programs and keeping other technology updated. I would encourage the board to monitor pending Federal legislation as one possible means of funding early childhood initiatives. A bill passed the House and will go to the Senate with some possible resources that might be helpful in that initiative. It appears that the school nutrition program will go back to pre-pandemic operation prior to the start of next school year, with families needing to pre-pay for meals next year. We are pleased to welcome Perla Crable and Erma Leonard to our team. Perla is driving bus and helping as a para and translator. Erma is serving as a

para-educator. We have received resignations from Mike Simons and Steven Posey as basketball coaches. We will be working over the next two months to put together a list of activity sponsors for the coming year. We still need to reschedule the Committee on American Civics meeting to a future date. The Legislature continues to proceed with the 60-day session. March 10th is Day 39 of the session. In late February the Nebraska Economic Forecasting Advisory Board increased its revenue projections for the state by \$160 million in 2021-2022 and an additional \$200 Million in 2022-2023. We had an excellent turnout at the Winter Sports Banquet. I appreciate all of the patrons and volunteers who help us operate our programs. Their efforts, along with those of our coaches are most appreciated. I would like to thank our staff for putting together some great parent engagement opportunities. I would like to commend our staff for their commitment to the students in our community. Our staff members work very hard to provide quality opportunities for our students. I would like to commend Ms. Tonniges for working with Chimney Rock Medical Center to provide our students with free sports physicals in May.

XII. Set Next Meeting Date

Next meeting set for April 11, 2022 at 7:00p.m.

XIII. Adjournment

Motion Passed: Motion for adjournment at 8:15 p.m. passed with a motion by Donna Stuart and a second by Kim Burry.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

Secretary

Board of Education Work Session

Monday, March 14, 2022 4:00 PM

Bayard High School Library
726 4th Ave.
Bayard, NE 69334

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Present
Becky Henkel: Present
Kim Kildow: Present
Donna Stuart: Present(via Zoom)

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 4:00p.m.

I.B. Open Meetings Act

The Board President informed the audience that the Open Meetings Act was posted.

I.C. Notice of Meeting

I.D. Roll Call

The following members were present: Kim Burry, Becky Henkel, Joe Applegate, Donna Stuart via Zoom, Carolyn Applegate, and Kim Kildow and Administrators Dr. Rice and Mrs. McKibbin.

I.E. Status of Absent Board Members

II. Approval of Agenda

Motion Passed: Motion to pass the agenda passed with a motion by Kim Burry and a second by Carolyn Applegate

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Becky Henkel: Yea. Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

III. Introduction of Guests

The following guests introduced themselves: Mark Keszler, Tressa White, Steven Posey, Stephanie Barker, Holly Nolte, Joy Rafferty, Julie Cochran, Linde Rafferty, Dan Bird, and Dr. Curtis Cogswell.

IV. Discussion Items

IV.A. Board Planning Session with Nebraska Rural Community Schools Association (NRCSA) Consultants Regarding the following aspects of the Superintendent Search Process: Overview, Timeline, Community/Staff/Faculty Engagement, Salary Comparability, Communication, Timelines for Candidate Interviews, Review of Key Questions, Selection Procedures, and Superintendent Contract

Dr. Curtis Cogswell and Mr. Dan Bird from NRCSA discussed the aspects of the Superintendent Search Process with the board.

V. Adjournment

Motion Passed: Motion for adjournment at 5:43 p.m. passed with a motion by Joe Applegate and a second by Kim Burry

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Becky Henkel: Yea. Kim Burry: Yea, Kim Kildow: Yea, Donna Stuart: Yea

Secretary

Board of Education Special Meeting

Monday, April 4, 2022 1:00 PM

Bayard High School Library
726 4th Ave.
Bayard, NE 69334

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Absent
Becky Henkel: Present
Kim Kildow: Present
Donna Stuart: Present(left 2:14p.m.)

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 1:02p.m.

I.B. Open Meetings Act

The Board President informed the audience that the Open Meetings Act was posted.

I.C. Notice of Meeting

I.D. Roll Call

Becky Henkel, Joe Applegate, Carolyn Applegate, Donna Stuart, Kim Kildow.

I.E. Status of Absent Board Members

Motion Passed: The motion to approve Kim Burry's absence passed with a motion by Donna Stuart and a second by Becky Henkel

Votes: Carolyn Applegate yea, Joe Applegate, yea, Donna Stuart yea, Becky Henkel yea, Kim Kildow yea.

II. Approval of Agenda

Motion Passed: The motion to approve the agenda passed with a motion by Donna Stuart and a second by Carolyn Applegate.

Votes: Carolyn Applegate: yea, Joe Applegate: yea, Donna Stuart: yea, Becky Henkel: yea, Kim Kildow: yea.

III. Introduction of Guests

IV. Action Items

IV.A. Finalist Selection

IV.A.1. Board review of applicant packets

IV.A.2. Consultant recommendations

IV.A.3. Selection of finalists to interview

Motion Passed: Motion to select the following finalists Rod Olson and Wade Finley and authorize the search consultants to contact designated alternates passed with a motion by Becky Henkel and a second by Carolyn Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea

IV.A.4. Post-interview selection procedures

IV.B. Pre-interview discussion

IV.B.1. Review interview schedule for April 8/9

IV.B.2. Interview Questions-Select Questions

IV.B.3. Interview procedures

IV.B.4. Interview tips/Inappropriate questions

IV.B.5. Role of consultants in interview process

IV.B.6. Committee reporting procedures

IV.B.7. Hosting duties

V. Set Next meeting

Next meeting set for April 8 2022 at 8:30a.m.

VI. Adjournment

Motion Passed: Motion for adjournment passed with a motion by Joe Applegate and a second by Becky Henkel

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Becky Henkel: Yea, Kim Kildow: Yea,

Secretary

Board of Education Special Meeting

Friday, April 8, 2022 8:30 AM

Bayard High School Library
726 4th Ave.
Bayard, NE 69334

I. Opening the Meeting

I.A. Call to Order

The regular meeting of the Bayard Public Schools Board of Education was called to order by President Kildow at 8:32a.m. President Kildow noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

The Board President informed the audience that the Open Meetings Act was posted and informed the audience of the Board's policy and procedures regarding public comment.

I.C. Notice of Meeting

The public notice of the regular meeting of the Bayard Board of Education, Morrill County School District No. 21 was published in the Bayard Transcript in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Becky Henkel (exited the meeting at 11:48 a.m. and returned at 1:17 p.m.), Kim Kildow, Joe Applegate, and Donna Stuart.

I.E. Status of Absent Board Members

II. Approval of Agenda

Motion Passed: The motion to approve the agenda was passed with a motion by Kim Burry and a second by Donna Stuart.

Votes: Carolyn Applegate: yea, Joe Applegate: yea, Kim Burry: yea, Becky Henkel: yea, Donna Stuart: yea, Kim Kildow, yea.

III. Introduction of Guests

IV. Statement of Purpose for the Meeting (To Conduct Interviews for Superintendent of Schools and Conduct Strategy Session Regarding Potential Offering of the Position)

V. Action Items

V.A. Board review of candidate background checks

V.B. Pre-interview items:

V.B.1. Review interview schedule

V.B.2. Review of interview question packets

V.B.3. Interview procedures (room arrangement, questioning procedures)

V.B.4. NRCSA Evaluation form to Board President

V.B.5. Keep one set of credentials for the District's personnel file

V.C. Conduct Interviews for Superintendent of Schools

V.D. Receive feedback from Interview Committees and Board deliberation.

V.E. Conduct Strategy Session Regarding Potential Offering of the Superintendent of Schools Position

V.F. Offer a contract to one of the finalists with exact contract details to be determined at a later date

Motion Passed: A motion to extend an offer to Mr. Rod Olson for Superintendent of Bayard Public Schools was made by Joe Applegate with a second by Becky Henkel.

Votes: Carolyn Applegate: yea, Joe Applegate: yea, Kim Burry: yea, Becky Henkel: yea, Donna Stuart: yea, Kim Kildow, yea.

VI. Adjourn

Motion Passed: A motion for adjournment at 2:10 p.m. passed with a motion by Donna Stuart and a second by Kim Burry.

Votes: Carolyn Applegate: yea, Joe Applegate: yea, Kim Burry: yea, Becky Henkel: yea, Donna Stuart: yea, Kim Kildow, yea.

Secretary

**Bavard Public Schools
4/18/2022**

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
21ST EQUIPMENT SIDNEY	01 2610 610 001 001 1	cable	<u>83.56</u>
	Total		83.56
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monthly monitoring	28.95
	01 2620 210 001 001 1	ast monthly monitoring	<u>28.95</u>
	Total		57.90
AMPLIFIED IT	01 2580 810 000 000 0	AIT-GFU-1001 User Gopher - Domain 1 Year	350.00
	Total		<u>350.00</u>
APPLEGATE, CAROLYN	01 2310 580 000 000 0	meals	11.43
	01 2310 580 000 000 0	meals	9.70
	01 2310 580 000 000 0	meals	23.53
	01 2310 580 000 000 0	mileage	<u>296.01</u>
	Total		340.67
APPLEGATE, JOE	01 2310 580 000 000 0	mileage reimb nasb finance	<u>119.34</u>
	Total		119.34
BAYARD AUTOMOTIVE	01 2620 610 001 001 1	cement for pole vault pads	73.30
	01 2620 610 001 001 1	cement for pole vault pads	36.65
	01 2620 610 001 001 1	pole vault pit standard	35.60
	01 2620 610 001 001 1	pole vault pit standard	8.72
	01 2710 610 000 000 0	Parts and tools	561.45
	01 2710 610 000 000 0	Parts and tools	113.44
	01 2620 610 001 001 1	fuses	<u>45.74</u>
	Total		874.90
BAYARD PUBLIC SCHOOLS - LUNCH	01 1160 610 000 000	MAR 22 staff meals	<u>1,085.08</u>
	Total		1,085.08
BAYARD TRANSCRIPT	01 2310 540 000 000 0	publications	<u>394.73</u>
	Total		394.73
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	<u>110.77</u>
	Total		221.55
BLACK HILLS ENERGY	01 2610 621 002 002 2	#462419 heating fuels	1,914.42
	01 2610 621 000 000 0	#267959 heating fuels	330.64
	01 2610 621 001 001 1	#242155 heating fuels	<u>4,468.51</u>
	Total		6,713.57
BOX LIGHT INC	01 2510 531 000 000 0	return shipping for defective lamp	<u>20.96</u>
	Total		20.96
BRIDGEPORT PUBLIC SCHOOLS	01 1100 330 001 001 1	act prep training	<u>1,440.00</u>
	Total		1,440.00
CANNON FINANCIAL SERVICES	01 1100 610 001 001 1	copier lease	129.50
	01 1100 610 002 002 2	copier lease	<u>129.50</u>
	Total		259.00
CARDMEMBER SERVICE	01 1200 610 003 000 0	Microsoft Office 2021 Home and Business	147.99
	01 1100 330 001 001 1	Journalism Education Association nationa	175.00
	01 2510 382 000 000 0	1 mo cell phone	36.44
	01 1100 610 001 001 1	Lies We Tell Ourselves Ebook Novels	6.93
	01 2660 610 000 000	giftcards 1st responders	100.00
	01 1100 580 001 001 1	keszler conf airfare	322.47
	01 1160 610 000 000	behavior app	228.00
	01 6968 580 002 002 2	maag-21st lodging	323.68
	01 2510 610 000 000 0	spray	24.50
	01 2510 810 000 000 0	fees	125.78
	01 2320 810 000 000 0	journal star	19.99
	01 2510 810 000 000 0	mailchimp	11.00
	01 2510 531 000 000 0	postage	165.65
	01 2710 810 000 000 0	titles	30.71
	01 2710 610 000 000 0	windshield supplies	<u>315.11</u>
	Total		2,033.25
CENTURY LINK	01 2510 382 000 000 0	#0450 telephone	172.12
	01 2510 382 000 000 0	#1785 telephone	553.54
	01 2510 382 000 000 0	#7931 telephone	204.13
	01 2510 382 000 000 0	#1510 telephone	<u>147.81</u>
	Total		1,077.60
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	37.00
	01 2610 621 001 001 1	#75400 electric	5,140.32
	01 2610 410 001 001 1	#75400 utilities	679.25
	01 2610 621 002 002 2	#75600 electric	2,798.55
	01 2610 410 002 002 2	#75600 utilities	953.75

	Total		9,608.87
CONNECTING POINT	01 1100 610 001 001 1	service contract copiers	473.24
	01 1100 610 002 002 2	service contract copiers	473.23
	Total		946.47
CONTRACTORS MATERIALS	01 2620 610 001 001 1	flags	75.00
	Total		75.00
CORNER CAFE	01 2310 610 000 000 0	catering	400.00
	Total		400.00
CROSSROADS MUSIC	01 2620 352 001 001 1	check sound system	50.00
	Total		50.00
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	mar22 r/o	25.50
	01 2610 610 002 002 2	mar22 r/o	105.90
	Total		131.40
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 000 000 0	feb 22 network	259.49
	Total		259.49
DUEKER, NEAL	01 2710 332 000 000 0	mileage reimbursement	183.80
	Total		183.80
EDUCATIONAL SERVICE UNIT #13	01 1160 591 000 000 0	mar 22 vaults2nd quarter	3,870.00
	01 1160 591 000 000 0	mar 22 neva	708.33
	01 2190 591 000 000 0	mar22 therapeutic behavior/mental health	300.00
	01 2140 591 002 002 2	mar 22 elem non sped counseling	121.42
	01 2140 591 001 001 1	mar 22 hs non sped counseling	2,438.54
	01 1200 591 003 001 1	panhandle beginnings mar 22	965.70
	01 2190 591 000 000 0	mips	35.00
	01 1100 382 000 000 0	mar 22 dl	757.00
	01 1100 382 000 000 0	mar 22 erate	350.00
	01 1200 330 003 000 0	sped inservice	73.50
	01 1200 591 003 000	sup esu programs	412.12
	01 6408 591 004 000 0	meridian program a	2,022.41
	01 6408 591 004 000 0	meridian program b	3,914.82
	01 1200 591 003 002 2	elem sup ot	133.78
	01 1200 591 003 001 1	hs meridian speech sup	16.10
	01 1200 591 003 002 2	elem meridian speech sup	4.81
	01 1200 591 003 002 2	sup elem pt	17.42
	01 1200 591 003 001 1	sup hs pt	12.60
	01 1200 591 003 001 1	sup hs ot	8.42
	01 1292 591 003 000 0	0-2 ot sup	5.40
	01 1292 591 003 000 0	0-2 esu programs sup	51.86
	01 1291 591 003 000 0	3-5 sup esu programs	83.11
	01 1291 591 003 000 0	sup 3-5 ot	75.60
	01 2141 591 003 002 2	elem psych counseling	109.71
	01 2141 591 003 001 1	hs psych counseling	1,462.83
	01 2161 591 003 002 2	elem ot	1,672.20
	01 2161 591 003 001 1	hs ot	105.30
	01 2162 591 003 000	3-5 ot	945.00
	01 2163 591 003 000 0	0-2 ot	67.50
	01 2171 591 003 002 2	elem pt	217.80
	01 2171 591 003 001 1	hs pt	157.50
	01 2153 591 003 000 0	speech 0-2	648.22
	01 2152 591 003 000 0	speech 3-5	1,038.82
	01 2151 591 003 002 2	elem speech	3,352.34
	01 2151 591 003 001 1	hs speech	153.06
	01 2151 591 003 001 1	meridian hs speech	201.23
	01 2151 591 003 002 2	meridian elem speech	60.12
	Total		26,569.57
EDUCATIONAL SERVICE UNIT #7	01 6968 330 002 002 2	get connected conference	215.00
	Total		215.00
FranklinCovey	01 1100 330 001 001 1	coaching	3,500.00
	Total		3,500.00
HAMPTON INN-KEARNEY	01 2310 580 000 000 0	appegate lodqing	232.00
	Total		232.00
HULLINGER GLASS & LOCKS INC.	01 2620 610 001 001 1	keys	20.00
	Total		20.00
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	raqs mops mats	417.40
	01 2610 610 002 002 2	raqs mops mats	388.40
	Total		805.80
IDEAL/BLUFFS FACILITY SOLUTIONS	01 2610 610 001 001 1	Toilet tissue	214.75
	01 2610 610 001 001 1	Paper Towels	599.95
	01 2610 610 001 001 1	Foamy Q&A	67.99
	01 2610 610 001 001 1	freight	3.00
	Total		885.69
INLAND TRUCK PARTS COMPANY	01 2710 610 000 000 0	Brake shoes and spring kit	257.10
	Total		257.10
INSTRUMENTALIST CO., THE	01 1100 610 000 000 0	sousa combination	77.00

	Total		77.00
J W PEPPER & SON INC.	01 1100 610 000 000 0	Dreamcatcher extra score	15.00
	01 1100 610 000 000 0	shipping	<u>3.99</u>
	Total		18.99
JONES SCHOOL SUPPLY CO. INC.	01 2410 610 001 001 1	Principal's Honor Roll Certificates	34.00
	01 2410 610 001 001 1	A B Honor Roll Certificates	34.00
	01 2410 610 001 001 1	shipping	<u>7.00</u>
	Total		75.00
KNEB FM	01 2310 540 000 000 0	prek recruitment	<u>457.60</u>
	Total		457.60
KUSKIE OIL CO.	01 2710 626 000 000	mar 22 fuel	<u>3,938.67</u>
	Total		3,938.67
LINGO COMMUNICATIONS	01 2510 382 000 000 0	mar 22 telephone	<u>148.92</u>
	Total		148.92
MATHESON TRI-GAS INC.	01 1100 610 001 001 1	welding gas and wire	<u>350.00</u>
	Total		350.00
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	<u>32.68</u>
	Total		32.68
MID-AMERICAN RESEARCH CHEMICAL	01 2610 610 001 001 1	carpet cleaner thermal lock super strip	<u>3,060.00</u>
	Total		3,060.00
NE COLORADO CELLULAR, INC	01 1100 382 001 001 1	striv hudl	<u>285.30</u>
	Total		285.30
NE COUNCIL OF SCHOOL	01 1200 330 003 000 0	mckibbin nases	<u>150.00</u>
	Total		150.00
NEBRASKA ASSOCIATION OF SCHOOL	01 2510 330 000 000 0	stuart 2022 naep convention	105.00
	01 2310 330 000 000 0	j applegate 2022 budget	65.00
	01 2310 330 000 000 0	burry 2022 making your meeting matter	<u>65.00</u>
	Total		235.00
NEBRASKALAND TIRE AND SERVICE	01 2710 610 000 000 0	Suburban 09 tires	<u>788.00</u>
	Total		788.00
NEIN PHARMACY	01 1160 610 000 000	Glucose test strips	10.00
	01 1160 610 000 000	Albuterol Neb	<u>7.95</u>
	Total		17.95
ONE SOURCE	01 2510 810 000 000 0	background checks	<u>28.00</u>
	Total		28.00
PITSCO	01 1100 610 001 001 1	Balsa Wood 50 Pack	213.68
	01 1100 610 001 001 1	Gold Metric Racer Medal	19.98
	01 1100 610 001 001 1	shipping	<u>6.00</u>
	Total		239.66
PRIME TO SHINE AUTOBODY AND PAINT	01 2710 610 000 000 0	ins deductible repair door charter	<u>500.00</u>
	Total		500.00
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	500.00
	01 2510 531 000 000 0	postage	<u>546.72</u>
	Total		1,046.72
RAMADA MIDTOWN-GRAND ISLAND	01 2510 580 000 000 0	NAEP conf-stuart	<u>185.90</u>
	Total		185.90
RONNE, BRAD	01 1100 352 001 001 1	Clinician Fee	300.00
	01 1100 352 001 001 1	Mileage	<u>25.74</u>
	Total		325.74
SAFELITE FULLFILLMENT INC	01 2710 610 000 000 0	windshield repair	103.49
	01 2710 610 000 000 0	windshield repair	103.49
	01 2710 610 000 000 0	windshield repair	<u>209.99</u>
	Total		416.97
SANDBERG IMPLEMENT	01 2610 610 002 002 2	blowers	543.19
	01 2610 610 001 001 1	blowers	<u>543.18</u>
	Total		1,086.37
SCHOOL SPECIALTY LLC	01 1100 610 001 001 1	dodgeballs for pe	161.98
	01 1100 610 001 001 1	pe equip	<u>62.07</u>
	Total		224.05
SCOTT, JESSICA	01 1100 610 000 000 0	frames 16x12	<u>56.42</u>
	Total		56.42
SIMMONS OLSEN LAW FIRM P.C.	01 2330 317 000 000 0	legal fees	770.00
	01 2330 317 000 000 0	legal services	<u>780.00</u>
	Total		1,550.00
SINCLAIR COMMUNITY COLLEGE	01 1100 610 001 001 1	Guitar Kit	1,314.00
	01 1100 610 001 001 1	shipping	<u>110.16</u>
	Total		1,424.16
SOAR PEDIATRIC THERAPY, LLC	01 2173 591 003 000 0	0-2 pt	53.25
	01 2172 591 003 000 0	3-5 pt	571.83
	01 2171 591 003 002 2	elem pt	1,611.71
	01 2173 591 003 000 0	0-2 pt	180.68
	01 2172 591 003 000 0	3-5 pt	395.00
	01 2171 591 003 002 2	s/a pt	<u>2,423.74</u>

