

**Board of Education Regular Meeting
Monday, October 9, 2023 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 9, 2023 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. Board Committee Reports and Recommendations
- VIII. Action Items
 - VIII.A. Consent Agenda
 - VIII.A.1. Minutes of Previous Meeting
 - VIII.A.2. Bills
 - VIII.A.3. Board Member Reports
 - VIII.A.4. Reports and Correspondence Requiring No Action
 - VIII.A.4.a. General Reports and Financial Reports
 - VIII.A.4.b. Reports for Information Only
 - VIII.A.5. Adoption of Policies on First Reading
 - VIII.A.6. Adoption of Policies on Second Reading
 - VIII.A.7. Approval of Contracts within Policy Guidelines
 - VIII.B. Discuss, Consider, and Take All Necessary Action in Appointing NASB Delegate Assembly Representative.
- IX. Discussion Items
 - IX.A. Review Fall District Enrollment Numbers
 - IX.B. Review SPED and HAL Programs
 - IX.C. Review Statewide Assessment Results
 - IX.D. Review and Discussion of Policies 5045 through 5095-B in the 5000 series.
- X. Reports
 - X.A. Principals and District Administrators
 - X.B. Superintendent
- XI. Set Next Meeting Date
- XII. 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

Date- 10/6/23

Submitted by: Leah Nesbitt
Student Board Representative

1. Student Activities:

- a. The volleyball team is currently sitting second in C-2 and have a 22-0 winning record. They are also the WTC Champions for the second year in a row.
- b. The football team is 2-4 right now. Kolby Houchin is first in division D1 Defensive Tackles with a total of 93.
- c. The golf season just ended on Monday at districts. Riley Hopkins placed 25th at the Bayard meet and 10th in the WTC meet.
- d. Nate Barker placed 4th at Bridgeport and 7th at the Bayard invite. Nate also placed 3rd at the WTC meet and Trenton placed 10th.
- e. Kinlee Schmultz place 6th at Bridgeport for JH. Kinlee and Henry both placed 2nd at the WTC meet and Orren placed 10th.
- f. Softball finished 4-15 on the season. At sub-districts, they beat Hershey and made it further than last year. Ashley Garza is currently sitting 9th in the nation for stolen bases and second in the state with 43. She is also third in batting average in the state and third for on base percentage.
- g. JH volleyball placed 4th at the Hemingford Tournament and beat Leyton last Monday.
- h. The FFA Livestock Senior team made up of Lexi Fiscus, Riley Hopkins, Kali Hopkins and Jessica Kappen, made it to state. Tayten placed first in the Junior Division.

2. Other Pertinent Student Information/Feedback from students

- a. I have only heard one complaint from students. Some feel that there should be assigned parking spots for high school students. They feel that this can help potentially decrease the amount of cars that get hit in the parking lot. This could also help students learn how to park better and provide extra room for visitors. Teachers would get first pick and then seniors would get to pick their spots, and then it would continue going down the list.

3. Progress on Student Board Representative Initiative

- a. Zach, Dr. Rice, Mr. Nesbitt and I are still in the process of finishing a potential community project and also talking about other potential projects to work on together during the school year.



Board of Education Regular Meeting

Monday, September 11, 2023 7:00 PM

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

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Absent
Randy Eirich: Absent
Bill Ferrero: Present
Donna Stuart: Present

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 07:00p.m. President Stuart 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, Bill Ferrero Joe Applegate, Donna Stuart
Administrators present: Superintendent Olson, Principals Ehler and Rice, and Director Nesbitt.

I.E. Status of Absent Board Members

Motion Passed: Motion to approve the absence of Randy Eirich and Kim Burry passed with a motion by Carolyn Applegate and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

II. Approval of Agenda

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

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

III. Introduction of Guests

The guests introduced themselves to the board.

IV. Public Comments

V. Recognition of Student Achievements

The following students were recognized by the board:

Youth Advisory Council Member for Representative Adrian Smith- Zach Araujo

Summer Activities:

18U summer roster for the board meeting

11-0 and regular season Champions

Tournament Champions

Scarlett Norman

Ashley Garza

Grace Fankhauser

Lilie Posey

Jenna Flores

Ally Halverson

Haley Edmunds

Shayleigh West

Maddie Ribble

Braylynn Mick

Zoleigh Reffalt

Kaidi Lee

Krista West

Amy Albro- Grand Champion FFA Sheep Rate Of Gain

Josh Henkel- Grand Champion FFA Crop Exhibitor

Taylor Petersen- Reserve Champion FFAScience and Technology

Connor Cochran- Grand Champion FFA Beef Showman

Kelton Whitney- Grand Champion FFA Science and Technology

Jessi Kappen- Grand Champion FFA Market Lamb
Grand Champion FFA Sheep Showmanship
Grand Champion FFA Breeding Sheep
Reserve Champion Breeding Ewe

Riley Hopkins- Grand Champion FFA Swine Showmanship

Nate Barker- Grand Champion FFA Rabbit Showmanship
Reserve Champion Overall Rabbit
Grand Champion Lionhead

Leah Nesbitt- Reserve Champion FFA Swine Showmanship
Reserve Champion FFA Market Swine

Lexi Fiscus- Reserve Champion FFA Market Heifer

Lexi Nesbitt- Grand Champion FFA Market Swine

Nolan Dueker- Reserve Champion FFA Horticulture

Coy Armstrong- Reserve Champion FFA Market Steer
Reserve FFA Beef Showman

Emily Houchin- Grand Champion FFA Market heifer
Grand Champion FFA Breeding Beef
Reserve Champion Overall FFA Beef

Tayton WyCoff- Grand Champion FFA Market Goat
Reserve Champion FFA Market Goat
Grand Champion FFA Goat Showmanship
Reserve Champion FFA Sheep Showmanship
Grand Champion FFA Overall Exhibitor
Grand Champion Large Animal Round Robin

VI. Administer Oath of Office to Student Board Representative for Fall of 2023

Aleah Nesbitt took Oath of Office for Student Board Representative for Fall of 2023

VII. Student Board Representative Report

Aleah presented her report to the board. Student Activities: The volleyball team is currently sitting first in C-2 and have a 5-0 winning record. The football team had an amazing win during their first home game of the season against Sandhills Valley. Riley Hopkins has placed in a couple meets this season for golf. She placed 9th in the JV division at the Scottsbluff meet and 10th at the WTC meet. Nate Barker placed 18 at Scottsbluff and 6th at the Kimball invite. Kinlee Schmultz place 4th and Henry Dueker placed 12th at the Scottsbluff meet for JH. Kinlee also placed 6th at Gering 2nd at Kimball. Henry placed 4th at the Kimball meet. Ashley Garza is currently sitting first in batting average and third in stolen bases and base percentage for our softball team. JH volleyball and football are just now starting their season and are very hard at work to make it a good season. The FFA Labor Auction took place on August 22nd. Other Pertinent Student Information/Feedback from students: Since the school year just started and students are getting into new habits, I have not heard any feedback from students about classes or the school. So far, everyone seems content. Progress on Student Board Representative Initiative: Zach, Dr. Rice, Mr. Nesbitt and I are in the process of finishing a potential community project and also talking about other potential projects to work on together during the school year.

VIII. Invited Presentations and Discussions with Presenters

VIII.A. Report on 2023 Summer School

Mrs. Ehler provided her summer school report to the board. Teachers: Mrs. Batt, Mrs. Nesbitt, Mrs. Ferrero, Mrs. Ehler We focused on Math and Reading skills using IXL, project-based learning, and Into Reading resources. We used our new Into Reading Screener for our K-2 students at the beginning and again at the end of our summer school to pilot it into the upcoming year. The screener showed improvement in every student tested. The screener included knowledge of alphabet letter names, reading of CVC and CVCe nonsense words, high-frequency words, multisyllabic words, and WCPM. The screener showed it was helpful in diagnosing specific student needs so we could create a unique learning experience for each student in summer school. It was also useful to measure growth from the beginning to the end of our summer school session. This year they learned about economics as well through planning, calculating, organizing, and operating a lemonade stand.

IX. Board Committee Reports and Recommendations

X. Action Items

X.A. Consent Agenda

X.A.1. Minutes of Previous Meeting

X.A.2. Bills

X.A.3. Board Member Reports

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

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

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

Motion Passed: Motion to approve the Consent Agenda passed with a motion by Joe Applegate and a second by Bill Ferrero.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

X.A.5. Adoption of Policies on First Reading

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

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

X.B. Discuss, Consider, and Take All Necessary Action in Regards to the Resignation of Dr. Jessica Radford.

Motion Passed: Motion to approve the resignation of Dr. Jessica Radford passed with a motion by Joe Applegate and a second by Bill Ferrero.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

X.C. Discuss, Consider, and Take All Necessary Action in Regard to CAPWN Foster Grandparent Program

Motion Passed: Motion to enter into an agreement with CAPWN Foster Grandparent Program passed with a motion by Bill Ferrero and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XI. Discussion Items

XI.A. Discussion of SMART Goals

The board discussed their SMART goals.

XI.B. Review and Discussion of Policies 5000 through 5044 in the 5000 series.

The board discussed policies 5000 through 5044 in the 5000 series.

XII. Reports

XII.A. Principals and District Administrators

Mrs. Ehler provided her report to the board. Academics: PLCs are scheduled every Wednesday with the following groups meeting once a month to discuss student progress, Leader in Me discussions, Teacher goal setting and growth, culture, and other academic needs. K-3, 4-6, MTSS (Multi-tiered system of support- this outlines everything from our SPED students, to Title, to High Achieving), and Whole staff. NSCAS Growth for 3-6 and NWEA is being completed. We will use this data for intervention groups, including supporting our high-achieving students. ELA small groups are underway with 2-3 teachers targeting instruction at every grade level (most small group portions run for 45-50 minutes with groups of 4-5 students each). Leadership: Student Lighthouse Team members have been nominated, interviewed, and selected. This group is sponsored by Mrs. James and Miss Binder. They are going to be in charge of morning announcements and monthly assemblies, along with school-wide celebrations. We are submitting dates in November and January for our Lighthouse Review. I will be working with Mr. Stuart and Mrs. Ashmore on "Get Set Nebraska", a mentoring program for SPED teachers.

Engagement: We are excited to partner with CAPWN Foster Grandparent Program to host a Foster Grandma, pending board approval. Our partnerships with ESU13, Head Start, and the WORDS Project are well underway. ESU 13- Consultation for student behavior, special education services, school psychologist services, early childhood education. Head Start- Preschool education and support. WORDS Project- Coaches are reviewing our screener data and the first individual reading coaching days are September 18 and 27. Community: Grandparent's Day is scheduled for September 15 from 9-10am. Pathfinders has recruited several teachers to assist after school. They are also working with the Sherriff's Department to come and participate. Our boys in 3-6th grade are participating in Carpenter Center Football. Mr. Simons is starting up the youth sports program including flag football, soccer, volleyball, and basketball.

Dr. Rice provided her report to the board. Academics: 205 aggregate secondary hours were reported to the state for summer school funding this year. These hours are up from last year, however, we had less students needing to attend. NSCAS/NWEA Testing is almost complete. We will be looking at the data during our upcoming inservice days. We have started an incentive program called "Tiger Way" at the secondary level. If student receive all A's and B's at the end of the quarter, have not been tardy or had unexcused absences, have not had a classroom or office referral, have not had to go to Academic Intervention, and are involved in at least one extracurricular activity during the quarter will enjoy a ½ day participating in a fun activity off school grounds. Mrs. Rafferty and I will be attending the State Assessment Update session at ESU 13 on September 12th. This in-person training will be conducted by NDE. Kristin Kasten will be here to conduct walk-throughs with our math teachers at the end of the month to help keep us on track. Leadership: I would like to commend the senior class for the leadership they have demonstrated this quarter. They are true examples of students who hold themselves to the highest standards academically and are involved in many extracurricular activities. Leadership classes started this past week. I would like to commend our Math Teachers for their hard work learning and implementing the new math curriculum. Congratulations to Mr. Zach Araujo for being named to Congressman Adrian Smith's Youth Advisory Council. Engagement: Our Theme this year is "Be the Change". Mrs White and Ms. Pahl are commended for helping with the beginning of school activities to promote belonging and inclusion. Mr. Rafferty and the FFA students are to be commended for an outstanding Labor Auction. We are currently working with Jessica Broderick to ensure that our Special Education program is running smoothly.

Community: The senior FFA members once again assisted the City in setting up for Pioneer Days. Tours of the school were given to approximately 30 school alumni over the weekend. Each person was given an alumni pin and asked to share their email so that we could add them to our Alumni newsletter.

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 are working to get the kids on track to be down in no classes. ACT will be on October 28th, 2023. Mrs. Rafferty is working extremely hard to get students wanting to take the ACT registered for that day. We are getting the short buses in and we are filling each bus with drivers and kids for routes and activities at this time. We still could use more big bus drivers for activities and larger trips. Routes are getting settled in with drivers and routes are beginning to become shorter so that students are not on buses for long periods of time. We are working with a new driver to get a big bus license. WNCC is working well with us along with UNK safety center as they understand the importance of getting new good bus drivers. Leadership: Football: 15 players on the roster. Varsity got a hard-fought win against Sandhills-Valley and showed

some real grit. JV played Hemingford already and play Garden County on the 11th. That will be a 6 man game with 8-man rules to help get kids reps to improve on skills and get live-action opportunities. We have a very young team so this is good for those kids. JH has their first game vs Gordon-Rushville on the 12th here. Volleyball: 16 players on the roster. This team has not lost a game yet going into a tough Tuesday night game vs Alliance. JV has gotten some good reps and beat Gordon-Rushville the other night in 3. Also, some teams with only varsity have played out JV in 2 extra sets to improve skills in game-like situations. JH has had a couple of games. The A team has played some tough matches but have not put together a win yet. The B team has won both their games at this time. XC: 1 girl/4 boys on the HS roster with 8 JH students out. Nate Barker has placed for the high school and Kinlee Schmaltz for the JH so far. They have run at a few meets and are looking forward to more success throughout the season as they get more meets and time under their belts Girls Golf: 8 Golfers are out this year. They are seeing some good things and are competing well. Riley Hopkins placed with a medal at both the WTC meet in Rushville and Scottsbluff Country Club meet recently. Softball – The softball team is off and running. They have had some close games with great competition over the beginning of the season. They had parent's night a couple of weeks ago and have had 3 home games so far this year. They will also have 2 more at the end of September prior to sub-districts. They have many players in the top statistical categories in the state for their respective positions. Play Production– Mrs. Posey took the initiative to work with a previous judge to come up with a play that will help out play production kids compete at a higher level. The play is in and they will begin soon. Band - With no other activities the band is marching at Pioneer Days for the first time in multiple year. Ms. Schmidt has been taking the kids out to practice marching and they are looking forward to that. Also, that helps them prepare for the CSC parade they will march in and also Old West Band Fest they will march in on October 14th. Choir - They have set a date for the nuggets game and again this year will be singing the national anthem. They have also been working in class to get ready for 21st century singers and choreography. They have multiple competitions put into place and are getting started this year. E-Sports - We recently found out that JH students can participate in e-sports as it is not NSAA sanctioned. Mr. Erdman has had many meetings and gotten a good response this year for our E-sports team. Our returner leading the way is Dallas EagleElk to help that team throughout the season. FFA - They had their annual auction to begin the year and raised a good amount of money from the people who attended. They are taking kids to Husker Harvest days and their first competition of the year is coming up that is land judging in the beginning of October. Mr. Rafferty is again doing a great job with these students and the greenhouse as well. Pictures - Elementary pictures will be on 9/19 and high school pictures will be the following day on 9/20. Engagement: Unity council. Students who have been nominated by their peers and coaches are part of the unity council. They have broken into 4 groups to take on leadership roles in activities around the school. One group is putting out positive quotes during the day for all our students to encourage them in all they do. One group is looking at activities policies to help better inform themselves and others of the policies and would like to give feedback at an appropriate time. One group is working to get a motivational speaker or group to come the the school to talk about creating culture. One group is taking over the boards in the school to keep them up to date. Hudl TV We are now working with Hudl TV to get started. This will take the place of Striv as we don't have anyone to run the Striv system. Hudl TV is a free service as part of our previous subscription and can be run more easily with the cameras we have put into place. 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. We are looking at some possible leadership opportunities that involve student/athletes and the community. (Being involved in leadership conferences they can bring back to the community, etc).

