

**Board of Education Regular Meeting
Monday, October 10, 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, October 10, 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. Presentation and Discussion with Mr. Tyler Cox of Central NE Equipment Regarding 14 Passenger Buses, 12 Passenger Vans, and the Grant Application Process for an Electric Bus and Power Station.
 - VII.B. Presentation and Discussion by Bayard Education Association (BEA)
 - VII.C. Presentation and Discussion by Bayard Teachers Organization (BTO)
- 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. Adoption of Policies on First Reading
 - IX.A.6. Adoption of Policies on Second Reading
 - IX.A.7. Approval of Contracts within Policy Guidelines
 - IX.B. Discuss, Consider, and Take All Necessary Action in Regard to Approval of a Lease Agreement between Bayard Public Schools and the Bayard Tiger Cub Childcare Center.
 - IX.C. Discuss, Consider, and Take All Necessary Action in Regard to Requests to be Recognized as the Exclusive Bargaining Agent for the Teachers for the 2024-2025 Contract Year

- IX.D. Discuss, Consider, and Take All Necessary Action Regarding the Appointment of a Delegate to the NASB Representative Assembly on November 18, 2022, at the State Education Conference.
- X. Discussion Items
 - X.A. Review and Discussion of Special Education (SPED) and High Ability Learner (HAL) Programs.
 - X.B. Review and Discussion of Statewide Assessment Results
 - X.C. Review and Discussion of Negotiations Timeline and Collective Bargaining with the Bayard Education Association.
 - X.D. Review and Discussion of Policies 6020 through 6920 in the 6000 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.

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

Public Comment Sign-In Sheet

During the public comments portion of the meeting there is a time limit of 5 minutes per speaker and a time limit of 30 minutes for the duration of the public comments portion of the meeting as per Board Policy NO. 9239. Visitors will be required to identify themselves if they speak at this meeting.

Comments will be received in the order in which individuals have placed their names on the sign-in sheet.

The Board will not respond or take action on public comments.

The Board meeting is a business meeting open to the public but it is not a public meeting.

#	Name: (Please Print)	Signature:
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Student Board Representative
Board of Education Report

October 10, 2022

Submitted by: Kierra Miller
First Semester Student Board Representative

1. Student Activities:

- a. Volleyball is 21-1. They won the WTC tournament. They have a goal to win MAC as well.
- b. Softball ended their season on Monday. They went 1-20. The girls had a blast, and it was a great first season of memories.
- c. Football is 2-4.
- d. The Jr. High cross-country season is over. Emilee Houchin placed 2nd at WTC, Zoe Mascher placed 7th, and Jacob Carizales placed 7th.
- e. The High School Cross-Country team had Hunter Miller place 6th and Nate Barker place 7th. The high school boys team placed 2nd as a team. They have districts later this week, and are hoping to qualify for state.
- f. Jr. High volleyball is A:1-9, B:2-4.
- g. Jr. High football is 1-3.

2. Other Pertinent Student Information/ Feedback from students

- a. Students are concerned about the parking lot.
- b. Mr. Olsen, Nate and I met Thursday about the school's morale. We discussed some solutions and are working with the Lead Team to bring some things to action.
- c. I sent out a survey about FCA to the students. Out of 60 students who completed the survey, 46 said they would be interested in joining FCA.



Questions Responses **60** Settings

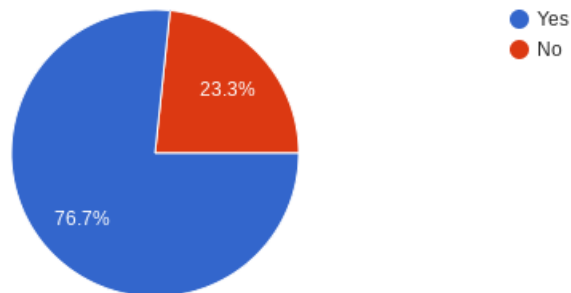
nicholas.rein@bayardtigers.org

riley.hopkins@bayardtigers.org

If our school had the opportunity to add a Fellowship of Christian Athletes(FCA) program, would you be interested? FCA is a nondenominational organization that focuses on bringing athletes, coaches, and the community together and towards God.



60 responses



3. Progress on Student Board Representative Initiative
 - a. One board is up. Here is the link to see progress on the website <https://site.rocketalumnisolutions.com/home/627993e34962c301526403ff?>
 - b. The second board is waiting on an Ethernet connection to be put up.

Total funds raised and received: \$3,000. I'm waiting on \$500 from Bluffs PT to be sent in, so the total will be \$3,500. Additionally, I am in touch with Aulick Industries. They are very interested in donating a good amount. I have a phone call with the person in charge of that on Monday the 10th, so hopefully I can give you an update that night.



Bayard Public Schools
 10/06/2022 4:56 PM
 Fund: 07 Student Activity

Activity Fund Balance Report - Detail - Include Encumbrances
 06/2022 - 08/2022

Page: 1
 User ID: BJS

Entry Date	JR	Reference #	Check Acct	Check #	Description	Entity Name	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
07 704 0149					Student Advisory Fund Balance	*Previous Balance						478.85
07 704 0149					Student Advisory Fund Balance							
07 1710 0149					Student Advisory Council Revenue							
08/12/2022	CR	81222ACT#1			board donation		0.00	300.00	0.00	0.00		
08/19/2022	CR	81922ACT#1			student advisory keno		0.00	1,000.00	0.00	0.00		
08/19/2022	CR	81922ACT#2			student advisory board donations		0.00	500.00	0.00	0.00		
08/23/2022	CR	82322ACT#1			board donation		0.00	200.00	0.00	0.00		
08/31/2022	GJ				reclass act receipts		0.00	(1,908.00)	0.00	0.00		
07 1920 0149					Student Advisory Council-CONTRIBUTIONS & DONATIONS							
08/31/2022	GJ				reclass act receipts		0.00	1,908.00	0.00	0.00		
07 704 0149					Student Advisory Fund Balance	*Current Activity						2,000.00
						*Ending Balance:	0.00	2,000.00	0.00	0.00	0.00	2,478.85
						Fund Total: 07	0.00	2,000.00	0.00	0.00	0.00	2,478.85

This shows that the original balance was \$478.85 from my prior fundraising for NSAA things. I received \$2,000 of sponsorships from 6/2022-8/2022.

Bayard Public Schools
 10/06/2022 4:54 PM
 Fund: 07 Student Activity

Activity Fund Balance Report - Detail - Include Encumbrances
 09/2022 - 10/2022

Page: 1
 User ID: BJS

Entry Date	JR	Reference #	Check Acct	Check #	Description	Entity Name	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
07 704 0149					Student Advisory Fund Balance	*Previous Balance						2,478.85
07 704 0149					Student Advisory Fund Balance							
07 1790 0149					Student Advisory Council-Other Activity Income (fundraising/sports hosting)							
09/26/2022	CR	92622ACT#2			board project		0.00	1,000.00	0.00	0.00		
07 2900 610 149 000 0					STUDENT ADVISORY COUNCIL SUPPLIES							
09/12/2022	CD	22-001316 109541	7	14005	touch screens	TOUCH SCREENS INC	1,535.88	0.00	0.00	0.00		
07 704 0149					Student Advisory Fund Balance	*Current Activity						(535.88)
						*Ending Balance:	1,535.88	1,000.00	0.00	0.00	0.00	1,942.97
						Fund Total: 07	1,535.88	1,000.00	0.00	0.00	0.00	1,942.97

This shows that I received another sponsorship of \$1,000. Additionally, \$1535.88 was taken out of this account for the purchase of the boards. This was between 9/2022-present.

For the purchase of the record boards, \$5,000 came from the school board, \$2,500 was taken from the Lead Team funds, and \$1,535.88 was taken from the funds I raised.

\$1,942.97 is the current balance in my account. Once I receive the check for \$500 from Bluffs PT, I will have the payment for next year covered.

Board of Education Budget Hearing

Monday, September 19, 2022 6:30 PM

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

I. Opening the Meeting

The Budget Hearing was called to order by President Kildow at 6:39p.m.

I.A. Call to Order

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 budget hearing 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, and Donna Stuart.

I.E. Status of Absent Board Members

II. Approval of Agenda

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

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

III. Conduct Hearing on the 2022-2023 Budgets of Expenses (This hearing covers the General Fund, Depreciation Fund, Employee Benefit Fund, Activities Fund, School Nutrition Fund, Bond Fund, Special Building Fund, Cooperative Fund, and Student Fee Fund)

Hearing opened at 6:41p.m.

Hearing closed at 6:43p.m.

IV. Adjournment

Motion Passed: Motion for adjournment at 6:44p.m. by Becky Henkel with a second by Carolyn Applegate.

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

Monday, September 19, 2022 7:00 PM

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

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 07:00p.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, Kim Kildow, Joe Applegate, Donna Stuart Student Board Representative Kierra Miller Administrators present: Superintendent Olson, Principal Dr. Rice, and Director Zach Nesbitt.

I.E. Status of Absent Board Members

II. Approval of Agenda

Motion Passed: Motion to approve the agenda 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, Kim Kildow: Yea, Donna Stuart: Yea

III. Introduction of Guests

The guests introduced themselves.

IV. Public Comments

Karen Petersen addressed the board
Doug Hulinsky addressed the board.

V. Recognition of Student Achievements

The following students were recognized by the board :
Kierra Miller for attending the National NSAA Advisory Committee

Bayard 2022 Girls Softball Team on the First Win in Bayard History:

Jordyn Neiger
Erika Flores
Taya Kappen
Scarlett Norman
Ashley Garza
Bre Romey
Lilie Posey
Haley Edmunds
Shayleigh West
Ally Halverson
Jenna Flores

Brooklyn Seng
Elementary Lighthouse Student Representatives:

Alayni Nesbitt
Madison Knaub
Aiden Schultz
Yadira Gonzales
Collin Whitney
Alindy Nesbitt
Xavier Garza
Emmalee Leonard
Raylyn Kramer
Bristol Schmunk
Brooklynn Stuart
Khloe West
Samantha Spell
Grady Smith
Emitt Spell

VI. Student Board Representative Report

VII. Invited Presentations and Discussions with Presenters

VII.A. Report on 2022 Summer School

VII.B. Strategic Plan Progress Presentation and Discussion

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 Becky Henkel and a second by Donna Stuart.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Becky Henkel: 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 Policies on First Reading

IX.A.6. Adoption of Policies on Second Reading

IX.A.7. Approval of Contracts within Policy Guidelines

IX.B. Administer Oath of Office to Student Board Representative for Fall of 2022

Mrs. Stuart administered the Oath of Office to Student Representative Kierra Miller

IX.B.1. Student Board Representative Report

Kierra Miller presented her report to the board. Student Activities: Volleyball is 6-0. They defeated Gordon, which was a very big win. Softball is making history. They are 1-11. The first win in school history was against Schuyler on 8/20/22. Football is 0-3. Cross-country has had Emilee Houchin, Jacob Carrizales, Zachary Araujo, Kianna Tavenner, and Nathaniel Barker place throughout their meets. The highschool boys team was third at two meets. Jr. High volleyball is A:0-3, B:1-2. Jr. High football is 1-0. Homecoming week was a blast, Aron Flores and Erika Flores were king and queen. FFA labor auction set a new record.

Other Pertinent Student Information/Feedback: Overall, school morale is low. Many people aren't motivated at the moment. I believe this is due to student mindset issues. My hope is when things settle down in the next couple of weeks this changes, but if it does not, we may need to explore some solutions.. Many students would like to extend the lunch period to 45 minutes. I understand that this throws the entire schedule off, but maybe we can find a solution. Their reasoning is that with lunch no longer being free, they go home for lunch. When they get home, they only have about 10 minutes to eat before they need to head back. School Board members please need to stand during the school song. You are there to support the school and not to go against in any way. Though it may be unintentional, people notice and have been upset by it. Progress of Student Board Representative Initiative: The boards are in, they just need to be put up. The LEAD team was 100% on board with taking this project over when I leave. Many of the members are helping me gather information for the boards. We are working with Mrs. Bauer to scan the yearbooks and put them on the boards, which I believe will be great for alumni. My goal is to have the record boards presentable by our next meeting.

IX.C. Discuss, Consider, and Take Any Necessary Action in Regard to Approval of an FFA Trip to the National FFA Convention in Indianapolis, Indiana on October 26-29, 2022

Motion Passed: Motion to Approve an FFA Trip to the National FFA Convention in Indianapolis, Indiana on October 26-29, 2022 passed with a motion by Donna Stuart 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

IX.D. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the 2022-2023 School Term Budget for the General Fund, Depreciation Fund, Employee Benefit Fund, Activities Fund, School Nutrition Fund, Bond Fund, Special Building Fund, Cooperative Fund, and Student Fee Fund

Motion Passed: Motion to adopt the 2022-2023 School Term Budget for the General Fund (\$7,418,471), Depreciation Fund (\$133,374), Employee Benefit Fund (\$140,206), Activities Fund (\$419,973), School Nutrition Fund (\$291,570), Bond Fund (\$213,658), Special Building Fund (\$321,637), Cooperative Fund (\$0), and Student Fee Fund (\$5,027) Total of all Funds: \$8,943,916 passed with a motion by Becky Henkel and a second by Donna Stuart.

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

IX.E. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Tax Request Resolution for the 2022-2023 School Term for the General Fund, Bond Fund, and Special Building Fund for Morrill County School District 21

Motion Passed: Motion to approve a resolution to set the property tax for the General Fund (\$3,224,707), Bond Fund (\$215,816), and Special Building Fund (\$121,212) passed with a motion by Becky Henkel and a second by Donna Stuart.

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

IX.F. Discuss, Consider, and Take All Necessary Action to Approval of Repairs to the Secondary Building Boiler and Retiring the Elementary Building Boiler.

Motion Passed: Motion to approve the Proposal from Johnson Controls for repairs to the Secondary Building Boiler not to exceed \$14,468.95 and to retire the Elementary Building Boiler passed with a motion by Carolyn Applegate and a second by Donna Stuart.

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

X. Discussion Items

X.A. Review and Discussion of Policies 5130 through 5901 in the 5000 series.

Mr. Olson discussed policies 5130 through 5901 in the 5000 series.

X.B. Discussion regarding the Bayard Public School's Strategic Plan.