	Total		5,236.21
SOLIANT HEALTH	01 1160 591 000 000 0	school psych	3,444.00
	01 1160 591 000 000 0	school psych	3,321.00
	01 1160 591 000 000 0	school psych	3,321.00
	01 1160 591 000 000 0	school psych	<u>4,079.50</u>
	Total		14,165.50
STAPLES	01 2510 610 000 000 0	tax forms	(77.96)
	01 2510 610 000 000 0	Brother Black Cartridge	41.98
	01 2410 610 002 002 2	Academic monthly planner	19.99
	01 2410 610 002 002 2	Academic yearly wall calendar	39.99
	01 1200 610 003 000 0	305A cyan,magenta, yellow,black	<u>460.89</u>
	Total		484.89
STEPH'S STUDIO	01 1100 610 000 000 0	id cards	149.40
	01 1100 610 000 000 0	id cards	<u>9.90</u>
	Total		159.30
Stuart, Bobbie	01 2510 580 000 000 0	naep conf mileage reimb	<u>348.66</u>
	Total		348.66
SYNCB/AMAZON	01 2710 610 000 000 0	First Aid Kits for Bus/School Vehicles i	140.29
	01 1100 610 002 002 2	Rankie Mini HDMI to HDMI Cable, High	32.97
	01 3599 610 000 000 0	Supplies for beyond schools grant	79.45
	01 1100 610 001 001 1	Motors of 9th Grade Science	29.79
	01 2710 610 000 000 0	first aid kit ice scrappers	7.26
	01 2710 610 000 000 0	first aid kit ice scrappers	7.26
	01 2710 610 000 000 0	first aid kit ice scrappers	41.73
	01 2710 610 000 000 0	first aid kit ice scrappers	41.73
	01 1100 610 001 001 1	Dry Erase Markers	125.04
	01 2710 610 000 000 0	first aid kit ice scrappers	7.26
	01 2620 610 001 001 1	Llght bulbs	27.28
	01 2710 610 000 000 0	first aid kit ice scrappers	41.73
	01 2710 610 000 000 0	first aid kit ice scrappers	7.26
	01 1100 610 001 001 1	credit	<u>(59.99)</u>
	Total		529.06
TEACHER SYNERGY, LLC	01 1100 610 002 002 2	(Copied from TPT) This blank template bu	<u>10.50</u>
	Total		10.50
TIME MANAGEMENT SYSTEMS	01 2510 610 000 000 0	timeclock	<u>172.25</u>
	Total		172.25
UNIVERSITY OF NE LINCOLN	01 1200 330 003 000 0	ASD Conference MCKIBBIN UNZKICKER	<u>460.00</u>
	Total		460.00
VAULT, THE	01 2310 610 000 000 0	hospitality for interviews	<u>56.00</u>
	Total		56.00
VERIZON	01 2710 610 000 000 0	mar22 gps	210.47
	01 2710 610 000 000 0	bus gps	<u>210.47</u>
	Total		420.94
Wagner, Kurt	01 2710 610 000 000 0	reimburse part	1.99
	01 2710 610 000 000 0	reimburse supply	5.49
	01 2710 610 000 000 0	part-napa	<u>7.37</u>
	Total		14.85
WEST CO	01 2620 610 001 001 1	fertilizer	<u>726.00</u>
	Total		726.00
WESTERN NEBRASKA ARTS CENTER	01 1100 810 001 001 1	\$4 per entry	<u>60.00</u>
	Total		60.00
WPCI	01 2710 340 000 000 0	random pool	60.00
	01 2710 340 000 000 0	random pool	<u>95.00</u>
	Total		155.00
JOHNSON CONTROLS	03 6997 720 001 001 1	auditorium hvac unit- rtu replacement	<u>111,445.52</u>
	Total		111,445.52
HEARTLAND PELLA	03 6997 720 001 001 1	50% down windows	<u>30,486.37</u>
	Total		30,486.37
		General Fund Total	\$98,930.56
		Building Fund	\$141,931.89
		Payroll	\$445,100.89

NRCSA Conference 2022

Thank you to the board for allowing me to attend this conference!

NRCSA Spring conference was held in Kearney. It was very informative on current issues. In the vendor exhibit hall, most products were for school improvement such as windows, construction etc.

The Keynote speaker was a teacher who won the National teacher of the year award. She was from Sumner- Eddyville Public schools. She was born and raised in Nebraska and started her career in Chappell. She talked about how important Engagement, attitude and positivity is in her life and how she passes that on to her students and fellow staff. She was an inspiration.

There were many good break out sections I will touch on the topics below:

State Board of Education Listening Session: There were Three board members attending, including our representative, Robin Stevens. The main focus from the attendees was mental health. Ideas from other districts included: Provisional endorsements, Traveling Counselors, Partnering with the local Hospital or other districts. They also counseled their staff if they needed it. Paying for staff to get endorsements.

Another issues was flexibility as each school is different. Finally People discussed the educator/administrators shortage. I was able to talk with Mr. Stevens after the session about the issues in our district. He was aware and had been talking with Mr. Bird. He was very nice and I think he is trying to help us if he can.

New legal issues for Rural School Board members: Perry Law firm

Review policies for Books both library and instruction purposes. Update when legislature gets done. Ebooks can also factor in. Should parents have to sign off? There are Advocacy groups which are searching the library collection.

Open meetings act - make sure you are following it. Public HAS TO GIVE name, address and representing organization & topic which they are speaking about when making public comment.

Watch out for ESSER AUDIT requirements. Auditors can audit for ESSER monies years from now so make sure you have documentation as staffing may change.

It's time to attach student disengagement: John Baylor and Adam Patrick from Potter Dix. Different factors, student absenteeism is 20% nationally. Students are entering a global market, robotics and mechanization. Students will need either a 2 year degree, 4 year degree **or** a certification to be viable in the workforce. The National student clearinghouse will give stats on where your students are after high school.

Adam Patricks approach to Education his district. - Kicked off the Year with a barbecue and announced the new goals. He minimized Cell phone usage, Changed their mission statement. Had monthly speakers come in for 7-12. Bellringers focused on the ACT. 5 Minutes per day everyday. Seniors took the ACT, Juniors took the ACT in December and February - even moved athletic events. ALL The test scores went up! Board supported the plans. Had Seniors mentor underclassmen, talked about act scores, even during sports practices the students would encourage each other regarding academics. PD board president attended the session and said the school is really encouraged about the change in the school.

Challenges some families did not buy and and even transferred out of district. Educating parents on how important it was for their children. Talked about how a 25 on the ACT could get them a free tuition to a state college. Some students who got a 24 retook so they could get better. English Scores improved by 5 points from when they started the program, Science 2 points, Math 2 points.

Difficult Parents Patrons and Board Members:

Meetings need to be on website of newspaper if they have one. Look at policy -if the local newspaper drops the ball can switch to another paper if needed. Does it say “may” or “shall”

Do not use Roberts Rules

If people are presenting public comment they need to state their name, address and what they are commenting on- as per public law.

Review public policy comment.

No group emails or texts to give opinions as this is a violation of open meetings act.

If there is a disruptive patron at the meeting: School Board President should give person a warning then the second time can ask them to leave and assign someone to have them escorted from the building.

Hot Topics in School Law:

Freedom of Speech -If you are Employed at a school and using school equipment(computer, email) or wearing school uniform(ex. Polo) or on school time (Ex. coaching after a game) you are representing the school. Then you have no first amendment rights. Freedom of speech applies to when you are not on duty. Recent court cases/lawsuits regarding staff sending group emails using school email accounts & staff members saying derogatory things about school while on duty at school functions. Disrupts the Harmony of the work environment can be fired legally if you have evidence. Administration needs to be very careful as this needs a lot of documentation.

TransAnimals- students who “identify” as an animal-cats wanting schools to install litter boxes in the restrooms. - in Nebraska

NASB Making Meetings Matter April 12, 2022

This meeting was held at the Gering Civic Center in the evening. John Spatz and Marcia Herring presented.

The meeting was a very good mix of real scenarios as well as statute backing up what the correct answers were. John started off by talking about open meetings act and what is a violation and what is not.

Marcia discussed protocol for placing items on the agenda. How the consent agenda saves time yet needs to be carefully read before the meeting as to not overlook important information

Linking items to your agenda can create a purposeful agenda.

Consider discussing hot topics at board meetings or the public will make up their own stories and create misinformation. (example: have teachers present what curriculum is being thought at the board meetings)

How do you talk about Education and it's impact.

Do not interact with the public during a meeting. It is best practices to keep with the agenda and not go "off script" Educate new board member regarding the policies.

At public comment - when a person asks to defer their time. DO NOT allow. State this on the form where the public signs in.

Overall there was very good discussion and engagement at this meeting. I would highly recommend board members attend future meetings of this nature. Thank you to the board for allowing me to attend.

Attending the NASB meeting in Ogallala on March 23, 2022

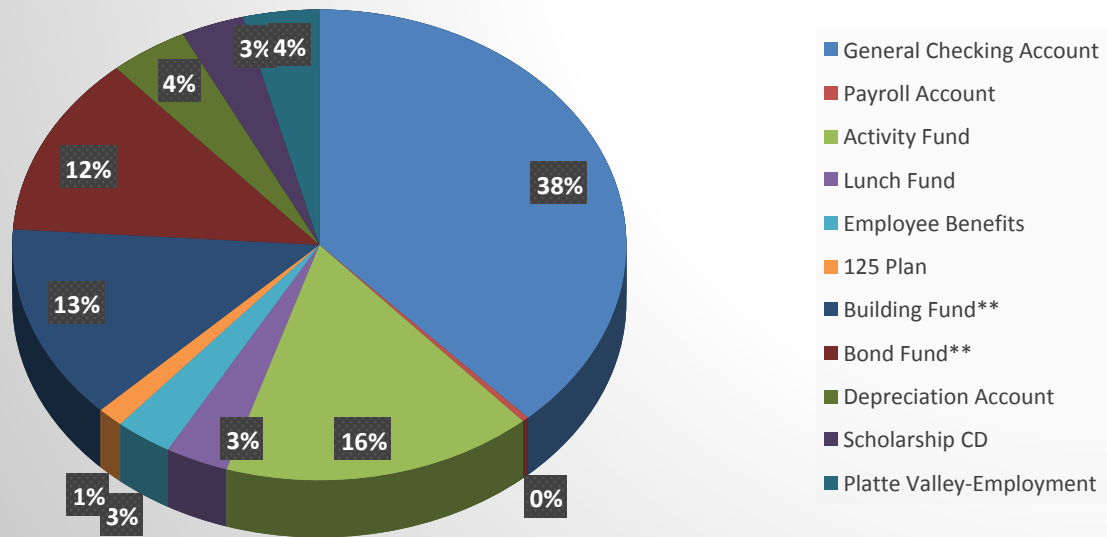
Items discussed included State Aid calculation worksheet and how quickly cash reserves can be depleted if Districts are not diligent. The Certified budget increase is between 4% and 5% not the usual 2%-3%. This means that Districts will be seeing an increased strain on their budgets if their enrollment drops or valuations drop. Districts need to be proactive in justifying staffing requirements when developing the budget.

Also talked with several other districts who's staffing to student ratio's were much higher than at Bayard and were successfully teaching the students with out issue. They reported no concerns with test scores or behavior problems.

BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of March 2022

General Checking Account	\$	760,030.53	
Payroll Account	\$	6,886.01	
Activity Fund	\$	327,467.01	
Lunch Fund	\$	66,415.28	
Employee Benefits	\$	60,202.02	
125 Plan	\$	27,663.10	
Building Fund**	\$	267,768.67	
Bond Fund**	\$	248,277.54	
Depreciation Account	\$	82,895.63	
Scholarship CD	\$	66,139.83	
Platte Valley-Employment	\$	80,134.14	
	\$		1,993,879.76

Account Percentages

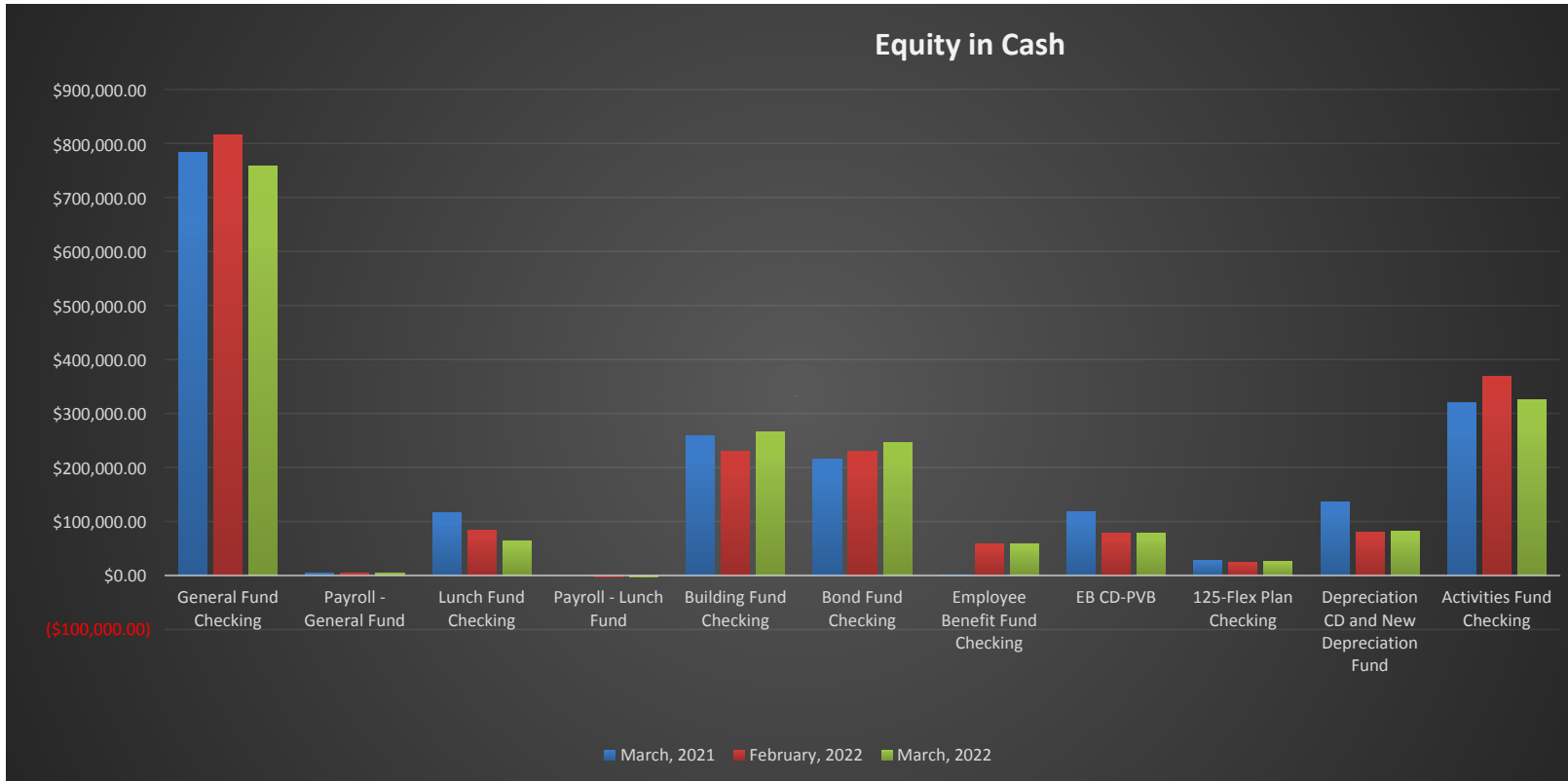


Bayard Public Schools

Equity in Cash

March 31, 2022

Fund	Fund #	March, 2021 PRIOR YEAR BALANCE	February, 2022 PRIOR MONTH BALANCE	March, 2022 REVENUES	March, 2022 EXPENSES	March, 2022 ENDING BALANCE
General Fund Checking	01-101	\$784,387.13	817,829.01	501,418.76	(559,217.24)	\$760,030.53
Payroll - General Fund	01-104	\$6,875.14	6,884.98	424,873.87	(424,872.84)	\$6,886.01
Lunch Fund Checking	02-101	\$118,498.43	85,823.71	4,550.35	(23,958.78)	\$66,415.28
Payroll - Lunch Fund	02-104	\$0.00	(0.57)	9,247.29	(9,247.29)	(\$0.57)
Building Fund Checking	03-101	\$260,801.38	231,695.72	67,897.95	(31,825.00)	\$267,768.67
Bond Fund Checking	04-101	\$217,305.71	231,422.19	16,855.35	0.00	\$248,277.54
Employee Benefit Fund Checking	05-101	\$712.20	60,168.49	1,865.11	(1,831.58)	\$60,202.02
EB CD-PVB	05-106-1000	\$119,830.21	80,134.14	0.00	0.00	\$80,134.14
125-Flex Plan Checking	05-107	\$30,377.47	25,758.04	4,493.32	(2,588.26)	\$27,663.10
Depreciation CD and New Depreciation Fund	06-101	\$138,490.33	82,772.60	123.03	0.00	\$82,895.63
Activities Fund Checking	07-101	\$321,960.23	369,703.84	19,517.94	(61,754.77)	\$327,467.01
Scholarship CD	07-114	\$72,920.73	66,139.83	0.00	0.00	\$66,139.83
TOTAL		\$2,072,158.96	\$ 2,058,331.98	\$ 1,050,842.97	\$ (1,115,295.76)	\$1,993,879.19



Main Office
4215 Avenue I
Scottsbluff, NE 69361
(308) 635-3696

Southern Satellite
361 College Drive
Sidney, NE 69162
(308) 254-4677

Northern Satellite
CSC – Crites Hall
1000 Main Street
Chadron, NE 69337
(308) 432-6495

Harms Center
WNCC
2620 College Park
Scottsbluff, NE 69361
(308) 635-0206

www.esu13.org



Educational Service Unit 13
Dr. Laura Barrett, Administrator

ESU 13 SERVICES AGREEMENT 2022-2023

This Agreement is made **February 28, 2022** between **BAYARD PUBLIC SCHOOLS**, in the County of **MORRILL**, State of Nebraska, hereinafter referred to as the **District**, and Educational Service Unit No. 13, hereinafter referred to as **ESU 13**.

