

**Board of Education Special Meeting
Thursday, July 7, 2022 5:00 PM**

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

Notice is hereby given that a Board of Education Special 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 Thursday, July 7, 2022 at 5:00 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. Statement of Purpose of the Meeting: To Provide Approval and Authorization for Expanded Services and Personnel Action by the Administration. Specifically, Authorization to Operate A School-Based Early Childhood Education Center, to Authorize Mrs. Ehler to Recruit Staff for New Early Childhood Positions and Approval of Extra Duty Assignments
- III. Approval of Agenda
- IV. Action Items
 - IV.A. Discuss, Consider, and Take All Necessary Action in Regard to Authorizing A School-Based Early Childhood Education Center for Children Ages 0-3 at Bayard Elementary School
 - IV.B. Discuss, Consider, and Take All Necessary Action in Regard to Authorizing Mrs. Candace Ehler to Recruit New Staff Members for New Early Childhood Positions
 - IV.C. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Extra Duty Assignments
- V. Set Next Meeting Date
- VI. 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.

Bayard School Board of Education Annual Calendar

January	February	March	April	May	June
<ul style="list-style-type: none"> * Oath of Office * Board Officer Elections * Designate Depository of the District * Designate Legal Firm for the District * Designate Auditors for the District * Designate Official to Apply for Grants and Testify Before Legislature * Board Code of Ethics * Discuss Board Committees * Approve Policy Manual * Review of Accountability and Disclosure Commission Conflict of Interest Reporting Form * NASB Legislative Issues Conference 	<ul style="list-style-type: none"> * Committee on American Civics Meeting * Policy Committee Meeting * Board Committee Assignments * Review Draft of School Calendar * Curriculum Review and Approve Course Catalog * Approve Negotiated Agreement with BEA * Update on State Standards Requirements * Discuss and Take Action on Compensation of Principals and Directors * NASB President's Retreat * NASB Budget and Finance Workshop * NSBA Advocacy Institute 	<ul style="list-style-type: none"> * Curriculum Committee Meeting * Building Committee Meeting * Approve School Calendar * Adopt Resolution Pertaining to Non-Resident Students * Tour of School Buildings, Facilities, Bus Barn * Review 5 Year Facilities Plan * Consider Curriculum Proposals * Discuss Compensation of Superintendent * NASB Membership Renewal * NAEP State Convention 	<ul style="list-style-type: none"> * Board Workshop * Board Self-Assessment And Board Goals * Approve FFA Trip to National FFA Convention * Review Strategic Plan Progress Report * Take Action on Compensation of Superintendent * NASB Spring Legal Workshop * NRCSA Conference * NSBA Annual Conference and Exposition 	<ul style="list-style-type: none"> * Review Extra-Duty Assignments * Approve Classified Staff Handbook, Preschool Handbook, and Pathfinders Program Handbook * Finalize Plan for District Summer Improvements * Review Pathfinders Program * Distribute Superintendent Evaluation (Long Form) * Attend Graduation Ceremony * Attend Staff Retirement Recognition 	<ul style="list-style-type: none"> * NSAA Related Activities Budget * Approve Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student and Parent Handbook * Review State Aid Certification * Transportation Director Report * Evaluate Superintendent (Long Form) and Superintendent Goals * NASB School Law Seminar