President Kildow discussed the Bayard Public Schools Strategic Plan with the board.

XI. Reports

XI.A. Principals and District Administrators

Mrs. Ehler provided her report to the board. Academics: Enrollment: 188 Total Enrollment (Including 3 and 4 year old preschool students) Pre K 3- 12, Pre K 4 AM -18, Pre K 4 PM -12, K- 16 1st- 16, 2nd-16, 3rd-22, 4th-19, 5th- 28, 6th- 29, Totals 188. Into Reading training is schedule for October 14th for our ELA staff. NSCAS Growth for 3-6 and NWEA is being completed. We will take some time on October 14th in-service to review data and make adjustments to interventions as necessary. NWEA data being tracked for K-2 on Student Data spreadsheet. We will be discussing how to track NSCAS Growth using something similar. Leadership: Leader in Me is going well across the board, lessons are going, goal setting is happening. We still have the goal this year of achieving Lighthouse status and have targeted activities to reach areas we have previously been weaker in. Data Folders are in place, and the staff is working to set realistic goals for students. Student council has been transitioned to Student Lighthouse Team, sponsored by Mrs. James and Miss Binder. They are going to be in charge of morning announcements and monthly assemblies. Engagement: We are using our theme this year, "Difficult Roads Lead to Beautiful Destinations", to bring our school together and challenge our students to be more engaged in their learning. Community: Grandparent's Day on September 9 was a huge success. We had over 80 grandparents come spend an hour with our students, enjoying refreshments and touring our school. Our boys in 3-6th grade are participating in Carpenter Center Football. Mr.

Simons has also started a flag football program and will be having a few games during halftime of high school games. Our Tiger Cub Childcare Center continues to make progress. Ms. Halverson is beginning to gather numbers and ages of children who may be attending so we can begin making staffing increases. The Early Childhood Advisory Board has created bylaws and will be electing officers to guaranteed that group is prepared to monitor and make decisions for the program.

Dr. Rice provided her report to the board. Academics: 192.5 aggregate secondary hours were reported to the state for summer school funding this year. These hours are down from last year due to many more of our students successfully completing their learning during the school year. NSCAS/NWEA Testing is almost complete. Here is a link to a powerpoint that shows our current student progress at the secondary school.

<https://docs.google.com/presentation/d/1KcT25NkTsjCvidq2l5uq6HbmtXVf9sfC/edit?usp=sharing&ouid=113788495616460200610&rtpof=true&sd=true>. Parent/Teacher Conference attendance has decreased greatly over the past few years due in part to the activity schedule and multiple teachers and parents not available. Since parents have access to Infinite Campus and our teachers use the Remind system, I would like to discuss moving conferences to the end of the 1st and 3rd 9 weeks. PLC teams met last Monday to begin looking at data and identifying students that need assistance with academics, behaviors, or both. The John Baylor test prep is up and running and our core teachers will be working with students to ensure students are prepared for the October test date. We will meet with the ESU team on October 14th to look at testing data, identify gaps, and develop strategies to assist our students. Current Enrollment: Please note that we had 3 students transfer, 11 students move, and 6 new enrollments. 12th-29, 11th-27, 10th-30, 9th-26, 8th-21, 7th-28, Total= 161. Leadership: I would like to commend Mrs. Rafferty and Mrs. White for working with our students to organize Homecoming week. Students enjoyed all of the festivities and had a great time dressing up each day. Leader in Me is going well. Students have started to update their portfolios and the upper grades are reading the book "6 Most Important Decisions." Engagement: Our Theme this year is "Be Here, Be You, Belong". Mrs White, Ms. Pahl, Mr. Foland, Mr. Mancias, and Mr. Roberts are commended for helping with the beginning of school activities to promote belonging and inclusion. The FFA Auction produced record sales this year. 59 students and 1 advisor were sold for a total of \$22,975. Desserts were also auctioned and brought in an additional \$2075. I would like to commend Mr. Rafferty and the Bayard FFA for their continued leadership. Community: Mr. Kezslar and the Broadcasting team are to be commended for their efforts to stream the games and provide live play by play for all home games. The senior FFA members once again assisted the City in setting up for Pioneer Days. There was a large turn out on Thursday, September 8th to honor Mr. Gonzales and wish him well in his retirement. I would like to commend Mr. Gonzales for 48 years of service. He has made a difference in the lives of many!

Mr. Nesbitt provided his report to the board. Academics: Each week started checking the eligibility list, and so far, every student has been working hard to maintain their grades so they can participate. We have been sending students down in even 1 class to academic intervention, but we are still getting everyone used to that idea. ACT will be on October 22nd, 2022. Mrs. Rafferty is working extremely hard to get students wanting to take the ACT registered for that day. Activity Transportation We are short on bus drivers still at this time. We did receive interest for an activity driver to help on the weekends, but we have to get that put into place. Mr. Olson is getting a bus training set up for the level 1 training to get at least 3-4 more trained to drive a short bus(15 passengers or less). I have also reached out as Morrill has the capabilities to do

some of these trainings. Kurt and myself sit every week at least 1 time per week to go over the bus schedules. We have been sending many groups in multiple suburbans driven by the coaches. We have had some drop off, drive route, and pick up after events. We have had almost every school vehicle out during some weeks to get kids where they need to be for ESU, activities, field trips, bus routes, and meetings that arise. We have some people that will help but due to their other jobs may not be available much of the time. Due to much of this I have been reaching out checking into leasing/renting options for suburbans some days we may be short vehicles. Kurt, Mr. Olson and myself have talked about looking into the Dodge/Ford 14-16 passenger transit vans or short busses as possible options. Mr. Olson has been in contact and looking at some short bus options. Our big yellow activity bus(03A) at this time does not have air conditioning(but can be fixed) so is hard to put kids on after running or playing a football game. Kurt has fixed up 1 of the other busses to ensure we have a back up for routes. Our drivers are working tirelessly to get students where they need to be, but could use some help to ensure they don't burn out. We are working to get some drivers, but getting the big bus license is very costly and time consuming and we are not getting much interest at this time. We do have some that interested in the short bus license that will help us with 14 or less passenger vehicles. It is an ongoing process, but with so many activities this fall Kurt and I have been working to ensure we get everyone where they need to be safely. That is why we have been chatting about the short bus/14 passenger van options at this time. Leadership: Facilities: I appreciate our custodial staff working hard to ensure facilities are well-kept and safe. Jeff, Randy, and Corina did a great job getting the football field prepared for our Homecoming game. If you get the chance, please thank them for all that they do to provide a quality environment for our scholar-athletes. Football: 22 players on the roster. Varsity has played some tough teams, but have done some good things. JV has had 2 games already with Hemingford and a 6 man game against Garden County and Monday the 19th, they are playing Kimball. We were hoping to get a 4th we Bridgeport, but we were unable to agree on a date that worked for both of us. Looking to get 4 JV games for next season Volleyball: 18 players on the roster. This team is 6-0 going into the Bridgeport tournament September 17th. We had a JV quad last week in which the JV team won 2- 3 games. We are having a hard time getting JV games right now as many of our opponents don't have enough girls to play JV. We do have a JV tourney at the end of the season and a couple regular season games. I will be looking at possible numbers for next year and if we can add more JV options. XC: 3 girls/5 boys on the HS roster 3 girls/7boys on the JH roster has eight on the roster. We have had multiple meets and had at least 2 athletes in the JH/HS place in those meets. Some of those meets have been bigger such as Gering. Golf: 5 Golfers are out this year. I had the privilege to take them to Mitchell a couple weeks ago. They are coming along. They have dropped scores throughout the year and they are fun group to be around. Softball – The softball team had their first home games on September 15th, 2022. The custodial staff, Jeff Smith, and the City of Bayard have been amazing to work with to get the field looking good for our home games. They have 1 win on the season, but have played some good teams and the learning for the new ball players has been fun to watch. We are looking at some games next year to be more competitive with our young ball players and not as many over night stays. Although they are great tournaments we want to help them be successful as they begin this program. JH Football - We have 16 players on the roster. We finally got most of our helmets back from reconditioning and new ones that were ordered. We did have to borrow some from Alliance to ensure we had proper sizes for our athletes. Due to outdated they had to destroy 13 our of 25 helmets we sent to be reconditioned. We ordered 11 new and received 6 of them so far, the others did not have facemasks. We chose to move a game

and go this route as after speaking to legal council this was the best option for the safety of our players. We felt after talking with legal council it was also in our best interest to not borrow the helmets for the entire team if we were able to move a game and still be able to play it. They played their first game in GordonRushville on September 15th. JH Volleyball - We have 15 JH girls on the volleyball team. They have a lot of new girls playing new positions. They are working on being competitive both in practice and in the games we are playing. The younger B team has a win so far this year. Engagement: Kierra Miller(Board Rep): Kierra has been working hard on getting the data put together to go on the boards. The TV's are in but with a change in custodial staff we are working with Jeff to try and get them hung ASAP. Mrs. Gier, Kierra, and I sat and looked the software and did a training with the company 2 weeks ago. She has also gotten others in lead team involved with the help of Mrs. Gier. Bus Evacuations: We will start practicing in the next couple of weeks, doing practice drills for students from Elementary and JH/SR High School. If something were to occur, students and staff could be ready, including all activities. Elementary R.O.A.R.S.: I sent out a remind and plan to go around all of the classrooms to introduce me to students and talk about about safety, sportsmanship, respect, etc. We had a tailgate for Mr. Gonzales and he was recognized for his year of service. We also talked with Mr. Coon about being involved or doing something similar, but he doesn't want to have anything at this time. Community: We have been working closely with the City of Bayard to ensure the softball home games go well. Tiger Paws has been a huge help in hospitality and helping with the softball concessions. They also donated all the beans and cooked all the burgers for the tailgate against Perkins County. We are looking at some possible leadership opportunities that involve student/athletes and the community. (Being involved in community coffee, leadership conferences they can bring back to the community, etc).

Dr. Radford provided her report to the board. Academics: The Special Education count as of Monday, September 12 is 73. This is an increase of 5 students from last year at this time. Each time a student enrolls in our district there are multiple steps that must be taken within tight timeframes. SPED staff is working hard to accomplish the beginning of the year regular requirements, keeping up with current evaluation and IEP meetings, as well as transfer-in special education requirements. Special education staff are working hard to improve our specialized instruction for special education students. The goal is to provide students instruction in their areas of weakness in order to catch them up with their general education peers. They are reviewing student needs and aligning curriculum with the needs. They are also researching scientifically based curriculum to utilize with their students. Leadership: I am providing coaching and support to the special education teachers to improve our IEP writing to be in compliance with NDE requirements. I am working to bridge the gap between general education classroom teachers and special education teachers. We are providing more inclusive support, collaborating more frequently, and sharing information to help ensure student success. I have attended statewide meetings with NDE as well as collaborated with NDE consultants to help improve special education programming. I have been helping Bobbie Stuart to prepare for SPEDFERS reporting and also submitting the GMS grant application. Engagement: Special education teachers have been working very hard to schedule all IEP and MDT meetings for the year. Not only does this help to ensure deadlines are met, but it also gives them an opportunity at the beginning of the year to talk with parents. I have been very involved with parent communication and engagement. I attend all special education meetings, I call parents regularly, and I work very hard to develop relationships with teachers, parents, and students. Special education teachers and myself will all be available for parent teacher conferences. Community: Our students attended the Homecoming festivities throughout

the past week and had a great time being involved in things.

XI.B. Superintendent

Mr. Olson provided his report to the board. ALICAP insurance did their review. Frantz Law Group reported that the Attorneys General suit against Juul has been settled in the amount of 439 million, Altria was not included in this action. The first school district testimony in Altria litigation will begin Nov. 7th. Frantz Law Group will keep schools informed concerning the process of both law suits. The first WTC admin./AD meeting was held in Kimball on Wed. 9/7. All member schools in attendance with no major concerns at this point. Homecoming week went smooth with students/staff exhibiting a great deal of spirit. I will reach out to the Bridgeport concerning the Jr. High football helmet concerns as appeared in the Bridgeport board minutes. School Pictures on 9/21 (Elem.) and 9/28 (7-12). The process will be the same as in years past. The MAC administrative and AD meetings are set for Wed. 9/27 at 9:00 in Sidney. Tentative bus training dates and review of D.O.T./NDE transportation documentation will occur on Friday Oct. 7-9th . I want to complement students, staff and parents for following the Chain of Command.

XII. Set Next Meeting Date

Next meeting set for October 10, 2022 at 7:00 p.m.

XIII. Adjournment

Motion Passed: Motion for adjournment at 8:10p.m. passed with a motion by Donna Stuart 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 Tax Request Hearing

Monday, September 19, 2022 6:45 PM

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

I. Opening the Meeting

I.A. Call to Order

The Tax Request Hearing of Bayard Public Schools Board of Education was called to order by President Kildow at 06:45p.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 tax request hearing 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: Becky Henkel, Carolyn Applegate, Donna Stuart, Kim Burry, Kim Kildow, and Joe Applegate

I.E. Status of Absent Board Members

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, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea

III. Conduct Hearing on the Property Tax Levy for 2022-2023 for the General Fund, Special Building Fund, and the Bond Fund

Hearing opened at 6:48p.m.

Hearing closed at 6:49p.m.

IV. Adjournment

Motion Passed: Motion for adjournment at 6:49p.m. by Kim Burry and second by Donna Stuart.