The **District** and **ESU 13** agree that payment and services delivered under the terms of this Agreement for Special Education Programs will be made in accordance with **NDE Title 92, NAC, Chapter 51 and 52**.

It is agreed that the **District** will pay to **ESU 13** a sum for services for such resident student(s), provided the service has been approved by NDE and meets statutory requirements. The following conditions shall apply:

1. The **District** will be charged for services rendered to students who are evaluated and/or placed in programs operated by **ESU 13**.
2. The **District** will be charged for services at rates not to exceed NDE approved rates for **ESU 13**.
3. The **District** agrees to pay **ESU 13** within thirty (30) days of receipt of each invoice. The **District** also agrees that **ESU 13** may assess an interest charge on amounts due in excess of thirty (30) days.
4. The **District** will be billed monthly for charges taken from the **COST SCHEDULE**. Charges will be divided into **ten (10)** equal installments with a final bill to be submitted no later than June. Charges will be computed as explained on the **COST SCHEDULE**.
5. All rates on the **COST SCHEDULE** include the following program costs: salaries, benefits, purchased services, staff mileage, supplies, materials, instructional equipment, and the following instructional responsibilities: IEP/IFSP/MDT/SAT meetings, screenings, testing, scoring, evaluations, planning, paperwork, consulting, and collaboration with teachers.
6. The number of students in programs may vary, however, this Agreement must remain in force in order to fulfill contractual obligations between **ESU 13** and certificated and/or non-certificated staff. If **significant changes** in services occur, **ESU 13** will amend the **District's** contract. Additionally, if an intermittent closing occurs, and **ESU 13** is not able to provide the services pursuant to this Agreement, **District** will remain obligated under this Agreement to pay **ESU 13**.
7. Programs must be self-supporting and receipts cannot exceed the expenditures for any one program. If an overage occurs and it is not needed to support a deficit from prior years, a refund will be issued to the **District**.
8. In the event that **ESU 13** is unable to secure adequately qualified personnel or there are insufficient numbers of Districts requesting services as required by Rule 51 and 52, **ESU 13** is released from the obligations of this Agreement.

Please return this Agreement to ESU 13 no later than March 18, 2022.

ESU 13 Signature: _____ Date 2/28, 2022

District Signature: _____ Date _____, 2022

Achieving educational excellence for all learners through strong partnerships, service and leadership

ESU 13 SPED PROGRAMS
Agency Code 950013

School District: Bayard # 21															
ESU 13 SPED PROGRAMS	Description of cost	Cost	NDE Service Code	Factor	Billing Month- Sept.	Billing Month- Oct.	Billing Month- Nov.	Billing Month- Dec.	Billing Month- Jan.	Billing Month- Feb.	Billing Month- March	Billing Month- April	Billing Month- May	Billing Month- June	TOTAL
Speech/language	District's FTE	\$109,041.00	4001	0.6	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$6,542.46	\$65,424.60
Psychological Assessment	per hour	\$99.00	1002		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
SPED Counseling	per hour	\$99.00	1002	435	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$4,306.50	\$43,065.00
Pupil Transportation - no lift	# of miles RT X school days	\$1.05	6001		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Pupil Transportation with lift	# of miles RT X school days	\$2.10	6001		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Special Education Inservice	per teacher	\$21.00	7001	33	\$69.30	\$69.30	\$69.30	\$69.30	\$69.30	\$69.30	\$69.30	\$69.30	\$69.30	\$69.30	\$693.00
Supervision of ESU Programs	see note (2)	\$0.08	0001		\$873.46	\$873.46	\$873.46	\$873.46	\$873.46	\$873.46	\$873.46	\$873.46	\$873.46	\$873.46	\$8,734.61
Meridian Program A (J. Cawley)	District's FTE	\$20,990.00	4081	1	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$2,099.00	\$20,990.00
Meridian Program B (O. Lively - .8 FTE)	District's FTE	\$50,470.00	4081	0.8	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$4,037.60	\$40,376.00
LifeLink-Nebraska Program	District's FTE	\$20,990.00	4062		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Consultation/Coordination of District-owned Special Education Programs	see note (3)	\$13,000.00	0001		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ESU 13 NON-SPED PROGRAMS															
Non-Sped Counseling	per hour	\$99.00	ESSA 2120		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Intern															
TOTAL ALL PROGRAMS					\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$17,928.32	\$179,283.21

Note (1) Services for PT, OT, Vision Consultant, Psychological Services for general education students, Resource Teacher, SRS, Early Childhood Special Education Teacher and Meridian Speech/Language services will be billed additionally as they occur.

Note (2) Supervision of ESU Programs: Rule 51,011,02C1 - "Supervision of special education programs is allowable as a Level I expenditure for up to an amount not exceed 8% of the school districts or approved cooperative's allowable school age program costs, minus the cost of program supervision

Note (3): Consultation/Coordination of District-owned Special Education Programs (district request only): Rule 51,010,01D14: "Administrative support by staff members holding an Administrative or Supervisory Certificate and at least one special education endorsement or any Special Education Administrative or Supervisory Certificate."



Dr. Miller, President Kim Kildow, and Board of Education,

Please accept this as my letter of resignation from the Special Education Director position. I would like to request a transfer of my contract to a full time teaching position. This past year has allowed me to reflect on myself as a person, a professional, and a teacher. I appreciate all the opportunities I have had this past year that have made an impact on my professional journey, they have provided many growing opportunities for me.

Thank you,

Micki McKibbin





BAYARD PUBLIC SCHOOLS

EVERY PERSON - EVERY DAY

www.bayardpublicschools.org

3/16/2022

Dear President Kildow, members of the Board of Education and
Dr. Travis Miller,

Please accept this letter as my resignation effective June 30th, 2022,
Thank you for all you have done for my family and I! I wish the
best for all students & community members of Bayard. I'm so proud to
have served this district and I wish you all the best.

Sincerely,

Matt McLaughlin

Mr. Matthew J. McLaughlin, Elementary Principal
Phone (308)586-1211 Fax (308)586-1638
matt.mclaughlin@bayardtigers.org

726 4th Avenue 
PO Box 607
Bayard, NE 69334

To the Board of Education:

It is with regret that I submit my resignation to Bayard Public Schools for the 2022-2023 school year. It has been a pleasure working with the system but because of personal, family circumstances and due to my own health, I need to resign.

Thank you for the opportunity that you all have provided for me.

Sincerely,
Linda Pilkington

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

This Contract is made by and between the Board of Education of Morrill County School District No. 62-0021, commonly known as Bayard Public Schools, (the “Board” and the “District” respectively) and Rod E. Olson, Jr. (the “Superintendent”).

According to the action taken by the Board as recorded in the minutes of the Board meeting held on April 18, 2022, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the following terms and conditions:

I. Terms of Contract:

- A. Term: This Contract is for an initial term of two years, beginning on July 1, 2022, and expiring on June 30, 2024.
- B. Contract Year: A “contract year” for purposes of this Contract shall be from July 1 to June 30. The Superintendent shall be on duty all weekdays during the contract year except for legal holidays on which school is not in session and days elected as vacation days. The Superintendent may be required to perform duties during the foregoing holidays and on weekends as necessary.
- C. Automatic Renewal. Beginning on July 1, 2024, and on each subsequent July 1, the contract term shall be automatically extended for one additional contract year unless on or before December 20 prior to an automatic extension, the Board notifies the Superintendent of the Board’s intent not to extend the Contract for an additional year or the Superintendent notifies the Board of the Superintendent’s intent not to extend the Contract for an additional year. In the event of such notice, the Contract term shall expire at the end of the then existing term.

II. Salary:

- A. Salary: The Superintendent’s salary for the term of this Contract is \$135,000.00 per contract year. The Board may increase the Superintendent’s salary without such increase constituting a new contract or extending the Contract term.
- B. Payment of Salary: Salary payments shall be made in equal monthly installments on or about the 20th of each month, beginning in August of 2022. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.
- C. Superintendent Pay Transparency Act: The Superintendent is responsible for ensuring that the District complies with the Superintendent Pay Transparency Act.

III. Benefits: As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Leave:

1. Vacation Leave: The Superintendent shall be allowed up to twenty (20) days of vacation leave per contract year, subject to the maximum accrual amount set forth herein. Any unused accumulated vacation leave may carry over from year to year, but in no event shall the Superintendent accrue more than twenty-five (25) days of vacation leave. The Superintendent shall not take vacation leave for more than five (5) consecutive working days at any one time without the prior approval of the Board. Vacation days are to be used in a manner and at times selected by the Superintendent; provided that the Superintendent shall make reasonable efforts to not schedule leaves which would cause the Superintendent to miss meetings of the Board or important school functions, and the Superintendent shall provide information such that the Superintendent may be contacted when necessary.
2. Sick Leave: The Superintendent shall be entitled to up to ten (10) days of sick leave per contract year, subject to the maximum accrual amount set forth herein. Any unused accumulated sick days may be carried over from year to year, but in no event shall the Superintendent accrue more than sixty (60) days of sick leave. Upon termination of employment, the Superintendent shall not be paid for any accrued, unused sick leave days. Sick leave may only be used if (a) the Superintendent has an illness or injury which prevents the Superintendent from attending work, (b) an immediate family member of the Superintendent is sick or injured and the Superintendent must miss work to care for the immediate family member, or (c) bereavement purposes.
3. Leave Log: The Superintendent shall maintain a monthly vacation and sick leave log which shall be kept current and available for review by the Board President and provided in the Superintendent's report to the Board at the Board's monthly regular meetings.

B. Health Insurance:

The Superintendent shall be provided health insurance for the Superintendent and the Superintendent's spouse and dependent children through the District's group insurance plan. The District shall pay the health insurance premium and the Superintendent shall be responsible for all deductibles, copays, and other out of pocket expenses.

C. Section 125 Plan:

The Superintendent shall be permitted to participate in the District's Section 125 Plan.

D. Meetings and Dues:

The Superintendent shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies.

E. Transportation Expenses:

The reasonable and necessary expenses of transportation required in the performance of the Superintendent's official duties shall be reimbursed at the rate set by the Board for District travel.

IV. Duties:

A. Specification of Duties:

The Superintendent shall perform the duties of Superintendent as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall perform other duties as the Board may assign from time to time without further remuneration than what is already provided in this Contract.

B. Extra Duties:

The Board may also, from time to time, assign to the Superintendent "extra duty" assignments with extra compensation as approved by the Board. The Superintendent shall have no continuing right to such "extra duty" assignments once given, and they will be subject to discontinuation by the Board with or without cause at any time.

C. Use of Time:

The Superintendent agrees to devote full time to the assigned duties on working days. With the advance permission of the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional activities, as long as such activities do not interfere with Superintendent's duties, obligations and representations set forth in this Contract. If the Superintendent provides services to other school districts or undertake consultative work, speaking engagements, writing, lecturing or other professional activities, the Superintendent shall utilize the Superintendent's vacation time for such purposes, and hold the District harmless thereon.

D. Performance of Duties:

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board. The Superintendent shall, in all respects, diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

V. Residence within District:

The Superintendent is required to live within the Bayard School District at all times during employment.

VI. Board-Superintendent Relationship:

The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent will propose policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters that require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment, consistent with legal requirements and the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting.

VII. Evaluation of the Superintendent:

The Superintendent shall be evaluated not less than twice during the Superintendent's first contract year with the District. The Superintendent shall notify the Board President to remind the Board of the need to evaluate and provide the Board with the Board approved evaluation instrument at the Board's October and February regular meetings during the first contract year. After the first contract year, the Superintendent shall be evaluated at least once during each contract year, unless the Board deems additional evaluations appropriate. After the first contract year, the Superintendent shall notify the Board President to remind the Board of the need to evaluate and provide the Board with the Board approved evaluation instrument at the Board's October regular meeting.

VIII. Contract Termination:

A. Cancellation:

The Board may cancel this Contract during its term for any of the following reasons: (1) the Superintendent violates any of the provisions of this Contract; (2) the Superintendent performs any act or does anything which is materially harmful to the District; (3) the Superintendent becomes legally disqualified to perform as a superintendent in the State of Nebraska; (4) the Superintendent participates in any fraud; (5) the Superintendent causes any intentional damage to property; (6) the Superintendent engages in an unlawful act; (7) any representations by the Superintendent in this Contract are determined to be false or incorrect; (8) the Superintendent's inability to perform the essential functions of the job; and (9) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Suspension or other disciplinary action may be enforced according to applicable law.

Upon cancellation of this Contract for any reason, the compensation due to the Superintendent shall be prorated based on the number of days actually worked by the Superintendent. Any

unearned fractional portion of any payment made, but not earned prior to cancellation of the Contract shall be refunded by the Superintendent.

B. Non-Renewal:

The Board may elect to not renew this Contract at the end of the term for any reason it deems sufficient if such non-renewal is constitutionally permissible.

C. Payment Upon Termination:

To the extent allowed by law, the salary due to the Superintendent at the time of the Superintendent's termination of employment by the Board, for any reason, shall be reduced by any sums owing to the District by the Superintendent. Any additional amount owed to the District by the Superintendent shall be immediately due and payable by the Superintendent to the District.

IX. Representations and Legal Requirements:

The Superintendent affirms that (1) the Superintendent holds or will hold at the beginning of the term of the Contract a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract; (2) the required certificate to perform the assigned duties will be registered with the District as required by law; it being understood and agreed that this Contract is not valid until the required certificate is registered according to law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

There shall be no penalty for release or resignation by the Superintendent from this Contract, but no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

X. Governing Laws:

The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

XI. Amendment & Severability:

This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Executed _____, 2022

Executed _____, 2022

Superintendent:

Board of Education of Morrill County School
District No. 62-0021, commonly known as
Bayard Public Schools:

By: _____
Rodney E. Olson, Jr.

By: _____
President

Attest: _____
Secretary

POLICY NO. 5062 - PUPIL SOLICITATION

Pupils are not to be used for solicitation by any group outside of the school (family).

Adopted: 8-17-76

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5063 - SOCIAL ACTIVITIES

The class sponsor shall be responsible for the approval or disapproval and scheduling of the (7-12) social activities of classes and organizations within the scope of the regulations, with the final decision resting with the administration.

School activities shall close at 12:00 p.m. plus Tiger Festival and Junior-Senior Prom shall close at 1:00 a.m.

School activities will not be permitted on Sunday unless religious in nature as they apply to the school.

School activities will not be permitted after 5:30 p.m. on Wednesday evenings. All students will leave school grounds prior to 6:00 p.m.

Adopted: 8-17-76

Revised: 7-13-81; 7-12-10

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5064 - SCHOOL PARTIES

The Bayard Board of Education believes that classroom parties can contribute to the education of elementary (K-6) school children when they are a part of a learning situation. Halloween, Christmas and Valentine parties will be permitted. All arrangements for parties must be made with the school principal.

Adopted: 8-17-76

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5070 - PERMISSION TO LEAVE SCHOOL

Students that wish to leave school, for any reason, must check out through the principal's office. Failure to do so will be judged as being truant, and will be handled as such. If the principal is not available to check out the student, he or she is to check out through the Superintendent's office.

Adopted: 8-14-78

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5074 - ABSENTEE SLIPS

Students that have been absent are to pick up an admit slip from the principal's office before they are allowed to return to class. These admit slips are to be picked up before school, or when the student returns to school. The student has one day to make up work, for each day missed. Absentee slips are to be returned to the principal's office when make up work has been completed. The student is to have his or her parents or guardian phone the principal's office and give the reason for the absence.

Adopted: 8-14-78

Revised: 7-13-81

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5075 - PERMIT TO RE-ENTER

Any student who is absent for three consecutive school days due to either illness or a contagious disease may be required to have a permit to re-enter school, signed by a physician.

Adopted: 8-17-76

Revised: 7-13-81

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5076 - ILLNESS OR ACCIDENT AT SCHOOL

If any pupil develops symptoms of illness or is injured at school, the parent or guardian or some other person designated on the pupil's enrollment card by the parent, shall be notified immediately and if deemed advisable by the school, such person shall be requested to come to the school and get the child. If that is not possible, a school employee shall take the child to his home or to the home of such other person. Unless the parent or guardian expressly forbids in case of dire emergency, the school may call the physician designated on the pupil's enrollment card for administration of temporary relief or aid.

Adopted: 8-17-76

Reviewed: 6-14-10, 3-9-20

POLICY NO. 5077 - ATHLETIC INSURANCE

All pupils participating in interschool athletics (including practice) shall have athletic insurance. They may purchase school sponsored insurance or sign a verification form informing the school district that they have their own insurance carrier.

Adopted: 8-17-76

Reviewed: 6-14-10, 7-13-20

POLICY NO. 5079 - MARRIED STUDENTS OR STUDENTS WITH CHILDREN

Married students residing in the district are considered to be of legal age and shall have the same educational opportunities as unmarried students.

The district encourages married students and students with children to complete requirements for graduation and to participate in school activities. The district prohibits any discrimination on the basis of sex, marital status or the condition of being a parent and provides relief for those who are aggrieved under its non-discrimination policies.

Legal Reference: Neb. Statute 43-2101
79-2,149 to 79-2,152

79-2,114 to 79-2,124
20 U.S.C. §1681 et seq.
34 C.F.R. §106.40

Cross Reference 102 Educational Philosophy of the District
404.06 Harassment by Employees
501.00 Objectives for Equal Educational Opportunities for
 Students
504.18 Harassment by Students

Adopted: 8-17-76

Reviewed: 6-14-10, 7-13-20

Revised: 7-12-10, 3-9-20

POLICY NO. 5080 - INITIATIONS

There shall be no initiation of any student for membership in any organization or activity of the Bayard Public Schools.