Bayard School Board of Education Annual Calendar

July	August	September	October	November	December
<ul style="list-style-type: none"> * Policy Committee Meeting * Establish Prices for Athletic Admission and Activity Tickets * Establish Prices for School Lunch and Breakfast Programs * Reaffirm Vision Statement, Mission Statement, and Core Covenants * Approve Certificated Staff Handbook and Substitute Teacher Handbook * Hearing on Student Fee Policy, Parental Involvement Policy, Student Anti-Bullying Policy, and School Wellness Policy 	<ul style="list-style-type: none"> * Budget and Audit Committee Meeting for District Budget * Budget and Audit Committee Meeting with Auditors * Tour of School Buildings, Facilities, and Bus Barn * Authorize Payment of Bills Through End of August * Review Annual Emergency Plan * District School Safety Assessment * Board Welcome of New Staff * Board Staff Steak Fry * NASB Area Membership Meetings 	<ul style="list-style-type: none"> * Budget Hearing * Final Tax Request Hearing * Adopt District Budget * Approve Tax Resolution For General Fund, Special Building Fund, and Bond Fund * Review Summer School Program * NASA/NASB Labor Relations Conference 	<ul style="list-style-type: none"> * Policy Committee Meeting * Board Workshop * Consider BEA Request for Recognition as Bargaining Agent * Discuss Negotiations Timeline and Collective Bargaining with BEA * Review Fall District Enrollment Numbers * Review SPED and HAL Programs * Review Statewide Assessment Results * Appoint NASB Delegate Assembly Representative * NASB Facilities and Construction Workshop 	<ul style="list-style-type: none"> * Committee on American Civics Meeting * Teacher Staff Committee Meeting for Negotiations * Approve Audit/Annual Financial Report * Review ACT Results * Prom Plan Presentation * Review District Annual Report * Request Nominations for the Volunteer Section of the Mike Cillessen Memorial Board * Distribute Superintendent Evaluation (Short Form) * NASB State Education Conference * NASB Delegate Assembly 	<ul style="list-style-type: none"> * Teacher Staff Committee Distributes Staff Recognition Items * Select Nominations for the Volunteer Section of the Mike Cillessen Memorial Board * Superintendent Evaluation (Short Form) * NASB New Board Member Workshop

POLICY NO. 9106 - BOARD MEMBER CODE OF ETHICS

Board members' actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, board members must conduct themselves professionally and in a manner fitting to their position.

Each board member shall follow the code of ethics stated in this policy.

AS A SCHOOL BOARD MEMBER:

1. I will listen.
2. I will respect the opinion of others.
3. I will recognize the integrity of my predecessors and associates and the merit of their work.
4. I will be motivated only by an earnest desire to serve my school district and the children of my school district community in the best possible way.
5. I will not use the school district or any part of the school district program for my own personal advantage or for the advantage of my friends or supporters.
6. I will vote for a closed session of the board if the situation requires it, but I will consider "secret" sessions of board members unethical.
7. I will recognize that to promise in advance of a meeting how I will vote on any proposition which is to be considered is to close my mind and agree not to think through other facts and points of view which may be presented in the meeting.
8. I will expect, in board meetings, to spend more time on education programs and procedures than on business details.
9. I will recognize that authority rests with the board in legal session and not with individual members of the board, except as authorized by law.
10. I will make no disparaging remarks, in or out of the board meeting, about other members of the board or their opinions.
11. I will express my honest and most thoughtful opinions frankly in board meetings in an effort to have decisions made for the best interests of the children and the education program.
12. I will insist that the members of the board participate fully in board action and recommend that when special committees are appointed, they serve only in an investigative and advisory capacity.
13. I will abide by majority decisions of the board.
14. I will carefully consider petitions, resolutions and complaints and will act in the best interests of the school district.
15. I will not discuss the confidential business of the board in my home, on the street or in my office; the place for such discussion is the board meeting.
16. I will endeavor to keep informed on local, state and national educational developments of significance so I may become a better board member.

IN MEETING MY RESPONSIBILITY TO MY SCHOOL DISTRICT COMMUNITY:

1. I will consider myself a trustee of public education and will do my best to protect it, conserve it, and advance it, giving to the children of my school district community the educational facilities that are as complete and adequate as it is possible to provide.
2. I will consider it an important responsibility of the board to interpret the aims, methods and attitudes of the school district to the community.
3. I will earnestly try to interpret the needs and attitudes of the school district community and do my best to translate them into the education program of the school district.
4. I will attempt to procure adequate financial support for the school district.
5. I will represent the entire school district rather than individual electors, patrons or groups.
6. I will not regard the school district facilities as my own private property but as the property of the people.

IN MY RELATIONSHIP WITH THE SUPERINTENDENT AND EMPLOYEES:

1. I will function, in meeting the legal responsibility that is mine, as part of a legislative, policy-forming body, not as an administrative officer.
2. I will recognize that it is my responsibility, together with that of my fellow board members, to see the school district is properly run and not to run them myself.
3. I will expect the school district to be administered by the best-trained technical and professional people it is possible to procure within the financial resources of the school district.
4. I will recognize the superintendent as executive officer of the board.
5. I will work through the administrative employees of the board, not over or around them.
6. I will expect the superintendent to keep the board adequately informed through oral and written reports.
7. I will vote to hire employees only after the recommendation of the superintendent has been received.
8. I will insist that contracts be equally binding on teachers and board.
9. I will give the superintendent power commensurate with the superintendent's responsibility and will not in any way interfere with, or seek to undermine, the superintendent's authority.
10. I will give the superintendent friendly counsel and advice.
11. I will present any personal criticism of employees to the superintendent.
12. I will refer complaints to the proper administrative officer.