XII.B. Superintendent

Mr. Olson provided his report to the board. Some of the things that we will be going through or beginning the process through September include: 1. We will be going through a Special Education File Review by the Department of Education Division of Special Education. We have requested this to make sure that we are in compliance with IDEA Federal requirements and Nebraska's Rules 51 for students Kindergarten to age 21 and Rule 52 which covers Special Education needs for children birth to age 5 or 6 depending on their school enrollment. We will have assistance in this through ESU 13. To date we have been notified of the process but no requests for data or a specific File Review date has yet to be set. 2. NDE Rule 10 Audit. We have also requested that NDE do a Rule 10 Audit of our district. This will take place on September 19th and any deficiencies identified will be addressed through a correction plan for which we will have a year to develop and a year to implement. I believe that the actual time to develop any necessary plan will not exceed a month and all correction will be addressed and met prior to the end of the year with appropriate reports filed with NDE Accreditation. We were flagged this summer in our course offerings for Social Studies by NDE Accreditation which we have and are in the process of addressing. In actuality we exceeded the requirements but this was not showing up in the transfer of information between our Infinite Campus program and NDE's Advisor program. Also attached will be the original explanation concerning this and our original corrective action plan. Rule 10 items addressed in addition to documentation forwarded to NDE include this most current Action plan for social studies courses for the 2023-24 school year: a. We have extended our calendar by 3 instructional days from 169 to 172 days. b. We will continue with the following year long social studies offerings for the 2023-24 school year of: a. Geography (Listed as World Geography in our Course Handbook.) b. American History c. Government (Listed as American Government in our Course Handbook.) c. Two students are enrolled in Advanced Placement Psychology through Imagine Edgenuity 2023-24 Nebraska Course List. This is a year-long course that is under the direction of our 7-12 Counselor who hold a Social Science Field endorsement. d. We also have a student currently enrolled in American History 1 as a dual credit course through Western NE Community College (CNCC). This is a one semester course. The instructor holds a NE teaching certificate. e. While this is not currently locked in place we typically have students (some seniors but primarily juniors) that enroll in a number of courses at WNCC second semester and the courses they typically take include language arts, math, and social studies offerings. I believe that the numbers to date are most likely conservative estimates of our offerings. We will be making a concerted effort to have additional offerings as I erred in thinking that schools could utilize the biennial option for all subject areas. f. We will be increasing our Social Science offerings next year as we have a tentative commitment from a prospective 2024 Chadron State graduate that will student teach for us second semester. They will hold a S.S. Field endorsement. g. We are also trying to determine why courses students took last year didn't pull and why credit hours were not calculating correctly from Infinite Campus to Advisor. h. Attachments sent to NDE included the school calendar, 7-12 bell schedule and 7-12 master schedule for 2023-24 as well as documentation of

the courses completed by students during the 2022-23 school year that failed to appear in Advisor. These include a full year of Art History via Imagine Edgenuity, a semester of Psychology through Odysseyware, and two semester long, dual credit, courses taken through CNCC. One of which is Ethics and the other International Relations. i. Also included were the early corrective action plan for reference. 3. We are trying out a recognition of student activities/accomplishments we have done this a couple of times I would like to increase the frequency. The format for this once students and staff become accustomed to it will be Admin. led but student directed. By this Admin. will mention what an activity and ask participants to provide some brief highlights and what upcoming activities will be occurring. This is fairly fast pace lasting approximately 10 minutes on Friday's. The intent is to mention each activity and acknowledge special things such as individual accomplishments. This includes not only school activities but other activities students may be involved in such a rodeo, 4-H, scouts, etc. This assembly will take place in the old gym, last approximately 10 minutes at the end of class periods 1-4 on a rotating basis. We will also do morning announcements and the pledge at that time to not take additional instruction time. Should this not be seen as worthwhile we will discontinue it at the end of the first quarter. 4. Foster Grandparents: We have been approached with interest in become a Foster Grandparents partner. This program falls under the Amer-Corp umbrella. It is my understanding that individuals 55 and above that enroll in the Foster Grandparents program and pass all background checks are able to work with children while under the direct supervision of school employees. The age/grad level Foster Grandparents can work with are children in grades 3 and below. There are numerous safeguards in this program including general parent notification and releases that parents would need to sign allowing for such contact while at school. 5. As mentioned in item 1 we are working with ESU 13 to meet our Special Education needs as it relates to Dr. Radford's request to be released from her contract. I don't see any obstacles in this process as the Service Unit will be able to meet our Special Education Director needs, School Psychology needs, and those needs associated with the Multi-Tiered System of Supports (MTSS) which an assessment and early intervention process that all teacher engage in collaborative to meet student needs and make appropriate referrals. Training programs for Sped. staff that didn't occur this summer and were canceled the first week of school will be revisited and reengaged in under the direction of ESU Sped. personnel. The aforementioned ESU Sped. personnel will also be reviewing our Sped. files beginning this week to make sure we are meeting student/staff needs and are in both state and Federal compliance. To date it appears that our needs will be adequately met through ESU 13. 6. Our building principals and counselors have recently attended an NDE workshop on state assessment that will be shared with staff at our Oct. in-services. 7. We have a number of teachers and support staff that are currently engaged in continuing education to obtain additional certification or endorsements that will directly benefit the District. While several of these are in place we have a number of staff that have directly spoken with me about the opportunity to further their education. 8. Concerning transportation, we are working with community and neighboring community members on meeting our transportation needs. At present it seems that as we make progress in this area life events through us, an employee or potential employee a curve that puts us back at the drawing board. However, Mr. Nesbitt and Kurt are doing a very good job of staying on top of our needs. I spoke with Bob Crable last week about mechanic services and cost. He currently charges \$110.00 per hour but will perform services on site. While the cost per hour is a little higher than our local NAPA the service will be performed on site. We will continue to get filter, parts, batteries and tires from our local NAPA. I would like to offer Kurt's transportation Position to

Hope Wurdeman for the 2024-25 school year. She would assume this position the first week of June. Kurt anticipated on moving to WY in March and Mr. Nesbitt and I will fill that gap between Kurt's departure and Hope's start of employment. Placing a contract in Hope's hands at this early date may seem unconventional I believe it is in the District's best interest given the overall labor shortages we are experiencing. Hope is currently under a teaching contract I believe that we need to make plans well in advance to protect our position and we also need to have open communication with Minatare concerning this, potential cooperative agreements and Spanish instruction. To date Mr. Robins and I have engaged in communication in each of these areas. Concerning insurance cost for 4 buses: According to our insurance provider we are looking at a cost of approximately \$200 per year for 4 buses since our policy is based on a fleet cost. 9. Cindy will be working directly with Courtney, Heather and Mrs. Gier concerning student data held in our Infinite Campus site and the state site in Advisor as well as how data is transferred from one platform to the other. NDE provides monthly Zoom meeting that last approximately an hour about the data transfers and actions schools need to be taking to make sure NDE has all appropriate district and student information. The three most important months for attendance of these Zooms are Sept., Oct., and April. Sept. marks the frontside, loading of information for the district for the year; Oct. 1 is the date for all schools' snapshot that the state uses to determining enrollment, student demographics and ultimately set the numbers for each districts count as it relates to the upcoming year's state aid calculation; and during April's meeting information is shared as to how schools will need to close out the school year and prepare to rollover for the upcoming year. 10. We will continue to look at partnerships with area schools.

XIII. Set Next Meeting Date

Next meeting is set for September 20 2023 at 8:30 p.m.

XIV. Adjournment

Motion Passed: Motion for adjournment at 8:04 p.m. passed with a motion by Joe Applegate and second by Bill Ferrero.

Votes: : Carolyn Applegate: Yea, Joe Applegate: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

Secretary

Board of Education Budget Hearing

Wednesday, September 20, 2023 8:00 PM

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

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Absent
Randy Eirich: Present
Bill Ferrero: Present
Donna Stuart: Present

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 08:03p.m. President Stuart 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 and the Star Herald 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, Bill Ferrero, Randy Eirich, Joe Applegate, Donna Stuart Administrators present: Superintendent Olson, Principals Ehler and Rice, and Director Nesbitt.

I.E. Status of Absent Board Members

Motion Passed: Motion to approve the absence of Kim Burry passed with a motion by Randy Eirich and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

II. Approval of Agenda

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

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

III. Conduct Hearing on the 2023-2024 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 8:05pm.
Hearing closed at 9:04p.m.

IV. Adjournment

Motion Passed: Motion for Adjournment at 9:05p.m. by Joe Applegate and second by Randy Eirich

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

Secretary

Board of Education Special Hearing to Set Final Tax Request

Wednesday, September 20, 2023 8:15 PM

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

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Absent
Randy Eirich: Present
Bill Ferrero: Present
Donna Stuart: Present

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 09:05p.m. President Stuart 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 and Star Herald 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, Bill Ferrero, Randy Eirich, Joe Applegate, Donna Stuart Administrators present: Superintendent Olson, Principals Ehler and Rice, and Director Nesbitt.

I.E. Status of Absent Board Members

Motion Passed: Motion passed to approve the absence of Kim Burry passed with a motion by Carolyn Applegate and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

II. Approval of the Agenda

Motion Passed: Motion to approve the agenda passed with a motion by Carolyn Applegate and a second by Randy Eirich.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

III. Conduct Hearing on the Property Tax Levy for 2023-2024 for the General Fund, Special Building Fund, and the Bond Fund

Hearing was opened at 9:06pm.
Hearing closed at 9:20p.m.

IV. Adjournment

Motion Passed: Motion for adjournment at 9:20 p.m. passed with a motion by Randy Eirich and a second by Joe Applegate

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

Secretary

Board of Education Special Meeting

Wednesday, September 20, 2023 8:30 PM

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

| | |
|--------------------|---------|
| Carolyn Applegate: | Present |
| Joe Applegate: | Present |
| Kim Burry: | Absent |
| Randy Eirich: | Present |
| Bill Ferrero: | Present |
| Donna Stuart: | Present |

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 09:22p.m. President Stuart 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 and Star Herald 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, Bill Ferrero, Randy Eirich, Joe Applegate, Donna Stuart Administrators present: Superintendent Olson, Principals Ehler and Rice, and Director Nesbitt.

I.E. Status of Absent Board Members

Motion Passed: Motion to approve the absence of Kim Burry passed with a motion by Randy Eirich and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

II. Approval of Agenda

Motion Passed: Motion to approve the agenda passed with a motion by Randy Eirich and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

III. Action Items

III.A. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the 2023-2024 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 2023-2024 School Term Budget for the General Fund (\$7,204,907), Depreciation Fund (\$84,794), Employee Benefit Fund (\$117,995), Activities Fund (\$354,234), School Nutrition Fund (\$368,000), Bond Fund (\$218,530), Special Building Fund (\$184,056), Cooperative Fund (\$100,000), and Student Fee Fund (\$5,000) Total of all Funds: \$8,537,516 passed with a motion by Randy Eirich and a second by Bill Ferrero.

Votes: Carolyn Applegate: Nay, Joe Applegate: Nay, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

III.B. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Tax Request Resolution for the 2023-2024 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 (\$3,487,693), Bond Fund (\$220,737), and Special Building Fund (\$121,212) passed with a motion by Bill Ferrero and a second by Randy Eirich.

Votes: Carolyn Applegate: Nay, Joe Applegate: Nay, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

IV. Set Next Meeting Date

Next meeting set for October 9, 2023 at 7:00 p.m.

V. Adjournment

Motion Passed: Motion for adjournment at 9:31 p.m. by Bill Ferrero and second by Randy Eirich

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

Secretary

Bayard Public Schools

10/9/2023

GENERAL FUND

| Vendor Name | GL Acct # | Description | Amount |
|----------------------------------|-----------------------|---|-----------------|
| HONEY WAGON EXPRESS LLC | 01 2620 352 001 001 1 | sand traps | 588.00 |
| | Total | | 588.00 |
| ACT | 01 1100 810 001 001 1 | Vouchers | 1,972.00 |
| | Total | | 1,972.00 |
| AL'S MARKET | 01 2710 610 000 000 0 | water for busbarn | 18.95 |
| | 01 3540 610 002 002 2 | Food trays for preschool event | 103.33 |
| | 01 6968 610 002 002 2 | cooking club | 17.11 |
| | Total | | 139.39 |
| ALARM SECURITY TECHNICIANS | 01 2620 352 002 002 2 | ast monitoring | 28.95 |
| | 01 2620 352 001 001 1 | ast monitoring | 28.95 |
| | Total | | 57.90 |
| Amazon Capital Services | 01 2610 610 002 002 2 | Elkay 98546C Kit - Aerator | 31.06 |
| | 01 1100 610 002 002 2 | https://www.amazon.com/Kosiz-Privacy- | 20.99 |
| | 01 2610 610 001 001 1 | Ag shop towles | 104.21 |
| | 01 3540 610 002 002 2 | https://www.amazon.com/18inch-Push- | 19.87 |
| | 01 3540 610 002 002 2 | https://www.amazon.com/Stikkiworks- | 16.18 |
| | 01 2610 610 002 002 2 | North Star RO replacement system | 430.50 |
| | 01 1100 610 000 000 0 | Klein Tools VDV226-110 Ratcheting | 49.49 |
| | 01 1100 610 000 000 0 | Cable Matters 100-Pack Cat 6 Pass | 15.95 |
| | 01 2710 610 000 000 0 | bus barn | 27.98 |
| | Total | | 716.23 |
| AMERICAN LEGION | 01 2310 610 000 000 0 | employee appreciation | 1,716.00 |
| | Total | | 1,716.00 |
| AMPLIFY | 01 1100 810 002 002 2 | Dlbels membership 4-6 | 834.17 |
| | Total | | 834.17 |
| BAYARD AUTOMOTIVE | 01 2710 610 000 000 0 | TFront tires for bus 11 | 248.96 |
| | 01 2710 610 000 000 0 | Balance beads | 13.94 |
| | 01 2710 610 000 000 0 | Tire dDisposal | 24.00 |
| | 01 2710 610 000 000 0 | Labor tire balance | 40.00 |
| | 01 2610 610 001 001 1 | zip ties | 8.28 |
| | 01 2710 610 000 000 0 | Bus 11 Shocks front and hydra boost | 578.51 |
| | 01 2710 610 000 000 0 | Charter bus | 97.94 |
| | 01 2710 610 000 000 0 | Bus 13 | 12.74 |
| | 01 2710 610 000 000 0 | shop | 91.06 |
| | Total | | 1,115.43 |
| BAYARD PUBLIC SCHOOLS - ACTIVITY | 01 2510 610 000 000 0 | yearbook | 110.00 |
| | 01 2220 610 001 001 1 | yearbook | 55.00 |
| | 01 1100 610 001 001 1 | yearbook | 55.00 |
| | Total | | 220.00 |
| BAYARD PUBLIC SCHOOLS - LUNCH | 01 3300 610 000 000 | grandparents day | 414.40 |
| | Total | | 414.40 |
| BAYARD TRANSCRIPT | 01 2310 540 000 000 0 | sept publications | 677.16 |
| | 01 2310 540 000 000 0 | aug publications | 7.92 |
| | Total | | 685.08 |
| BENZEL PEST CONTROL | 01 2620 352 001 001 1 | pest control | 110.78 |
| | 01 2620 352 002 002 2 | pest control | 110.77 |
| | Total | | 221.55 |
| CANNON FINANCIAL SERVICES | 01 1100 810 001 001 1 | fee | 25.00 |
| | Total | | 25.00 |
| COMFORT INN - KEARNEY | 01 1100 580 002 002 2 | batt eha meeting lodging | 114.95 |
| | Total | | 114.95 |
| CONNECTING POINT | 01 1100 352 001 001 1 | service contract-copiers | 671.43 |
| | 01 1100 352 002 002 2 | service contract-copiers | 671.42 |