Adopted: 8-17-76

Reviewed: 6-14-10, 7-13-20

Revised: 7-12-10

POLICY NO. 5081 - GRADUATION EXERCISES

1. The use of an invocation and/or benediction at high school graduation exercises shall rest within the discretion of the graduating senior class, with the advice and counsel of the senior class sponsor.
2. The senior class, or a committee appointed by the senior class, should decide whom to invite to deliver the prayer.
3. The school district shall not participate in the decision process or participate either directly or indirectly in the composition or content of any prayer.
4. Consistent with the principle of equal liberty of conscience, the invocation and benediction shall be non-sectarian and non-proselytizing in nature.
5. All graduating seniors are expected to attend the graduation exercises in cap and gown unless excused by the Superintendent.
6. The top 10% of the graduating class will be publicly honored at the graduation exercises.
7. Students to be eligible for scholastic honors must have completed two years of school at the Bayard Public Schools.
8. The graduation exercises will be held in the auditorium. Additional seating will be available in the gymnasium. Television viewing may be provided for persons in the gymnasium.
9. No senior will be allowed to take part in the graduation exercises if they have not met all the requirements for graduation.
10. The district will not award Certificates of Attendance, except in accordance with Nebraska State Statute 79-770.
11. All money owed to the school, students class, activities program, lunch program, etc. must be paid prior to graduation. Failure to pay will eliminate a student's right to participate in the graduation exercises.

12. The names of the valedictorian and the salutatorian shall be announced during the passing out of the diplomas.

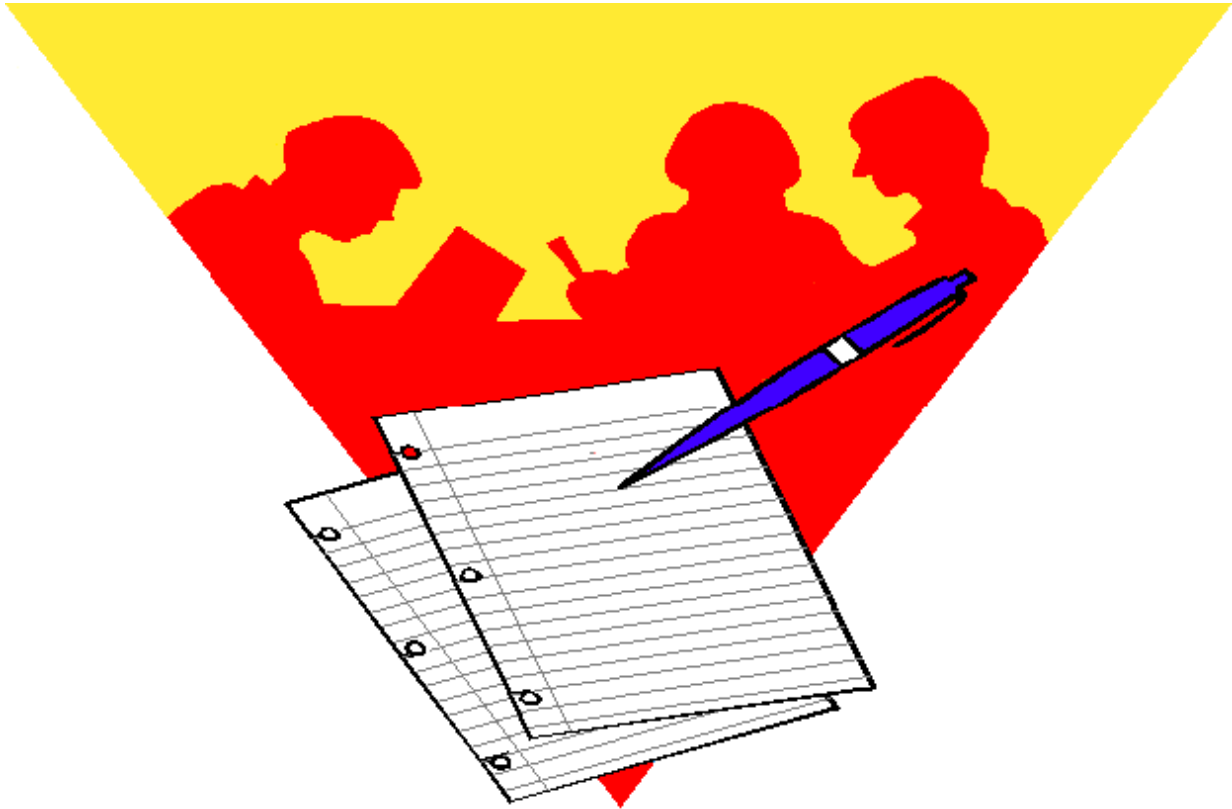
13. Nothing in this policy shall be interpreted to conflict with Nebraska State Statute 79-770.

Adopted: 8-17-76

Revised: 8-8-77; 8-9-93; 8-10-98; 8-13-01; 11-11-13

Reviewed: 6-14-10, 7-13-20

Bayard Jr/Sr High School



Postgraduate Survey Class of 2020

Prepared by:

LifeTrack Services, Inc.
1271 Port Drive, Clarkston, WA 99403
1-800-738-6466

SURVEY SUMMARY

AS OF 3/31/2022

MAILING SUMMARY

GRADUATES:	28
BAD ADDRESSES	1

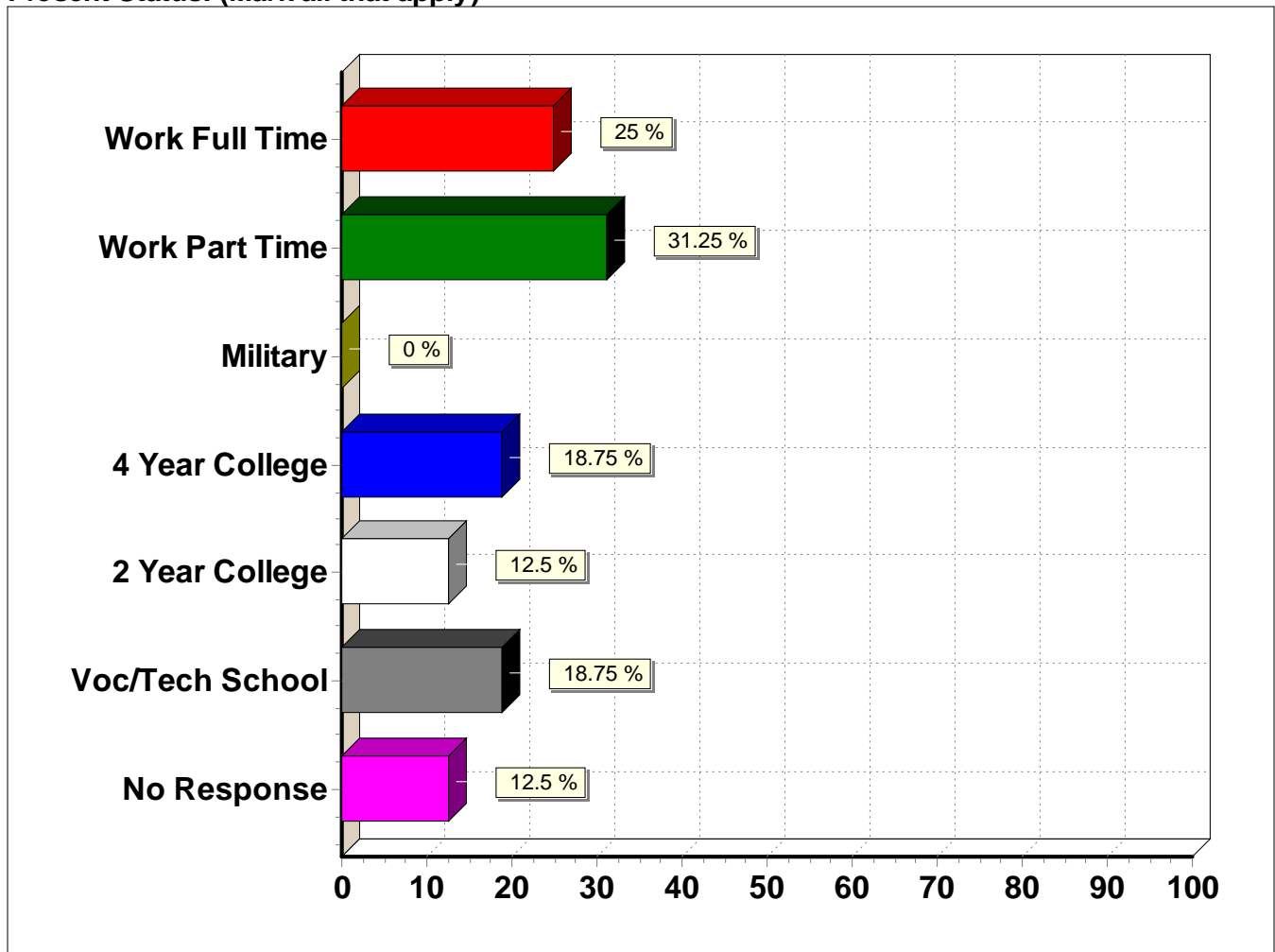
FOLLOW-UP CALL SUMMARY

GRADUATES:	28
NO PHONE NUMBERS:	0
DISCONNECTED PHONE NUMBERS:	3
WRONG PHONE NUMBERS:	1
GRADUATE FOLLOW-UP CALLS	24

SURVEY RESULTS

TOTAL RESPONSES TO SURVEY:	16
% RESPONDING TO SURVEY:	57.1%

Present Status: (Mark all that apply)

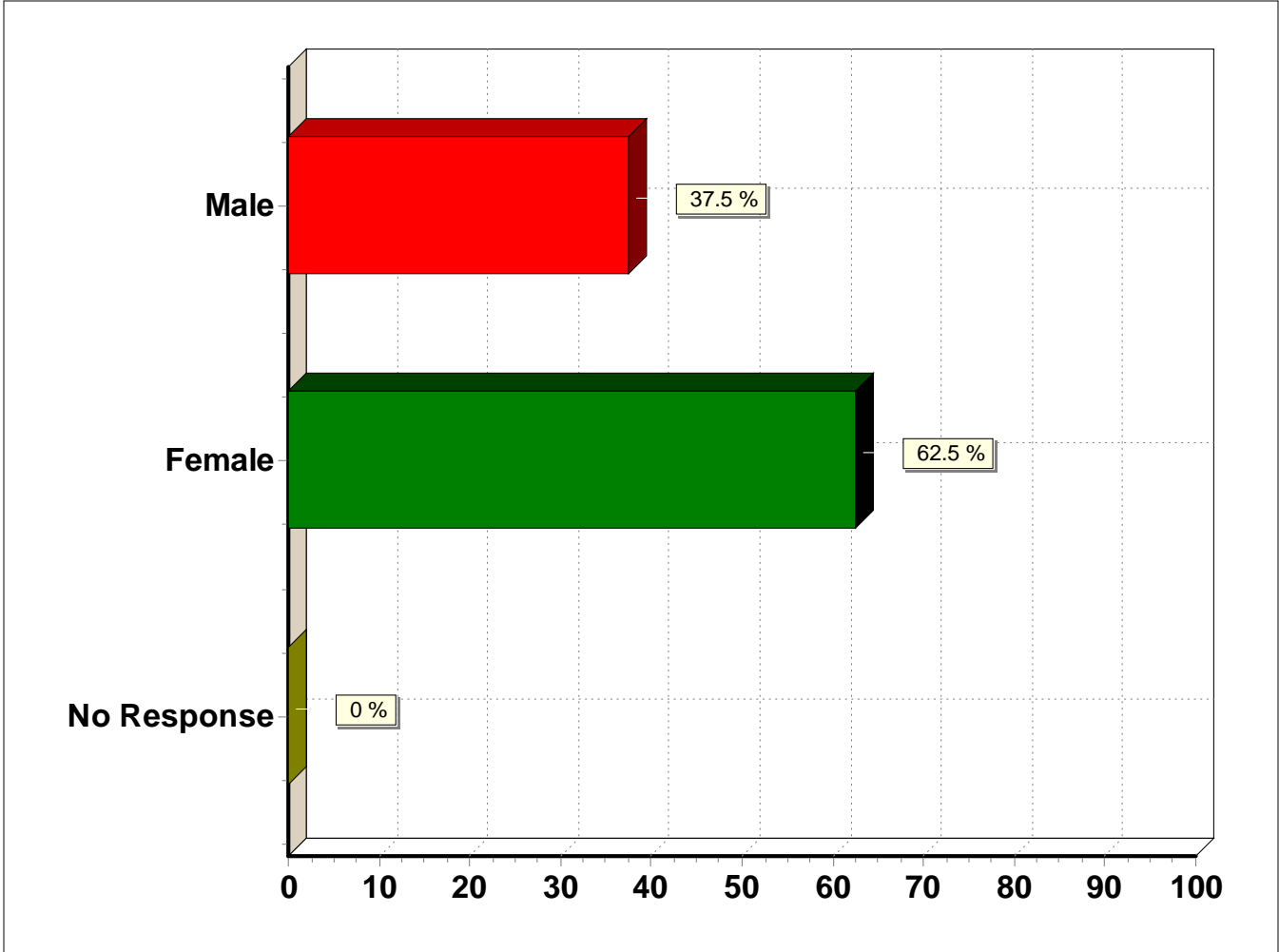


Present Status: (Mark all that apply)

Response (n = 16)	Frequency	Percent
Work Full Time	4	25.0%
Work Part Time	5	31.3%
Military	0	0.0%
4 Year College	3	18.8%
2 Year College	2	12.5%
Voc/Tech School	3	18.8%
No Response	2	12.5%

** Percentage may exceed 100% as graduates can mark multiple responses. **

Gender:



Gender:

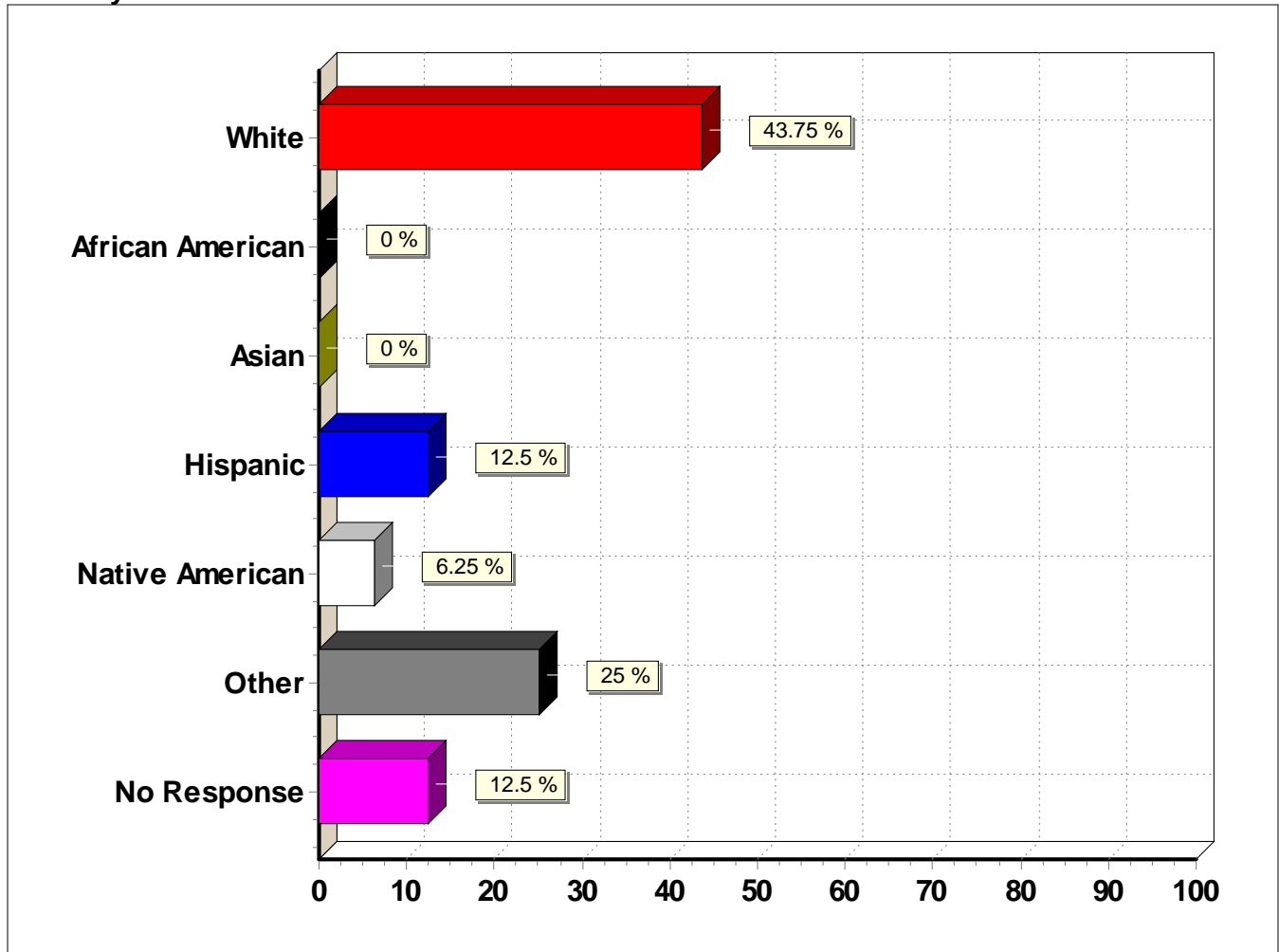
Response (n = 16)	Frequency	Percent
Male	6	37.5%
Female	10	62.5%
No Response	0	0.0%

Question disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		Gender:			
		Male	Female	No Response	Total (Row)
Ethnicity / Race:	White	2 28.6%	5 71.4%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Other	1 25.0%	3 75.0%	0 0.0%	4 100.0%
	No Response	2 100.0%	0 0.0%	0 0.0%	2 100.0%
	Total (Column)	6 -	10 -	0 -	16 -
Count (n) 16					

Frequency Row Percent		Ethnicity / Race:							Total (Row)
		White	African American	Asian	Hispanic	Native American	Other	No Response	
Gender:	Male	2 33.3%	0 0.0%	0 0.0%	1 16.7%	0 0.0%	1 16.7%	2 33.3%	6 100.0%
	Female	5 50.0%	0 0.0%	0 0.0%	1 10.0%	1 10.0%	3 30.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	7 -	0 -	0 -	2 -	1 -	4 -	2 -	16 -
	Count (n) 16								

Ethnicity / Race:



Ethnicity / Race:

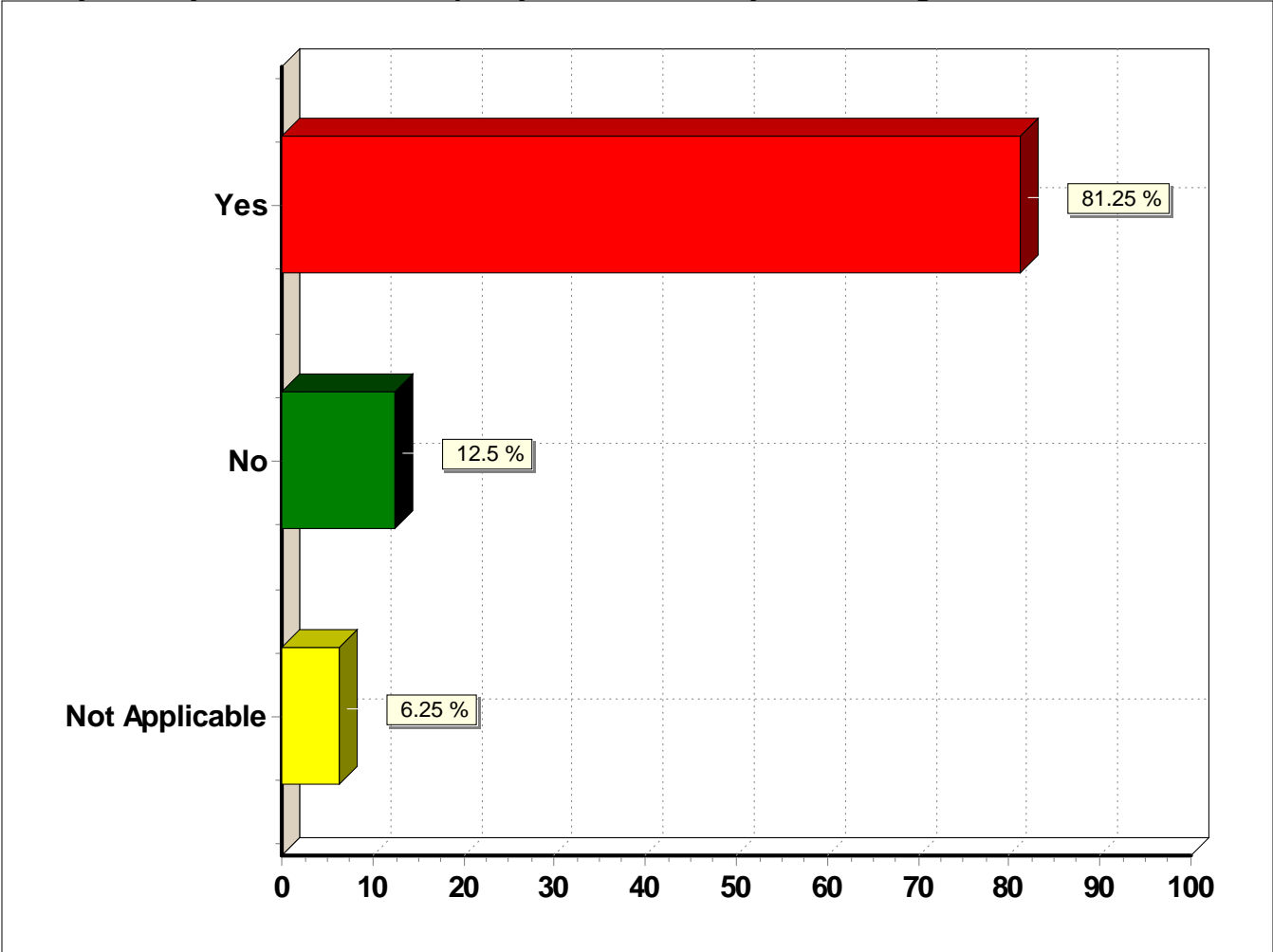
Response (n = 16)	Frequency	Percent
White	7	43.8%
African American	0	0.0%
Asian	0	0.0%
Hispanic	2	12.5%
Native American	1	6.3%
Other	4	25.0%
No Response	2	12.5%

Question disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		Gender:			
		Male	Female	No Response	Total (Row)
Ethnicity / Race:	White	2 28.6%	5 71.4%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Other	1 25.0%	3 75.0%	0 0.0%	4 100.0%
	No Response	2 100.0%	0 0.0%	0 0.0%	2 100.0%
	Total (Column)	6	10	0	16
	Count (n)	16			

Frequency Row Percent		Ethnicity / Race:							
		White	African American	Asian	Hispanic	Native American	Other	No Response	Total (Row)
Gender:	Male	2 33.3%	0 0.0%	0 0.0%	1 16.7%	0 0.0%	1 16.7%	2 33.3%	6 100.0%
	Female	5 50.0%	0 0.0%	0 0.0%	1 10.0%	1 10.0%	3 30.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	7	0	0	2	1	4	2	16
	Count (n)	16							

1. Do you feel you were offered a quality education at Bayard Jr/Sr High School?



1. Do you feel you were offered a quality education at Bayard Jr/Sr High School?

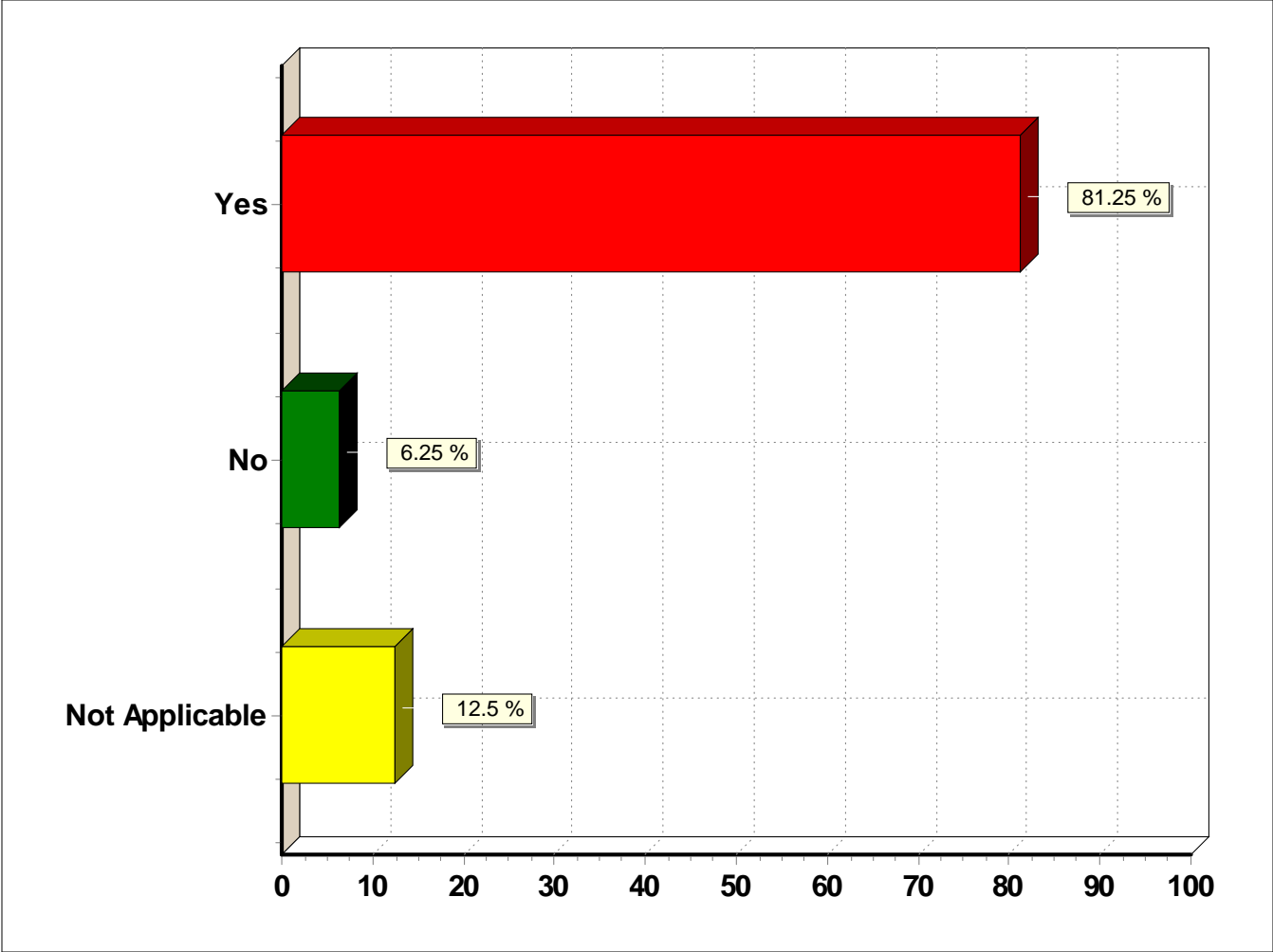
Response (n = 16)	Frequency	Percent
Yes	13	81.3%
No	2	12.5%
Not Applicable	1	6.3%

Question 1 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		1. Do you feel you were offered a quality education at Bayard Jr/Sr High School?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	3 50.0%	2 33.3%	1 16.7%	6 100.0%
	Female	10 100.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	13	2	1	16
	Count (n)	-	-	-	-
Count (n) 16					

Frequency Row Percent		1. Do you feel you were offered a quality education at Bayard Jr/Sr High School?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	7 100.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Other	4 100.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	1 50.0%	1 50.0%	2 100.0%
	Total (Column)	13	2	1	16
	Count (n)	-	-	-	-
Count (n) 16					

2. Did your teachers generally hold high standards and demand quality work?



2. Did your teachers generally hold high standards and demand quality work?

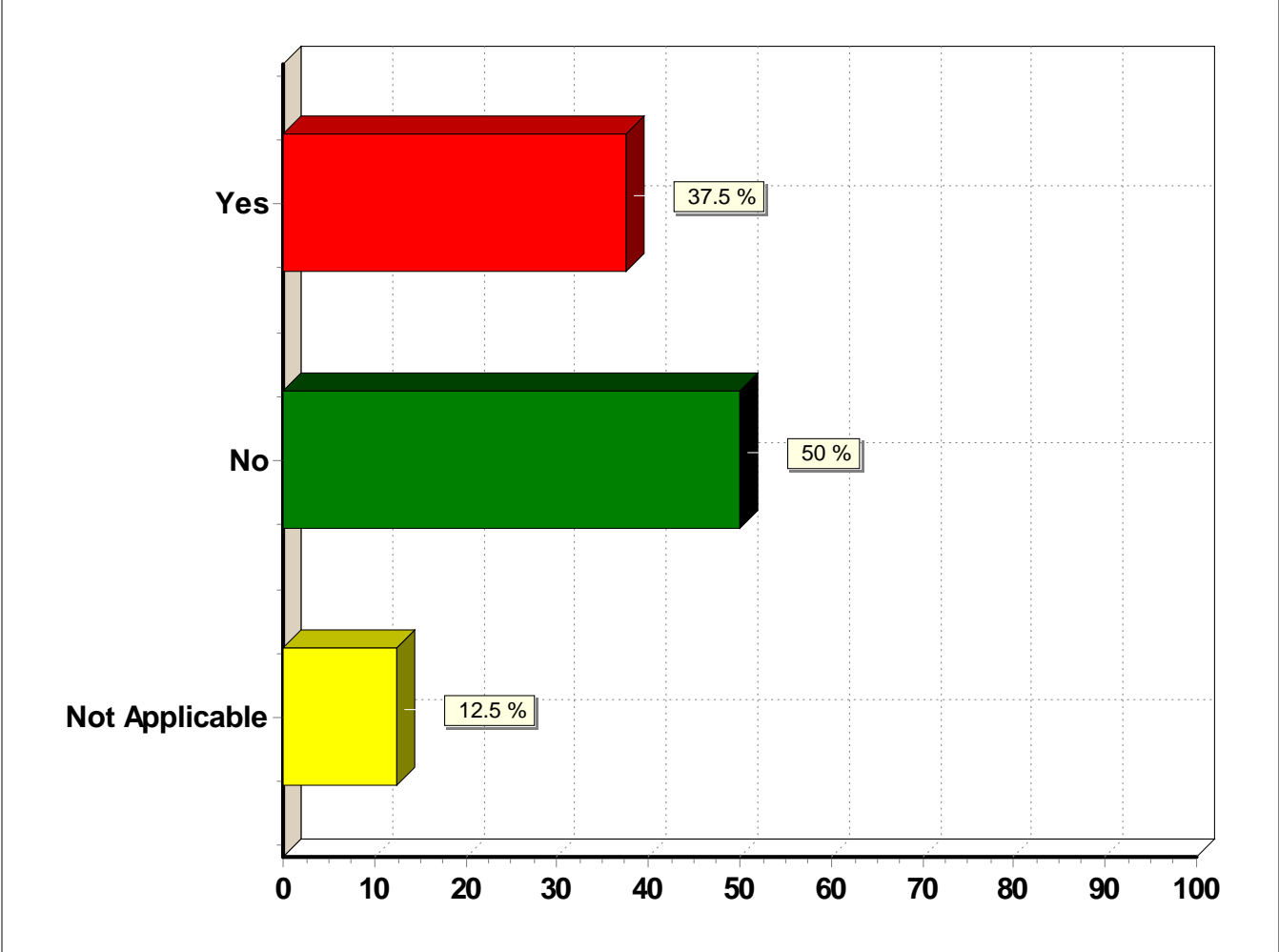
Response (n = 16)	Frequency	Percent
Yes	13	81.3%
No	1	6.3%
Not Applicable	2	12.5%

Question 2 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		2. Did your teachers generally hold high standards and demand quality work?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	3 50.0%	1 16.7%	2 33.3%	6 100.0%
	Female	10 100.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	13	1	2	16
	Count (n) 16	-	-	-	-

Frequency Row Percent		2. Did your teachers generally hold high standards and demand quality work?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	7 100.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Other	4 100.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	13	1	2	16
	Count (n) 16	-	-	-	-

3. Would more public speaking / oral communication classes have been beneficial?



3. Would more public speaking / oral communication classes have been beneficial?

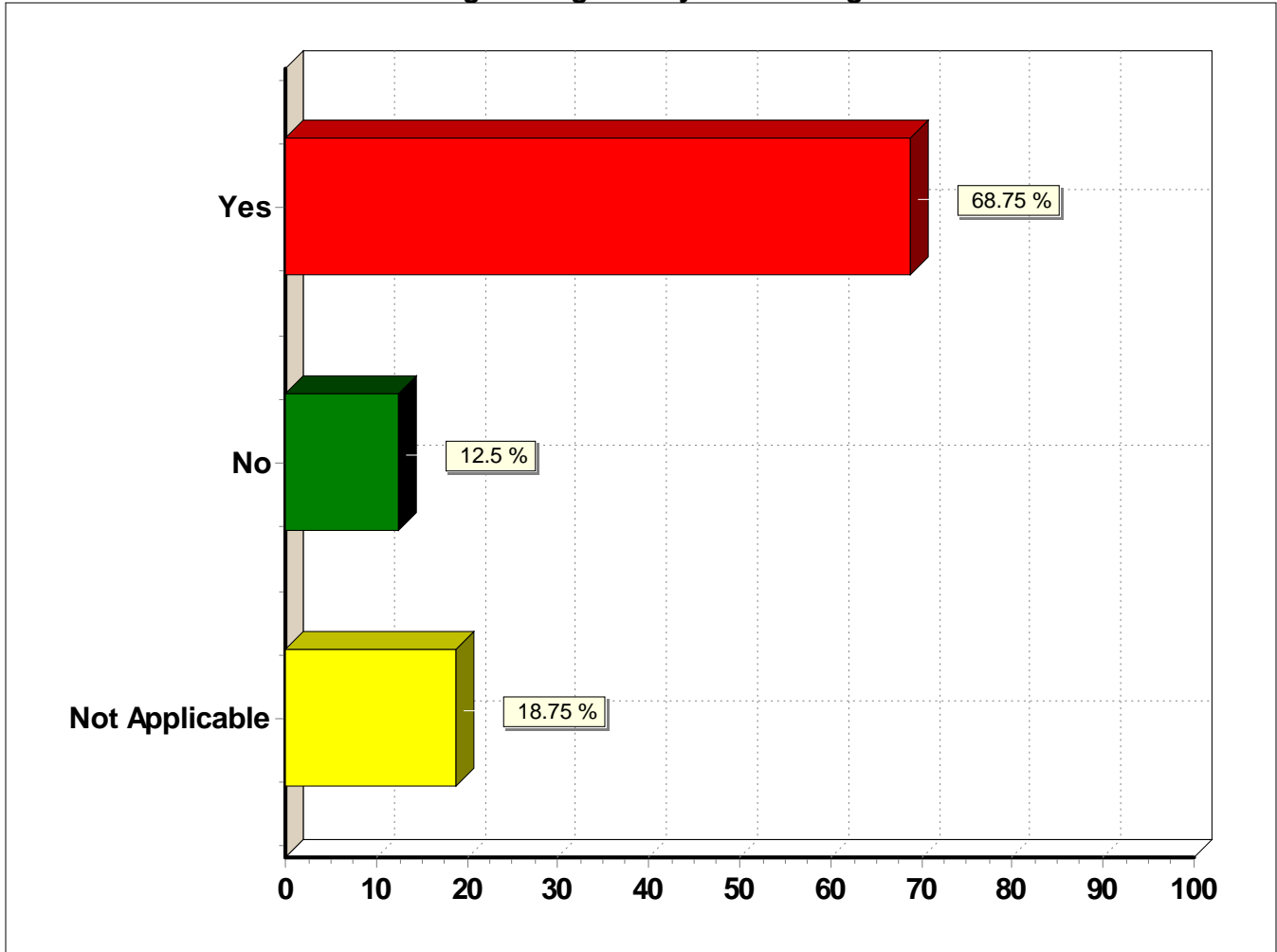
Response (n = 16)	Frequency	Percent
Yes	6	37.5%
No	8	50.0%
Not Applicable	2	12.5%

Question 3 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		3. Would more public speaking / oral communication classes have been beneficial?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	2 33.3%	3 50.0%	1 16.7%	6 100.0%
	Female	4 40.0%	5 50.0%	1 10.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	6 -	8 -	2 -	16 -
	Count (n)	16			

Frequency Row Percent		3. Would more public speaking / oral communication classes have been beneficial?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 28.6%	5 71.4%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	1 50.0%	1 50.0%	2 100.0%
	Native American	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Other	3 75.0%	1 25.0%	0 0.0%	4 100.0%
	No Response	1 50.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	6 -	8 -	2 -	16 -
	Count (n)	16			