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

Secretary

Bayard Public Schools

10/10/2022

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
ACT	01 1100 610 001 001 1	act vouchers	2,646.00
	Total		2,646.00
BAYARD AUTOMOTIVE	01 2710 610 000 000 0	auto parts	874.67
	Total		874.67
BAYARD PUBLIC SCHOOLS - LUNC	01 1370	sept 22 prek meals	1,293.00
	01 1160 610 000 000	sept 22 adult meals	1,043.80
	Total		2,336.80
BAYARD TRANSCRIPT	01 2310 540 000 000 0	sept 22 publications	556.60
	Total		556.60
BENZEL PEST CONTROL	01 2620 352 001 001 1	sept22 pest control	110.77
	01 2620 352 002 002 2	sept22 pest control	110.78
	Total		221.55
BLACK HILLS ENERGY	01 2610 621 001 001 1	#242155 heating fuels	347.90
	01 2610 621 002 002 2	#462419 heating fuels	160.20
	01 2610 621 000 000 0	#267959 heating fuels	58.91
	Total		567.01
CAERT, INC.	01 1100 610 001 001 1	Ag curriculum	1,900.00
	Total		1,900.00
Capital One	01 3599 610 400 000 0	prek expansion supplies	103.36
	01 3599 610 400 000 0	prek expansion supplies	702.57
	01 6968 610 002 002 2	cooking club	59.68
	Total		865.61
CARDMEMBER SERVICE	01 1100 610 001 001 1	The Night Circus	10.00
	01 1100 330 002 002 2	Registration Fee- batt	50.00
	01 1100 610 001 001 1	The Night Circus	45.00
	01 3540 610 002 002 2	Classroom Checkout App	5.99
	01 2120 610 001 001 1	BESS Screeners & Access to the	683.75
	01 1100 640 001 001 1	5 MyMathLab Access Codes	262.35
	01 1100 610 002 002 2	quizlet	35.99
	01 1100 810 001 001 1	Striv TV subscription 2022-2023--Invoice	1,975.00
	01 1100 610 001 001 1	The Night Circus ebooks	15.00
	01 1100 810 001 001 1	NAEA membership Fee	85.00
	01 1100 610 000 000 0	Semester subscription	100.00
	01 1100 330 002 002 2	nscta reg. -anderson	220.00
	01 2510 330 000 000 0	safety/wellness conf-stuart	50.00
	01 2510 810 000 000 0	fees	67.52
	01 2510 810 000 000 0	mail chimp	11.00
	01 2510 531 000 000 0	postage	161.04
	01 1100 810 001 001 1	sub renewals	279.00
	01 2410 610 001 001 1	inservice	185.86
	01 3540 610 002 002 2	prek supplies	946.95
	Total		5,189.45
CHADRON STATE CONFERENCIN	01 1100 810 002 002 2	Planetarium fee	50.00
	Total		50.00
CITY OF BAYARD	01 2610 621 000 000 0	#31200 ELECTRIC	37.00
	01 2610 621 001 001 1	#75400 electric	8,355.11
	01 2610 410 001 001 1	#75400 utilities	2,478.25
	01 2610 621 002 002 2	#75600 electric	3,536.04
	01 2610 410 002 002 2	#75600 utilities	1,380.75
	Total		15,787.15
CONTRACTORS MATERIALS	01 2620 610 001 001 1	flags for field setup.	37.50
	Total		37.50
CROSSROADS MUSIC	01 1100 352 001 001 1	Instrument repair	1,453.35
	Total		1,453.35

CULLIGAN WATER CONDITION	01 2610 610 001 001 1	sept22 r/o	25.50
	01 2610 610 002 002 2	sept22 r/o	105.90
	Total		131.40
DALE TOWNSEND ESTATE	01 1100 610 001 001 1	cherry wood	927.00
	01 1100 610 001 001 1	knotty alder wood	1,026.00
	01 1100 610 001 001 1	curly maple wood	827.00
	Total		2,780.00
DAS STATE ACCOUNTING - CENTI	01 1100 382 000 000 0	aug22 network	476.26
	Total		476.26
EDUCATIONAL SERVICE UNIT #13	01 1200 591 003 002 2	panhandle beginnings	965.70
	01 2190 591 000 000 0	mips	105.00
	01 1100 810 001 001 1	subscription to NE schools library	160.50
	01 1160 591 000 000 0	valts 4th quarter 21-22	3,870.00
	01 1100 382 001 001 1	dl consortium	770.00
	01 1100 382 001 001 1	internet e-rate	350.00
	01 1160 591 000 000 0	neva	708.33
	01 2171 591 003 001 1	secondary pt	52.20
	01 1200 330 003 000 0	sped inserice	69.30
	01 1200 591 003 002 2	sup elem ot	55.22
	01 1200 591 003 000	sup sa esu programs	789.87
	01 1200 591 003 001 1	sup secondary ot	9.58
	01 1200 591 003 001 1	sup secondary pt	4.18
	01 6408 591 004 000 0	meridian a	2,099.00
	01 1291 591 003 000 0	sup 3-5 ot	27.00
	01 1291 591 003 000 0	sup esu programs 3-5	83.59
	01 2152 591 003 000 0	speech 3-5	1,044.87
	01 2161 591 003 001 1	elem ot	690.30
	01 2161 591 003 001 1	secondary ot	119.70
	01 2162 591 003 000	3-5 ot	337.50
	01 2151 591 003 001 1	secondary speech	1,066.20
	01 2151 591 003 002 2	elem speech	4,431.39
	01 2141 591 003 001 1	psych counseling	4,306.50
	Total		22,115.93
FLOYD'S SALES & SERVICE INC.	01 2710 610 000 000 0	Leveling rod repair kit	24.51
	01 2710 610 000 000 0	Seat	1,348.03
	Total		1,372.54
FRANK PARTS COMPANY	01 2710 610 000 000 0	DieselExhaust kit	75.99
	01 2710 610 000 000 0	Hoses& Clamp Charter	134.46
	01 2710 610 000 000 0	returned parts	(66.50)
	Total		143.95
GOPHER SPORT	01 1100 610 001 001 1	Barbell pads to put on barbells for squa	74.85
	01 1100 610 001 001 1	shipping	8.98
	Total		83.83
HAMPTON INN-KEARNEY	01 3599 580 400 000 0	crssa woodriver meeting lodging-halverso	159.00
	Total		159.00
HEALY AWARDS	01 1100 610 001 001 1	Names for honor board	220.25
	Total		220.25
HULLINGER GLASS & LOCKS INC.	01 2620 610 000 000 0	keys	172.50
	Total		172.50
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	mats towels	434.14
	01 2610 610 002 002 2	mats towels	424.20
	Total		858.34
IDEAL/BLUFFS FACILITY SOLUTIC	01 2610 610 002 002 2	toilet paper	475.00
	01 2610 610 001 001 1	credit	(3.00)
	Total		472.00
INLAND TRUCK PARTS COMPANY	01 2710 610 000 000 0	Transynd 1gal jug	104.84
	Total		104.84
J W PEPPER & SON INC.	01 1100 610 000 000 0	Holiday Songs for Performance Set	62.99

	01 1100 610 000 000 0	'Twas the Night Before Christmas	69.99
	01 1100 610 000 000 0	The Nutcracker Suit	69.99
	01 1100 610 000 000 0	Sugar Plum Swing	42.00
	01 1100 610 000 000 0	Doctor No-el	42.00
	01 1100 610 000 000 0	Merry Christmas and All That Jazz	42.00
	01 1100 610 000 000 0	Pacem Noel	60.00
	01 1100 610 000 000 0	Tradition of Excellence Holiday Classics	24.99
	01 1100 610 000 000 0	Tradition of Excellence Holiday Classics	6.99
	01 1100 610 000 000 0	Tradition of Excellence Holiday Classics	6.99
	01 1100 610 000 000 0	Tradition of Excellence Holiday Classics	7.50
	01 1100 610 000 000 0	Tradition of Excellence Holiday Classics	12.99
	01 1100 610 000 000 0	A Festive Holiday Overture	47.00
	Total		495.43
JOHNSON CASHWAY LUMBER CO	01 1100 610 001 001 1	Random widths and lengths of oak	1,000.00
	Total		1,000.00
JOHNSON CONTROLS	01 2620 352 001 001 1	leaking valves	122.00
	Total		122.00
KILDOW, KIMBERLY	01 2310 580 000 000 0	mileage reimb- labor relations	473.75
	01 2310 580 000 000 0	lodging reimb- labor relations	286.50
	Total		760.25
KUSKIE OIL CO.	01 2710 626 000 000	sept 22 fuel	6,600.93
	Total		6,600.93
MATHESON TRI-GAS INC.	01 1100 610 001 001 1	Bottle of Argon gas for welding	143.31
	Total		143.31
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	34.20
	Total		34.20
MID-AMERICAN RESEARCH CHEM	01 2610 610 002 002 2	Tuff Stuff and Dazzle Cream cleanser	305.95
	Total		305.95
MORRILL COUNTY HOSPITAL	01 2710 340 000 000 0	bus driver physicals	231.00
	Total		231.00
NCS PEARSON, INC.	01 1100 610 000 000 0	review 360 end of 21-22	202.00
	01 1200 610 003 000 0	Vineland-3 Q-global Scoring Subscription	65.00
	01 1200 610 003 000 0	BASC-3 Q-global Scoring Subscription wit	65.00
	01 1200 610 003 000 0	WISC-V Q-global Scoring Subscription 1	45.00
	Total		377.00
NE COLORADO CELLULAR, INC	01 1100 382 001 001 1	striv and hudl	285.84
	Total		285.84
NE COUNCIL OF SCHOOL	01 2410 810 001 001 1	rice ncsa dues	585.00
	Total		585.00
NEBRASKA ASSOCIATION OF SCH	01 2310 330 000 000 0	Kildow State Ed Conference	398.00
	01 2310 330 000 000 0	Burry State Ed Conference	405.00
	Total		803.00
New Victorian Inn & Suites	01 6968 580 002 002 2	maag conf lodging	64.99
	Total		64.99
ONE SOURCE	01 2510 810 000 000 0	background checks	137.50
	Total		137.50
PARRISH, DEMURI	01 1370	20-21 reimbursement	270.00
	01 1370	21-22 reimbursement	270.00
	01 1370	22-23 reimbursement	60.00
	Total		600.00
PIPE WORKS PLUMBING LLC	01 2620 352 001 001 1	repair pinhole leak	728.25
	Total		728.25
PITSCO	01 1100 610 001 001 1	Gold Metric Racer Medal	19.98
	01 1100 610 001 001 1	shipping	6.00
	Total		25.98
PRINT EXPRESS INC.	01 2510 610 000 000 0	window envelopes	302.00
	Total		302.00
Pyramid School Products	01 1100 610 002 002 2	mechanical pencils sponges	27.83

	01 1100 610 001 001 1	pencils tape mechanical pencils	540.15
	Total		567.98
QUICK CARE MEDICAL SERVICES	01 2710 340 000 000 0	bus driver physical	125.00
	Total		125.00
RAKA	01 2620 352 001 001 1	repairs to lift	1,313.08
	01 2620 352 001 001 1	credit	(246.68)
	Total		1,066.40
ROBINSON ELECTRIC	01 2620 352 002 002 2	reels and electrical	3,553.72
	Total		3,553.72
SCHOOL NURSE SUPPLY, INC	01 1160 610 000 000	Classic aneroid latex-free	47.40
	01 1160 610 000 000	Cotton Tip applicators	3.55
	01 1160 610 000 000	True Plus Glucose tablets, orange flavor	6.92
	01 1160 610 000 000	Transcend glucose gel, orange flavor, 3	10.34
	01 1160 610 000 000	Ward School Nurse Plan, record,	22.71
	01 1160 610 000 000	Sterile isotonic buffered eye wash, 4 oz	15.60
	01 1160 610 000 000	shout wipe and go instant stain remover	19.47
	01 1160 610 000 000	alcohol dispenser (no label)	7.59
	01 1160 610 000 000	SurgiLance One-Step Lancet (1.8mm)	16.61
	01 1160 610 000 000	10 foot 13 line wide Patti Pics	17.09
	01 1160 610 000 000	Medical storage basinet with double lock	734.00
	Total		901.28
SOAR PEDIATRIC THERAPY, LLC	01 2172 591 003 000 0	aug22 3-5 pt	399.67
	01 2171 591 003 002 2	aug22 pt s/a	853.92
	Total		1,253.59
SYNCB/AMAZON	01 1100 610 001 001 1	credit	(35.95)
	01 1291 610 003 000 0	https://www.amazon.com/12-pack-	19.99
	01 1291 610 003 000 0	https://www.amazon.com/Magic-Bullet-	38.99
	01 1100 610 002 002 2	HP Universal Heavyweight Coated	102.88
	01 1100 610 002 002 2	Plant Stand with Wheels - 14inch to 20in	59.60
	01 2410 610 002 002 2	200 Pcs Inspirational Stickers,Motivatio	9.99
	01 3540 610 002 002 2	https://www.amazon.com/Sprogs-	848.56
	01 1100 610 001 001 1	The Giver	127.20
	01 1100 610 001 001 1	choir room supplies	41.90
	01 3540 610 002 002 2	https://www.amazon.com/Ziploc-Big-Bags-	114.90
	01 2410 610 002 002 2	150 PCS Vinyl Travel Map Adventural	17.98
	01 2410 610 002 002 2	24 Pack Notebooks Journals Bulk with 24	249.96
	01 2410 610 002 002 2	12 Pack Notebooks Journals Bulk with 12	63.98
	01 2660 610 000 000	ORACAL 5400 Reflective Safety Vinyl 12"	41.76
	01 2410 610 002 002 2	Cocktail Napkins for Party and Wedding,	44.40
	01 2410 610 002 002 2	Maxwell House The Original Roast	7.86
	01 2410 610 002 002 2	shipping	9.01
	01 2410 610 002 002 2	promotion	(11.23)
	01 3540 610 002 002 2	https://www.amazon.com/DYMO-	19.99
	01 1100 610 002 002 2	Li-Sun 240W Switching Power Supply for	39.47
	01 1100 610 002 002 2	SGHUO 12 Pcs 4" x 6" Pink Rubber	45.98
	01 2660 610 000 000	HTVRONT Transfer Tape for Vinyl - 12" X	45.06
	Total		1,902.28
TEACHING STRATEGIES LLC	01 3540 610 002 002 2	10GoldPort	430.50
	Total		430.50
TEAM CHEVROLET	01 2710 610 000 000 0	Retainer	14.88
	01 2710 610 000 000 0	Wiper Arm	69.39
	Total		84.27
TIME MANAGEMENT SYSTEMS	01 2510 610 000 000 0	timeclock	195.00
	Total		195.00
VOYAGER SOPRIS LEARNING	01 1100 610 002 002 2	MAZE assessment booklets	78.00
	01 1100 610 002 002 2	MAZE assessment booklets	78.00
	01 1100 610 002 002 2	Maze assessment booklets	78.00
	01 1100 610 002 002 2	MAZE assessment booklets	78.00

	01 1100 610 002 002 2	Acadience data management	220.50
	01 1100 610 002 002 2	shiptin	31.20
	Total		563.70
Wagner, Kurt	01 1200 610 003 000 0	record book for sped transportation	15.50
	01 2710 610 000 000 0	water	3.73
	01 2710 610 000 000 0	bucket knife hacksaw	37.17
	Total		56.40
		General Fund Total	\$85,879.28
		Building Fund	\$0.00
		Payroll	\$453,597.70

NASA/NASB Labor Relations Conference

October 5-6, 2022

Lincoln, Nebraska

ABC's of Negotiations – Justin Knight with Perry Law Firm

- Timeline is critical in negotiations. An association may be recognized by an election process through the CIR or the board can voluntarily recognize.
- AAE is a competing agent that is reaching out to teachers.
- Must have four negotiations meetings and it is important to keep minutes and a record of each meeting. Include items such as who attended, start/end times, discussion topics, and offers and responses. The minutes should also be shared with the association.
- Deadline to complete negotiations is February 8th, if not completed may go to resolution officer who will make the most reasonable final offer on each issue in dispute. If not happy with the resolution officer then you can go to the CIR.
- Total compensation – 98%-102% of the array's midpoint, need to know what is your array, what is the midpoint, and where do we currently stand.
- Array should be 6-14 schools that are close in geographic proximity, no more than twice and no less than half your size. The board and the association should agree on what array they are going to use ahead of time.
- Health insurance is close to exceeding the base salary. Some school districts are moving to cash in lieu, but you have to remember that the cash in lieu has to be 50% or more at your array schools.
- The board should agree on topics to be negotiated beforehand, look at array schools, what is common and prevalent. Negotiations should not be done on contract time -before or after school.
- Grievance procedure needs to be in the agreement and make sure that the allowed time is adequate in the agreement.
- CIR does not care about extra-duty assignments, as they are not part of the total compensation. Do not include extra-duty in comparability of compensation. It is the association's responsibility to bring information to the board regarding what other schools are paying for extra-duty.
- Trending issues in negotiations include bonuses, work day, class size, evaluations, leaves, early retirement, sick leave banks, and RIF policy.