| | | | |
|--------------------------------|-----------------------|--|-----------------|
| | Total | | 1,342.85 |
| CULLIGAN WATER CONDITION | 01 2610 610 001 001 1 | r/0 | 109.90 |
| | 01 2610 610 002 002 2 | r/o | 27.50 |
| | Total | | 137.40 |
| DAS STATE ACCOUNTING - CENTRAL | 01 1100 382 000 000 0 | aug23 network | 267.63 |
| | Total | | 267.63 |
| EAKES OFFICE SOLUTIONS | 01 2510 610 000 000 0 | Regular Envelopes - Case | 141.64 |
| | 01 2510 610 000 000 0 | Regular Envelopes - Case | 132.26 |
| | 01 2510 610 000 000 0 | Desk calendar | 4.99 |
| | 01 2510 610 000 000 0 | Shipping tape | 19.03 |
| | Total | | 297.92 |
| EAST WEST BOOKS | 01 2220 640 001 001 1 | Bodyguard Unit: Edith Garrod, Women's | 21.84 |
| | 01 2220 640 001 001 1 | Is Social Media Harmful? | 30.75 |
| | 01 2220 640 001 001 1 | What are the Risks of Vaping? | 30.75 |
| | 01 2220 640 001 001 1 | What is Anxiety? | 30.75 |
| | 01 2220 640 001 001 1 | What is Fake News? | 30.75 |
| | 01 2220 640 001 001 1 | Becoming a Construction and Building Ins | 30.75 |
| | 01 2220 640 001 001 1 | Become a Home Health Aide | 30.75 |
| | 01 2220 640 001 001 1 | Become a Police Officer | 30.75 |
| | 01 2220 640 001 001 1 | Become a Real Estate Appraiser | 30.75 |
| | 01 2220 640 001 001 1 | Become an Industrial Mechanic | 30.75 |
| | 01 2220 640 001 001 1 | Overtuned: The Constitutional right to | 30.75 |
| | 01 2220 640 001 001 1 | Sleep-Deprived Nation: Why Sleep | 30.75 |
| | 01 2220 640 001 001 1 | Teen Guide to the Supernatural | 30.75 |
| | 01 2220 640 001 001 1 | Beasts in Your Brain, Understand Living | 27.06 |
| | 01 2220 640 001 001 1 | Big Backyard: the Solar System Beyond | 26.12 |
| | 01 2220 640 001 001 1 | Unprovoked War: Russia's Invasion of Ukr | 30.75 |
| | 01 2220 640 001 001 1 | Black American Experience | 30.75 |
| | 01 2220 640 001 001 1 | Hispanic American Experience | 30.75 |
| | 01 2220 640 001 001 1 | Native American Experience | 30.75 |
| | 01 2220 640 001 001 1 | Asian American Experience | 30.75 |
| | 01 2220 640 001 001 1 | handling | 10.00 |
| | Total | | 607.77 |
| EDUCATIONAL SERVICE UNIT #13 | 01 1200 591 003 000 | panhandle beginnings | 965.70 |
| | 01 2190 591 000 000 0 | mips | 120.00 |
| | 01 1100 591 001 001 1 | sub ne schools library | 198.25 |
| | 01 1160 591 000 000 0 | valts 4th quarter | 3,869.00 |
| | 01 1100 382 000 000 0 | dl | 826.00 |
| | 01 1100 382 000 000 0 | erate | 350.00 |
| | 01 1160 591 000 000 0 | neva | 708.33 |
| | 01 1292 591 003 000 0 | 0-2 instructional prek | 166.50 |
| | 01 1292 591 003 000 0 | sup 0-2 instructional prek | 13.32 |
| | 01 2161 591 003 002 2 | elem ot | 138.00 |
| | 01 1200 330 003 000 0 | sped inservice | 67.20 |
| | 01 1200 591 003 000 | s/a sup esu programs -homeschool | 69.29 |
| | 01 1200 591 003 000 | s/a sup esu programs | 938.32 |
| | 01 1200 591 003 002 2 | sup elem low vision | 11.04 |
| | 01 1200 591 003 001 1 | sup meridian speech | 6.48 |
| | 01 1200 591 003 001 1 | meridian a | 2,199.00 |
| | 01 1200 591 003 000 | consultation/coordination- district sped | 1,300.00 |
| | 01 1291 591 003 000 0 | sup 3-5 ot | 3.68 |
| | 01 1291 591 003 000 0 | 3-5 instructional prek | 135.42 |
| | 01 1291 591 003 000 0 | sup 3-5 instructional prek | 10.83 |
| | 01 1291 591 003 000 0 | sup esu programs 3-5 | 97.17 |
| | 01 2162 591 003 000 | 3-5 ot | 46.00 |
| | 01 2152 591 003 000 0 | 3-5 speech | 1,214.62 |
| | 01 2151 591 003 001 1 | meridian speech | 81.00 |
| | 01 2151 591 003 002 2 | elem homeschool speech | 866.15 |

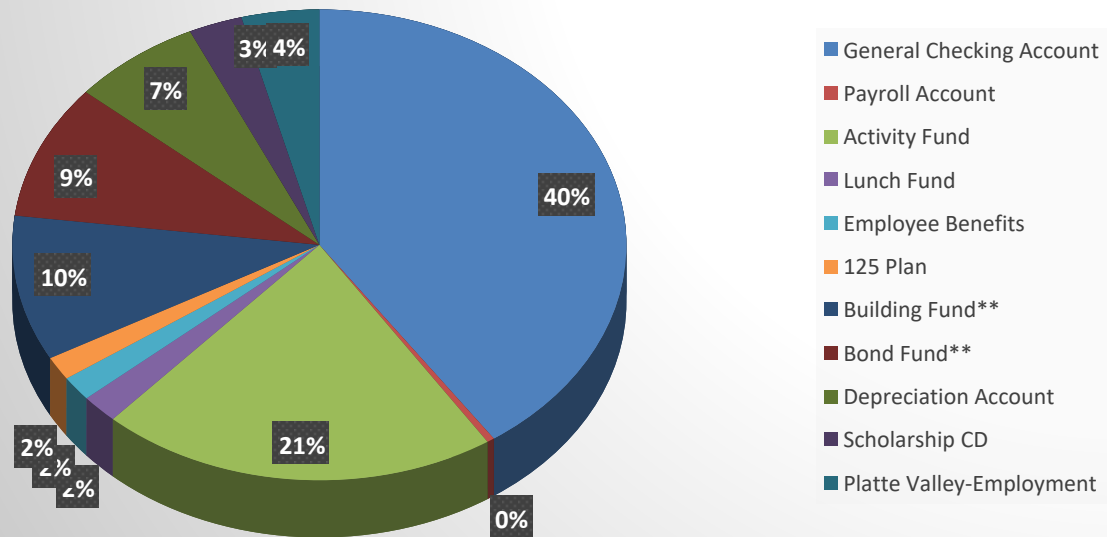
| | | | |
|---------------------------------|-----------------------|-------------------------------|------------------|
| | 01 2151 591 003 002 2 | elem speech | 3,154.65 |
| | 01 2151 591 003 001 1 | secondary speech | 1,507.80 |
| | 01 2141 591 003 000 0 | s/a psych assessment | 2,692.80 |
| | 01 2141 591 003 001 1 | s/a psych counseling | 4,306.50 |
| | Total | | 26,063.05 |
| EDUCATIONAL SERVICE UNIT #2 | 01 2220 640 001 001 1 | elibrary | 250.00 |
| | 01 2220 640 002 002 2 | elibrary | 250.00 |
| | Total | | 500.00 |
| IDEAL LINEN SUPPLY | 01 2610 610 001 001 1 | mops rags rugs | 290.34 |
| | 01 2610 610 002 002 2 | mops rags rugs | 450.88 |
| | Total | | 741.22 |
| IDEAL/BLUFFS FACILITY SOLUTIONS | 01 2610 610 001 001 1 | Ice melt | 743.95 |
| | 01 2610 610 001 001 1 | restroom paper | 292.95 |
| | Total | | 1,036.90 |
| KLASSEN, JESSICA | 01 1100 580 001 001 1 | mileage reimb-josten training | 568.54 |
| | Total | | 568.54 |
| KSB SCHOOL LAW | 01 2330 317 000 000 0 | legal fees | 75.00 |
| | Total | | 75.00 |
| KUSKIE STATION LLC | 01 2710 626 000 000 | sept23 bus fuel | 5,466.19 |
| | Total | | 5,466.19 |
| MCI COMM SERVICE | 01 2510 382 000 000 0 | telephone | 37.11 |
| | Total | | 37.11 |
| MENARDS | 01 2610 610 002 002 2 | salt | 97.05 |
| | 01 1100 610 001 001 1 | shop supplies | 593.41 |
| | 01 2710 610 000 000 0 | cleaning supplies | 311.31 |
| | 01 1100 610 001 001 1 | mouse traps | 19.60 |
| | Total | | 1,021.37 |
| MID-AMERICAN RESEARCH CHEMICAL | 01 2610 610 002 002 2 | Citronella M-206 | 147.79 |
| | Total | | 147.79 |
| MIDAMERICA BOOKS | 01 2220 610 001 001 1 | Trapped in Torment Book 1 | 26.95 |
| | 01 2220 610 001 001 1 | Free Fall into Peril Book 2 | 26.95 |
| | 01 2220 610 001 001 1 | Lessons in Resistance Book 3 | 26.95 |
| | 01 2220 610 001 001 1 | Amateur Rebel Book 4 | 26.95 |
| | 01 2220 610 001 001 1 | Witnesses to Darkness Book 5 | 26.95 |
| | 01 2220 610 001 001 1 | Risk and Reward Book 6 | 26.95 |
| | 01 2220 610 001 001 1 | Corvette | 23.95 |
| | 01 2220 610 001 001 1 | Ferrari | 23.95 |
| | 01 2220 610 001 001 1 | Lamborghini | 23.95 |
| | 01 2220 610 001 001 1 | Maserati | 23.95 |
| | 01 2220 610 001 001 1 | Porsche | 23.95 |
| | 01 2220 610 001 001 1 | Tesla | 23.95 |
| | Total | | 305.40 |
| MORRILL COUNTY HOSPITAL | 01 2710 340 000 000 0 | driver physical | 209.00 |
| | Total | | 209.00 |
| NCS PEARSON, INC. | 01 1200 610 003 000 0 | DAAYC-2 Testing Manual | 90.00 |
| | 01 1200 610 003 000 0 | freight | 10.00 |
| | Total | | 100.00 |
| NE COLORADO CELLULAR, INC | 01 1100 382 000 000 0 | hotspots | 286.29 |
| | Total | | 286.29 |
| NE SAFETY CENTER | 01 2710 330 000 000 0 | driver trainng | 1,045.00 |
| | Total | | 1,045.00 |
| NEBRASKA ASSOCIATION OF SCHOOL | 01 2310 330 000 000 0 | state ed conf-burry | 391.00 |
| | Total | | 391.00 |
| ONE SOURCE | 01 2510 810 000 000 0 | background check | 24.00 |
| | Total | | 24.00 |
| QUADIENT FINANCE USA, INC | 01 2510 531 000 000 0 | postage | 587.02 |
| | Total | | 587.02 |
| Salazar, Alvin | 01 2710 810 000 000 0 | reimb cdl fee | 60.00 |

| | | | |
|----------------------------------|-----------------------|-------------------------------------|---------------------|
| | Total | | 60.00 |
| SHI INTERNATIONAL CORP | 01 1100 610 000 000 0 | ups-erate | 1,705.20 |
| | Total | | 1,705.20 |
| SOAR PEDIATRIC THERAPY, LLC | 01 2172 591 003 000 0 | 3-5 pt | 545.82 |
| | 01 2171 591 003 002 2 | s/a pt | 243.00 |
| | Total | | 788.82 |
| STAR-HERALD | 01 2310 540 000 000 0 | publication | 11.88 |
| | 01 2310 540 000 000 0 | publications | 11.88 |
| | 01 2310 540 000 000 0 | publications | 480.00 |
| | Total | | 503.76 |
| TEACHING STRATEGIES LLC | 01 1291 610 003 000 0 | 10GOLDPORT | 442.75 |
| | Total | | 442.75 |
| TIME MANAGEMENT SYSTEMS | 01 2510 610 000 000 0 | timeclock | 195.00 |
| | Total | | 195.00 |
| COMMUNITY BUILDING SOLUTIONS LLC | 03 4700 720 000 000 | phase1 final payment | 92,397.00 |
| | Total | | 92,397.00 |
| MARTY'S ELECTRIC SERVICE | 03 4700 720 000 000 | greenhouse troubleshoot and repairs | 2,444.05 |
| | Total | | 2,444.05 |
| MIDWEST BUS REPAIR | 06 2510 732 000 000 | 2010 gmc thomas bus | 15,000.00 |
| | Total | | 15,000.00 |
| | | General Fund Total | \$53,774.08 |
| | | Building Fund | \$94,841.05 |
| | | Payroll | \$433,787.45 |
| | | Depreciation | \$15,000.00 |

BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of September 2023

| | | | |
|--------------------------|----|------------|--------------|
| General Checking Account | \$ | 798,056.08 | |
| Payroll Account | \$ | 7,789.14 | |
| Activity Fund | \$ | 414,357.08 | |
| Lunch Fund | \$ | 38,752.70 | |
| Employee Benefits | \$ | 33,488.13 | |
| 125 Plan | \$ | 31,946.30 | |
| Building Fund** | \$ | 197,181.14 | |
| Bond Fund** | \$ | 182,852.01 | |
| Depreciation Account | \$ | 135,058.74 | |
| Scholarship CD | \$ | 55,964.41 | |
| Platte Valley-Employment | \$ | 80,856.60 | |
| | \$ | | 1,976,302.33 |