4. Were the academic standards high enough at Bayard Jr/Sr High School?



4. Were the academic standards high enough at Bayard Jr/Sr High School?

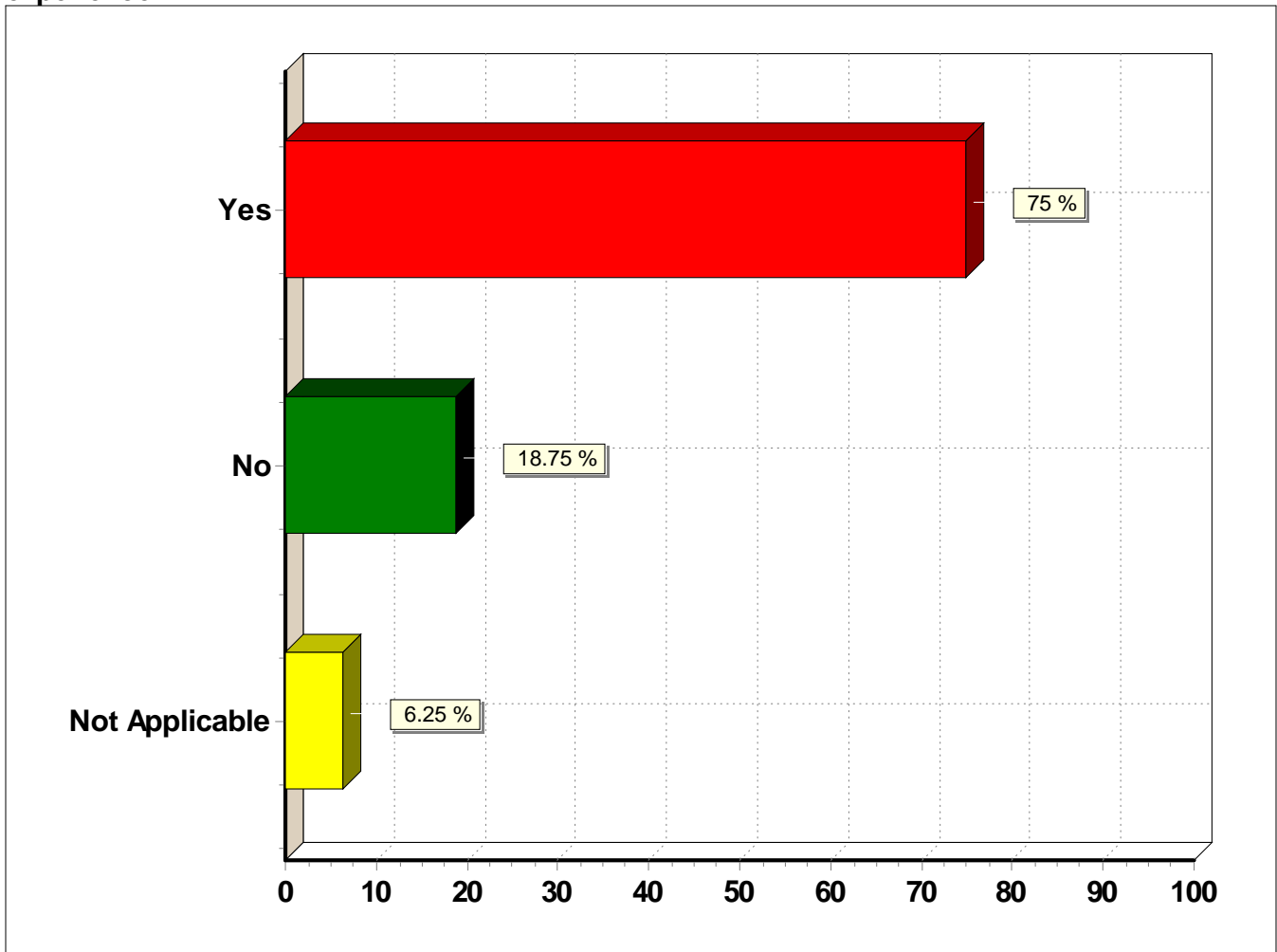
Response (n = 16)	Frequency	Percent
Yes	11	68.8%
No	2	12.5%
Not Applicable	3	18.8%

Question 4 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		4. Were the academic standards high enough at Bayard Jr/Sr High School?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	2 33.3%	1 16.7%	3 50.0%	6 100.0%
	Female	9 90.0%	1 10.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	11	2	3	16
	Count (n) 16	-	-	-	-

Frequency Row Percent		4. Were the academic standards high enough at Bayard Jr/Sr High School?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	5 71.4%	1 14.3%	1 14.3%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	0 0.0%	1 50.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Other	4 100.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	1 50.0%	1 50.0%	2 100.0%
	Total (Column)	11	2	3	16
	Count (n) 16	-	-	-	-

5. Was your participation in co-curricular activities an important part of your high school experience?



5. Was your participation in co-curricular activities an important part of your high school experience?

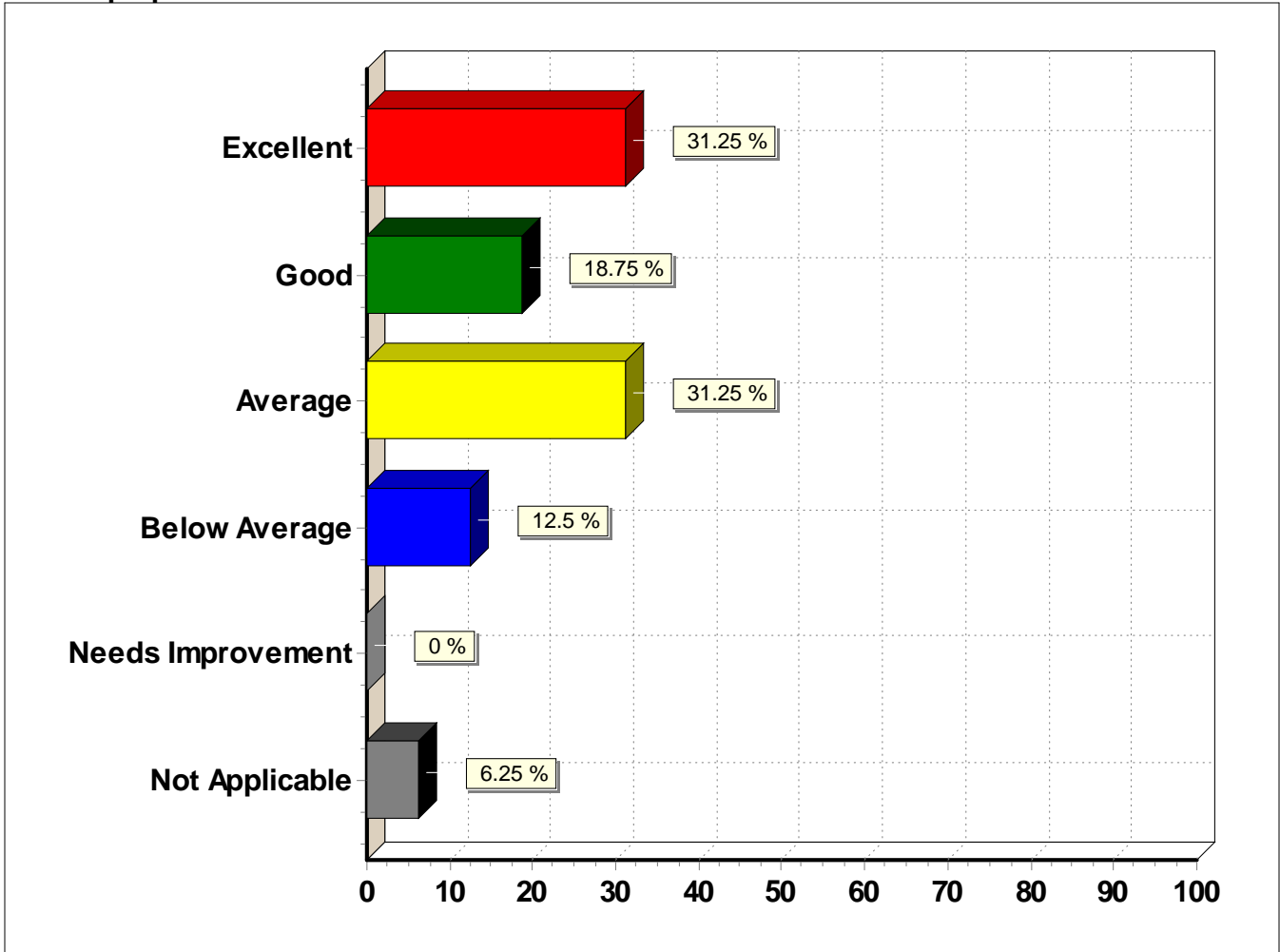
Response (n = 16)	Frequency	Percent
Yes	12	75.0%
No	3	18.8%
Not Applicable	1	6.3%

Question 5 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		5. Was your participation in co-curricular activities an important part of your high school experience?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	4 66.7%	1 16.7%	1 16.7%	6 100.0%
	Female	8 80.0%	2 20.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	12	3	1	16
	Count (n) 16	-	-	-	-

Frequency Row Percent		5. Was your participation in co-curricular activities an important part of your high school experience?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	6 85.7%	1 14.3%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Other	3 75.0%	1 25.0%	0 0.0%	4 100.0%
	No Response	1 50.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	12	3	1	16
Count (n) 16	-	-	-	-	

6. Your preparation in math.



6. Your preparation in math.

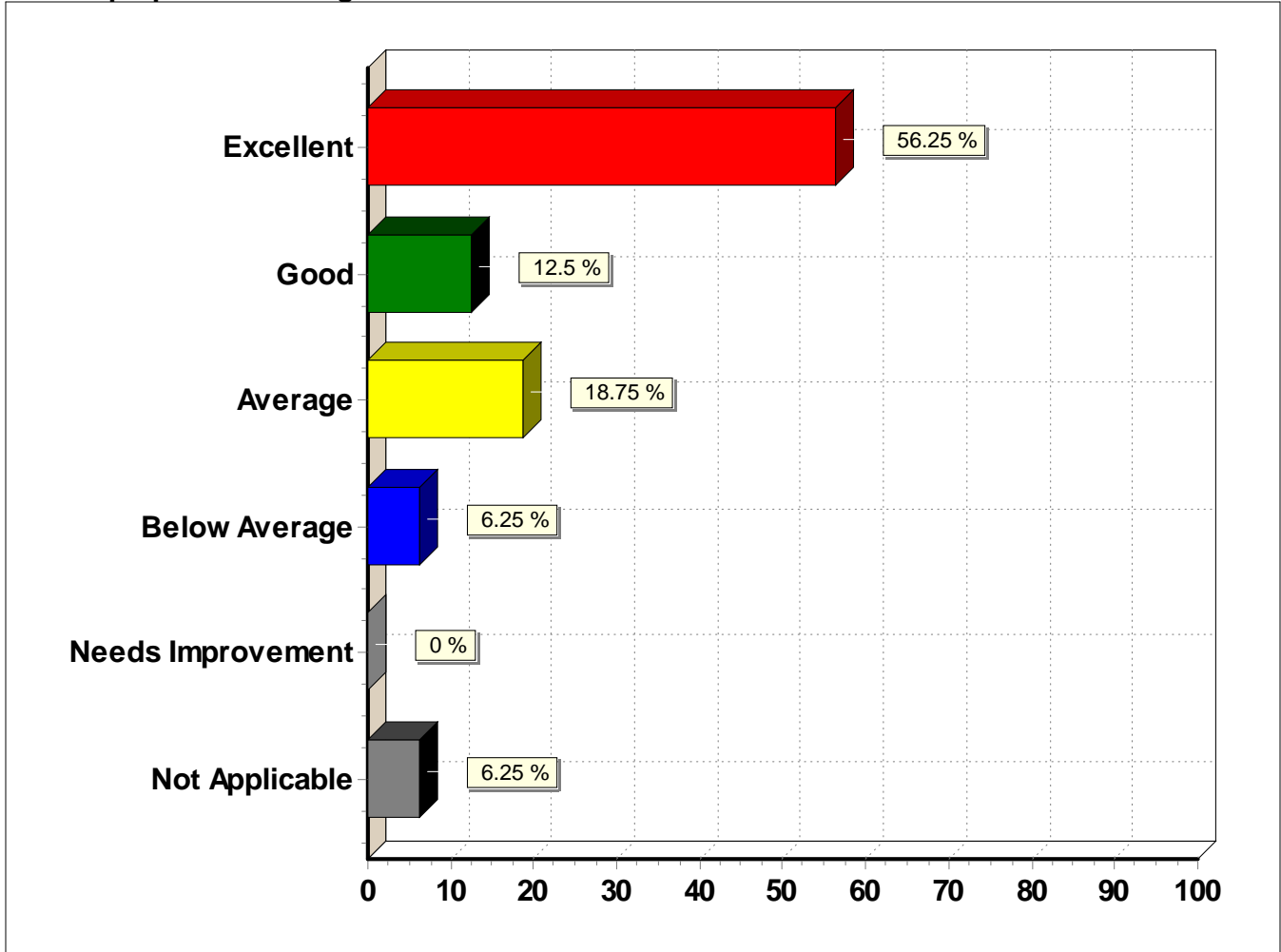
Response (n = 16)	Frequency	Percent
Excellent	5	31.3%
Good	3	18.8%
Average	5	31.3%
Below Average	2	12.5%
Needs Improvement	0	0.0%
Not Applicable	1	6.3%

Question 6 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		6. Your preparation in math.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	2 33.3%	2 33.3%	1 16.7%	0 0.0%	1 16.7%	6 100.0%
	Female	5 50.0%	1 10.0%	3 30.0%	1 10.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	5	3	5	2	0	1	16
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		6. Your preparation in math.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 28.6%	1 14.3%	4 57.1%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	1 25.0%	2 50.0%	0 0.0%	1 25.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	5	3	5	2	0	1	16
	Count (n)	-	-	-	-	-	-	-

7. Your preparation in English.



7. Your preparation in English.

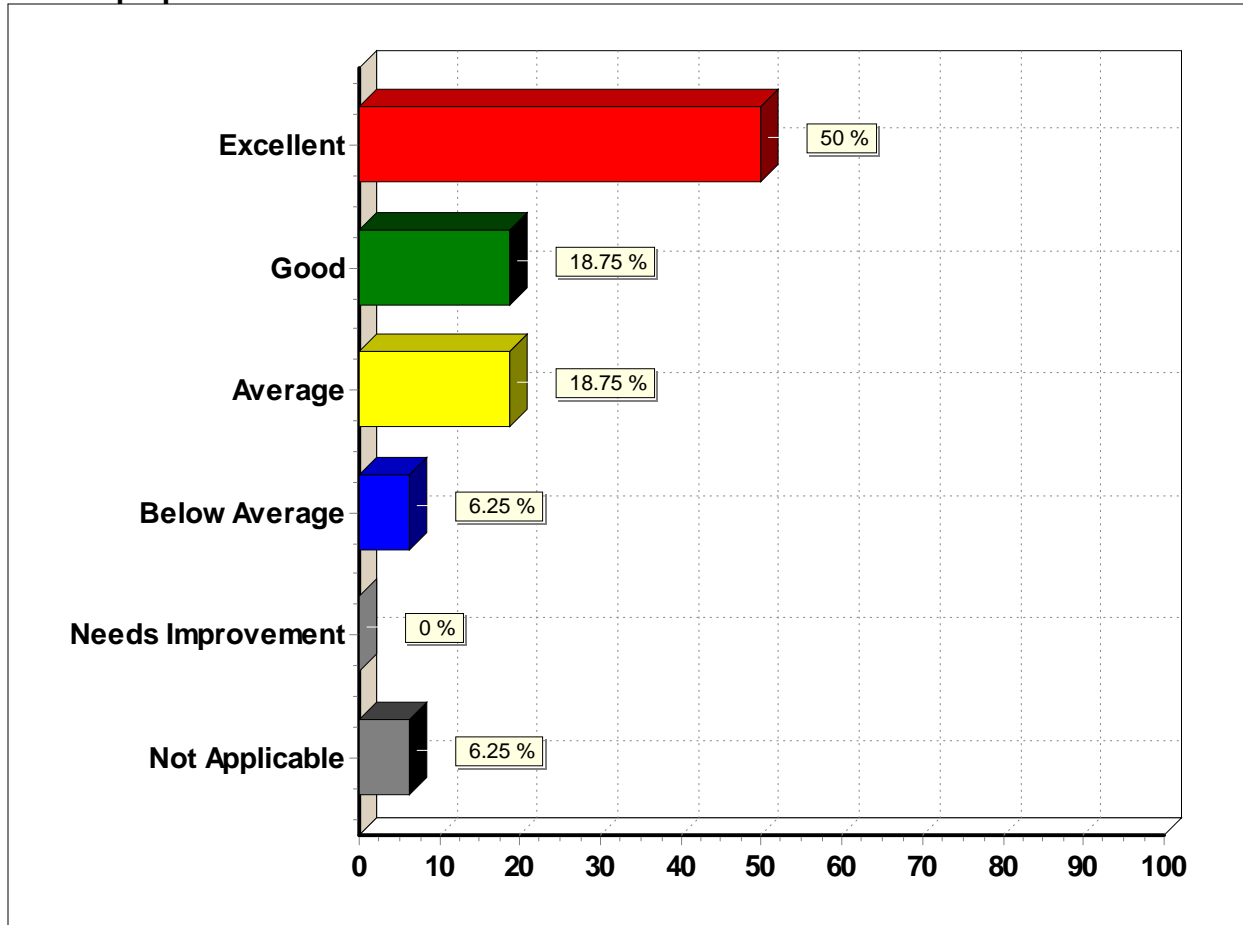
Response (n = 16)	Frequency	Percent
Excellent	9	56.3%
Good	2	12.5%
Average	3	18.8%
Below Average	1	6.3%
Needs Improvement	0	0.0%
Not Applicable	1	6.3%

Question 7 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		7. Your preparation in English.						Total (Row)
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	
Gender:	Male	2 33.3%	1 16.7%	1 16.7%	1 16.7%	0 0.0%	1 16.7%	6 100.0%
	Female	7 70.0%	1 10.0%	2 20.0%	0 0.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	9	2	3	1	0	1	16
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		7. Your preparation in English.						Total (Row)
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	
Ethnicity / Race:	White	4 57.1%	1 14.3%	2 28.6%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	3 75.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	9	2	3	1	0	1	16
Count (n)	-	-	-	-	-	-	-	

8. Your preparation in science.



8. Your preparation in science.

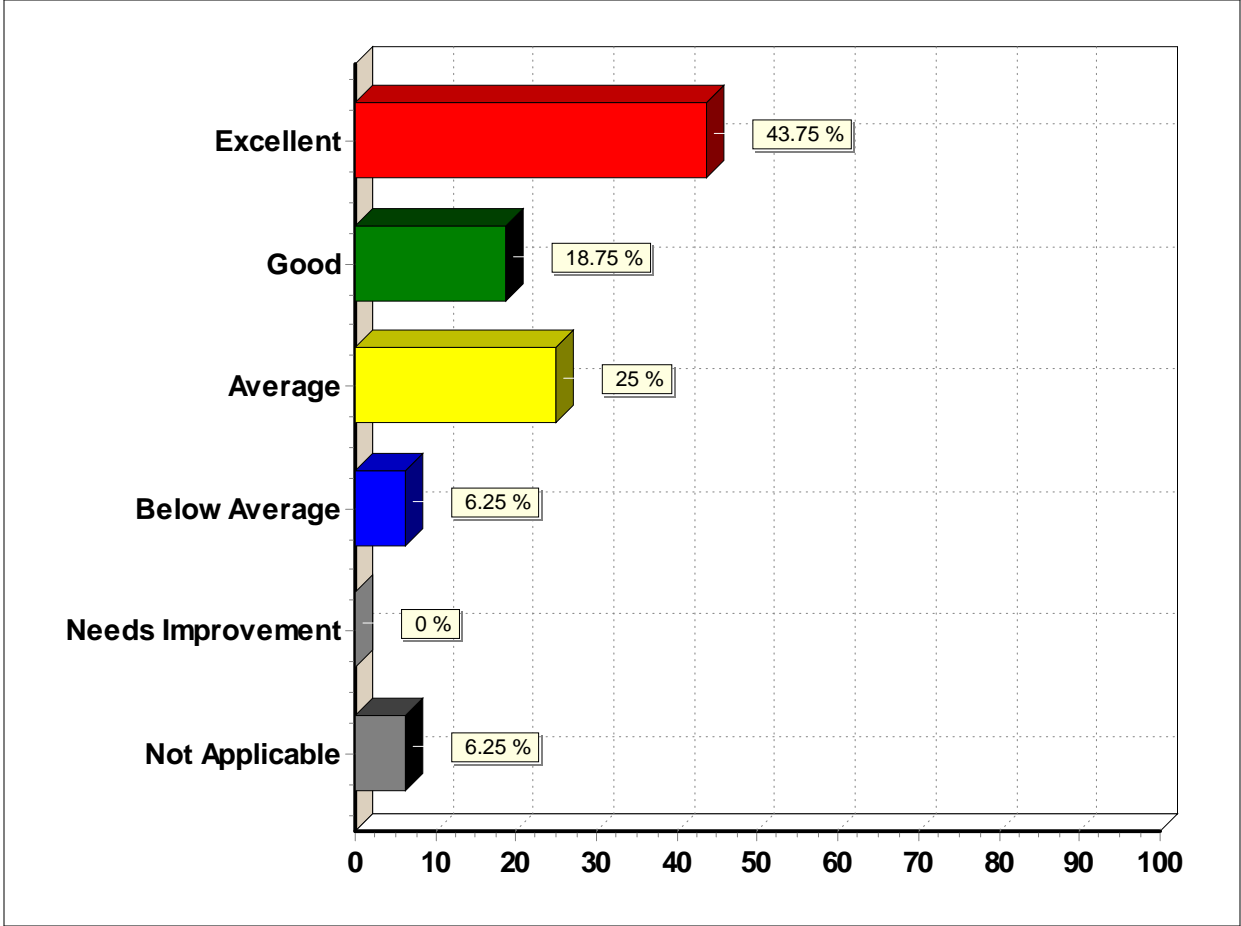
Response (n = 16)	Frequency	Percent
Excellent	8	50.0%
Good	3	18.8%
Average	3	18.8%
Below Average	1	6.3%
Needs Improvement	0	0.0%
Not Applicable	1	6.3%