TO COOPERATE WITH OTHER SCHOOL BOARDS:

1. I will not employ a superintendent, principal or teacher who is already under contract with another school district without first securing assurance from the proper authority that the person can be released from contract.
2. I will consider it unethical to pursue any procedure calculated to embarrass a neighboring board or its representatives.
3. I will not recommend an employee for a position in another school district unless I would employ the individual under similar circumstances.
4. I will answer all inquiries about the standing and ability of an employee to the best of my knowledge and judgment, with complete frankness.
5. I will associate myself with board members of other school districts for the purpose of discussing school district issues and cooperating in the improvement of the education program.

Legal Reference: Neb. Statute 79-526

Adopted: 10-08-12

Reviewed: 1-12-15, 1-11-16, 5-8-17, 1-14-19, 3-11-19, 1-13-20

Dear Board of Education,

I am writing this letter to give you my recommendations for the remaining open 2022-2023 activities sponsors. I hope you understand that I have not taken it lightly. I would also like you to know that I am creating a coaches expectation list for all coaches and an additional list of expectations for each activity specifically. These expectations will also be in addition to using the appropriate evaluation forms in the coach's handbook, using the activities handbook, and creating a proper chain of command among staff, players, and parents.

First, I am recommending Mr. Brandon Stuart as the head football coach. I have been contacted by some parents and athletes, and I have listened to both the positives and the concerns. After looking at his last evaluation, listening to others, and meeting with each of the assistant coaches I find no documentation that would lead me to recommend another head coach at this time. In saying that, I have met with Mr. Stuart and he was given a list of expectations along with some specific things he will be working on this season for himself and with his coaching staff.

I have added the following recommendations for the other open activities.

Class of 2025 Sponsor - Steven Posey
eSports - Jeff Erdman
Head Football - Brandon Stuart
Head JH Football - Mike Simons
Assistant HS Volleyball - Micki McKibbin
Assistant HS Basketball - Grace Dobrinski
Head JH Girls Basketball - Barbara Pieper
Assistant JH Girls Basketball - Joe Foland
Zero Hour Weights - Colton Ehler

Thank you for your time and consideration of my recommendations.

Zach Nesbitt

Extra-Duty Assignments for 2022-2023

Full Year Activities

Annual	Sponsor	Mark Keszler	
Band	Director	Sara Schmidt	
Cheerleading	Sponsor	Tressa White	
Class of 2023 and Graduation	Sponsor	Lindy Rafferty	
Class of 2023 and Graduation	Sponsor	Justin Rafferty	
Class of 2023 and Graduation	Sponsor	Zach Nesbitt	
Class of 2024 and Prom Sponsors	Sponsor	Barbara Pieper	
Class of 2024 and Prom Sponsors	Sponsor	Jessica Scott	
Class of 2024 and Prom Sponsors	Sponsor	Colton Ehler	
Class of 2025	Sponsor	Laurie Bauer	
Class of 2025	Sponsor	Mykayla Torres	
Class of 2025	Sponsor	Steven Posey	
Class of 2026	Sponsor	Jim Roberts	
Class of 2026	Sponsor	Dwight Malcolm	
Class of 2026	Sponsor	Holly Nolte	
Class of 2027	Sponsor	Elliot Reish	
Class of 2027	Sponsor	Sara Schmidt	
Class of 2028	Sponsor	Steven Posey	
Class of 2028	Sponsor	Kimberly Ferguson	
Educators Rising Sponsor	Head	Mykayla Torres	
Elementary Home Work Club	Shared	Cheryl Ferrero	
Elementary Home Work Club	Shared	Michelle Martinez	
Elementary Home Work Club	Shared	Brittany Binder	
Elementary Home Work Club	Shared	Amanda Anderson	
Elementary Leader in Me	Shared	Cheryl Ferrero	
Elementary Leader in Me	Shared	Lacee James	
eSports	Sponsor	Jeff Erdman	
FFA Advisor	Advisor	Justin Rafferty	
Newspaper	Sponsor	Mark Keszler	
High Ability Learner (HAL) Coordinator	Coordinator	Lacee James	
Home Work Club	Sponsor	Jennifer Gier	
Honor Society Advisor	Advisor	Laurie Bauer	
HOSA (Health Occupations Students of America)	Sponsor	Zach Nesbitt	
School Improvement Coordinator	Coordinator	Cheryl Ferrero	
Secondary LEAD Team (Jr./Sr. High)	Shared Sponsor	Jennifer Gier	
Secondary LEAD Team (Jr./Sr. High)	Shared Sponsor	Linde Rafferty	
SkillsUSA Sponsor	Sponsor	Dwight Malcolm	
Student Council (Elementary)	Shared Sponsor	Lacee James	
Student Council (Elementary)	Shared Sponsor	Brittany Binder	
Student Council (Jr./Sr. High)	Head Sponsor	Linde Rafferty	
Student Council (Jr./Sr. High)	Assistant Sponsor	Justin Rafferty	
Quiz Bowl	Sponsor	Linde Rafferty	
Vocal	Director	Kelley Rice	