Keynote Speaker – Andrew McCrea

- Andrew McCrea is a farmer, rancher, radio and tv broadcaster, and a speaker who has a passion for helping schools, towns, and rural America create positive change.

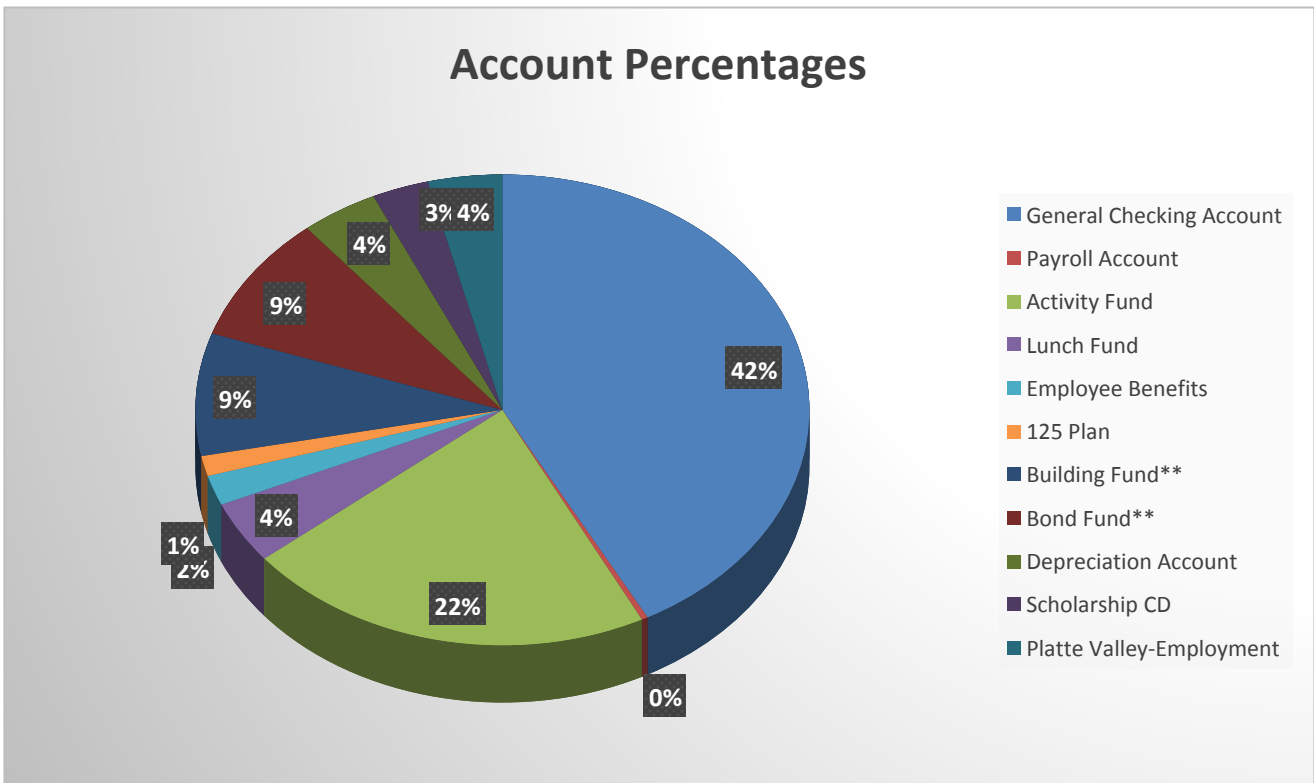
- It is important to ask Why not? more than we ask Why?
- Change is disturbing when it is done to us, but change is exhilarating when it is done by us.
- Extraordinary schools do three things – make it personal, purposeful, and have perspective.
- It is important for schools to create the environment to see growth and then achievement.
- A school's culture can be determined by whether an employee says they work "at" the school, "for" the school, or "with" the school.
- Governance is the what and management is the how.
- A community may know their youth, but do they value their youth.
- When building the capacity for change, we have to become more intentional and purposeful in our approach. Most community projects do not start at zero. Change can be effectively led by the square root of the people in the group.
- Mr. Mc Crea talked about how when their high school seniors graduated, each senior was given a mailbox which was decorated with their name, The inside of the mailbox contained a flashdrive that contained stories of graduates who eventually came back to their hometown to work and raise their family. The point of the mailbox was to get the high school graduates to think about where they want to put up their mailbox, with the hope that they would come back to their hometown to put their mailbox up.

Staff Shortages, Limited Resources, and Contracts – KSB School Law

- Tuition reimbursement for additional education needs to be included in the contract with a stair-stepped penalty. Signing bonuses need to be agreed to by the association and board.
- The association is pushing for unlimited experience for everyone, and creative leave and they can hit the eject button to remove items from the contract. It is important for the board to understand what is prevalent practice in the array.
- Staff such as school psychologist, licensed mental health practitioner, speech pathologist, occupational therapy, and physical therapy should not be included in the teacher unit. They need to have more of an administrative contract, as their duties are not specific to teaching.
- Many schools are providing student teachers a stipend or additional compensation to encourage them to stay in their school district with the teacher shortage. Student teachers are not teachers, but it is important to have some type of agreement with them if you are going to do this in an attempt to grow your own.

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

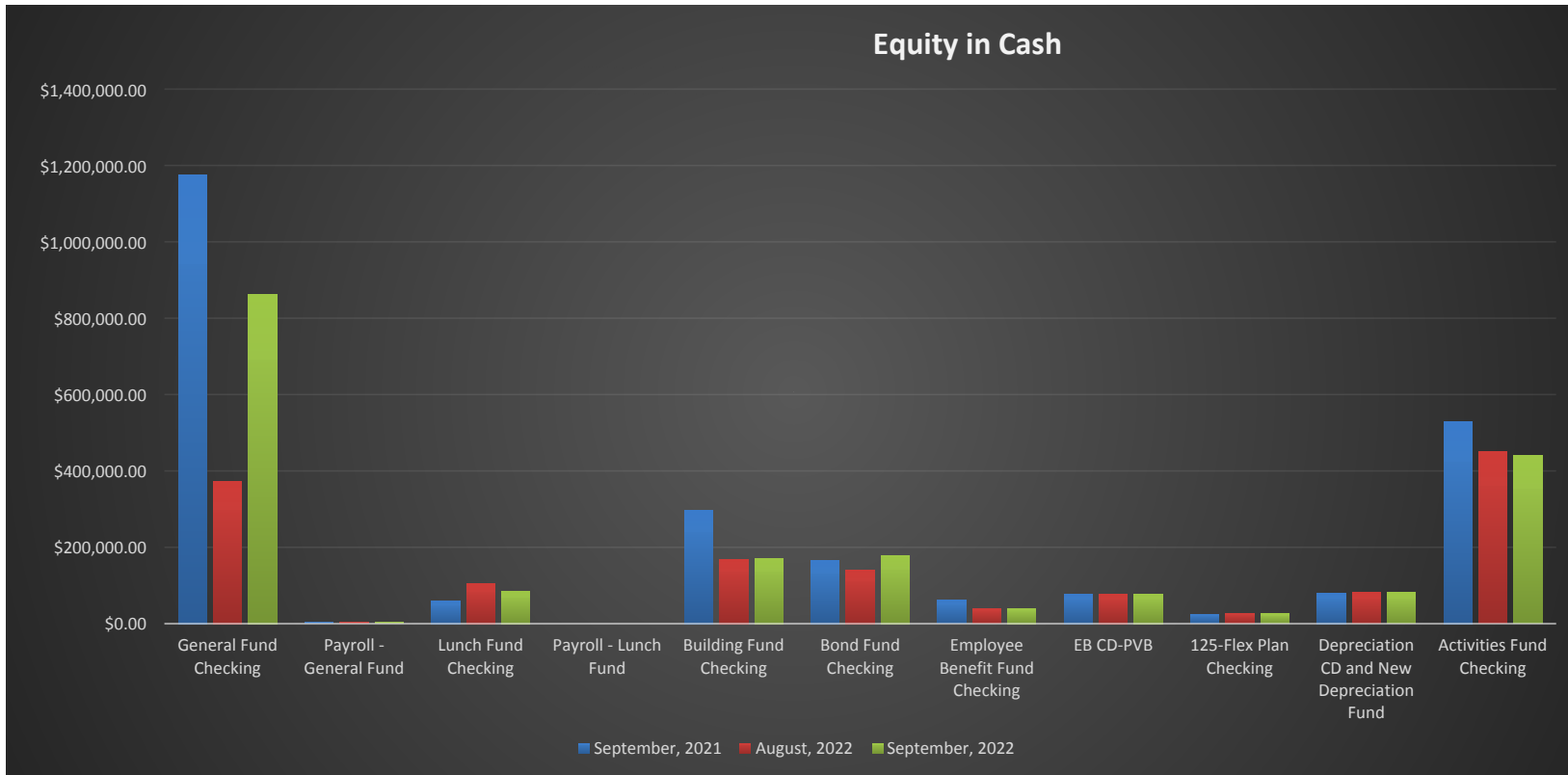
General Checking Account	\$	865,129.32	
Payroll Account	\$	6,683.87	
Activity Fund	\$	443,689.95	
Lunch Fund	\$	87,997.00	
Employee Benefits	\$	42,368.93	
125 Plan	\$	28,367.75	
Building Fund**	\$	172,635.81	
Bond Fund**	\$	179,717.56	
Depreciation Account	\$	83,625.61	
Scholarship CD	\$	61,327.69	
Platte Valley-Employment	\$	80,213.61	
	\$		2,051,757.10



Bayard Public Schools

Equity in Cash
September 30, 2022

Fund	Fund #	September, 2021 PRIOR YEAR BALANCE	August, 2022 PRIOR MONTH BALANCE	September, 2022 REVENUES	September, 2022 EXPENSES	September, 2022 ENDING BALANCE
General Fund Checking	01-101	\$1,177,294.55	375,449.45	1,044,224.64	(554,544.77)	\$865,129.32
Payroll - General Fund	01-104	\$6,882.06	\$ 6,681.31	425,046.68	(425,044.12)	\$ 6,683.87
Lunch Fund Checking	02-101	\$62,289.26	106,234.89	11,335.27	(29,573.16)	\$87,997.00
Payroll - Lunch Fund	02-104	\$0.00	0.00	7,703.28	(7,703.28)	\$0.00
Building Fund Checking	03-101	\$300,038.55	170,937.89	13,853.71	(12,155.79)	\$172,635.81
Bond Fund Checking	04-101	\$166,894.37	141,432.31	38,285.25	0.00	\$179,717.56
Employee Benefit Fund Checking	05-101	\$63,165.91	42,791.64	27.61	(450.32)	\$42,368.93
EB CD-PVB	05-106-1000	\$80,053.43	80,213.61	0.00	0.00	\$80,213.61
125-Flex Plan Checking	05-107	\$27,372.74	29,813.97	3,864.50	(5,310.72)	\$28,367.75
Depreciation CD and New Depreciation Fund	06-101	\$82,175.94	83,505.50	360.33	(240.22)	\$83,625.61
Activities Fund Checking	07-101	\$531,189.12	453,506.73	22,340.90	(32,157.68)	\$443,689.95
Scholarship CD	07-114	\$65,720.87	61,327.69	0.00	0.00	\$61,327.69
TOTAL		\$2,563,076.80	\$ 1,551,894.99	\$ 1,567,042.17	\$ (1,067,180.06)	\$2,051,757.10



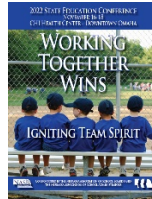


NASB Monthly Update for Board Meeting Agenda Item

October 2022

Monthly Agenda Video Updates

<http://members.nasbonline.org/index.php/news-resources/videos>



State Conference Registration is OPEN

<http://members.nasbonline.org/index.php/state-education-conference>

CALL FOR PHOTOS ...

Like past years, in preparation for State Conference, we will be putting together some projects which we would like to include photos from each of your districts. Anything you'd be willing to share would be appreciated!

- Day to day, School spirit, Classrooms in action, Board Members posed or in action during a meeting, Hallways, etc ...