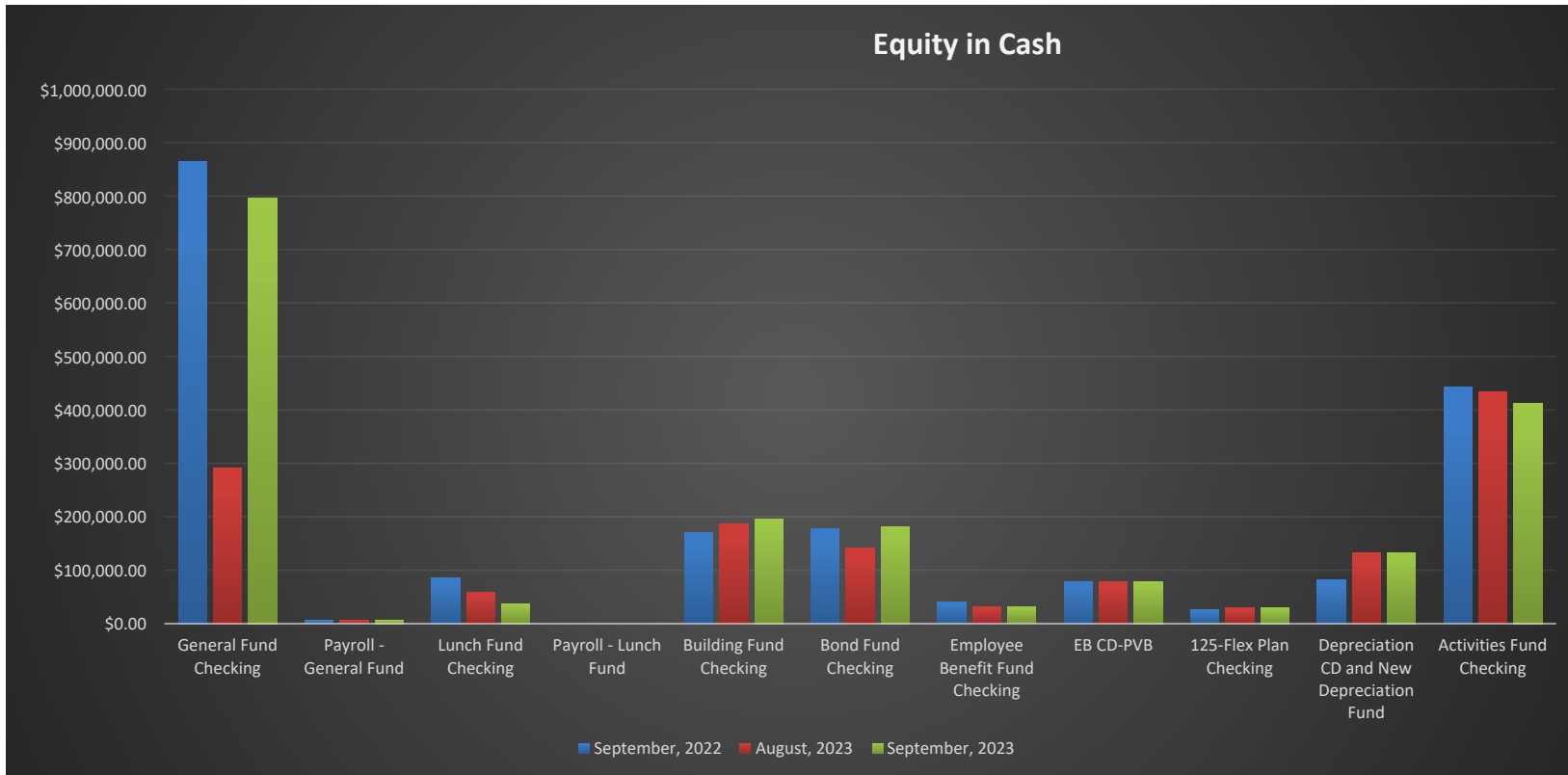
Account Percentages



Bayard Public Schools

Equity in Cash
September 30, 2023

| Fund | Fund # | September, 2022 PRIOR YEAR BALANCE | August, 2023 PRIOR MONTH BALANCE | September, 2023 REVENUES | September, 2023 EXPENSES | September, 2023 ENDING BALANCE |
|---|-------------|---------------------------------------|-------------------------------------|-----------------------------|-----------------------------|-----------------------------------|
| General Fund Checking | 01-101 | \$865,129.32 | 293,057.07 | 1,101,925.59 | (596,926.58) | \$798,056.08 |
| Payroll - General Fund | 01-104 | \$7,806.64 | \$ 7,800.24 | 412,747.25 | (412,758.35) | \$ 7,789.14 |
| Lunch Fund Checking | 02-101 | \$87,997.00 | 61,019.88 | 2,100.32 | (24,367.50) | \$38,752.70 |
| Payroll - Lunch Fund | 02-104 | \$0.00 | 0.00 | 7,757.33 | (7,757.33) | \$0.00 |
| Building Fund Checking | 03-101 | \$172,635.81 | 187,686.44 | 27,880.04 | (18,385.34) | \$197,181.14 |
| Bond Fund Checking | 04-101 | \$179,717.56 | 143,215.84 | 39,636.17 | 0.00 | \$182,852.01 |
| Employee Benefit Fund Checking | 05-101 | \$42,368.93 | 33,331.59 | 175.02 | (18.48) | \$33,488.13 |
| EB CD-PVB | 05-106-1000 | \$80,213.61 | 80,856.60 | 0.00 | 0.00 | \$80,856.60 |
| 125-Flex Plan Checking | 05-107 | \$28,367.75 | 31,241.12 | 4,449.98 | (3,744.80) | \$31,946.30 |
| Depreciation CD and New Depreciation Fund | 06-101 | \$83,625.61 | 134,905.70 | 153.04 | 0.00 | \$135,058.74 |
| Activities Fund Checking | 07-101 | \$443,689.95 | 434,419.82 | 21,582.84 | (41,645.58) | \$414,357.08 |
| Scholarship CD | 07-114 | \$61,327.69 | 55,964.41 | 0.00 | 0.00 | \$55,964.41 |
| TOTAL | | \$2,052,879.87 | \$ 1,463,498.71 | \$ 1,618,407.58 | \$ (1,105,603.96) | \$1,976,302.33 |



Detail Check Register

Checking Account: 7

Student Activity

| Check Number: | Check Type: | Check Date: | Vendor: | | Check Total: |
|-----------------------|---------------------|------------------|--|--------------------------------|----------------------|
| 14627 | Check | 09/08/2023 | SYNCB | Amazon Capital Services | 252.19 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 1htn-jrfm-7qcw | 09/07/2023 | 23-001412 | Pocket Dividers for Concessions | 07 2900 610 118 000 0 | 43.47 |
| 1hvw-tjc4-lyyd | 08/28/2023 | 23-001323 | 1 helmet bag | 07 2900 610 153 000 0 | 39.99 |
| 1rkg-wm79-4xjj | 08/24/2023 | 23-001324 | 1 pitching rubber | 07 2900 610 102 000 0 | 64.95 |
| 1rkg-wm79-4xjj | 08/24/2023 | 23-001324 | Colored plates | 07 2900 610 153 000 0 | 45.90 |
| 1yr3-qv6d-3qjx | 08/14/2023 | 23-001313 | fall sports bug spray | 07 2900 610 102 000 0 | 57.88 |
| 14628 | Check | 09/08/2023 | AULTTIM | Tim Ault | 179.38 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000039 | ref fee | 07 2900 352 102 000 0 | 130.00 |
| 20230907 | 09/07/2023 | 24-000039 | mileage | 07 2900 352 102 000 0 | 49.38 |
| 14629 | Check | 09/08/2023 | BPSLUNCH | BAYARD PUBLIC SCHOOLS - LUNCH | 316.98 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 23 ffa auction | 08/28/2023 | | ffa auction meal | 07 2900 610 124 000 0 | 316.98 |
| 14630 | Check | 09/08/2023 | TIGERPAWS | Bayard Tiger Paws | 159.45 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000032 | hospitality | 07 2900 610 102 000 0 | 48.00 |
| 20230907-0001 | 09/07/2023 | | esports concessions | 07 2900 610 156 000 0 | 97.95 |
| 83123 | 09/07/2023 | | hospitality | 07 2900 610 102 000 0 | 13.50 |
| 14631 | Check | 09/08/2023 | BIESLORI | LORI BIESECKER | 378.76 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000041 | ref fee | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000041 | mileage | 07 2900 352 102 000 0 | 49.38 |
| 20230907-0001 | 09/07/2023 | 24-000040 | ref fee | 07 2900 352 102 000 0 | 130.00 |
| 20230907-0001 | 09/07/2023 | 24-000040 | mileage | 07 2900 352 102 000 0 | 49.38 |
| 14632 | Check | 09/08/2023 | BRISCH | BRIDGEPORT PUBLIC SCHOOLS | 75.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000019 | entry fee xc | 07 2900 810 102 000 0 | 75.00 |
| 14633 | Check | 09/08/2023 | CARD | CARDMEMBER SERVICE | 840.55 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230823 | 08/23/2023 | 23-001278 | Shipping | 07 2900 610 132 000 0 | 21.05 |
| 20230823 | 08/23/2023 | 23-001278 | Cheer Fantastic Large Cheerleader Duffle | 07 2900 610 132 000 0 | 204.75 |
| 20230823-0001 | 08/23/2023 | 23-001329 | supplies | 07 2900 610 102 000 0 | 15.16 |
| 20230823-0002 | 08/23/2023 | 23-001340 | hospitality | 07 2900 610 102 000 0 | 216.95 |
| 20230823-0003 | 08/23/2023 | 23-001305 | hats | 07 2900 610 125 000 0 | 286.38 |
| 20230823-0010 | 08/23/2023 | 23-001317 | Ice cream for fair ffa students | 07 2900 610 124 000 0 | 96.26 |
| 14634 | Check | 09/08/2023 | CARD | CARDMEMBER SERVICE | 559.67 |

Detail Check Register

Checking Account: 7

Student Activity

| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
|-----------------------|---------------------|------------------------|------------------------------|-------------------------------------|-----------------------|
| 20230823-0011 | 08/23/2023 | 23-001316 | supplies for farm/town relay | 07 2900 610 124 000 0 | 11.57 |
| aug23stmt | 08/23/2023 | | wtc meal | 07 2900 580 102 000 0 | 34.44 |
| aug23stmt | 08/23/2023 | | elem yr books | 07 2900 610 112 000 0 | 110.17 |
| aug23stmt | 08/23/2023 | | softball meals | 07 2900 610 153 000 0 | 143.49 |
| aug23stmt | 08/23/2023 | | nsiaa dues | 07 2900 810 102 000 0 | 260.00 |
| Check Number: 14635 | Check Type: Check | Check Date: 09/08/2023 | Vendor: CASHDIST | CASH-WA DISTRIBUTING | Check Total: 1,521.01 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 13908890 | 08/21/2023 | | candy pickles oil nachos | 07 2900 610 118 000 0 | 1,521.01 |
| Check Number: 14636 | Check Type: Check | Check Date: 09/08/2023 | Vendor: COBSCH | COBBLESTONE INN & SUITES - SCHUYLER | Check Total: 1,293.60 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230908 | 09/08/2023 | | softball lodging 8/19 8/20 | 07 2900 580 111 000 0 | 1,293.60 |
| Check Number: 14637 | Check Type: Check | Check Date: 09/08/2023 | Vendor: PROJEKT3D | DONALD DAVIS | Check Total: 500.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000012 | DJ Services | 07 2900 610 103 000 0 | 500.00 |
| Check Number: 14638 | Check Type: Check | Check Date: 09/08/2023 | Vendor: FLOBAS | FLOWER BASKET | Check Total: 40.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 864387 | 09/08/2023 | | parents night flowers | 07 2900 610 102 000 0 | 40.00 |
| Check Number: 14639 | Check Type: Check | Check Date: 09/08/2023 | Vendor: GERHS | GERING PUBLIC SCHOOL | Check Total: 100.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000016 | entry fee | 07 2900 810 102 000 0 | 100.00 |
| Check Number: 14640 | Check Type: Check | Check Date: 09/08/2023 | Vendor: HUDL | Hudl | Check Total: 9,400.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| h00045551 | 09/07/2023 | 24-000015 | hudl subscription | 07 2900 810 102 000 0 | 9,400.00 |
| Check Number: 14641 | Check Type: Check | Check Date: 09/08/2023 | Vendor: INTAIRACA | INTERNATIONAL AIR ACADEMY, INC | Check Total: 250.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| FALL23GARZA | 09/07/2023 | | garza fall 23 tristate | 07 2900 610 305 000 0 | 250.00 |
| Check Number: 14642 | Check Type: Check | Check Date: 09/08/2023 | Vendor: KIMBALL | Kimball Public Schools | Check Total: 80.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000018 | entry fee xc | 07 2900 810 102 000 0 | 80.00 |
| Check Number: 14643 | Check Type: Check | Check Date: 09/08/2023 | Vendor: KRAUSTODD | TODD KRAUS | Check Total: 200.00 |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000035 | official fees | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000035 | state fee | 07 2900 352 102 000 0 | 50.00 |
| Check Number: 14644 | Check Type: Check | Check Date: 09/08/2023 | Vendor: MCNABBALEC | ALEC MCNABB | Check Total: 200.00 |

Detail Check Register

Checking Account: 7

Student Activity

| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
|---|---------------------|------------------|----------------------------------|--------------------------------|----------------------|
| 20230907 | 09/07/2023 | 24-000036 | official fees | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000036 | state fee | 07 2900 352 102 000 0 | 50.00 |
| Check Number: 14645 Check Type: Check Check Date: 09/08/2023 Vendor: MITCHSTACY STACY MITCHELL Check Total: 199.38 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000042 | ref fee | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000042 | mileage | 07 2900 352 102 000 0 | 49.38 |
| Check Number: 14646 Check Type: Check Check Date: 09/08/2023 Vendor: NESBZAC ZACH NESBITT Check Total: 21.24 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000022 | hospitality | 07 2900 610 102 000 0 | 21.24 |
| Check Number: 14647 Check Type: Check Check Date: 09/08/2023 Vendor: NORTHBEND NORTH BEND CENTRAL PUBLIC SCHOOLS Check Total: 130.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000014 | softball entry fee | 07 2900 810 102 000 0 | 130.00 |
| Check Number: 14648 Check Type: Check Check Date: 09/08/2023 Vendor: NORTHROCK NORTH OF THE ROCK DESIGNS Check Total: 390.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 207 | 09/08/2023 | | xc shirts | 07 2900 610 119 000 0 | 390.00 |
| Check Number: 14649 Check Type: Check Check Date: 09/08/2023 Vendor: PEPSI Pepsi-Cola of Western NE Check Total: 2,372.20 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 5100118921 | 08/17/2023 | | soda | 07 2900 610 133 000 0 | 39.45 |
| 5100118922 | 08/17/2023 | | soda | 07 2900 610 122 000 0 | 131.50 |
| 5100118924 | 08/17/2023 | | bubblers tea soda gatorade jerky | 07 2900 610 118 000 0 | 1,613.65 |
| 5100119499 | 08/24/2023 | | vending | 07 2900 610 103 000 0 | 107.55 |
| 5100120034 | 09/07/2023 | | propel | 07 2900 610 103 000 0 | 42.45 |
| 5100120035 | 09/07/2023 | | tea bubbler soda jerky | 07 2900 610 118 000 0 | 437.60 |
| Check Number: 14650 Check Type: Check Check Date: 09/08/2023 Vendor: PEPSI Pepsi-Cola of Western NE Check Total: 294.65 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 5100120680 | 09/07/2023 | | bubblers tea soda jerky | 07 2900 610 118 000 0 | 294.65 |
| Check Number: 14651 Check Type: Check Check Date: 09/08/2023 Vendor: RICENATE NATE RICE Check Total: 200.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000037 | officials fee | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000037 | state fee | 07 2900 352 102 000 0 | 50.00 |
| Check Number: 14652 Check Type: Check Check Date: 09/08/2023 Vendor: ROCALU ROCKET ALUMNI SOLUTIONS INC Check Total: 2,400.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 136957 | 09/07/2023 | 24-000026 | record boards | 07 2900 610 149 000 0 | 2,400.00 |
| Check Number: 14653 Check Type: Check Check Date: 09/08/2023 Vendor: SCHLUBRETT BRETT SCHLUTERBUSCH Check Total: 200.00 | | | | | |