Question 8 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		8. Your preparation in science.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	2 33.3%	1 16.7%	1 16.7%	1 16.7%	0 0.0%	1 16.7%	6 100.0%
	Female	6 60.0%	2 20.0%	2 20.0%	0 0.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	8 -	3 -	3 -	1 -	0 -	1 -	16 -
	Count (n)	16						

Frequency Row Percent		8. Your preparation in science.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	3 42.9%	2 28.6%	2 28.6%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	3 75.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	8 -	3 -	3 -	1 -	0 -	1 -	16 -
	Count (n)	16						

9. Your preparation in history.



9. Your preparation in history.

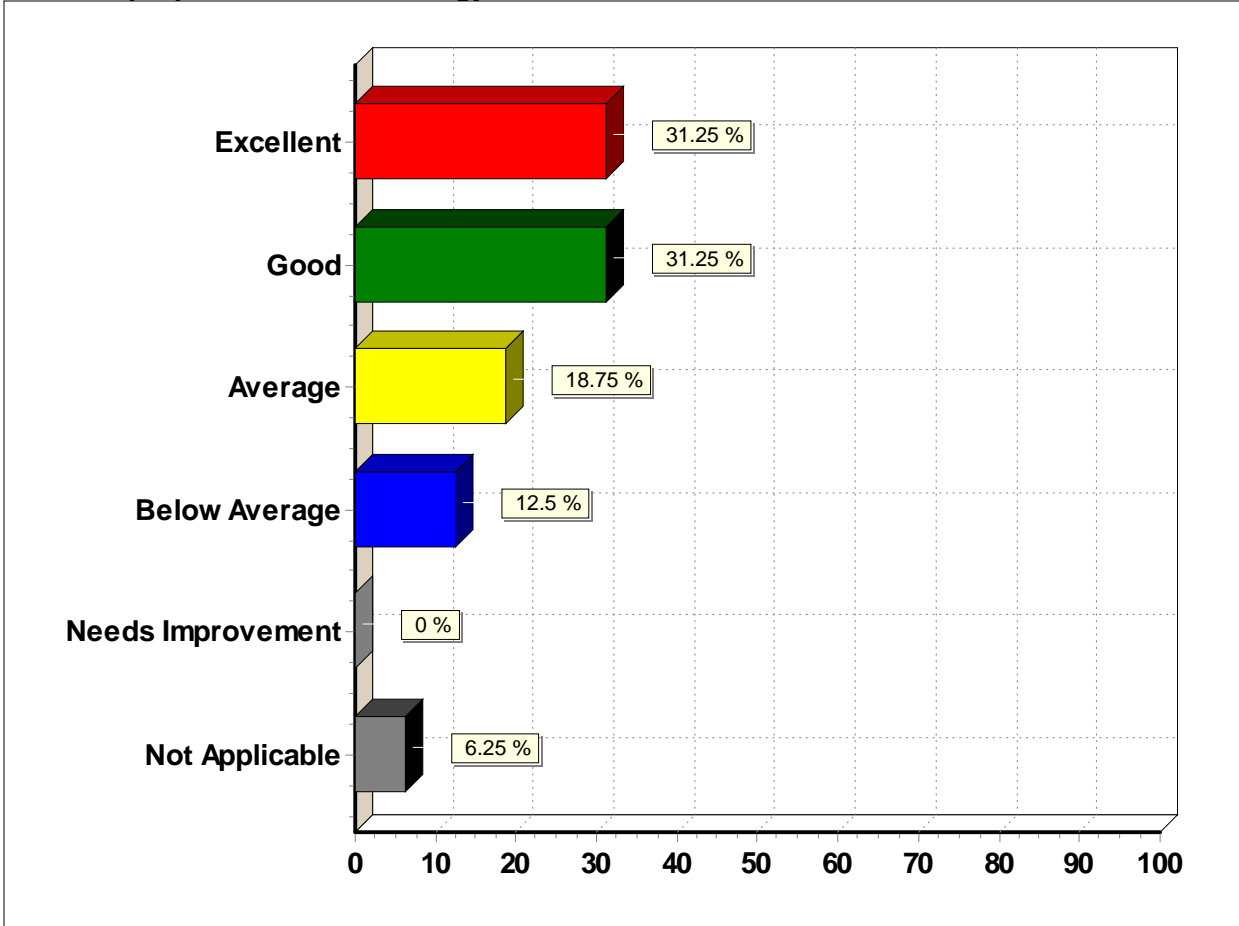
Response (n = 16)	Frequency	Percent
Excellent	7	43.8%
Good	3	18.8%
Average	4	25.0%
Below Average	1	6.3%
Needs Improvement	0	0.0%
Not Applicable	1	6.3%

Question 9 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		9. Your preparation in history.						Total (Row)
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	
Gender:	Male	2 33.3%	1 16.7%	1 16.7%	1 16.7%	0 0.0%	1 16.7%	6 100.0%
	Female	5 50.0%	2 20.0%	3 30.0%	0 0.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	7	3	4	1	0	1	16
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		9. Your preparation in history.						Total (Row)
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	
Ethnicity / Race:	White	2 28.6%	2 28.6%	3 42.9%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	3 75.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	7	3	4	1	0	1	16
	Count (n)	-	-	-	-	-	-	-

10. Your preparation in technology.



10. Your preparation in technology.

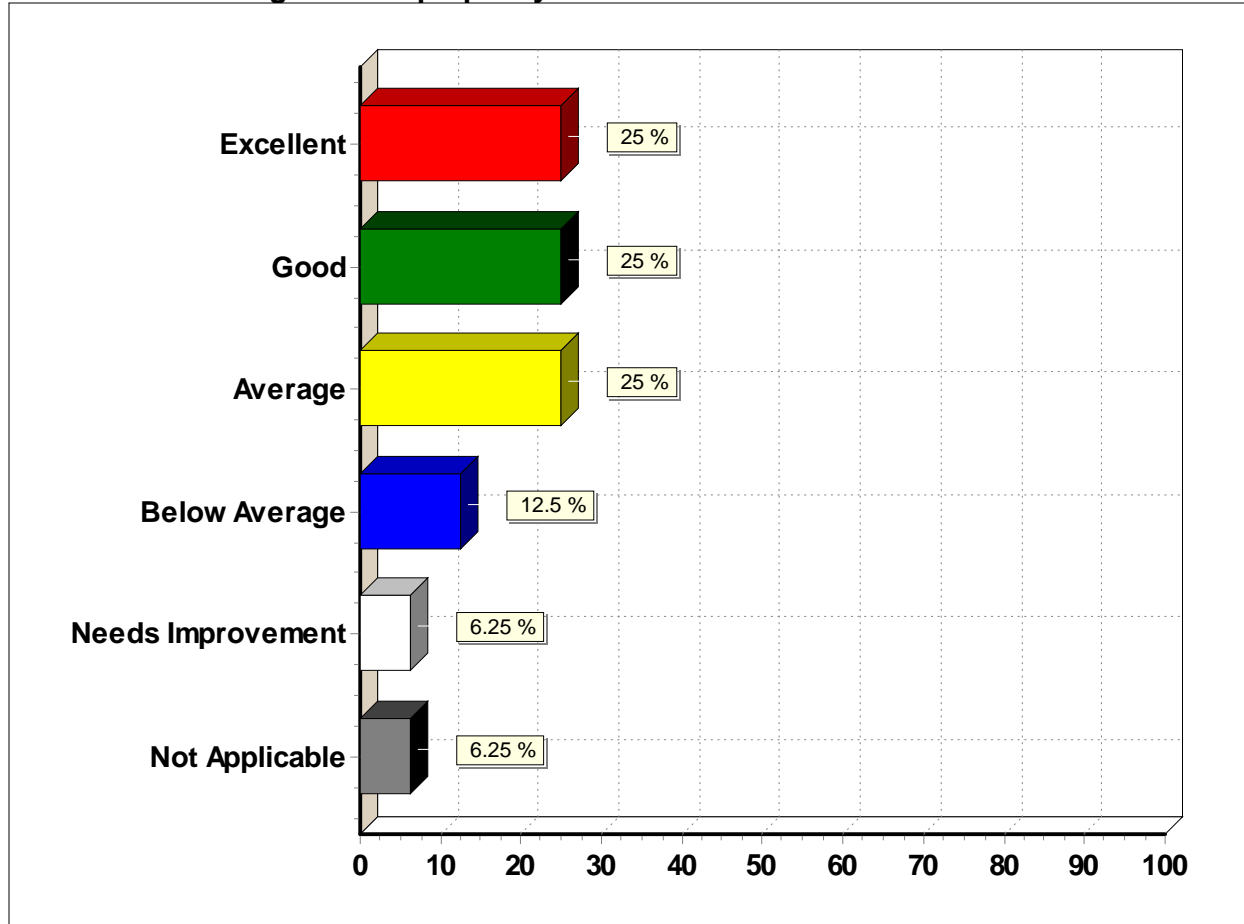
Response (n = 16)	Frequency	Percent
Excellent	5	31.3%
Good	5	31.3%
Average	3	18.8%
Below Average	2	12.5%
Needs Improvement	0	0.0%
Not Applicable	1	6.3%

Question 10 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		10. Your preparation in technology.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	3 50.0%	1 16.7%	1 16.7%	0 0.0%	1 16.7%	6 100.0%
	Female	5 50.0%	2 20.0%	2 20.0%	1 10.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	5	5	3	2	0	1	16
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		10. Your preparation in technology.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	3 42.9%	2 28.6%	1 14.3%	1 14.3%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	1 50.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	1 25.0%	2 50.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	5	5	3	2	0	1	16
Count (n)	-	-	-	-	-	-	-	

11. How well did high school prepare you to enter the workforce?



11. How well did high school prepare you to enter the workforce?

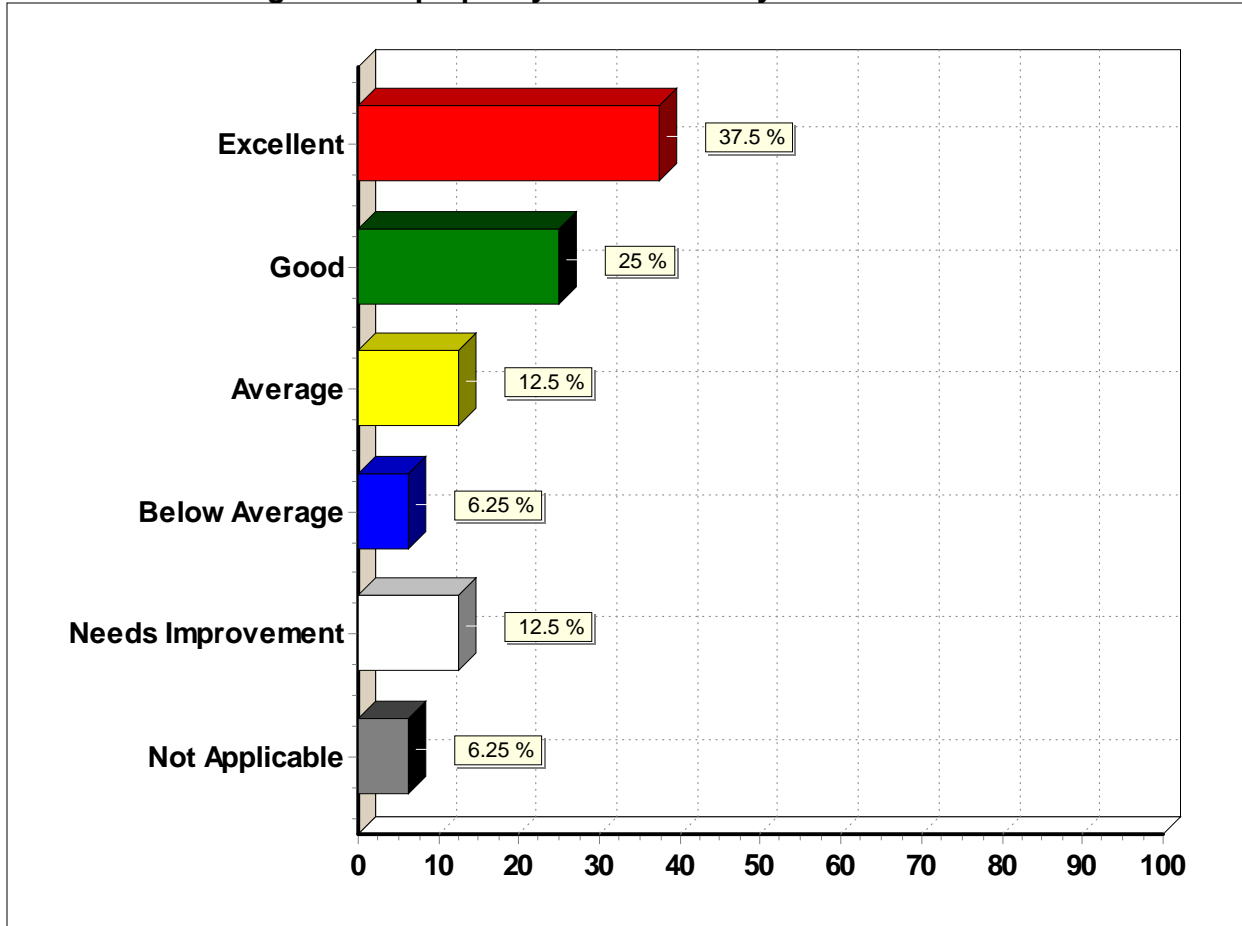
Response (n = 16)	Frequency	Percent
Excellent	4	25.0%
Good	4	25.0%
Average	4	25.0%
Below Average	2	12.5%
Needs Improvement	1	6.3%
Not Applicable	1	6.3%

Question 11 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		11. How well did high school prepare you to enter the workforce?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	1 16.7%	2 33.3%	1 16.7%	1 16.7%	0 0.0%	1 16.7%	6 100.0%
	Female	3 30.0%	2 20.0%	3 30.0%	1 10.0%	1 10.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	4	4	4	2	1	1	16
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		11. How well did high school prepare you to enter the workforce?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 28.6%	2 28.6%	2 28.6%	1 14.3%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	1 50.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	1 25.0%	1 25.0%	1 25.0%	0 0.0%	1 25.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	4	4	4	2	1	1	16
	Count (n)	-	-	-	-	-	-	-

12. How well did high school prepare you to continue your education?



12. How well did high school prepare you to continue your education?

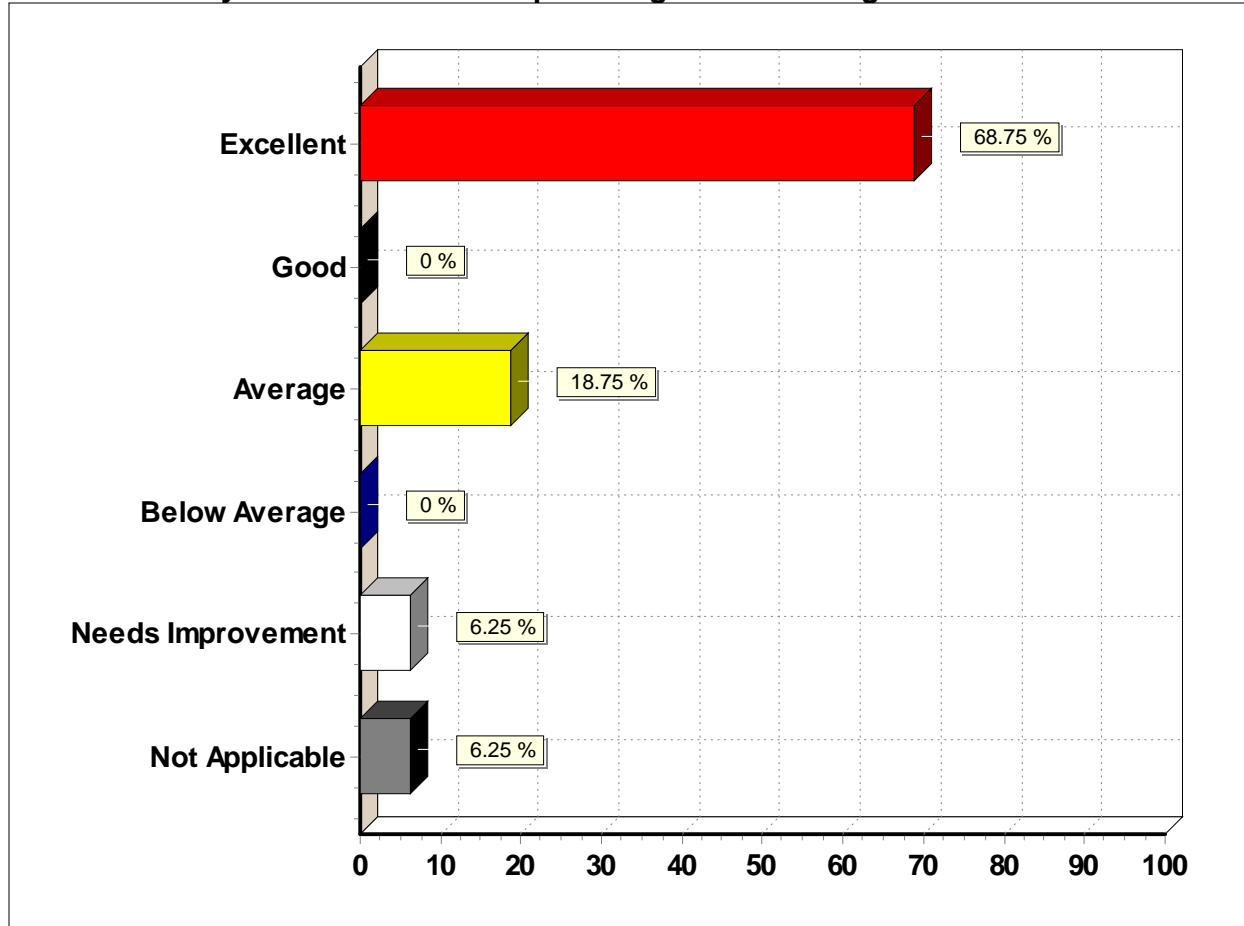
Response (n = 16)	Frequency	Percent
Excellent	6	37.5%
Good	4	25.0%
Average	2	12.5%
Below Average	1	6.3%
Needs Improvement	2	12.5%
Not Applicable	1	6.3%