Let us know if you have any questions, we always appreciate the help and items you all have shared with us in the past!!! Email your pics to mbelka@NASBonline.org

Latest 'Board Notes' – Monthly Newsletters

(www.NASBonline.org - News & Resources - Board Notes)

- *Get to Know Your Candidates*
- ***Your 2022 Advocacy Handout for The Delegate Assembly Is Now Posted!***
- *At The Board Table*
- *Searching For the Right Fit*
- *State Education Conference Update: Seeking Moderators & Students*
- *Teacher/Administrator Negotiations Made Easy*
- *NASB Wraps Up Nine Area Membership Meetings Across Nebraska*
- *... And Much More!*

YOUR 2022 ADVOCACY HANDOUT IS NOW POSTED

In Preparation for the 2022 Delegate Assembly

The NASB Advocacy Handout of proposed changes to the bylaws, standing positions and legislative resolutions for your review prior to the 2022 Delegate Assembly is now posted at the NASB website. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha.

<http://members.nasbonline.org/index.php/advocacy-handbook>

This year's Delegate Assembly will take place Friday, November 18, at 8:00 AM, in conjunction with the State Education Conference, at the CHI Health Center - downtown Omaha.

All items within the Advocacy Handout will be considered by this Assembly.

If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate, although multiple members from each board may attend.

As a school board member, this is YOUR chance to be heard and help craft the 2023 legislative and leadership initiatives for NASB.



“NASB Update – Annual Board Calendar Summary”

View the full detailed calendar at: <http://members.nasbonline.org/index.php/resources>

(www.NASBOnline.org – Board Leadership – Resources)

As a board, some items you should doing, or have on the monthly agenda include:

MISSION, VISION & GOALS

- Strategic Plan Update; District Goals Update

POLICY GOVERNANCE

- Review, update, and adopt policy

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Review Statewide Assessment Results
- District Assurance Statement. On or before Nov 1, the school district must submit their Rule 10 Accreditation Assurance Statement to NDE. The statement must be signed either by the superintendent and/or a member of the governing board. The Assurance Statement should be presented to the board for review once complete.
- ESU Assurance Statement. On or before Nov 1, the ESU must submit their Rule 84 Assurance Statement to NDE. This rule is intended to support educational service units in effectively and efficiently supporting school systems in this state and to establish the minimum level of performance for accreditation of the Nebraska education service units.

- Fall Membership Report. On or before Nov 1, the superintendent of each school district shall submit to the Commissioner of Education a report described as the annual financial report showing (i) the amount of money received from all sources during the year and the amount of money expended by the school district during the year, (ii) the amount of bonded indebtedness, (iii) such other information as shall be necessary to fulfill the requirements of TEEOSA and section 79-1114, and (iv) such other information as the Commissioner of Education directs. § 79-528
- Fall Membership Report (Failure to meet deadline). If a school district fails to submit the fall membership report by Nov 1, the commissioner shall, after notice to the district and an opportunity to be heard, direct that any state aid granted pursuant to TEEOSA be withheld until such time as the report is received by the department. In addition, the commissioner shall direct the county treasurer to withhold all school money belonging to the school district until such time as the commissioner notifies the county treasurer of receipt of such report. The county treasurer shall withhold such money. § 79-528

ADVOCACY

- Appoint Local Board NASB Delegate Assembly Representative

DISTRICT/ESU RESOURCES (BUDGET)

- Superintendent file Financial Report. On or before Nov 1, all superintendents must submit to the Commissioner of Education, an Annual Financial Report. § 79-528
- Authorize School District Audit. On or before Nov 5, a copy of the Audit Report shall be filed with the Commissioner of Education and Auditor of Public Accounts. Annually, the school district shall authorize the examination of all financial records. The audit is to be conducted by a public accountant or by a certified public accountant. § 79-1089
- Collective Bargaining. On or before Nov 1, negotiations shall begin. No fewer than four negotiations meetings between the certificated and instructional employees' collective-bargaining agent and the board's bargaining agent. § 48-818.01

REPORTS

- Board Committees; Superintendent; Administrators;
- Educational Service Unit Yearly Report. On or before Nov 1, each ESU is required to publish a Report of Yearly Activities of the ESU Board. The report shall include the amount of revenue received and expenditures itemized by categories. This publication shall be for one time in a newspaper of general circulation distributed in each county in the educational service unit. A copy of the report shall be distributed to each member school district. § 79-1228
- Review Annual Emergency Safety Plan as filed with the State School Security Director. § 79-2,144

BOARD LEADERSHIP DEVELOPMENT

- Review and discuss Board Governance Standard VII. Board Operations
- NASB Area Membership Meetings
- NASB Facilities & Construction

FOUNDATION FILING FORMS

- School Board will Review the Annual Foundation Board Filing Forms: Original tax deadline for exempt organizations (Form 990): On or before May 15, 2022. Note: May 15 is a Sunday, 2022 deadline will be the next business day, Monday, May 16, 2022. Extension tax deadline for exempt organizations: November 15, 2022 (must complete IRS Form 8868 Application for Automatic Extension of Time to File an Exempt Organization Return. Foundation Boards – Schedule A (Form 990 or 990-EZ), Public Charity Status and Public Support. Form 990 is not complete without fully completing Parts I through XI and a proper signature in Part II, Signature Block. An officer of the organization must sign the return. This signature must come from the Superintendent if the foundation does not have a designated tax officer. Schedule B

Parts I and II must also be completed if contributions totaling \$5,000 or more (in money or property) were recognized from any one contributor.

NASB's Video Resources:

<http://members.nasbonline.org/index.php/news-resources/videos>

(www.NASBonline.org – News & Resources – Videos)

Legal Resources, NASB's Live & Learn Series, Member Zoom's, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!

Networking & Events ... Register Now

<http://members.nasbonline.org/index.php/events>

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

Labor Relations Conference

October 5-6 – Lincoln

2022 NASB Board Candidate Webinars

Wednesday, October 5 at 12:00 PM to 1:00 PM CT / 7:00 PM to 8:30 PM CT

NASB Member Virtual w/ Gubernatorial Candidates Blood & Pillen

October 17 - 12:00 to 1:00 PM CT – Details to come

State Education Conference

<http://members.nasbonline.org/index.php/state-education-conference>

November 16-18 – Omaha

**Sparg Open House ... Tuesday, November 15th – 7:00 to 11:00 PM*

New Board Member Workshops

<http://members.nasbonline.org/index.php/new-board-member-workshops>

December 5 – Gering

December 6 – North Platte

December 7 – Kearney

December 8 – York

December 13 – La Vista

December 14 - Norfolk

NASB Member Virtuals

<http://members.nasbonline.org/index.php/nasb-member-virtuals>

(www.NASBonline.org – Events – NASB Member Virtuals)

- **MARK YOUR CALENDARS**

- **Gubernatorial Candidates Blood & Pillen**

October 17 - 12:00 to 1:00 PM CT – Details to come

- **Previous Member Virtuals Available to Watch Include:**

- 2022 Legislative Recap & Look Ahead
- Tough Times & Tough Meetings: The Board's Role in Navigating Hot Button Issues
- NASB Member Virtuals w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC, Bryce Wilson of NDE on Cares Act Funds Q&A for School Boards, and More ...

Advocacy

<http://members.nasbonline.org/index.php/government-relations>

(www.NASBonline.org – Government Relations)

2022 Legislative Candidate Questionnaires

<http://members.nasbonline.org/index.php/2022-legislative-candidate-questionnaire>

Now on the NASB GR Page ...

LB 644 - THE POSTCARD BILL - WHAT YOU NEED TO KNOW

<http://members.nasbonline.org/index.php/government-relations>

Upcoming Legislative Meet & Greets ... Join Us!

MEET & GREET W/ DISTRICT 16 LEGISLATIVE CANDIDATE PETERSEN
OCTOBER 7 - BLAIR - 11:30 AM

RSVP to mbelka@NASBonline.org

Previous Legislative Meet & Greets include:

District 42 Legislative Candidate Jacobson - North Platte
District 44 Legislative Candidate Ibach - Lexington
District 34 Legislative Candidate Lippincott - Central City
District 36 Legislative Candidate Holdcroft - Springfield
District 24 Legislative Candidate Hughes - York
District 36 Legislative Candidate Lauritsen - Papillion
District 48 Legislative Candidate Lease II - Scottsbluff
District 40 Legislative Candidate DeKay - Plainview
District 18 Legislative Candidate Young - Elkhorn
District 24 Legislative Candidate Hotovy - Stromsburg
District 48 Legislative Candidate Hardin - Scottsbluff

All Dates & Locations Tentative & Subject to Change

Follow NASB on twitter at www.twitter.com/NASBonline using the hashtag #liveNASB

and on Facebook at www.facebook.com/NASBonline

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>

(www.NASBonline.org – News & Resources – Videos)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the **Board Notes newsletter** for “This Month In ...” To access the latest newsletter, click here:
<http://members.nasbonline.org/index.php/news-resources/board-notes>
(www.NASBonline.org - News & Resources - Board Notes)

MEMBERSHIP

School Year: 2022-2023

DISTRICT: BAYARD PUBLIC SCHOOLS (62-0021-000)

K-12 Students - [As of October 1st]

with Full Time Equivalency (FTE) Greater Than 50% & All Pre-K Students

Click on any of the numbers in **bold** to see a list of students.

Grade	American Indian or Alaska Native	Asian	Black or African American	Hispanic		Two or More Races		White		Total	
	Female	Female	Male	Female	Male	Female	Male	Female	Male		
DISTRICT LEVEL (000)	HP		1		2	2			12	15	32
	KG				1	1	1		7	6	16
	01					1		1	6	8	16
	02				1			1	5	9	16
	03			1	2	1	1	1	2	13	21
	04	1			5	1		1	6	6	20
	05				2	2		2	7	15	28
	06				4	4		1	9	12	30
	07				3	3			9	11	26
	08				3		1		7	9	20
	09				6	2	1		8	9	26
	10	1			3	2	1	1	13	9	30
	11				3	2			11	11	27
	12	1			3	5	1	1	10	8	29
	<i>Total</i>	3	1	1	38	26	6	9	112	141	337

Student Board Members: A View from the Dais

Student members of their local school board share their perspective on leadership, education, and student voice.

By Victor P. Hayek, EdD, MBA, SFO



WIDEORNET/STOCK.ADOBE.COM

The traditional building blocks of youth leaders have been through student government, student council, or associated student body organizations and their respective leadership roles.

Many school boards further enrich students' leadership development and give them a voice in local decision making that affects their schools by including a student representative on the board.

In 2020, the National School Boards Association surveyed 49 state school board associations about school board governance, including the presence of student school board members. Fourteen states reported that they did not include students on the board, and 31 states indicated that having student board members was a local option (mostly in the Northeast and Midwest).

Ohio and Massachusetts reported a requirement to include student board members, although the specifics

about participation were unclear. In California, state law requires a school district to appoint a student board member upon receiving a petition signed by 10% of the high school students enrolled in the district or by 500 high school students at large.

The Center for Public Education conducted additional research on student board members, finding only 14% of the 495 largest school districts (ranked by the National Center for Education Statistics) had at least one student board member.

Do students deserve a role on local school boards? Is their voice reasonably well understood? Last spring, I asked five student board members from five different states about their experiences and perspectives. Their responses have been edited for space and clarity. See their full responses on ASBO International's Global School Business Network: asbointl.org/Network

MEET THE STUDENTS



*Candace Wolfe,
Bayard School
District, Nebraska*



*Sean Simonini,
Billerica Public
School District,
Massachusetts*



*Vidhisha Thakkar,
Newington Public
Schools, Connecticut*



*Hilary Wilson, Solon
Community School
District, Iowa*



*Catherine Xu,
Conejo Valley
Unified School
District, California*

What interested you in becoming a school board member?

Candace. I was interested in the position because I felt it gave me a supported space to make a difference in the school. It also gave a time line for something to be done rather than just create the idea but never follow through. I also wanted to learn more about how the school board meetings work.

Sean. The student representative position hadn't been something that was too well-known or publicized until this year; however, it is a seat that has such immense potential and influence when it comes to introducing initiatives or inspiring discussions. Seeing the incredible opportunity to enact policies and initiatives at the district level, I knew there was a chance to make direct improvements in the lives of our students.

Furthermore, I knew that our school needed someone who was ready to put in the hard work to take advantage of the position's privileges. The prospect of that proximity to the actual decision-making process was an obvious draw.

Vidhisha. I was interested in becoming a board member because I constantly found myself voicing my opinions and suggesting changes that should be made around the school to my friends and family. I realized that in order to see the changes I am thinking about, I need to voice them in front of a crowd that will take my opinions into consideration and implement them. In addition to sharing my concerns, I wanted to be a voice for students who don't feel as comfortable advocating for themselves. Amidst all this, I was told there was an opening for the Board of Education student representative, and I took advantage of the opportunity.

Hilary. I would like to be a teacher and thought this would be a good opportunity to see what it's like in the education programs.

Catherine. I wanted to make an impact on the lives of students in the community, and I believed that I could do this as a student board member. I believed that I had the potential to improve the district in diversity, equity, and inclusion efforts, and to continue to elevate and empower student voice in our district because I believed in education and was passionate about reform. I believed that I had the leadership skills and knowledge necessary to do this job and to improve the position and student representation in our district.

How was your experience as a school board member?

Candace. It was a great experience. All of the board members were very supportive and excited to have me. My chosen student initiative was a safety seminar highlighting the importance of being aware and knowing what to do in specific situations—some of these being sexual harassment, social media, and workplace experiences.

Sean. Even for someone who would have considered themselves "well versed" in the making of the educational process, there is no way, other than through experiencing it, to describe the amount of meticulous planning that truly goes on behind the curtain. It's been a lot of work to meet the "learning curve" that all student board members face, but we all meet the task with enthusiasm because we know that this knowledge is power. The best step I've taken as a student representative is taking preparedness seriously and as such, my colleagues on the board have taken me, my proposals, and my insight seriously.

Vidhisha. My experience as a school board member was extremely positive and rewarding. Each month, I presented a cohesive report on the events and activities taking place at the high school or any of the other schools in the district. I also shared any positive observations or

concerns that I believed were worth noting. The board always showed interest in what was taking place in the schools and asked questions to further understand anything that may be confusing. When the school was considering what holidays to include in the calendar for next year, I presented on the importance of adding Diwali (a Hindu holiday). The board decided to add the holiday to the calendar, which truly shows that our ideas are being heard.

Hilary. It is very interesting. Some things can be very confusing, like when they get into detail about school rules, state rules, and business aspects, because I've not had experience in business, but my school board does a good job at explaining everything.