Detail Check Register

Checking Account: 7

Student Activity

| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
|--|---------------------|------------------|---------------------------|--------------------------------|----------------------|
| 20230907 | 09/07/2023 | 24-000034 | official fees | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000034 | state fee | 07 2900 352 102 000 0 | 50.00 |
| Check Number: 14654 Check Type: Check Check Date: 09/08/2023 Vendor: SCHLUTBRYA BRYAN SCHLUTERBUSH Check Total: 221.25 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000038 | official fees | 07 2900 352 102 000 0 | 150.00 |
| 20230907 | 09/07/2023 | 24-000038 | state fee | 07 2900 352 102 000 0 | 50.00 |
| 20230907 | 09/07/2023 | 24-000038 | mileage | 07 2900 352 102 000 0 | 21.25 |
| Check Number: 14655 Check Type: Check Check Date: 09/08/2023 Vendor: SCBSCHOOL SCOTTSBLUFF PUBLIC SCHOOLS Check Total: 165.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000017 | entry fee xc | 07 2900 810 102 000 0 | 75.00 |
| 20230907-0001 | 09/07/2023 | 24-000028 | Old West Registration | 07 2900 810 102 000 0 | 90.00 |
| Check Number: 14656 Check Type: Check Check Date: 09/08/2023 Vendor: TEAMLEADER TEAMLEADER Check Total: 758.20 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| RG125163 | 09/07/2023 | 23-001292 | Cheer Items | 07 2900 610 132 000 0 | 758.20 |
| Check Number: 14657 Check Type: Check Check Date: 09/08/2023 Vendor: UNKATH UNK ATHLETICS Check Total: 125.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230907 | 09/07/2023 | 24-000021 | XC fees | 07 2900 810 102 000 0 | 125.00 |
| Check Number: 14658 Check Type: Check Check Date: 09/08/2023 Vendor: VAULT THE VAULT Check Total: 60.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 22 | 08/28/2023 | | inservice | 07 2900 610 133 000 0 | 60.00 |
| Check Number: 14659 Check Type: Check Check Date: 09/12/2023 Vendor: TIGERPAWS Bayard Tiger Paws Check Total: 48.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230912 | 09/12/2023 | 24-000057 | hospitality | 07 2900 610 102 000 0 | 48.00 |
| Check Number: 14660 Check Type: Check Check Date: 09/12/2023 Vendor: BIESREAG REAGAN BIESECKER Check Total: 179.38 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230912-0001 | 09/12/2023 | 24-000059 | ref fee | 07 2900 352 102 000 0 | 130.00 |
| 20230912-0001 | 09/12/2023 | 24-000059 | mileage | 07 2900 352 102 000 0 | 49.38 |
| Check Number: 14661 Check Type: Check Check Date: 09/12/2023 Vendor: BIESREAG REAGAN BIESECKER Check Total: 179.38 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230912 | 09/12/2023 | 24-000061 | ref fee | 07 2900 352 102 000 0 | 130.00 |
| 20230912 | 09/12/2023 | 24-000061 | mileage | 07 2900 352 102 000 0 | 49.38 |
| Check Number: 14662 Check Type: Check Check Date: 09/12/2023 Vendor: FERGKEITH KEITH FERGUSON Check Total: 179.38 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230912-0001 | 09/12/2023 | 24-000060 | ref fee | 07 2900 352 102 000 0 | 130.00 |
| 20230912-0001 | 09/12/2023 | 24-000060 | mileage | 07 2900 352 102 000 0 | 49.38 |

Detail Check Register

Checking Account: 7

Student Activity

| Check Number: | Check Type: | Check Date: | Vendor: | | Check Total: |
|-----------------------|---------------------|------------------|---------------------------|--------------------------------|----------------------|
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 14663 | Check | 09/12/2023 | FERGKEITH | KEITH FERGUSON | 179.38 |
| 20230912 | | 09/12/2023 | | 07 2900 352 102 000 0 | 130.00 |
| 20230912 | | 09/12/2023 | | 07 2900 352 102 000 0 | 49.38 |
| 14664 | Check | 09/12/2023 | KRAUSTODD | TODD KRAUS | 95.00 |
| 20230911 | | 09/11/2023 | | 07 2900 352 102 000 0 | 75.00 |
| 20230911 | | 09/11/2023 | | 07 2900 352 102 000 0 | 20.00 |
| 14665 | Check | 09/12/2023 | MCNABBALEC | ALEC MCNABB | 75.00 |
| 20230911 | | 09/11/2023 | | 07 2900 352 102 000 0 | 75.00 |
| 14666 | Check | 09/12/2023 | RICENATE | NATE RICE | 75.00 |
| 20230911 | | 09/11/2023 | | 07 2900 352 102 000 0 | 75.00 |
| 14667 | Check | 09/12/2023 | SCHWKOD | KODY SCHWAGER | 75.00 |
| 20230911 | | 09/11/2023 | | 07 2900 352 102 000 0 | 75.00 |
| 14668 | Check | 09/12/2023 | SKRPHO | SKRASTINS PHOTOGRAPHY | 65.00 |
| 20230912 | | 09/12/2023 | | 07 2900 610 102 000 0 | 65.00 |
| 14669 | Check | 09/13/2023 | DERRBRAD | BRADLEY DERR | 181.25 |
| 20230913 | | 09/13/2023 | | 07 2900 352 102 000 0 | 125.00 |
| 20230913 | | 09/13/2023 | | 07 2900 352 102 000 0 | 56.25 |
| 14670 | Check | 09/13/2023 | HERTOM | TOM HERNANDEZ | 125.00 |
| 20230913 | | 09/13/2023 | | 07 2900 352 102 000 0 | 125.00 |
| 14671 | Check | 09/13/2023 | LONGSCOTT | SCOTT LONG | 125.00 |
| 20230913 | | 09/13/2023 | | 07 2900 352 102 000 0 | 125.00 |
| 14672 | Check | 09/13/2023 | TOD AUS | Tod Austin | 125.00 |
| 20230913 | | 09/13/2023 | | 07 2900 352 102 000 0 | 125.00 |
| 14673 | Check | 09/13/2023 | LONGDAN | DANIEL LONG | 125.00 |
| 20230913 | | 09/13/2023 | | 07 2900 352 102 000 0 | 125.00 |

Detail Check Register

Checking Account: 7

Student Activity

| Check Number: | Check Type: | Check Date: | Vendor: | | Check Total: |
|-----------------------|---------------------|------------------|---------------------------|--------------------------------|----------------------|
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 14674 | Check | 09/20/2023 | ALLPUSC | ALLIANCE PUBLIC SCHOOLS | 80.00 |
| 20230920 | 09/20/2023 | 24-000092 | XC fee | 07 2900 352 102 000 0 | 80.00 |
| 14675 | Check | 09/20/2023 | ANDERSONS | ANDERSON'S | 147.97 |
| 2294921 | 09/20/2023 | 24-000011 | Crowns & sashes set | 07 2900 610 103 000 0 | 105.99 |
| 2294921 | 09/20/2023 | 24-000011 | shipping | 07 2900 610 103 000 0 | 41.98 |
| 14676 | Check | 09/20/2023 | AVILAJEFF | JEFF AVILA | 196.88 |
| 20230920 | 09/20/2023 | 24-000104 | ref fee | 07 2900 352 102 000 0 | 140.00 |
| 20230920 | 09/20/2023 | 24-000104 | mileage | 07 2900 352 102 000 0 | 56.88 |
| 14677 | Check | 09/20/2023 | BRISCH | BRIDGEPORT PUBLIC SCHOOLS | 75.00 |
| 20230920 | 09/20/2023 | 24-000091 | XC fee | 07 2900 352 102 000 0 | 75.00 |
| 14678 | Check | 09/20/2023 | FERGKEITH | KEITH FERGUSON | 150.00 |
| 20230920 | 09/20/2023 | 24-000111 | ref fee | 07 2900 352 102 000 0 | 150.00 |
| 14679 | Check | 09/20/2023 | GERHS | GERING PUBLIC SCHOOL | 50.00 |
| 20230920 | 09/20/2023 | 24-000094 | Gering golf fee | 07 2900 352 102 000 0 | 50.00 |
| 14680 | Check | 09/20/2023 | NEBFFA | GRAFTON & ASSOCIATES, PC | 25.00 |
| state fair 513 | 09/20/2023 | 24-000076 | State Fair Fees | 07 2900 810 124 000 0 | 25.00 |
| 14681 | Check | 09/20/2023 | KRAUSTODD | TODD KRAUS | 75.00 |
| 20230920 | 09/20/2023 | 24-000088 | officials fee | 07 2900 352 102 000 0 | 75.00 |
| 14682 | Check | 09/20/2023 | MCNABBALEC | ALEC MCNABB | 75.00 |
| 20230920 | 09/20/2023 | 24-000090 | officials fee | 07 2900 352 102 000 0 | 75.00 |
| 14683 | Check | 09/20/2023 | MENGTOD | TODD MENGJENI | 150.00 |
| 20230920 | 09/20/2023 | 24-000114 | ref fee | 07 2900 352 102 000 0 | 150.00 |
| 14684 | Check | 09/20/2023 | MITCHELL | Mitchell Public Schools | 210.00 |
| 20230920 | 09/20/2023 | 24-000103 | tourney fee | 07 2900 810 102 000 0 | 150.00 |

Detail Check Register

| Checking Account: 7 | | Student Activity | | | | | |
|----------------------------|---------------------|-------------------------|---------------------------|--------------------------------|----------------------|--------|--|
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> | | |
| 20230920-0001 | 09/20/2023 | 24-000093 | golf meet fee | 07 2900 352 102 000 0 | 60.00 | | |
| Check Number: 14685 | Check Type: Check | Check Date: 09/20/2023 | Vendor: MITWAY | WAYNE MITCHELL | Check Total: | 150.00 | |
| 20230920 | 09/20/2023 | 24-000113 | ref fee | 07 2900 352 102 000 0 | 150.00 | | |
| Check Number: 14686 | Check Type: Check | Check Date: 09/20/2023 | Vendor: OSTSIE | SIERRA OSTDIEK | Check Total: | 331.25 | |
| 20230920 | 09/20/2023 | 24-000109 | ref fee | 07 2900 352 102 000 0 | 140.00 | | |
| 20230920 | 09/20/2023 | 24-000109 | mileage | 07 2900 352 102 000 0 | 13.75 | | |
| 20230920-0001 | 09/20/2023 | 24-000112 | ref fee | 07 2900 352 102 000 0 | 150.00 | | |
| 20230920-0001 | 09/20/2023 | 24-000112 | mileage | 07 2900 352 102 000 0 | 27.50 | | |
| Check Number: 14687 | Check Type: Check | Check Date: 09/20/2023 | Vendor: PZANBRENDA | BRENDA PZANKA | Check Total: | 153.75 | |
| 20230920 | 09/20/2023 | 24-000110 | ref fee | 07 2900 352 102 000 0 | 140.00 | | |
| 20230920 | 09/20/2023 | 24-000110 | mileage | 07 2900 352 102 000 0 | 13.75 | | |
| Check Number: 14688 | Check Type: Check | Check Date: 09/20/2023 | Vendor: RICENATE | NATE RICE | Check Total: | 75.00 | |
| 20230920 | 09/20/2023 | 24-000089 | officials fee | 07 2900 352 102 000 0 | 75.00 | | |
| Check Number: 14689 | Check Type: Check | Check Date: 09/20/2023 | Vendor: SCHLUBRETT | BRETT SCHLUTERBUSCH | Check Total: | 75.00 | |
| 20230920 | 09/20/2023 | 24-000087 | officials fee | 07 2900 352 102 000 0 | 75.00 | | |
| Check Number: 14690 | Check Type: Check | Check Date: 09/20/2023 | Vendor: SCHLUTBRYA | BRYAN SCHLUTERBUSH | Check Total: | 98.75 | |
| 20230920 | 09/20/2023 | 24-000086 | officials fee | 07 2900 352 102 000 0 | 75.00 | | |
| 20230920 | 09/20/2023 | 24-000086 | mileage | 07 2900 352 102 000 0 | 23.75 | | |
| Check Number: 14691 | Check Type: Check | Check Date: 09/20/2023 | Vendor: TODAUS | Tod Austin | Check Total: | 75.00 | |
| 20230920 | 09/20/2023 | 24-000088 | officials fee | 07 2900 352 102 000 0 | 75.00 | | |
| Check Number: 14692 | Check Type: Check | Check Date: 09/20/2023 | Vendor: TOOAL | AL TOOF | Check Total: | 196.88 | |
| 20230920 | 09/20/2023 | 24-000105 | ref fee | 07 2900 352 102 000 0 | 140.00 | | |
| 20230920 | 09/20/2023 | 24-000105 | mileage | 07 2900 352 102 000 0 | 56.88 | | |
| Check Number: 14693 | Check Type: Check | Check Date: 09/26/2023 | Vendor: ALSMARKET | AL'S MARKET | Check Total: | 67.19 | |
| 5932 | 09/26/2023 | 24-000118 | hospitality | 07 2900 610 102 000 0 | 39.72 | | |
| 6582 | 09/26/2023 | 24-000119 | hospitality | 07 2900 610 102 000 0 | 27.47 | | |
| Check Number: 14694 | Check Type: Check | Check Date: 09/26/2023 | Vendor: BAYASCHO | BAYARD PUBLIC SCHOOLS | Check Total: | 450.00 | |