Webpage Coordinator	Coordinator	Jennifer Gier	
Weights(Zero Hour??)	Hourly	Coaches	
Fall Activities			
Cross Country	Head Coach	Candace Ehler	
Cross Country	Assistant Coach	Ricky Trevino	
Cross Country	Assistant Coach	Stephanie Barker	
Football	Head Coach	Brandon Stuart	
Football	Assistant Coach	Joe Foland	
Football	Assistant Coach	Colton Ehler	
Football	Assistant Coach	Isaias Mancinas	
Girls Golf	Coach	Jim Roberts	
Jr. High Football	Head Coach	Mike Simons	
Jr. High Football	Assistant Coach	Dwight Malcolm	
Jr. High Football	Assistant Coach	Elliot Reish	
Jr. High Volleyball	Head Coach	Barbara Pieper	
Jr. High Volleyball	Assistant Coach	Julie Cochran	
One Act Plays	Director	Jenny Posey	
Softball	Head Coach	Steven Posey	
Softball	Assistant Coach	Tressa White	
Softball	Assistant Coach	David Brunz	
Volleyball	Head Coach	Tabitha Unzicker	
Volleyball	Assistant Coach	Open	
Volleyball	Assistant Coach	Micki Mckibbin	
Winter Activities			
Boys Basketball	Head Coach	Ryan Hergenreder	
Boys Basketball	Assistant Coach	Joe Foland	
Boys Basketball	Assistant Coach	Isaias Mancinas	
Girls Basketball	Head Coach	Zach Nesbitt	
Girls Basketball	Assistant Coach	Colton Ehler	
Girls Basketball	Assistant Coach	Grace Dobrinski	
Jr. High Boys Basketball	Head Coach	Joe Foland	
Jr. High Boys Basketball	Assistant Coach	Isaias Mancinas	
Jr. High Girls Basketball	Head Coach	Barbara Pieper	
Jr. High Girls Basketball	Assistant Coach	Joe Foland	
Jr. High Wrestling	Head Coach	Dwight Malcolm	
Jr. High Wrestling	Assistant Coach	Elliot Reish	
Speech	Head Coach	Amanda Anderson	
Wrestling - Boys	Head Coach	Corey Barker	
Wrestling - Boys	Assistant Coach	Garrett Schukei	
Wrestling - Girls	Head Coach	Jerze Menke	
Wrestling - Girls	Assistant Coach	Randy McKibbin	
Spring Activities			

Boys Golf	Coach	Jim Roberts	
Destination Imagination - Elementary	Sponsor	Jennifer Tavenner	
Destination Imagination - Secondary	Sponsor	Barbara Pieper	
Jr. High Boys Track	Head Coach	Brandon Stuart	
Jr. High Boys Track	Assistant Coach	Randy McKibbin	
Jr. High Girls Track	Head Coach	Colton Ehler	
Jr. High Girls Track	Assistant Coach	Mike Simons	
Track - Boys	Head Coach	Mike Simons	
Track - Boys	Assistant Coach	Teri Stuart	
Track - Girls	Head Coach	Brandon Stuart	
Track - Girls	Assistant Coach	Zach Nesbitt	