Catherine. One of the greatest lessons that I learned while being a school board member is that every member has his or her own constituency. It's impossible for one student to adequately represent 18,000 students, so I tried my best to reach out to as many students as possible at each school site. This meant talking to clubs at various campuses or making myself available on social media like Instagram so students in the district were aware of board matters/decisions and how I was representing them and what progress was being made in the student district advisory council. I had to make myself as accessible as possible to try to reach many students.

Why do you think student voice is important in the school district/board?

Candace. I believe that it gives the board an insight into the student body, which is helpful for them when making decisions. It is also important so that students can give their opinion in a positive space.

Sean. We truly are the only ones with the insight and knowledge to provide feedback on the execution and implementation of initiatives (or, in many cases, a lack thereof). As such, it is vital that we have not only students elected to channel that sentiment, but who are also trusted with the power to cast votes on the items that come before the body.

Vidhisha. Actions taken by the board are intended to have a positive impact on students, and their learning might not be received by the students the same way. Students should have the ability to share with the board members if they feel that something is not working well or if action taken by the board is well received. It is important that students and board members have an opportunity to hear each other's perspectives.

Hilary. Principals and school board members never really hear what is said from a student's perspective. Also, students are scared to say some things because we feel we won't be heard by the adults.

Catherine. Without the student perspective on issues and topics that the board decides, it's hard to make decisions that are representative of what's best for students. The school board members and staff are not students and do not see or experience the daily struggles that students face. It's crucial that students are properly represented on the board so that there is a sense of what is happening at the education ground level when making decisions.

What pressing issues do you think today's boards should address?

Candace. I believe that the students and staff of the building should always come first. I think that people often get too wrapped up in the heavier ideas and responsibilities and forget that the true focus of a school is to educate and push students to work hard, as well as provide jobs for hard-working staff.

Sean. I believe school boards at the state and local levels have an urgent obligation to develop higher expectations of the practical and employable skills that their students are obtaining, especially in high school. This may take form in financial literacy courses or (and I'm a big advocate of this one) more career-based experiences for students in traditional high schools.

High schools should be working to provide more access to internship and certification opportunities in the "soft trades" while cutting back on the hypercompetition that grade weighting (from AP [advanced placement] and IB [International Baccalaureate] courses) that corrode students' mental health. By providing youth with chances to explore their passions in a serious climate and walk away from high school with meaningful experiences, they will immediately be ahead of the curve, so that college may once again return to its purpose of "further education" and not just a baseline requirement like it is today.

Vidhisha. I believe the boards should address grading policy and mental health. Grading policy has changed tremendously over the past several years; however, students feel that these new policies are putting them at a disadvantage when it comes to showing off their academic abilities and when applying for colleges. While the intent behind mastery-based learning is to increase focus on learning and decrease the focus on grades, it makes it difficult for students who are poor test takers or who are competing to attend competitive schools.

In terms of mental health, students are struggling now more than ever, which is why it is important for boards to have conversations about how to promote mental health awareness and implement change that will ease the pressure off students.

Hilary. I feel kids these days are very stressed because there are a lot more opportunities out there now, and

they want to do everything and can't. Also, I feel social media is a huge impact, since kids see things out there that make them think differently about themselves.

Catherine. Student mental health; sustainable practices with recycling, composting, and trash; and better support systems for students to reduce stress (e.g., SEL [social and emotional learning] periods).

What are the most important skills to have as a school board member?

Candace. Patience and being open-minded.

Sean. Being dedicated and devoted to your work and loving what you do will help you power through those late nights, marking up documents, reading through proposals, and collecting student sentiment. Any form of governance, from school committee to the White House, is a business of working with people and addressing their needs. You need to be compassionate, and you need to truly care about others to be able to be effective in your position. Empathy and compassion are critical.

Vidhisha. I believe the most important skills to have as a board of education member are open-mindedness, commitment, and great organization skills. As a board member, there are a lot of difficult decisions to be made, and one has to be willing to consider other members' perspectives. Also, it is important that the board of education members are committed to the process of giving students the best education possible.

Hilary. Open-mindedness, diverse background, willingness to change.

Catherine. Communication is a huge skill that is needed to be a student board member. Communication is needed at board meetings to articulate to the board student input and perspectives in a way that they understand. Communication is also needed when reaching out to students for input, ensuring that you are representing the students of the district as a whole, not just yourself.

What advice would you give student board members who will follow you?

Candace. Be sure to share your true opinion when given the opportunity to share it. Also, make sure to think deeply about the student initiative that you are setting up. Physical school improvement projects are always great, but I encourage you to look deeply into a need that your school may not be meeting and find a way to meet it.

Sean. Firstly, if you're thinking about running to be a student board member, make sure you're doing it for the right reasons; make sure your heart is truly invested in the role you're about to take up. Any iteration of a

leader who runs only to serve themselves is a detriment to the whole community.

Secondly, if you're heart and mind are in this for the right reasons, then don't hold back. It may seem daunting at first, and it might seem like a lot of work (it is!). But if you feel like this is something that is truly for you, like you're ready to go the extra mile, and that you're ready to make this position your identity, then run that race, win that seat, and be confident in your abilities. At the end of the day, always remember, you're there to serve them, and don't ever lose sight of that.

Vidhisha. Never be afraid to voice your opinions and thoughts because you are afraid you will not be heard. Often as students, we think that adults might not be interested in what we have to say, but they genuinely care and want to make changes that will create an ideal environment for us.

Hilary. Don't be afraid to give your opinion. The school is supposed to be about you.

Catherine. Branch out in hearing from students. It's your role to represent all students in your district. It's nearly impossible to truly represent every student, but the best you can do is to reach out and hear from diverse students and diverse groups—for example, joining affinity groups or making school site visits to hear from students. Use social media to reach more students. Maybe creating a student board member Instagram account highlighting the work that you are doing in a student district advisory council or highlighting your outreach.

Conclusion

It can be argued that there is a need to develop institutional approaches to inclusive participation for students on school boards. A student voice that is heard, considered, and discussed can lead to a transformation of a public education system that has changed very little since the 1950s. We should encourage our elected or appointed boards to consider how this opportunity can create a collaborative, innovative, and creative partnership in the public school education system that can benefit all students.

Henry David Thoreau said, "The greatest compliment that was ever paid me was when one asked me what I thought and attended to my answer." Should student board members be asked their perspectives? This former elected board member, former superintendent, and current deputy superintendent says yes.

Victor Hayek is deputy superintendent of business services for Conejo Valley Unified School District in Thousand Oaks, California, and a member of ASBO International's Editorial Advisory Committee. Email: VHayek@conejousd.org

Lease

This Lease is between Morrill County School District No. 62-0021, commonly known as Bayard Public Schools (the "District") and Bayard Tiger Cub Childcare Center, a Nebraska Nonprofit Corporation (the "Tenant"). The District and the Tenant agree as follows:

1. Lease of Premises and Use of Premises:

- a. The District leases to the Tenant Room _____ (the "Childcare Room") of the District's elementary school building (the "Building") located on the District's campus in Bayard Nebraska (the "Property").
- b. The Tenant shall also have reasonable, nonexclusive access to the restrooms, hallways, cafeteria, and gymnasium of the Building, the playground and parking lot on the Property, and other commonly used areas of the Building and Property (together, the "Common Areas"). The Tenant's use of the Common Areas is (i) subordinate to the District's use and need of the Common Areas and (ii) subject to the District Administration's rules and directives, as may be made and amended from time to time.
- c. The Childcare Room and Common Areas are referred to together as the "Premises."
- d. The Tenant may only use the Premises to operate an early childcare center. No other use of the Premises is permitted. The Tenant is responsible for applying for, obtaining, and maintaining all necessary licenses, permits, and other requirements for operating an early childcare center as required by state and federal law. The Tenant will provide the District with proof of such licenses, permits, and other requirements upon request of the District.
- e. The Tenant agrees not to commit waste on the Premises or other parts of the Property. The Tenant must maintain the Childcare Room in a clean and orderly state, free of junk and debris. The Tenant agrees to comply with all federal, state, and municipal laws, rules, and regulations in the Tenant's operations on the Premises. The Tenant is responsible for any damages to the Property caused by the Tenant or its agents, employees, contractors, invitees, or any third party whose actions are attributable to the Tenant.

2. Term: The initial term of this Lease begins once both parties have executed this Lease and ends on June 30, 2023. After expiration of the initial term, this Lease will continue on a year-to-year basis from July 1 to June 30, unless either party gives the other party notice of termination of the Lease at least 30 days prior to the expiration of the then existing term or this lease is otherwise terminated according to its terms.

3. Rent: The Tenant shall pay to the District rent at a rate of \$1.00 per month. Rent for a term is due and payable at the beginning of the term.

4. Utilities and Custodial Services: The District will pay for all utilities and custodial services for the Premises. However, the District will not be liable to the Tenant for the loss of interruption of utility services covering the Premises.

5. Insurance:

- a. The District will provide property and casualty insurance covering the Premises.
- b. The Tenant shall be responsible for carrying worker's compensation insurance for the Tenant's employees and other workers as required by law and shall be responsible for all injuries to individuals performing work on the Premises at the direction of the Tenant.
- c. The Tenant shall maintain commercial general liability insurance covering the Tenant's operations on the District's property, providing limits of at least \$1,000,000.00 per occurrence, naming the District as an additional insured on a primary and noncontributory basis. Such liability policy shall provide a waiver of subrogation against the District.
- d. The insurance required of the Tenant shall be procured from responsible insurance companies authorized to do business in Nebraska, and shall be otherwise satisfactory to the District. In addition, such policies shall provide that the policies may not be canceled or altered except upon 30 days prior written notice to the District. The Tenant shall provide a certificate of insurance to the District prior to occupying the Premises and at least 30 days prior to any annual renewal date for the insurance. If the Tenant fails to obtain the insurance required of the Tenant hereunder and to pay the premiums charged, or to properly maintain and keep in force that insurance, then the District shall have the right, at its sole option and without waiving any other available remedy, to procure that insurance and to pay the premiums charged. These amounts shall be deemed additional rent and shall be immediately due and payable by the Tenant.
- e. The Tenant shall obtain property and casualty insurance for the Tenant's improvements and other personal property, which provides for a waiver of subrogation against the District. The District shall not be liable for any damage or loss to the Tenant's improvements, fixtures, or other personal property.

6. Real Estate Taxes: The Property is exempt from Nebraska real estate taxes and the parties do not anticipate that any activity on the Property or use of the Premises by the Tenant will result in the assessment of real estate taxes against the Property. In the event the Tenant's use of the Premises results in the assessment of real estate taxes against the Property, then the Tenant shall be responsible for the payment of the real estate taxes.

7. Inspection and Warranties: The Tenant is entering into this Lease based on the Tenant's knowledge of the Premises and not on any representations or warranties, express or implied, made by the District. The District has the right to enter and inspect the Childcare Room at any time.

8. Leasehold Improvements: The Tenant may not make any alterations on or to the Premises or remodel the Premises without the consent of the District. Any alterations or remodeling will be and remain a part of the Property at the termination of the Lease and Tenant will not be entitled to reimbursement for any improvements. The Tenant agrees to indemnify and hold harmless the District against any liens, costs, damages, or expenses that may result from the Tenant's improvements.

- 9. Furniture:** The Tenant may use the District’s furniture and equipment in the Childcare Room and, subject to the rules and directives of the District’s Administration, the Common Areas. The Tenant shall be responsible for any damages to the furniture resulting from the Tenant’s use, reasonable wear and tear excepted.
- 10. Signage:** Upon approval of the District, the Tenant may place signage identifying its services on the Property. Upon the termination of this Lease, the Tenant must remove any such signage subject to the requirement that the Tenant repair, at the Tenant’s cost, any damage to the Property caused by such removal.
- 11. Indemnification:** To the fullest extent permitted by law, the Tenant shall indemnify and reimburse the District for, defend the District against, and hold the District harmless from, any payment, loss, cost, expense, liability, or claim (including professional fees and reasonable costs of investigation incurred in defending against any such payment, loss, cost, expense, liability, or claim) made or incurred by or asserted against the District as a result of or in connection with (a) the negligence or willful misconduct by the Tenant, its agents, employees, contractors, invitees, or any third party whose actions are attributable to the Tenant or (b) the default, performance, or nonperformance of any of Tenant’s obligations under this Lease.
- 12. Termination:** Either party (a “non-defaulting party”) may terminate this Lease upon the failure of the other party (the “defaulting party”) to correct any default of this Lease within 10 days after written notice of the default by the non-defaulting party to the defaulting party. Either party may terminate this Lease without cause upon 60 days written notice to the other party. Upon termination of this Lease, the Tenant shall return the Childcare Room to the District in the same condition as it was at the commencement of this Lease, reasonable wear and tear excepted.
- 13. Miscellaneous:**
- a. The Tenant may not assign this Lease or sublease all or any portion of the Premises without the written consent of the District.
 - b. This Lease may be amended or modified only by a document executed by both parties.
 - c. Each party, without further consideration, promises to execute and deliver such other documents and take such other actions as may be necessary to consummate the intent and purpose of this Lease, provided that this Lease is effective regardless of whether any additional documents are executed or any further actions are taken.
 - d. This Lease shall be construed and enforced according to the laws of Nebraska. Any action related to this Lease shall be brought in the County or District Court of Morrill County, Nebraska.
 - e. If for any reason, whatsoever, any one or more of the provisions of this Lease is held or deemed to be inoperative, unenforceable or invalid as applied to any particular case or in all cases, such circumstances will not have the effect of rendering such provision invalid in any other case or of rendering any other provision of this Lease inoperative, unenforceable, or invalid.

- f. No waiver of any default of any provision of this Lease will be deemed a waiver of any other default of this Lease. No extension of time for performance of any act will be deemed an extension of the time for performance of any other act.
- g. This Lease contains the entire agreement of the parties regarding its subject matter.
- h. This Lease is binding upon the parties and their successors and assigns.
- i. This Lease may be executed in counterparts. A copy of this lease is enforceable as an original.