Detail Check Register

Checking Account: 7

Student Activity

| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
|---|---------------------|------------------|------------------------------|--------------------------------|----------------------|
| 20230926 | 09/26/2023 | 24-000135 | Scholarship for PreK | 07 2900 610 138 000 0 | 450.00 |
| Check Number: 14695 Check Type: Check Check Date: 09/26/2023 Vendor: TIGERPAWS Bayard Tiger Paws Check Total: 359.29 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230926 | 09/26/2023 | | hospitality | 07 2900 610 102 000 0 | 100.00 |
| 20230926 | 09/26/2023 | | hospitality | 07 2900 610 102 000 0 | 96.00 |
| 20230926 | 09/26/2023 | | hospitality | 07 2900 610 102 000 0 | 47.84 |
| 20230926 | 09/26/2023 | | hospitality | 07 2900 610 102 000 0 | 18.00 |
| 20230926 | 09/26/2023 | | concessions 9/23 | 07 2900 610 153 000 0 | 97.45 |
| Check Number: 14696 Check Type: Check Check Date: 09/26/2023 Vendor: CARD CARDMEMBER SERVICE Check Total: 1,759.45 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230926 | 09/26/2023 | | fuel | 07 2900 580 102 000 0 | 419.16 |
| 20230926 | 09/26/2023 | | game changer travel meals | 07 2900 610 153 000 0 | 810.35 |
| 20230926 | 09/26/2023 | | concessions | 07 2900 610 158 000 0 | 75.89 |
| 20230926-0001 | 09/26/2023 | 23-001339 | NCA membership | 07 2900 810 102 000 0 | 78.00 |
| 20230926-0003 | 09/26/2023 | 23-001350 | helmet stickers | 07 2900 610 125 000 0 | 155.40 |
| 20230926-0004 | 09/26/2023 | 23-001392 | concession | 07 2900 610 118 000 0 | 56.65 |
| 20230926-0005 | 09/26/2023 | 23-001396 | hospitality | 07 2900 610 102 000 0 | 164.00 |
| Check Number: 14697 Check Type: Check Check Date: 09/26/2023 Vendor: CARD CARDMEMBER SERVICE Check Total: 640.55 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230926-0005 | 09/26/2023 | 23-001396 | hospitality | 07 2900 610 102 000 0 | 112.00 |
| 20230926-0006 | 09/26/2023 | 24-000013 | All-State Audition Fee | 07 2900 810 102 000 0 | 150.00 |
| 20230926-0007 | 09/26/2023 | 24-000025 | NCA Membership | 07 2900 810 102 000 0 | 52.00 |
| 20230926-0008 | 09/26/2023 | 23-001379 | Play Lockdown by Craig | 07 2900 610 131 000 0 | 224.45 |
| 20230926-0009 | 09/26/2023 | 23-001416 | hospitality | 07 2900 610 102 000 0 | 7.38 |
| 20230926-0010 | 09/26/2023 | 23-001415 | candy bars for parents night | 07 2900 610 102 000 0 | 94.72 |
| Check Number: 14698 Check Type: Check Check Date: 09/26/2023 Vendor: CARD CARDMEMBER SERVICE Check Total: 527.22 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 20230926-0015 | 09/26/2023 | 23-001335 | 1 team banner | 07 2900 610 153 000 0 | 74.20 |
| 20230926-0020 | 09/26/2023 | 23-001361 | Drinks for Labor Auction | 07 2900 610 124 000 0 | 209.96 |
| 20230926-0021 | 09/26/2023 | 23-001362 | Ice for labor auction | 07 2900 610 124 000 0 | 47.92 |
| 20230926-0022 | 09/26/2023 | 23-001348 | American Past Vol. I | 07 2900 610 147 000 0 | 96.84 |
| 20230926-0023 | 09/26/2023 | 24-000074 | Canned food for HHD | 07 2900 610 124 000 0 | 98.30 |
| Check Number: 14699 Check Type: Check Check Date: 09/26/2023 Vendor: FUNDRAISIN Fundraising University Check Total: 4,571.00 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |
| 82023bs-dupl | 09/26/2023 | 23-001352 | Cookie Dough | 07 2900 610 125 000 0 | 4,571.00 |
| Check Number: 14700 Check Type: Check Check Date: 09/26/2023 Vendor: GARSP0 GARRETSON'S SPORT CENTER Check Total: 370.59 | | | | | |
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> |

Detail Check Register

| Checking Account: 7 | | Student Activity | | | | |
|--|---------------------|-------------------------|-----------------------------|--------------------------------|----------------------|--|
| <u>Invoice Number</u> | <u>Invoice Date</u> | <u>PO Number</u> | <u>Detail Description</u> | <u>Chart of Account Number</u> | <u>Detail Amount</u> | |
| 11067 | 09/26/2023 | 24-000122 | volleyballs | 07 2900 610 102 000 0 | 370.59 | |
| Check Number: 14701 Check Type: Check Check Date: 09/26/2023 Vendor: GREENETROY TROY GREENE Check Total: 238.75 | | | | | | |
| 20230926 | 09/26/2023 | 24-000138 | ref fee | 07 2900 352 102 000 0 | 225.00 | |
| 20230926 | 09/26/2023 | 24-000138 | mileage split | 07 2900 352 102 000 0 | 13.75 | |
| Check Number: 14702 Check Type: Check Check Date: 09/26/2023 Vendor: HAMPTONKEA HAMPTON INN-KEARNEY Check Total: 492.00 | | | | | | |
| 20230926 | 09/26/2023 | | kearney lodging 81013316 | 07 2900 580 118 000 0 | 123.00 | |
| 20230926 | 09/26/2023 | | kearney lodging 83377092 | 07 2900 580 118 000 0 | 123.00 | |
| 20230926 | 09/26/2023 | | kearney lodging 81281124 | 07 2900 580 118 000 0 | 123.00 | |
| 20230926 | 09/26/2023 | | kearney lodging 83121380 | 07 2900 580 118 000 0 | 123.00 | |
| Check Number: 14703 Check Type: Check Check Date: 09/26/2023 Vendor: MANISA Isaias Mancias Check Total: 1,500.00 | | | | | | |
| 23-24fbconsulting | 09/26/2023 | | 2023 football consulting | 07 2900 610 125 000 0 | 1,500.00 | |
| Check Number: 14704 Check Type: Check Check Date: 09/26/2023 Vendor: MAC CONF MINUTEMAN ACTIVITIES CONFERENCE Check Total: 1,750.00 | | | | | | |
| 20230926 | 09/26/2023 | 24-000143 | MAC | 07 2900 810 102 000 0 | 1,750.00 | |
| Check Number: 14705 Check Type: Check Check Date: 09/26/2023 Vendor: MITCHSTACY STACY MITCHELL Check Total: 238.75 | | | | | | |
| 20230926 | 09/26/2023 | 24-000139 | ref fee | 07 2900 352 102 000 0 | 225.00 | |
| 20230926 | 09/26/2023 | 24-000139 | mileage | 07 2900 352 102 000 0 | 13.75 | |
| Check Number: 14706 Check Type: Check Check Date: 09/26/2023 Vendor: NEWVICTORI New Victorian Inn & Suites Check Total: 454.93 | | | | | | |
| FOLIO 159529 | 09/26/2023 | | husker harvest days lodging | 07 2900 580 124 000 0 | 454.93 | |

*Denotes Expensed Invoice Item

Checking Account ID: 7

Total without Voids: 41,525.48

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



ADVOCACY HANDOUT FOR THE NOVEMBER 17, 2023 NASB DELEGATE ASSEMBLY

YOUR 2023 ADVOCACY HANDOUT IS NOW POSTED

The NASB Advocacy Handout of proposed changes to the bylaws, standing positions and legislative resolutions for your review prior to the 2023 Delegate Assembly is now posted on 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.

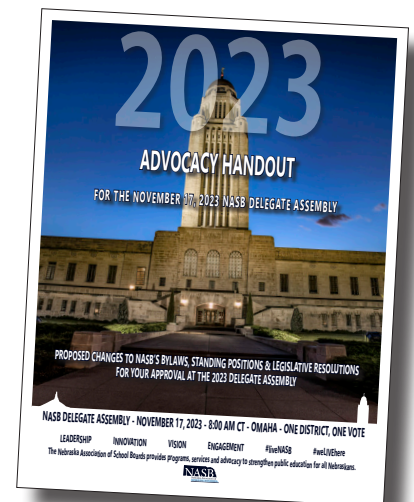
<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

This year's Delegate Assembly will take place Friday, November 17, 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 2024 legislative and leadership initiatives for NASB.

Why is it important your district is represented at the Delegate Assembly?

- The Delegate Assembly determines NASB's annual legislative and leadership agenda.
- The Delegate Assembly is a key cog in securing laws, regulations, and a vision in Nebraska to benefit public education.
- The Delegate Assembly is where your voice can be heard.
- The Delegate Assembly is your governance meeting for the entire year.
- The Delegate Assembly allows for equal representation. One district. One vote.



The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

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ONE NEBRASKA

<https://members.nasbonline.org/events>



Your Monthly Board Agenda Update Video Links from NASB

<https://members.nasbonline.org/news-resources/video-library>



Area Membership Meeting - September 27 - Nebraska City

State Education Conference - Registration is Open!



JOIN US!

NASA/NASB Labor Relations Conference - October 4-5 - Lincoln

Negotiations, Legal Updates & Best Practices for Labor Relations - Registration closes Friday, September 29

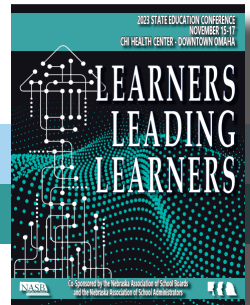
Learn more & register now at <https://www.ncsa.org/events/labor-relations-6>



New Board Member Workshop - November 1 - Kearney

State Education Conference - November 15-17 - Omaha

Learners Leading Learners



2024 dates are now posted to the Events page of www.NASBonline.org

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

THE 2023 STATE EDUCATION CONFERENCE

Leadership

Innovation

Vision

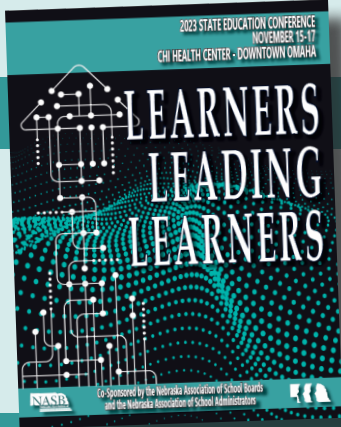
Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA



<https://members.nasbonline.org/events/state-education-conference>

NOVEMBER 15-17 - CHI HEALTH CENTER - DOWNTOWN OMAHA

Registration is open now for the 2023 State Education Conference. You won't want to miss this annual event where over 1,000 school leaders and board members gather to learn and network. There will be two pre-conferences, three general sessions, over 50 breakout sessions, over 100 vendors, and unlimited opportunities to grow in your role supporting public education.

Hotel room requests open at 10:00 AM CT on Wednesday, September 27. You must already be registered for Conference in order to participate in the hotel room booking process.

GET INVOLVED ... CLASSROOM SHOWCASE

This is an opportunity for students and teachers to demonstrate projects and programs that reflect the integration of technology in curriculum. The Classroom Showcase is scheduled for 8:00 to 11:30 AM, Friday, November 17, 2023. Contact Julie Moore at executivedirector@netasite.org with questions or to sign up.

GET INVOLVED ... STUDENT VOICES

Nominate a student from your district to participate in the panel discussion where they can offer their perspective on a variety of issues. Our goal for the session this year is to include students from all levels of High School achievement and participation. We would love to see some students that will pursue a 2-year degree, some that may enter the Military or workforce after graduation, in addition to those who plan to pursue a 4-year degree. Special consideration will be given to nominees who have overcome obstacles to be successful. This breakout session will take place Thursday, November 16 from 2:15 to 3:15 PM.

Visit <https://members.nasbonline.org/events/state-education-conference> to download the nomination form. Nominations should be emailed to Sharon Endorf at sendorf@NASBonline.org by October 6.

GET INVOLVED ... CALL FOR MODERATORS

Board members, superintendents, and administrators are invited to serve as breakout session moderators at the following times:

- Thursday, November 16 - 9:45 AM (A Sessions), 11:15 AM (B), 2:15 PM (C), 3:30 PM (D)
- Friday, November 17 - 9:15 AM (E), 10:30 AM (F)

Please email Sharon by October 6, if you would be interested in helping. All volunteers will receive 5 award points towards their Awards of Achievement. Thanks in advance for your help!

KEYNOTE SPEAKERS



AT THE BOARD TABLE

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda. Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations for improving the Board Meeting Annual Calendar.

View the full calendar at: <https://members.nasbonline.org/board-leadership/resources>

OCTOBER BOARD AGENDA ITEMS

In addition to routine agenda items, time sensitive topics include:

ACCOUNTABILITY AND STUDENT ACHIEVEMENT REVIEW

I. District Assurance Statement. On or before **November 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.

II. ESU Assurance Statement. On or before **November 1**, the ESU must submit their Rule 84 Assurance Statement to NDE. This rule is intended to support ESUs in effectively and efficiently supporting school systems in this state and to establish the minimum level of performance for accreditation.

III. Fall Membership Report. On or before **November 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 the Tax Equity and Educational Opportunities Support Act and section § 79-1114, and (iv) such other information the Commissioner directs.

ADVOCACY

I. Appoint local board Delegate Assembly Representative – notify Matt Belka @ mbelka@NASBonline.org

BUDGET

I. Superintendent file Financial Report. On or before **November 1**, all superintendents must submit to the Commissioner of Education, an Annual Financial Report. § 79-528

II. Authorize School District Audit. On or before **November 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.

III. Collective Bargaining. On or before **November 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.

BOARD WILL REVIEW SCHOOL (ANNUAL) 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, 2023. **Note: Extension tax deadline for exempt organizations: November 15, 2023**

BOARD-SUPERINTENDENT RELATIONS

I. Review current superintendent evaluation tool, policy specific to the evaluation, contract language to ensure it aligns to the policy, and review superintendent contract language outlining the responsibilities of the superintendent and board regarding the contract extension or renewal. Place each item on the board meeting agenda as specified.

****Review the full October Agenda on page 34 of the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

CONTINUED ON PAGE 5

AT THE BOARD TABLE

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260 Member Districts/ESUs

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BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>

CONTINUED FROM PAGE 4

BOARD RETREAT

To support our members who did not have the opportunity to participate in the New Board Member Workshops consider a Board Retreat to engage with your newly elected board members as they continue to transition into their new role. Please contact Marcia Herring, NASB Director of Board Leadership at mherring@NASBonline.org or 402-817-0296 to schedule a board retreat or private sessions through Microsoft Teams to review the board role and responsibilities.

UPCOMING NASB BOARD LEADERSHIP EVENTS

President Circle - October 18, 2023

NASB New Board Member Workshop - Wednesday, November 1, 2023

Join the NASB Board Leadership Team in Kearney for the opportunity to engage newly elected board members who did not have the opportunity to attend the NASB New Board Member Workshop this past December 2022. We are also including an invitation to all newly appointed board members. The agenda will include discussion and review of best practice board governance, meeting protocols, committee work, policy, Open Meetings Law, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details.

Submit Nominations for Board Member of the Year – [Ann Mactier Award] Contact Marcia Herring with questions regarding qualifications, nomination form, etc.