Question 12 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		12. How well did high school prepare you to continue your education?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	1 16.7%	2 33.3%	0 0.0%	1 16.7%	1 16.7%	1 16.7%	6 100.0%
	Female	5 50.0%	2 20.0%	2 20.0%	0 0.0%	1 10.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	6	4	2	1	2	1	16
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		12. How well did high school prepare you to continue your education?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 28.6%	3 42.9%	2 28.6%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	2 50.0%	1 25.0%	0 0.0%	0 0.0%	1 25.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	1 50.0%	2 100.0%
	Total (Column)	6	4	2	1	2	1	16
	Count (n)	-	-	-	-	-	-	-

13. How would you rate the school in providing a safe learning environment?



13. How would you rate the school in providing a safe learning environment?

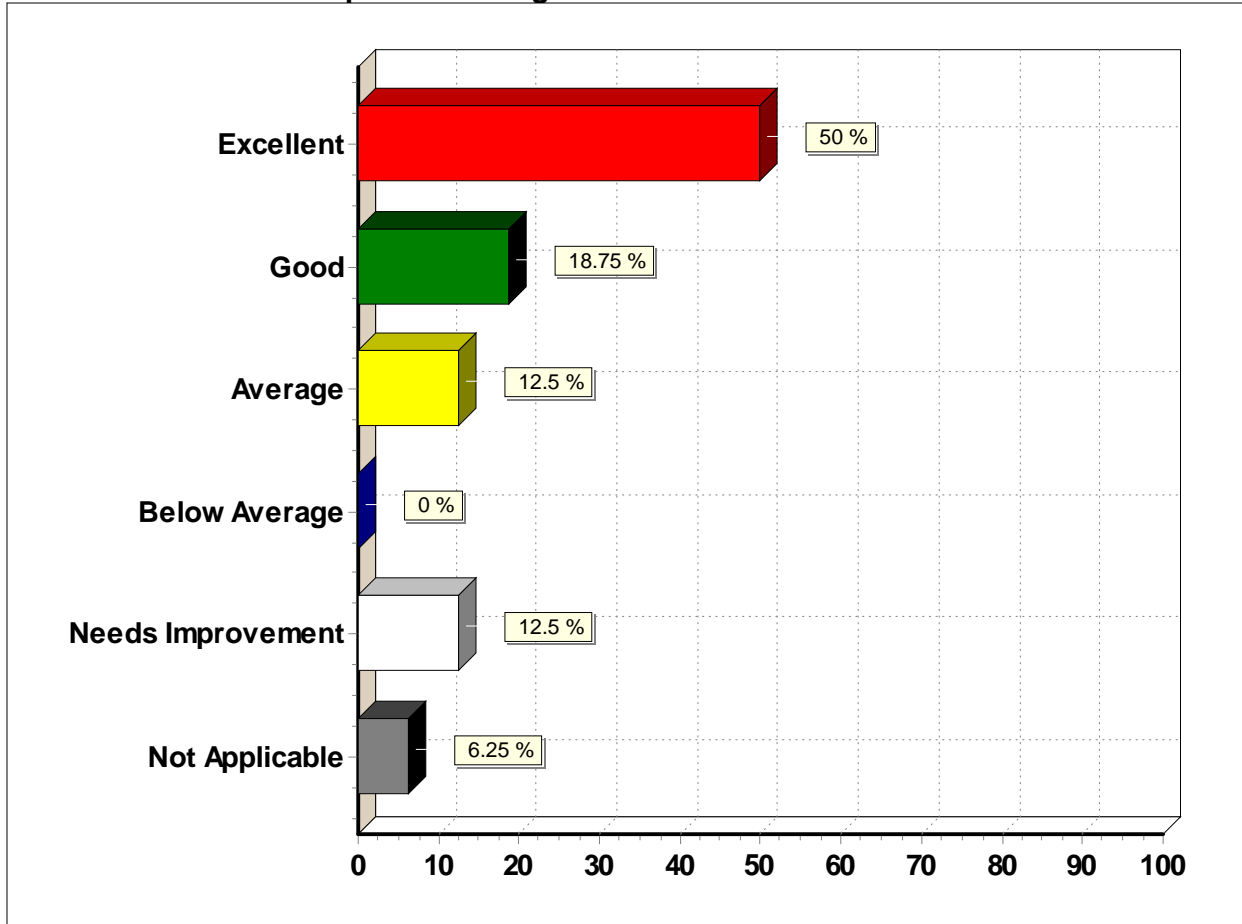
Response (n = 16)	Frequency	Percent
Excellent	11	68.8%
Good	0	0.0%
Average	3	18.8%
Below Average	0	0.0%
Needs Improvement	1	6.3%
Not Applicable	1	6.3%

Question 13 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		13. How would you rate the school in providing a safe learning environment?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	3 50.0%	0 0.0%	1 16.7%	0 0.0%	1 16.7%	1 16.7%	6 100.0%
	Female	8 80.0%	0 0.0%	2 20.0%	0 0.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	11 -	0 -	3 -	0 -	1 -	1 -	16 -
	Count (n)	16						

Frequency Row Percent		13. How would you rate the school in providing a safe learning environment?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	6 85.7%	0 0.0%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	1 50.0%	0 0.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	4 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	2 100.0%
	Total (Column)	11 -	0 -	3 -	0 -	1 -	1 -	16 -
Count (n)	16							

14. How well did school provide a drug-free environment?



14. How well did school provide a drug-free environment?

Response (n = 16)	Frequency	Percent
Excellent	8	50.0%
Good	3	18.8%
Average	2	12.5%
Below Average	0	0.0%
Needs Improvement	2	12.5%
Not Applicable	1	6.3%

Question 14 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		14. How well did school provide a drug-free environment?						Total (Row)
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	
Gender:	Male	2 33.3%	0 0.0%	1 16.7%	0 0.0%	2 33.3%	1 16.7%	6 100.0%
	Female	6 60.0%	3 30.0%	1 10.0%	0 0.0%	0 0.0%	0 0.0%	10 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	8 -	3 -	2 -	0 -	2 -	1 -	16 -
	Count (n)	16						

Frequency Row Percent		14. How well did school provide a drug-free environment?						Total (Row)
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	
Ethnicity / Race:	White	4 57.1%	1 14.3%	2 28.6%	0 0.0%	0 0.0%	0 0.0%	7 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	2 100.0%
	Native American	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Other	3 75.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	1 50.0%	2 100.0%
	Total (Column)	8 -	3 -	2 -	0 -	2 -	1 -	16 -
Count (n)	16							

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Want Even More???

Data Disaggregation:

Gender

Report showing only male responses and report showing only female responses

Generates 2 Reports \$30.00

Present Status:

Report showing responses for each of the following categories:

Work Full Time, Work Part Time, Military, 4 Year College, 2 Year College, Vocational / Technical School

Generates 6 Reports \$60.00

Ethnic Origin:

Report showing responses for each of the following categories:

White/Caucasian, African American, Asian, Hispanic, Native American, & Other

Generates 6 Reports \$55.00

Yes/No Question

Report showing responses for those answering a question "Yes" and a report showing those that answered "No" to the same question (you choose which yes/no question you want segregated)

Generates 2 Reports \$30.00

Excellent/Good/Average/Below Average/Needs Improvement Question

Report showing responses for those answering a question "Excellent", those answering "Good", those answering "Average", those answering "Below Average", and a report showing those that answered "Needs Improvement" to the same question (you choose which A/B/C/D/F question you want segregated)

Generates 5 Reports \$50.00

Customized Reports

You may customize your data segregation to focus on a group meeting specific criteria.

(For example: A report showing those attending a 4-Year College, answered "yes" to question #1 and answered question #10 with "Excellent".

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Superintendent's School Improvement Report
Presented to the
Board of Education of Bayard Public Schools
April 18, 2022

Vision, Culture, & Instructional Leadership

The superintendent leads the district by promoting the success of all students, articulating a vision of learning, developing a positive school climate and demonstrating best practices in instructional programs and staff professional development.

- We were notified this afternoon that the school will have the opportunity to participate in an ESSER III Expanded Learning Collaborative, designed to launch new and support existing high-quality summer and after school programs. Our school district will be able to access up to \$155,000 in funding. The official GAN and GMS access will be available in May. In the meantime, our team will start doing some thinking about how these funds might help our students.

Operations, Resource, & Personnel Management

The superintendent demonstrates the knowledge, skills, and ability to effectively manage operations that promote a safe and effective environment for students and staff, ensure the fiscal health of the district, and implement sound personnel practices.

- The auditorium HVAC rooftop unit has been installed and initial startup has been completed. We will be submitting a request for reimbursement. Hopefully the turnaround on the reimbursement will be fairly quick.
- We were unsuccessful in the first round of application/lottery sponsoring a visa to see if we can bring Mr. Salazar back to our school community as a Spanish teacher. The past couple of years there have been 2nd and 3rd rounds of the lottery process, so we still have some, albeit much less chance of success.
- It appears that the school nutrition program will go back to pre-pandemic operation prior to the start of next school year, with families needing to pre-pay for meals next year. If nothing changes at the Federal level, then the board will need to be prepared to set meal prices again this coming July.
- I will be reaching out to Mr. Olson to invite him to take a leadership role in interviewing and filling any remaining positions for the coming school year.

Board Governance & Policy

The superintendent works effectively with the board of education, exhibits a shared understanding of board and superintendent roles, leads and manages the district consistent with board policies, and demonstrates the skills to work effectively with the board.

- We need to schedule a Committee on American Civics meeting for a date in the near future.
- Teachers will have some curricular recommendations for the board to consider. I would like to have those shared first with the Curriculum Committee in the near future.

Communication & Community Relations

The superintendent establishes effective communication with students, parents, staff and community, and has the knowledge and awareness of different cultures among all community members to effectively engage and respond to diverse interests and needs that support the success of all students.

- I would like to congratulate the City of Bayard for receiving a community center planning grant.
- We are looking forward to hosting Career Day along with a career fair opportunity for students at the end of the month. If you know someone who would be interested in sharing a career, please get that person connected with Mrs. Linde Rafferty.

Mission Statement:

The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities.

Ethical Leadership

The superintendent promotes the success of every student and staff member by acting with integrity, fairness and in an ethical manner.

- I would like to commend Mr. Justin Rafferty on being honored as the FFA Advisor of the Year for the State of Nebraska. His commitments to excellence for his students are deeply appreciated.

Superintendent's Goals

Goal 1: Board and Superintendent Practices

- I will plan to start adding Mr. Olsen to the communication that occurs via school email. We will also get him set-up with an eMeetings access log-in.
- We will have diplomas to sign prior to graduation in May. If for any reason board members won't be able to attend, please let us know. If you are a signatory on the diplomas, please let us know if you will not be able to attend the May meeting and we will get your signatures ahead of time.

Goal 2: Communication of Data and Information

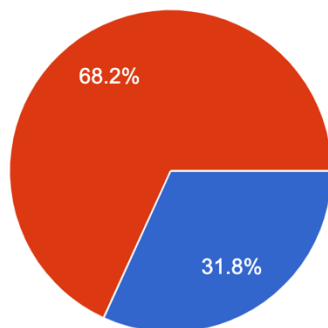
- We have received an updated graduate survey (attached). I would encourage the board to review the information.
- Teachers continue to engage parents and students in communication on Remind. 51,694 messages were delivered on Remind last month, including 10,728 conversations and reactions.

Goal 3: Culture and Engagement

- I am in the process of surveying students regarding their interest in a variety of academic coaching services this month. It will be interesting to learn what the students might need from a position of that nature. This survey is also looking at students' motivation. Here is an early snapshot of the data (early respondents):

Please select the statement that most closely reflects your thoughts as a student about motivation to succeed in school:

22 responses



- I am more motivated by rewards/prizes than I am by an internal desire to do well.
- I am more motivated by an internal desire to do well than I am by rewards/prizes.

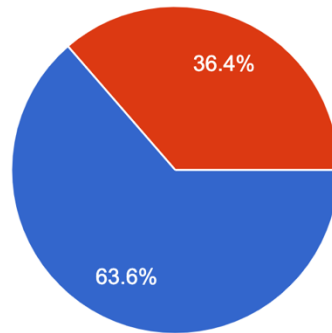
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Mission Statement:

The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities.

Please select the statement that most closely reflects your thoughts as a student about recognizing success in school:

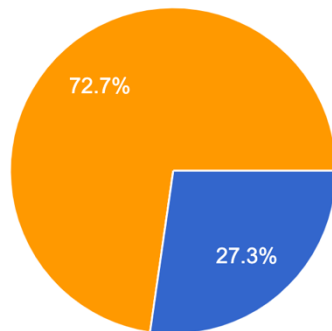
22 responses



- Individual recognition is more motivating than whole group recognition.
- Whole group recognition is more motivating than individual recognition.

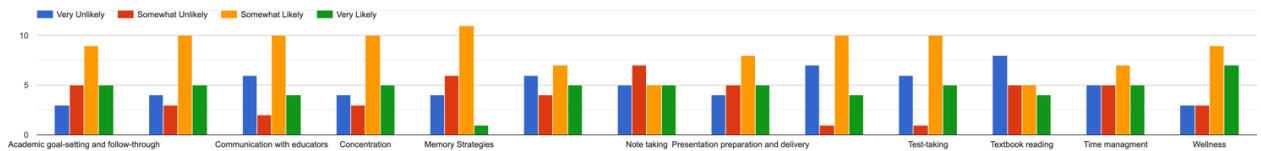
Please select the statement that most closely reflects your thoughts as a student about recognizing success in school:

22 responses



- I think it is more important to recognize growth than high scores.
- I think it is more important to recognize high scores than growth.
- I think both growth and high scores should be recognized.

If the school district provided you with access to an academic support coach, how likely would you be to utilize the following services?



Leave Log

- During the current term I have used 5 vacation days (7-16-21, 7-30-21, 11-04-21, 11-05-21, and 2-16-22) and 16 ³/₄ sick days (contribution to sick leave bank, 9-8-21 ³/₄, 11-30-21, 1-18-22, 1-19-22, 1-20-22, 1-21-22, 1-26-22, 1-27-22, 1-28-22, 2-9-22 ¹/₂, 3-11-22 ¹/₂, 3-17-22 ¹/₂, 3-22-22 ¹/₂, 3-29-22, 3-31-22, 4-1-22, 4-4-22, 4-11-22).

Mission Statement:

The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities.

Review of Drug Testing Procedures
March 2022

We received a concern about student drug testing procedures at the March meeting of the Board of Education.

I had the opportunity to conduct a personal observation of the testing room/procedures and visit with the person doing the testing on behalf of WPCI (the company we use for this testing). I also visited on the telephone with Crystal Didier (National Account Consultant) for WPCI regarding these concerns.

I visited on the telephone with the parent who shared concerns about student drug testing. I shared my observations and what I had learned with him (as summarized below). I asked him to contact me if he had any additional questions or concerns.

Here is a summary report based on my observations, conversations, and conclusions.

Concern	Observation	Status
Students were being brought in as a group.	This issue had been identified as a concern to the Secondary Principal. She had already addressed this through a directive to the staff member who works with WPCI. Students are no longer brought to the office as a large group. On the day I conducted an observation students were summoned from class one at a time.	Resolved/Addressed Prior to the Complaint as long as the observed procedures continue.
Several Containers of Urine on the table	On the day I conducted observation there were three containers with urine on the table at the same time, but all three were the same student's sample. Students placed their sample container on a paper towel and part of the sample was placed in two other containers which were sealed (with a sticker/label).	This issue seems to be either a non-issue or was resolved by making the change to only one student entering the room at a time.
People coming in and out of the testing space.	On the day I conducted an observation there had been an email sent to the secondary staff with the following message: <i>All, The lounge is temporarily closed. Please do not send anyone down to get copies until further notice. Thank you.</i>	This issue seems to be resolved as long as the observed procedures continue.

	<p>When I received this email that is how I knew the testing was occurring, which was helpful for me to conduct the observation.</p> <p>When I got to the staff lounge I observed a sign on the door indicating that the lounge was closed.</p>	
<p>The person administering the test doesn't wear gloves.</p>	<p>I observed the same thing. After the tests were completed I asked the person doing the testing about this. She indicated that the seals (stickers) that are used on the urine containers stick to gloves and tear (which causes a need to restart the entire process and keeps students out of class even longer). This person also told me DOT does not require gloves.</p> <p>When I visited with Crystal Didier (National Account Consultant) for WPCI she agreed to follow up with me in an email. Here is the information from the email she sent:</p> <p><i>If the sticker tears, we don't have to collect another sample from the student, but we do have to use a brand new Custody and Control Form (CCF), which takes a lot of time to fill out, thus causing the student to be kept out of class longer.</i></p> <p><i>As we discussed today, we adhere to DOT's Part 40 regulations for drug testing, and there is nothing in the regulations that requires us to wear gloves- and this testing in NONDOT, so the regulations actually don't apply. Also, we are not medical personnel, we are a business service, we do employment/personal testing, not medical testing.</i></p>	<p>Resolved</p>
<p>If the person administering the test is a user, tobacco on her fingers could taint the test.</p>	<p>In visiting with Crystal she indicated that they actually test for metabolites (rather than the substance itself). The only way a test would be positive is if the substance had been ingested/inhaled etc. She assured me that the sample could not be tainted from smoke or smokeless tobacco on the fingers of the person conducting the test.</p>	<p>Resolved</p>

<p>Samples are being sent to the State of Nebraska even if they are not positive.</p>	<p>The person conducting the testing told me that the two samples are only tested in the event of a non-negative. The quick test cannot be used to make a positive determination (only a non-negative). Samples that test negative are discarded by WPCI. Samples that test non-negative are sent to a lab for analysis. Here is some additional information from Crystal regarding the testing of non-negative samples:</p> <p><i>We send the Non-Negative samples to a SAMHSA certified laboratory (Medtox, in St. Paul MN) for testing, not the state of NE. A certified laboratory is subject to rigorous DOT and HHS regulation and oversight to ensure their testing and validation methods are gold standard and legally defensible if challenged.</i></p>	<p>Resolved</p>
<p>The person conducting the test couldn't share what tests were being conducted.</p>	<p>The person conducting the tests showed me the package with the testing materials, which had information regarding which drugs were being tested. As a result of that conversation, I noticed that we were not testing for nicotine that day. Upon follow-up, I was able to determine that when we changed our policy and also had a personnel change in the AD position the additional tests desired by the board had not been added to the protocol. After my conversation with Crystal Didier, WPCI will be adding nicotine and alcohol to the testing protocol to align with our policy moving forward.</p>	<p>Resolved and Improved</p>