**Morrill County School District No. 62-0021,
commonly known as Bayard Public Schools**

By: _____
Kim Kildow, Board President

Dated: _____

**Bayard Tiger Cub Childcare Center,
a Nebraska Nonprofit Corporation.**

By: _____

Printed Name: _____

Title: _____

Dated: _____

October 4, 2022

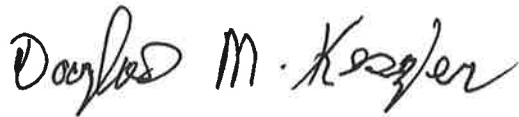
Bayard Public Schools
Board of Education
726 4th Avenue
Bayard, NE 69334

Dear Negotiations Committee:

The Bayard Education Association requests that the school board of the Bayard Public Schools take action to recognize Bayard Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff to begin bargaining next fall for the 2024-25 contract year.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in black ink that reads "Douglas M. Keszler". The signature is written in a cursive style with a large, stylized 'D' and 'K'.

Douglas Mark Keszler

President

Bayard Education Association

September 21, 2022

Bayard Public School
Board of Education
726 4th Avenue
Bayard, NE 69334

Dear Negotiations Committee:

The Bayard Teachers Organization is requesting that the school board of the Bayard Public Schools take action to recognize the Bayard Teachers' Organization as exclusive bargaining agent for the district's non-supervisory certificated staff to begin bargaining for the 2024-25 contract year at the next available board meeting.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in cursive script that reads "Linde Rafferty". The signature is written in black ink and is positioned above the printed name and title.

Linde Rafferty

Chairperson

Bayard Teachers' Organization

Program Report to Board of Education

October 10, 2022

HAL Program

Nebraska, Rule 3 Definition

“Learner with High Ability means a student who gives evidence of high-performance capability in such areas as intellectual, creative, or artistic capacity or in specific academic fields and who requires accelerated or differentiated curriculum programs in order to develop those capabilities fully.”

PK-12 HAL Philosophy

Bayard Public Schools recognizes that each student is a unique individual and is committed to providing a program to meet these needs.

Number of Students

Bayard Elementary: 47 Identified (35 in 21-22) (29 in 20-21)

Bayard Secondary: 61 Identified (69 in 21-22) (77 in 20-21)

Current Activities and Initiatives

- Second
 - Currently meeting one day a week. We started the year off with an introduction of how to use computers, Googleclassroom, and navigate Tinkercad. This will allow them to build their computer skills that will be utilized as they process through this class. Then we used these growth mindsets to progress through the introductory lessons to 3D design. Second grade will design 3D Christmas Ornaments and participate in the end of the year project. These projects will then be entered into the Morrill County Fair individually.
- Third Grade
 - Currently meeting one day a week. We are working on learning about computer technology through Project STEM. This will segway into multiple complex activities. Such as students practicing coding concepts on paper first then on their devices. We will then revisit 3D designing to build on the skills we learned last year. We will then participate in the end of the year project. Our projects will then individually be entered into the Morrill County Fair. In between projects we will make new brain connections through constructive exploration in different STEAM related centers.
- Fourth
 - All 4th grade students are participating in STEAM class, utilizing our STEAM Lab and its content. We started the year off with an introduction of how to use computers, Googleclassroom, and navigate Tinkercad. This allowed them to build their computer skills that will be utilized as they process through class. Then we used these growth mindsets to progress through the introductory lessons to 3D design. Fourth grade will design 3D Christmas Ornaments and participate in the end of the year project. These projects will then be entered into the Morrill County Fair individually.
- Fifth
 - All 5th grade students are participating in STEAM class, utilizing our STEAM Lab and its contents. We started the year off with the introduction to our Project STEM computer technology curriculum. We will then start a project to build on our skills in 3D designing and writing. These students will design story dice and print them. We have partnered with our reading/writing teachers. Students will then use the dice to write a short story. We will then move into our christmas project where we will learn about and grow crystal ornaments. They will participate in the end of the year project. Their projects will be individually entered into the Morrill County Fair.

- Sixth
 - All 6th grade students are participating in STEAM class, utilizing our STEAM Lab and its contents. Sixth graders have continued their technology learning through our Project STEM curriculum. They picked up where they ended last year as fifth graders. We will then start a project to build on our skills in 3D designing and writing. These students will design story dice and print them. We have partnered with our reading/writing teachers. Students will then use the dice to write a short story. We will then move into our Christmas Project. Students will design using our Coreldraw program. They will then print their Christmas Ornament using the laser printer. We will then move into our end of the year project. Their projects will be individually entered into the Morrill County Fair.
- Junior High
 - Meeting one day a week. Students will be learning how to use machines for projects. They are pushing their limits of creativity with complex projects. They will further their learning with our newly purchased VR Goggles, photo editing program, and hydroponics system.
- High School
 - Meeting one afternoon a week. Students have stated their areas of interest and are building a learning plan based on it. This section will be primarily student-driven based on their areas of interest.

Planned or Ongoing Training

- Utilizing the Amazon Project Steam for computer technology curriculum in grades 3, 5, and 6.
- Purchased a new photo editing program with our Coreldraw renewal.
- Purchased new STEAM items that will expand students' thinking in tangible ways. Such as the Soma Puzzle.
- Mrs. James is looking for opportunities for personal development.
- Would like to host a STEAM Family Night Event. Would like to apply for a grant to do so.

Identified Opportunities to Improve

Mrs. James are looking for opportunities to take students on field trips (virtual and/or in-person).

In trying to grow the program, identifying student interests and finding ways to best meet individualized learning opportunities are going to be the major goals for this school year.

Program Report to Board of Education
Special Education
October 8, 2022

Neb. Rev. Stat. 79-1127 declares, "The board of education of every school district shall provide or contract for special education programs and transportation for all resident children with disabilities who would benefit from such programs."

All providers of special education services shall be under the general supervision of the Nebraska Department of Education for the purpose of meeting federal law (IDEA). School districts and approved cooperatives shall ensure that all children with verified disabilities, from birth through the school year in which the child reaches age twenty-one, including children who have been suspended or expelled from school, have available to them a free appropriate public education (FAPE), which includes special education and related services to meet their unique needs. School districts and approved cooperatives responsibility to ensure the availability of FAPE includes ensuring the availability of FAPE for resident children in detention facilities, correctional facilities, jails, and prisons.

Number of Students by Verification

Autism - 3
Emotional Disturbance - 4
Hearing Impairment - 1
Intellectual Disability - 4
Multiple Impairments - 1
Other Health Impairment - 1
Specific Learning Disability - 31
Speech Language Impairment - 10
Developmental Delay - 8

Number of Students by Grade

Birth-2 years old - 0
ECSE 3-4 years old - 6
Bayard Elementary - 34
Bayard Secondary - 28

Students Receiving Services

Speech Services - 34
Occupational Therapy Services - 14
Physical Therapy Services - 10
Meridian - 1
Panhandle Beginnings - 2

Current Activities and Initiatives

- IEP's have been uploaded into Infinite Campus to provide teachers access to the entire IEP. This will help them teach special education students in the general education classroom by providing them with differentiated instruction and accommodations.
- Least Restrictive Environment (LRE) in special education begins with the idea that students with disabilities should be integrated, to the maximum extent possible, with students without disabilities. IEP teams are working hard to ensure our special education students are challenged and taught in the Least Restrictive Environment while ensuring academic success.
- Special education teachers have been challenged to write standards based IEP goals this year to help ensure all students are being taught grade level content.

State Reporting

- SPEDFRS, final financial reporting for special education, was completed by Bobbie Stuart with the assistance of Dr. Radford and will be submitted by October 31, 2022.
- The IDEA grant was completed by Bobbie Stuart and Dr. Radford and will be submitted by October 31, 2022.
- Dr. Radford is working to ensure ADVISER reporting from Infinite Campus and the Student Records System (SRS) are accurate and uploaded by October 15, 2022.
- Indicator 11 and 12 on the ILCD report was submitted September 30, 2022.
- Dr. Radford is working with NDE to identify grant funds allocated to Bayard Public Schools, ensure the money is spent the way it was intended, and provide NDE with documentation of expenditures.

Planned or Ongoing Training

- ESU will be providing two of the case managers with IEP Transition Goal training. Students 14 years and older must have a transition plan included in their IEP to help them plan for their future.
- ESU is providing inclusive practices support to our preschool teachers to help them best meet their students' needs.
- Dr. Radford has attended SPEDFRS training with NDE. She also attends monthly statewide zoom meetings to stay informed on deadlines, laws, and other training opportunities provided.
- Dr. Radford has also connected with a mentor provided by the Nebraska Association of Special Education Supervisors.
- The special education teachers are being provided with IEP writing training from the ESU.

Identified Opportunities to Improve

- Bayard Public Schools has a number of students with disabilities who need an alternative learning curriculum. While Meridian provides excellent programming, it is the goal to keep them in our schools and educate them in an environment with their peers.

We are working with ESU to develop a strong alternative learning/life skills program for these students.

- We are working hard this year to be in compliance with initial evaluation, triennial evaluation, and IEP timelines. Our goal is 100% compliance.
- We are also working on improving our IEP writing including writing comprehensive Present Levels of Academic and Functional Performance, identifying assistive technology accommodations, meeting student needs, and writing standards based goals.
- Special education is also focusing on improving their teaching strategies including writing quality lesson plans, being intentional with students, and supporting students in being successful in the general education classroom with grade level content.

6000 Series - Instruction

POLICY 6020 - THE PROGRAM OF INSTRUCTION

The minimum program of instruction in the schools shall be that prescribed by the statutes. The statutory curriculum may be augmented and extended to provide for the educational needs of individual pupils and differing areas in the School District.

The District shall educate staff and students about the harms of copyright piracy.

Legal Reference: Rule 10; ESSA

Adopted: 11-14-16

POLICY NO. 6050 - COOPERATION WITH INTERIM-PROGRAM SCHOOLS IN COUNTY DETENTION HOMES, INSTITUTIONS AND JUVENILE EMERGENCY SHELTERS

General Policy Regarding Interim-Program Schools

The School District shall cooperate with Interim-Program Schools in carrying out the requirements of Title 92, Nebraska Administrative Code, Chapters 18 and 51 (Nebraska Department of Education Rule 18 and Rule 51), so that students temporarily in such schools who later return or transfer to the district may receive academic credit in order to make continued progress toward grade promotion or graduation.

Procedures

92 NAC 18-004.01 Mandatory Requirements for Legal Operation

92 NAC 18-004.01D Academic Advancement – Interim-Program Schools shall initiate contact and work with accredited or approved schools to secure academic credit leading to grade promotion or graduation for student work completed while in their program, including diplomas for students who have satisfactorily completed sufficient credits to meet the requirements for graduation of the student's approved or accredited high school. Interim-Program Schools shall not issue diplomas.

92 NAC 18-004.2F Relationship with School District

92-NAC 18-004.2F1 Academic Advancement and Graduation – The school liaison of the Interim-Program School initiates contact with the appropriate accredited or approved school to develop an academic advancement plan intended to achieve academic progress leading to grade promotion or to graduation of students. The school liaison seeks to secure grade promotion or diplomas from schools for those students who have met their school's requirements.

92 NAC 18-004.02F2 Special Education – The school liaison of the Interim-Program School initiates contact with the school district responsible for providing special education services for each student with a disability to insure that each student with a disability is provided by the responsible school district with special education and related services pursuant to 92 NAC 51. The school liaison works with the responsible school district to insure continuation of special education services and information.

92 NAC 18-005 Special Education Requirements

92 NAC 18-005.01 Responsibilities of the Public School District – The duty of providing or contracting for special education services for all students with verified disabilities pursuant to 92 NAC 51 remains with the responsible public school district. The Interim-Program Schools may assist the public school districts in fulfilling those responsibilities.

Page 2

92 NAC 18-005.01A Determining the Responsible Public School District – Pursuant to 79-1127 and 92 NAC 51, each school district shall provide or contract for special education programs and transportation for all resident children with disabilities who would benefit from such programs.

92 NAC 18-008 Accreditation or Approval Violation

92 NAC 18-008.01 Failure to Accept Credit – Failure of accredited or approved schools to accept the academic credit earned at Interim-Program Schools or to issue diplomas to students transferring from Interim-Program Schools who have met the requirements for graduation of their own approved or accredited high school shall be treated as a violation of a requirement for accreditation under 92 NAC 10 or approval under 92 NAC 14.

Adopted: 9-11-06

Reviewed: 7-12-10

POLICY NO. 6051 - POLICY REGARDING FREE APPROPRIATE PUBLIC EDUCATION FOR STUDENTS IN INTERIM PROGRAM SCHOOLS

For resident students with disabilities who are placed in detention facilities, correctional facilities, jails or prisons, the School District will maintain contact with the facility by establishing district responsibility, exchange of student records, reviewing and revising the Individual Education Program (IEP) and assisting in the transition of the student back to the School District.

Procedures

92 NAC 51-004.10D - Responsibility for Special Education Programs

92 NAC 51-004.10D School districts' responsibility to ensure the availability of FAPE (Free Appropriate Public Education) includes ensuring the availability of FAPE for resident students in detention facilities, correctional facilities, jails and prisons.

1. The School District will complete the following activities:

Establish contact with the facility where the student is currently placed.

Share information with the facility which will assist in providing special education and related services to the student.

Conduct an IEP meeting, including appropriate participants from the facility on the IEP Team, to review and revise the IEP and develop an Academic Advancement Plan which will secure grade promotion or diplomas from the School District for those students who meet the requirements.

For those students who will leave the facility prior to graduation, the School District will work with the facility to develop a transition plan for movement back to the district and completion of the student's education program through graduation and receipt of a diploma.

2. It is anticipated that all students with disabilities will receive a regular high school diploma upon completion of their education program. In those limited cases where it is determined that the student will not meet the requirements for a regular high school diploma, the IEP Team will determine the education program through the IEP and the type of program completion recognition the student will receive.

Adopted: 9-11-06
Reviewed: 7-12-10

POLICY NO. 6111 – CLASSROOM ENVIRONMENT

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Staff members may not hang posters, flags, banners or other displays in the classroom that are (1) unrelated to the curriculum and (2) may otherwise result in a disruption to the learning environment. Any staff member who is uncertain as to whether a particular display is permitted in the classroom should consult with their building principal in a proactive manner.

Adopted: 9-13-21

POLICY NO. 6210 - CURRICULUM DEVELOPMENT

Curriculum development shall be an ongoing process in the school district. Each curriculum area shall be reviewed and revised when necessary, according to the timelines set out by the superintendent. These timelines will provide for periodic review of each curriculum area.