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<https://members.nasbonline.org/programs-services/awards-of-achievement-program>

2023 AREA MEMBERSHIP MEETINGS

Training - RECOGNITION - Networking - Engagement

Valentine - Gering - York - North Platte - Norfolk - Kearney - La Vista - Fremont - Nebraska City

AS THE SUN SETS ON OUR NINE AREA MEMBERSHIP MEETINGS FOR 2023 (WE'LL BE WRAPPING UP IN NEBRASKA CITY NEXT WEEK) WE HAVE BEEN ABLE TO RECOGNIZE SO MANY OF YOU WITH BOTH INDIVIDUAL, AND FULL BOARD AWARDS. BELOW ARE THOSE INDIVIDUALS WHO HAVE EARNED LEVELS VII THROUGH X THIS YEAR, AS WELL AS THE BOARDS WHO RECEIVED THE BOARD OF EXCELLENCE AWARD, THROUGH OUR AWARDS OF ACHIEVEMENT PROGRAM.

CONGRATULATIONS TO THE LEVEL X RECIPIENTS FOR 2023

Lisa Wagner - Central City; Gary Braun - Heartland; Doug Keener - Mitchell; Steve Blocher - West Point
(Pictured top to bottom)

CONGRATULATIONS TO THE LEVEL IX RECIPIENTS FOR 2023

Brad Wilkins - Ainsworth; Kim Burry - Bayard; Marge Spencer - Brady; Stephanie Summers - David City; Sandy Noffsinger - Dundy County Stratton; Jim Vlach - Lyons-Decatur Northeast; Dan Scheer - St. Paul

CONGRATULATIONS TO THE LEVEL VIII RECIPIENTS FOR 2023

Nina Wolford - Bellevue; Fred Tafoya - ESU 3; B.J. Peters - Gering; Harlow Hanson - Madison; Jim Ayres - Ogallala; Marty Mrkvicka - St. Paul

CONGRATULATIONS TO THE LEVEL VII RECIPIENTS FOR 2023

Suzanne Sapp - Ashland-Greenwood; Beth Kernes Krause - Auburn; Stephen Kennedy - Auburn; Sarah Centineo - Bellevue; Candy Becher - Columbus; Joel Carlson - Cozad; Bill Lorenz - Crete; Kent Lorens - Dundy County Stratton; Scott Baker - Gibbon; Dawn Stock - Gretna; Neal Kanel - HTRS; Kathy Gifford - Kearney; Lanny Boswell - Lincoln; Rusty Rhynalds - Minden; Paul Pieper - Mitchell; Brad Helgerson - Mitchell; Jo Ann Lundgreen - North Platte; Amy Jo Rowse - O'Neill
Todd Weller - Palmer

CONGRATULATIONS TO THE 13 BOARD OF EXCELLENCE AWARD RECIPIENTS FOR 2023

| | | | | |
|-----------|--------------|-----------------------|--------------------|---------|
| AINSWORTH | DAVID CITY | GRETNA | HEARTLAND | HERSHEY |
| NORRIS | NORTH PLATTE | PALMER | PAPILLION LA VISTA | |
| RALSTON | ST. PAUL | SYRACUSE-DUNBAR-AVOCA | YORK | |



FINDING THE RIGHT MATCH FOR YOUR LEADERSHIP VACANCY

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<https://members.nasbonline.org/programs-services/education-leadership-search-service>

The NASB Education Leadership Search Service has a history of working with Educational Service Units and school districts of various sizes, to fill leadership positions. The preliminary stages include creating a timeline and collecting feedback through a survey. We lead the board through developing a competitive timeline that fits into the schedules of your board members and school district/ESU. We will simultaneously distribute a survey to gather feedback to identify the specific attributes you are seeking in qualified applicants.

NASB utilizes multiple avenues to recruit qualified individuals for each vacancy. One networking and recruiting opportunity is through our membership in the National Affiliation of Superintendent Searchers (NASS). Shari Becker, Director of the Education Leadership Search Service, is the Chair for this organization and has a direct connection to 39 other state School Board Associations for recruiting and reference support.

"NASB was available to answer any questions the board had during the interview and selection process."

Applications are submitted through an online process. It is essential for the board to understand the experience and leadership qualities each applicant possesses to ensure the right match. Each applicant is screened by NASB staff who follow a detailed protocol. This process includes a background check through OneSource. We will utilize open and closed session to inform the board of the strengths of the applicants, as well as any areas of growth.

The NASB Search Service offers board development throughout the search to add greater value to the process. The service does not stop once the superintendent/administrator has been hired. NASB provides a two-year guarantee for boards who complete a Board/Superintendent Goal Planning session with NASB, which is included in the search fee.

The search process is a team effort at NASB with staff members specializing in leadership searches, board development, communications, marketing, and school law. The NASB search team is well equipped to manage the details of the search and will work together with the district/ESU to ensure a smooth and successful process from the viewpoint of a board member.

It is never too early to contact NASB for information on the search process if you are aware of an upcoming vacancy. We offer a unique process to each board, and we provide support through all stages of a Superintendent/Administrator search.

Let NASB help you find the right match for your leadership vacancy.

For information regarding the application process or a proposal for your district or ESU, please contact Shari Becker, Director of Education Leadership Search Service, at 800-422-4572 or sbecker@NASBonline.org

"NASB is in constant contact with the board throughout the entire process."

"NASB helped us to determine what characteristics the board was looking for in a superintendent."

"I have had numerous experiences and interactions with a variety of departments at the NASB which have all been extremely helpful, the Superintendent Search Department is no different."

CHRONIC ABSENTEEISM

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Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016.

Chronic absenteeism is defined as missing at least 10% of school days in a year and includes excused as well as unexcused absences and suspensions. Chronic absence disproportionately affects students with disabilities, students living in poverty, and students of color. Absenteeism rates are highest for students in upper grades, but chronic absenteeism also occurs in lower and middle grades. (NDE Data Reports)

Understanding and addressing chronic absence from school is important because absence negatively impacts learning and academic achievement. It is also important because absence is related to social disengagement, alienation, increased high school dropout rates, mental and physical health issues, and adulthood poverty. Students who are chronically absent are more likely to be involved with the criminal justice system as adults. (Center for Research and Social Policy, June 2018).



Excessive absences from school have been increasing over time. The U.S. Department of Education found that, in 2015-16 more than seven million, or approximately 1 in every 6 students across the country, were reported as chronically absent, an increase of one million students from previously reported data. (US Department of Education Office of Civil Rights Data Collection, 2016.)

The pandemic exacerbated the existing problem. Anecdotal evidence indicated that chronic absences increased dramatically during the pandemic, however, it was impossible to gather quantitative data during that time. States either did not require attendance taking by schools or when attendance was taken, it was impossible to quantify what it meant for students to be present or absent in a remote learning environment. In some instances, students were considered present if they checked-in with the teacher once during the day.

All states have experienced increased levels of chronic absenteeism following the pandemic. Nine states had chronic absenteeism rates that doubled from 2018-19 to 2021-22. Nebraska's chronic absenteeism rates increased nine percent during that time with 77,000 students or 23% of Nebraska students being chronically absent. (NDE Data Reports) Two states experienced severe levels of chronic absenteeism with almost half of their students missing at least 10% of school days. For example, Alaska's absenteeism rates rose from 29% in 2018-19 to 49% in 2021-22. (Alaska Public Media, August 2023)

Rates are reduced when specific reasons for student absences are identified, and appropriate resources are provided to support students. Programs that effectively lower the chronic absenteeism rate include both preventive school-wide efforts to support students in danger of becoming chronically absent and intensive and targeted initiatives implemented for students who are already chronically absent.

Preventive measures are directed at all students and include evidence-based measures such as prioritizing attendance early in the year, incentivizing attendance, providing engaging, relevant learning opportunities, and implementing an early warning system that identifies factors that put individual students at risk of becoming chronically absent.

Individual, family, and school and community factors are types of factors associated with substantial risk for chronic absenteeism. For example, individuals who avoid coming to school because they are being bullied are at risk. Students are more at risk for chronic absences if they live in family environments that lack structure or adult supervision. Students are at higher risk for chronic absenteeism if their community does not value structured education or if the community has experienced a disaster. For example, of the three thousand students who attended one of four schools in the Lahaina, Maui community, 1200 students are unaccounted for. The Hawaii Board of Education has been trying desperately to locate those students so they can be enrolled in school as soon as possible. Those 1200 students have missed 20 days of school since the Lahaina fire broke out on August 8, 2023.

Identifying specific sources of risk and providing resources that encourage and enable students to prioritize and get to school are critical in reducing chronic absenteeism rates. The Nebraska Department of Education's *Nebraska Every Day Counts* and the Metropolitan Omaha Educational Consortium's *Improving School Attendance* initiatives are programs that provide resources for leaders, teachers, and parents to help prevent chronic absences and provide interventions and supports to reduce chronic absenteeism rates and increase the number of students who, on a constant basis, attend school so they are able to gain knowledge and skills needed to be successful.

Disclaimer: The opinions from Dr. Patti S. Gubbels are hers and do not represent the Nebraska State Board of Education.

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The negotiating season is here, and it's time to start preparing you and your district for what's to come at the bargaining table. With Sparq Negotiations, you have real-time access to the largest, most comprehensive negotiating tool in the state of Nebraska. Salaries are a top expenditure every year, so make the negotiations process successful and easy!

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To learn more, schedule a demo, and see how Sparq Negotiations can make your life easier, contact Darion Miller at 800-422-4572, or email dmiller@sparqdata.com today!

RAKE IN RELIABLE CANDIDATES

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... EDUCATION LEADERSHIP SEARCH

Is your district or ESU in need of a new Superintendent/Administrator due to retirement or resignation? We can prepare a proposal to outline the steps of a search process, and answer questions on best practice.

Contact Shari at sbecker@NASBOnline.org

... ALICAP & INSURANCE

Reminder to all ALICAP members ... If your district has not yet paid the 23-24 ALICAP premium contribution, please do so ASAP. Billing statements were mailed out in early August, and are due back to the NASB ALICAP office by September 30th. Let's make the 23-24 year a great one!

Thanks, Megan!

... ENERGY PURCHASING

We are already fielding inquiries from districts wishing to sign up for our natural gas purchasing consortiums next Spring during the annual signup period. This can be one less item your Superintendent and Business Manager need to focus on each year since our market consultants watch the gas markets every day throughout the year to lock up supplies whenever buying opportunities occur. NJUMP and CJUMP are protected by having significant amounts of natural gas already hedged for the 2023-24 heating season to help districts stretch their financial resources.

Contact Jim to learn more!

... ADVOCACY & GOVERNMENT RELATIONS

WHO IS YOUR DELEGATE?
While any board member is welcome to attend the Delegate Assembly, each board should select one member to represent them as the voting delegate prior to November 17.

Now is a great time to engage your lawmaker while they are in the district. Reach out if NASB can help you make a connection.

Advocacy starts at home!

Call Colby & Matt with questions any time!

... GALLUP STRENGTHS

If you have Command in your Top 5, seize opportunities to speak plainly and directly about sensitive subjects in your relationships. Your unwillingness to hide from the truth can become a source of strength and constancy for colleagues and friends.

Contact Shari at sbecker@NASBOnline.org

... TECHNOLOGY

The Sparq Open House will be Tues, November 14 from 7-11 PM at the Old Mattress Factory Bar & Grill

New Meeting Subscribers
Yutan Public Schools
City of Bennet

New Negotiations Subscribers
ESU Coordinating Council
Crawford Public Schools

Darion - dmiller@NASBOnline.org
Nicole - nkobus@NASBOnline.org
www.sparqdata.com

... MEMBER ENGAGEMENT

Thanks to all of the board members, superintendents, and administrative assistants who joined us at the Area Membership Meetings. We love the opportunity to meet, network, and reconnect with all of you!

Register now for Labor Relations in Lincoln, October 4-5, with a pre-conference on Negotiations, an evening Axe Throwing social, keynote Matt Booth, and more!
Legal Updates, Recruiting & Retention, HR Hot Topics, EHA Member Support, etc ...

Engagement Visits
Centura, Hayes Center,
Medicine Valley & Ravenna

Contact Sharon with any questions.

... BOARD LEADERSHIP

Check out "At the Board Table" on pages 4 & 5.

Marcia, Kari, Katie, Caden & Stacie

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... DATA ANALYTICS

If you are in one of the districts that needed to attend a Joint Public Hearing due to exceeding your allowable growth rate or believe you may fall into that group next year, it's worthwhile having a good grasp of your district's financial and demographic data. Items such as levy rates and per pupil expenditures along with their comparison to nearby districts are important to know when patrons or taxpayers ask about your budget. We can provide useful summaries to illustrate how your district's valuation, levy, cost per pupil, and poverty indicators compare to others. Contact Jim Luebbe if you are interested in creating one of these summaries for your own school.

... POLICY

The Legislature has mandated additional training for all staff who interact with students regarding behavioral and mental health as it relates to suicide awareness and prevention. In future years the training may include topics such as identification of early warning signs of behavioral and mental health issues in students, appropriate and effective responses for educators to student behavioral and mental health issues, trauma-informed care, and procedures for making students, parents and guardians aware of services and supports for behavioral and mental health issues.

Contact Jim to learn more!

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Tuesday, November 14, 2023 7-11 p.m.

The Old Mattress
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Omaha, NE 68102

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YOUR NASB OFFICERS

<https://members.nasbonline.org/board-of-directors>



Kim Burry - President
Bayard



Sandy Noffsinger - President-Elect
Dundy County Stratton



Stacy Jolley - Vice President
Millard



Brad Wilkins - Past President
Ainsworth

YOUR NASB REGION DIRECTORS

<https://members.nasbonline.org/board-of-directors>



Region 1 - Neal Kanel
HTRS



Region 2 - Sarah Centineo
Bellevue



Region 3 - Renee Vokt
Elkhorn



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Tracy Casady
Omaha



Region 8 - Bob Rauner
Lincoln



Region 9 - Annie Mumgaard
Lincoln



Region 10 - Ed Swotek
Malcolm



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Joel Carlson
Cozad



Region 16 - Stephanie Summers
David City



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Amanda McGill Johnson
Millard

YOUR NASB STAFF

<https://members.nasbonline.org/about-us/nasb-staff>

John Spatz
Executive Director



Makenzie Barry
ALICAP Data &
Financial Specialist



Shari Becker
Director of Education
Leadership Search Service



Matt Belka
Director of Marketing,
Communications & Advocacy



Megan Boldt
Associate Executive Director
Director of ALICAP



Craig Caples
Director of Technology



Abi Carlson
Event & Search Service
Associate



Colby Coash
Associate Executive Director
Dir. of Government Relations



Katie Corfield
Board Leadership Associate



Sharon Endorf
Director of
Member Engagement



Caden Frank
Board Leadership Associate



Marcia Herring
Director of Board Leadership



Stacie Higgins
Board Leadership Associate



Sallie Horky
Chief Operating Officer



Rachel Horstman
Business Manager



Nicole Kraus
Events & Engagement
Associate



Kem Loecker
Executive Administrative
Assistant



Jim Luebbe
Director of Policy Services



Kari Stephens
Board Leadership Associate



Lindsey Wooton
Administrative Specialist



YOUR 2023 NASB AFFILIATES

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YOUR 2023 PLATINUM & GOLD AFFILIATES



ACCOUNTING

Watts and Hershberger, P.C. - Jim Watts - 402-483-7512 - jw1cpa@aol.com - <https://gowh.com/> - (CPA, Accounting)

ARCHITECTS

BCDM Architects - Pat Carson - 402-384-6422 - pcarson@bcdm.net - www.bcdm.net - (Creating environments that form people) - PLATINUM LEVEL AFFILIATE

BVH Architecture - Cleve Reeves - 402-475-4551 - creeves@bvh.com - www.bvh.com - (We are a design-centered critical practice. We embrace a creative and collaborative process to design architecture that enhances the community in which it serves.) - PLATINUM LEVEL AFFILIATE

Clark & Enersen - Steve Miller - 402-477-9291 - steve.miller@clarkenersen.com - www.clarkenersen.com - (From the very beginning, partnership has defined us. We're continuing that tradition through our new brand by returning to our original name with a refreshed look.) PLATINUM LEVEL AFFILIATE

CMBA Architects - Jim Brisnehan - 308-384-4444 - brisnehan.j@cmbaarchitects.com - Troy Keilig - 308-384-4444 - keilig.t@cmbaarchitects.com - Courtney Koch - 308-384-4444 - koch.c@cmbaarchitects.com - www.cmbaarchitects.com - (Architecture, Master Planning, Interiors, Bond Assistance/Community Engagement) - PLATINUM LEVEL AFFILIATE

CONTINUED ON PAGE 14

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ARCHITECTS (CONTINUED)

Carlson West Povondra Architects - Jamie Eckmann - 402-551-1500
jeckmann@cwparchitects.com - www.cwparchitects.com - (Architecture, planning, feasibility studies) - GOLD LEVEL AFFILIATE

DLR Group - Vanessa Schutte - 402-393-4100 - vschutte@dlrgroup.com
www.dlrgroup.com - (Architecture, engineering, Ed. facility planning)

Wilkins Architecture Design Planning - Jacob Sertich
jsertich@wilkinsadp.com - 308-237-5787 - www.wilkinsadp.com - Our success is based on a "yes, and..." approach. Our clients believe in us because we're collaborative, adaptive, innovative, and genuine. - PLATINUM LEVEL AFFILIATE

AWARDS & PLAQUES

Awards Unlimited - Tim Moravec - 402-474-0815
tmoravec@awardsunlimited.com - www.awardsunlimited.com
(Trophies, awards, plaques, etc.)