The superintendent shall be responsible for curriculum development and for determining the most effective way of conducting research of the school district's curriculum needs and a long-range curriculum development program. In making recommendations to the board, the superintendent shall propose a curriculum that will:

- Fulfill the philosophy of the school district;
- Reflect the educational and operational needs assessment of the school district;
- Articulate courses of study from kindergarten through grade twelve;
- Identify minimum objectives for each course and, at the elementary level, for each grade;
- Provide for objective monitoring of a student's progress;
- Provide for the needs of vocational and college bound students;
- After planning by the faculty and approval by the Administration, new courses will be presented to the Board for approval;
- Provide measurable quality academic content standards by the dates specified in Part 004 of Rule 10 that are the same as, equal to or more rigorous than the adopted state standards of the Nebraska Department of Education.

It shall be the responsibility of the superintendent to keep the board apprised of necessary curriculum changes and revisions and, if needed, to develop administrative regulations for curriculum development and recommendations to the board.

Legal Reference: NDE Rule 10

20 U.S.C. § 1232h (1994).

34 C.F.R. Pt. 98 (1996).

Cross Reference: 8001-A Educational Philosophy of the District
6211 Instruction Curriculum Assessments

Adopted: 8-9-93

Revised: 6-8-09

Reviewed: 7-12-10

POLICY NO. 6211 - INSTRUCTION CURRICULUM ASSESSMENTS

1. State Assessments.

Bayard Public Schools has adopted an assessment plan and has aligned the curriculum with the state approved content standards. The assessment plan includes a schedule and procedures for assessing success in achieving state standards.

Teachers are to clearly articulate the learning targets and align instruction to the learning targets within each of the content standards. Teachers are to give students instruction on the content prior to students being assessed on each content standards in order to provide learning opportunities for all students.

The assessments are to be conducted in accordance with the assessment plan schedule. Teachers are to conduct the assessments in a manner that assures it accurately assesses whether or not students are meeting the targets outlined by the content standards.

Assessment results are to be reported by the teachers in the manner and within the time directed by the administration or designee. The assessment data is to be used to meet state standards, to provide students and parents with information about student progress, to enhance school improvement planning, and to improve instruction. The assessment data is to be evaluated by teachers to monitor student learning and to improve instruction or terminate ineffective teaching practices to ensure students are being given the opportunity to meet the standards.

2. Achieving Valid Assessments.

Educators are responsible for maintaining the integrity of the assessments to ensure that assessments provide a valid measure of student progress and accomplishments. Educators are not to engage in any practice that may result in assessment results that do not reflect student learning, knowledge, skills or abilities in the area assessed.

For purpose of this policy, student assessments include both “standardized assessments” (including state assessments, norm referenced tests, and evaluations conducted for special education eligibility) and “coursework assessments” (e.g., classroom tests, quizzes, and other evaluative tools used to assign grades).

The following specific assessment expectations and rules apply:

- a. Integrity of the Assessment Instrument. The integrity of the assessment instrument is to be maintained.

1. Standardized Assessments. Standardized assessment instruments are not to be made available to students at any time before the student takes the assessment. The assessment instrument is to be maintained in a secure manner.
2. Coursework Assessments. Coursework assessment instruments are to be periodically modified to keep the assessments current and prevent students from effectively using “test banks.” For coursework assessments that are given on a repeat basis to students at different times (e.g., a test that is given to students throughout the school day), the educator is to remind students to not share the content of the assessment with students who will be taking the assessment later.

b. Teaching for Success on Assessments.

It is appropriate for educators to prepare students to do well on assessments. This is to be accomplished in a manner that assures the assessment accurately reflects the student’s knowledge, and not simply test preparation.

1. Teach the Content. Educators are to prepare students to do well on assessments by teaching the subject content. Educators are not to “teach to the test” by teaching based solely on the content of the assessment. The content is to be taught to the students over an appropriate amount of time prior to the assessment. “Cramming” assessment content just before the assessment is to be taken is not appropriate. Review of content previously taught is appropriate.
2. Practice Test. Educators are to prepare students by teaching test taking skills independent of the subject matter being assessed. Educators are not to conduct reviews (drills) using earlier (no longer published) versions of the same test, using alternate (parallel) forms of the same published test, or using actual items from the current form of a standardized test that will be administered to students. Educators are not to conduct reviews (drills) using items of identical format (for example, multiple choice) to the exclusion of other formats.

c. Conditions for Successful Assessments.

1. Communications. Educators are to communicate to students and parents when

assessments will be administered, the purpose of the assessment and how the assessment results will be used. Educators are to motivate students to do their best on assessments. Educators are to read and be familiar with assessment administration directions in advance and communicate the rules to students accurately and clearly.

2. Climate. Educators are to have sufficient assessment materials available (e.g., No. 2 pencils, if needed). The classroom is to be arranged to allow comfortable

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seating. Distractions are to be eliminated. Educators in nearby classrooms are to be informed that the assessment is to be administered so noises from neighboring classrooms are kept a minimum. Activities or arrangements are to be made for students who finish early so such students do not cause a distraction to other students still taking the assessment.

3. Security. Educators are to monitor students while administering assessments to ensure students are complying with standards of academic integrity. Students who violate standards of academic integrity are to be reported to the administration.

- d. Full Participation. Educators are to make efforts to have all eligible students take the assessments. The educator should develop a list of students who will be exempted from assessment and the reason for the exemption and submit the list for review and approval by the Principal.

- e. Assistance During Assessments.

1. Standardized Assessments. Educators are not to provide assistance to students while a standardized assessment is being administered except as provided for in a student's 504 Plan or IEP. This includes giving "hints," giving extra time, reading the tests to students or defining or pronouncing words for students, allowing students access to instructional material related to the content of the assessment (e.g., displaying a map during a social studies assessment) or allowing

students access to mechanical aids (e.g., calculators).

2. Coursework Assessments. For coursework assessments, students may be allowed access to instructional materials or mechanical aids only when all students being given the assessment are given the aids and use of the aids does not hinder the students from learning the content of the lesson.

f. Student Answers. Assessments are to reflect the students' work as submitted by the students. During the assessments, educators are to monitor students to make sure directions are being followed (e.g., students are using a No. 2 pencil on all "bubble" sheet assessments and completely erase mistaken answers and extra marks on "bubble" sheet assessments). Educators are not to change answers on a student's assessment sheet or otherwise participate in the submission of false or misleading assessment results.

All employees are to adhere to Nebraska's NeSA Security Procedures and report breaches in security to the Superintendent's assessment designee for report to the Nebraska Department of

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Education. Professionalism, common sense, and practical procedures provide the framework for testing ethics.

Violations of the rules and expectations set forth in this policy will be considered to be a breach of the District's standards of ethics and may result in disciplinary consequences. Educators are to report suspected violations of the expectation to the administration. The administration is to investigate and appropriately respond to violations of the expectations.

Legal Reference: NDE Rule 10.05; NDE Rule 27.004.02H and 004.03D

Adopted: 8-9-93

Revised: 6-8-09; 7-11-11

Reviewed: 7-12-10;

POLICY NO. 6212 - ASSESSMENTS – ACADEMIC CONTENT STANDARDS

The Board of Education adopts the academic content standards of the State Board of Education (“State Board”). The adoption of the academic content standards includes the:

English Language Arts standards that were adopted by the State Board in September, 2014;
Mathematics standards that were approved by the State Board in September, 2015;
Science standards that were adopted by the State Board in September, 2017; and
Social Studies standards that were adopted by the State Board in November, 2019.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

This policy does not supersede the existing standards adopted by the Board of Education except as set forth herein.

Legal Reference: Neb. Rev. Stat. §§ 79-760 to 79-760.05

Adopted: 6-14-10

Revised: 7-11-11, 8-10-15, 11-14-16

Adopted: 6-14-10

Revised: 7-11-11, 8-10-15, 11-14-16, 9-13-21

POLICY 6283 - ACTIVITIES - CONCUSSIONS

1. Training.

The Superintendent or designee shall make available training approved by the chief medical officer of the State on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams.

2. Education.

The Superintendent or designee shall require that concussion and brain injury information be provided on an annual basis to students and the students' parents or guardians prior to such students initiating practice or competition. The information provided to students and the students' parents or guardians shall include, but need not be limited to:

- a. the signs and symptoms of a concussion;
- b. the risks posed by sustaining a concussion; and
- c. the actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

3. Response to Concussions.

- a. Removal. A student who participates on a school athletic team shall be removed from a practice or game when he or she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school.
- b. Return-to-Play. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury student shall not be permitted to participate in any school supervised team athletic activities involving physical exertion, including, but not limited to, practices or games, until the student: (i) has been evaluated by a licensed health care professional, (ii) has received written and signed clearance to resume participate in athletic activities from the licensed health care professional, and (iii) has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

The coach or administration may require that the student's return to full activities be on a stepwise progression back to full participation, or otherwise establish conditions for return to participation that are more restrictive than those defined by the licensed health care professional if the coach or an administrator reasonable deems such to be appropriate.

The signature of an individual who represents that he or she is a licensed health care professional on a written clearance to resume participation that is provided to the school shall be deemed to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school is not required to determine or verify the individual's qualifications.

c. Parent Notification. If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity per the preceding paragraph, the parent or guardian of the student shall be notified by the Superintendent or designee of the date and approximate time of the injury suffered by the student, the signs and symptoms of a concussion or brain injury that were observed, and any actions taken to treat the student.

d. Return to Learn. The Superintendent or designee shall develop a return to learn protocol for students who have sustained a concussion. The return to learn protocol shall recognize that students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered.

4. Responsibility of Coaches.

Coaches shall comply with this policy and apply their safety and injury prevention training. A coach who fails to do is subject to disciplinary action, including but not limited to termination of employment.

5. Student and Parents.

It is recognized that coaches cannot be aware of every incident in which a student has symptoms of a possible concussion or brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches on a timely basis.

6. Effective Date.

This policy becomes operative on July 1, 2012. The administration may, but shall not be required to, implement provisions of this policy prior to such date as it determines appropriate.

Legal Reference: Neb. Rev. Stat. §§ 71-9102 to 71-9106

Adopted: 7-11-11

Revised: 8-11-14

POLICY NO. 6284 - RETURN FROM PEDIATRIC CANCER

The Superintendent or designee shall make available training on how to recognize that students who have been treated for pediatric cancer and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff.

A 504 team meeting will be held, as appropriate, to develop individual return to learn accommodations and modifications.

Legal Reference: LB 511 (2015)

Approved: 8-10-15

Revised: 11-14-16

POLICY NO. 6286 - INITIATIONS, HAZING, SECRET CLUBS, AND OUTSIDE ORGANIZATIONS

Initiations. Initiations by classes, clubs or athletic teams are prohibited except with the approval of the administration. Any student who engages in or encourages initiations that have not been approved by the administration is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

The administration may only give consent to initiation activities that are consistent with student conduct expectations and that do not present a risk of physical or mental injury or belittlement.

Hazing. Hazing by classes, clubs, athletic teams or other student organizations are prohibited. Hazing means any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any school organization. Such prohibited hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, sexual conduct, nudity, or any brutal treatment or the performance of any act which endangers the physical or mental health or safety of any person or the coercing of any such activity. Hazing is prohibited even though the person who has been the subject of the hazing consents to the activity. Any student who engages in or encourages hazing is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

Secret Organizations. It is unlawful for students to participate in or be members of any secret fraternity or secret organization that is in any degree a school organization. Any student who violates this restriction is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

Outside Organizations. It is unlawful for any person, whether a student of the District or not, to enter upon the school grounds or any school building for the purpose of rushing or soliciting, while there, any student to join any fraternity, society, or association organized outside of the schools. Any person who violates this restriction is subject to criminal prosecution and removal and exclusion from school grounds.

Legal Reference: Neb. Rev. Stat. §§ 79-2,101 to 79-2,103
 Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-296
 Reference Neb. Rev. Stat. §§ 28-311.06 to 28-311.07

Adopted: 11-14-16

**POLICY NO. 6920 - STUDENT SELF-MANAGEMENT OF ASTHMA, ANAPHYLAXIS,
AND/OR DIABETES**

Students with asthma, anaphylaxis or diabetes will be permitted to self-manage such medical conditions upon:

1. Written request of the student's parent or guardian;
2. Authorization of the student's physician; or, for asthma and anaphylaxis, a health care professional who prescribed the medication for treatment of the student's condition;
3. Receipt of a signed no liability statement from the parent or guardian; and
4. Development of an asthma or anaphylaxis or diabetes medical management plan for the student.

Students with such a medical management plan may possess the necessary medication to Manage their condition under the conditions established in the plan and not be subject to discipline for such possession. Provided that, if the student uses or allows the medication to be used for any reason other than as prescribed or as provided in the plan or possesses the medication other than as provided in the plan the student shall be subject to discipline in accordance with the student conduct and drug-free school policies.

Legal Reference: Neb. Rev. Stat. §§ 79-224 and 79-225

Adopted: 10-9-06

Reviewed: 8-9-10

Revised: 11-14-16

Supt. Report 10/10/22

Friday Oct. 14 the K-12 staff will be doing a data dig to review MAP and other assessment. This will be under the direction of ESU 13. Following the morning data dig the staff will be engaged in refresher training concerning the Leader in Me program.

NDE has released NSCAS Assessment data and AQuESTT classifications for review but the information is embargoed through the month of Oct.

Johnson Control have decommissioned the old boiler in the Elementary and will begin work on the high school boiler the week of the Oct. 10.

The Radiant heat system was not functioning in the bus barn and an ignition switch and blower have been ordered for it.

Zach Swift a Blue Bird certified mechanic made warrantee repair work on the 2021 and did some repair work on both the flat nose and 05 thirty passenger which Kurt finished. Parts have been ordered for the 30 passenger. Kurt will make the necessary repairs. All buses have undergone the Federal inspection and will undergo the state level inspection in Nov.

Later in the month we will start to receive bids on camera systems for the buses.

I will secure a Freightliner Thomas bus presentation for Nov. Currently for service work we need to transport or drive buses to Kearney or Alda but there is a Freightliner service mechanic in Scottsbluff so that may be an option to consider.

Frontier Basement Solutions anticipates it will begin foundation work on the high school building later this month most likely during the week of the 24th.