CONSTRUCTION SERVICES

BD Construction - Marsha Wilkerson - 308-234-1836
mwilkerson@bdconstruction.com - www.BDConstruction.com - (Construction Management at Risk and as Agent, Facility Planning, Site Selection, Pre-bond Community Education, Stakeholder Engagement) - GOLD LEVEL AFFILIATE

Boyd Jones Construction - Emily Bannick - 402-550-1808
ebannick@boydjones.biz - www.boydjones.biz - (Construction Management, Pre-Bond, Pre-Construction, Facility Evaluation, Early Stage Planning)
PLATINUM LEVEL AFFILIATE

Cheever Construction - Douglas Klute - 402-477-6745
dklute@cheeverconstruction.com - www.cheeverconstruction.com
GOLD LEVEL AFFILIATE

Global Roofing Company - Job LeRay - 800-257-3758
leray@globalroofingcompany.com - www.globalroofingcompany.com/
(Full service roofing company specializing in commercial, industrial, and multi-family re-roofing installations with a focus on flat, low sloped, and metal re-roofing applications.) - PLATINUM LEVEL AFFILIATE

Hausmann Construction - Ashley Abramson - 402-438-3230
ashleya@hausmannconstruction.com - https://hausmannconstruction.com/
PLATINUM LEVEL AFFILIATE

MCL Construction - Heather Fredrick - 402-339-2221
haf@mclconstruction.com - www.mclconstruction.com - (Navigating the entire construction process) GOLD LEVEL AFFILIATE

Project Control - Adam Hoebelheinrich - ahoebelheinrich@projectcontrol.com
Caleb Swanson - cswanson@projectcontrol.com - Justin Short
jshort@projectcontrol.com - Patti McAtee - pmcatee@projectcontrol.com
402-477-0487 - https://projectcontrol.com/ - (With over 1,000 completed school projects, Project Control provides public and private schools expertise in managing capital projects, from non-bond large capital improvement planning and budgeting, bond preparation, and facility assessments through design and construction to occupancy.) - GOLD LEVEL AFFILIATE

Sampson Construction, Co., Inc. - Bob Everitt - 402-434-5450
bob.everitt@sampson-construction.com - https://www.sampson-construction.com/
(With over six decades of professional construction expertise and knowledge, quality is an uncompromising standard.) - PLATINUM LEVEL AFFILIATE

CONSULTING

Akagi Consulting LLC - Mark Akagi - markakagi3@gmail.com

DATA SECURITY, VIDEO & COMMUNICATIONS

Filament Essential Services - Lisa Lewis - 402-479-6661 - lisal@fes.org
www.filamentservices.org - (SOCS websites+apps, Marketing/Branding/Video, Data. Filament Essential Services is a new division of FES)
PLATINUM LEVEL AFFILIATE

DESIGN BUILD

Ayars & Ayars, Inc. - Darl Naumann - 402-435-8600 - 402-570-9214
dnaumann@ayarsayars.com - www.ayarsayars.com - (Design-build leader focused on creating opportunities by building beneficial relationships, processes, and projects) - GOLD LEVEL AFFILIATE

ENERGY SERVICES

Community Building Solutions - Jacob Hurla - 785-580-3014
jhurla@communitybuildingsolutions.com - (Providing a cost-effective avenue for school districts to address outdated equipment, resolve comfort challenges, and reduce energy and maintenance costs. Serving underserved rural communities cost-effectively is the core of our mission.)
PLATINUM LEVEL AFFILIATE

Facility Advocates - Dave Raymond - 402-206-8777
draymond@facilityadvocates.com - www.facilityadvocates.com - (Building Construction & Energy Services) - GOLD LEVEL AFFILIATE

Navitas - Ryan Terry & Shane Alexander - 402-840-0370
salexandereds@gmail.com - rterry@navitas.us.com - https://navitas.us.com/
(Energy Savings, Building Construction, Energy Management, Guaranteed Results) - GOLD LEVEL AFFILIATE

TRANE - Matt Foertsch - 402-596-8007 - mfoertsch@trane.com
www.trane.com/omaha - (Building Construction & Energy Services. A global provider of indoor comfort syste) - GOLD LEVEL AFFILIATE

FINANCIAL SERVICES

D.A. Davidson & Co. - Paul Grieger - 402-392-7986 - pgrieger@dadco.com
Cody Wickham - 402-392-7989 - cwickham@dadco.com - Andy Forney
402-392-7988 - aforney@dadco.com - www.dadavidson.com - (Bonds/
Election Services, Lease Purchase) - PLATINUM LEVEL AFFILIATE

First National Capital Markets - Tobin Buchanan - 308-352-8328
tbuchanan@fnni.com - Carl Dietz - 308-289-3920 carldietz@fnni.com
www.fncapitalmarkets.com (Public Finance, Election Guidance)
GOLD LEVEL AFFILIATE

Nebraska Liquid Asset Fund - NLAFF - Barry Ballou - 402-705-0350
- balloub@pfmam.com - www.NLAFFpool.org - (Liquid Asset Fund, financing programs) - PLATINUM LEVEL AFFILIATE

Piper Sandler - Jay Spearman - 402-599-0307
jayspearman@psc.com - (Financing for Capital Construction Products, Bonds, Refunding Bonds, Notes, NASB Lease Purchase) - PLATINUM LEVEL AFFILIATE

FOOD SERVICE

Lunchtime Solutions - Susan Gracey - 402-984-4546
s.gracey@lunchtimesolutions.com - www.lunchtimesolutions.com
(Progressive Food Service Management) - GOLD LEVEL AFFILIATE

CONTINUED ON PAGE 15

YOUR 2023 NASB AFFILIATES

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<https://members.nasbonline.org/about-us/affiliate-members>

FOOD SERVICE

Opaa! Food Management of Nebraska - Greg Frost - 816-210-9359
gfrost@opaafod.com - www.opaafod.com - (Contract Food Service Management)

FUNDRAISING

Omaha Public Schools Foundation - Toba Cohen-Dunning - 402-502-3003
toba.cohendunning@ops.org - <https://omahapublicschoolsfoundation.org>
(The Omaha Public Schools Foundation enriches students' lives by funding opportunities for success.) - Silver Level Affiliate

INSURANCE SERVICES

American Fidelity - Stacey Anderson - 402-432-2251
Stacey.anderson@americanfidelity.com - www.americanfidelity.com/nebraska
(Solutions built for the education community) - PLATINUM LEVEL AFFILIATE

Blue Cross Blue Shield of Nebraska - Brett Young - 402-630-5117
brett.young@nebraskablue.com - www.nebraskablue.com
(Group health insurance) - GOLD LEVEL AFFILIATE

National Insurance Services - Megan Ware - 402-506-2170
mware@nisbenefits.com - www.nisbenefits.com
(Group LTD, Life, Vision, Special Pay Plans, HRA's)

Public Risk Management - Sheri Shonka - 402-884-3751
sheri.shonka@prnme.com - www.alicap.org - (ALICAP, Insurance services)
PLATINUM LEVEL AFFILIATE

LEGAL SERVICES

Mueller Robak, LLC - William Mueller - 402-434-3399
mueller@muellerrobak.com - (Lobby firm)

MENTORING

TeamMates Mentoring - Hannah Miller - 319-610-8538
hannah@teammates.org - www.teammates.org
(Together we transform lives) - Silver Level Affiliate

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC - Julie Kutilek - 402-614-4606 - 800-266-1250
julie@creativesitesllc.com - (Playground equipment and site furnishings)
GOLD LEVEL AFFILIATE

Crouch Recreation - Eric Crouch - 402-496-2669 - eric@crouchrec.com
www.crouchrec.com - (Playgrounds, Shelters, Scoreboards, Safety Surfacing & Site Amenities Manufacturers Rep) - PLATINUM LEVEL AFFILIATE

Fisher Tracks, Inc. - Jordan Fisher - 800-432-3191 - 515-432-3191
jfisher@fishertracks.com - www.fishertracks.com - (Installation, Refurbishment & Design Build of All-Weather Running Tracks)

Outdoor Recreation Products - Don Wilson - 402-289-0400
don@outdoorrec.net - www.outdoorrecreationproducts.com
(We help consult and guide school districts in the best commercial grade playground equipment, shade, surfacing, site furnishings, and splash pads that fits their budget.) - GOLD LEVEL AFFILIATE

SAFETY & SECURITY SERVICES

One Source The Background Check Company - Neal Josten - 402-933-9999
njosten@onesourcebackground.com - www.onesourcebackground.com
(Employment, Volunteer, Contractor Screening) - GOLD LEVEL AFFILIATE

TECHNOLOGY CONSULTING

PRISM advisors - Jason Richards - 402-593-8911
jprichards@prism-advisors.com - www.prism-advisors.com
(PEOPLE, PROCESS & SYSTEMS. IT strategic planning and project management through RFP to implementation)

TECHNOLOGY/SOFTWARE

Hamilton - Megan Anderson - 402.694.5101
megan.anderson@hamiltontel.com - <https://hamiltontel.com/>
(Connecting Your World - Telecommunications and Technology Solutions)
PLATINUM LEVEL AFFILIATE

Renaissance - <https://www.renaissance.com/>
Valerie Vallejo - 480-329-0398 - valerie.vallejo@renaissance.com
Sparkle Oehlert - 928-514-2901 - Sparkle.oehlert@renaissance.com
Mark Kessler - 503-616-6246 - Mark.kessler@renaissance.com
(Continually innovating with bold, connected products ... Insights and actions for education) - PLATINUM LEVEL AFFILIATE

Sparq Data Solutions - Craig Caples - 402-423-4951
ccaples@sparqdata.com - www.sparqdata.com - (Paperless Board Meetings, Teacher Negotiations, Public Document Management, Document Imaging & Scanning) - PLATINUM LEVEL AFFILIATE

TRANSPORTATION

Cornhusker International - Russ Folts - 402-466-8461 ext 206
russ.folts@cornhuskerinternational.com - www.cornhuskerinternational.com
(With six locations across Nebraska, Cornhusker International offers your best choice in new and pre-owned School Buses, Compliant Activity Buses, plus full parts and service for all makes and models) - GOLD LEVEL AFFILIATE

Master's Transportation - Mariya Goodbrake - 800-783-3613
mgoodbrake@masterstransportation.com - www.masterstransportation.com
(Your trusted source for safe, reliable, and innovative group transportation solutions.) - GOLD LEVEL AFFILIATE



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NASB BOARD NOTES



A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership Innovation Vision Engagement #liveNASB #weLIVEhere

1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

YOUR 2023 ADVOCACY HANDOUT IS NOW POSTED
 TRAINING, NETWORKING, ENGAGEMENT & EVENTS
 THE 2023 STATE EDUCATION CONFERENCE
 AT THE BOARD TABLE
 RECOGNITION: ENGAGED
 FINDING THE RIGHT MATCH FOR YOUR LEADERSHIP VACANCY
 CHRONIC ABSENTEEISM
 TEACHER/ADMINISTRATOR NEGOTIATIONS MADE EASY
 THIS MONTH IN ... AND MUCH MORE!

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.
If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.
All Dates & Locations Tentative & Subject to Change

Events & Networking - <https://members.nasbonline.org/events>



Your Monthly Board Agenda Update Video Links from NASB

<https://members.nasbonline.org/news-resources/video-library>



JOIN US!

NASA/NASB Labor Relations Conference - October 4-5 - Lincoln

Negotiations, Legal Updates & Best Practices for Labor Relations - You can still register onsite at the Embassy Suites

State Education Conference - Student Voices - Due October 6 ... email sendorf@NASBonline.org

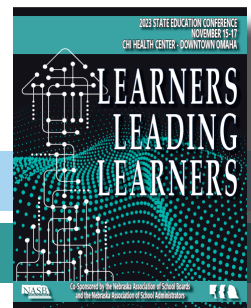
State Education Conference - Call for Moderators - Due October 6 ... email sendorf@NASBonline.org



New Board Member Workshop - November 1 - Kearney

State Education Conference - November 15-17 - Omaha

Learners Leading Learners



2023 NASB Delegate Assembly - November 17 - 8:00 AM - Omaha

Download your Advocacy Handbook for the Delegate Assembly now at <https://members.nasbonline.org/government-relations/>

Continued on Page 2



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1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2

JANUARY & FEBRUARY
2024

The 2024 Legislative Session will begin Wednesday, January 3

School Board Member Week in Nebraska - January 21-28

Legislative Issues Conference - January 21-22 - Lincoln

Board Presidents Retreats - January 28-29 - Norfolk ... February 4-5 - Kearney

YOUR 2023 PLATINUM AFFILIATES

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| | If your business would like to become an Affiliate Member of NASB, please visit: https://members.nasbonline.org/about-us/affiliate-members | | | |



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Monthly Update for your Board Meeting Agenda

October 2023

Networking & Events
Latest 'Board Notes' – Monthly Newsletter
Annual Board Calendar Summary
Government Relations & Advocacy
This Month In ...
Monthly Agenda Video Updates & NASB's Video Resources
Contact Us



2023 Advocacy Handout

<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

(www.NASBonline.org – Government Relations – Advocacy Handbook)

Your 2023 Advocacy Handout is now posted!

The NASB Advocacy Handout of proposed changes to the bylaws, standing positions and legislative resolutions for your review prior to the 2023 Delegate Assembly is now posted on 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. <https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

This year's Delegate Assembly will take place **Friday, November 17, at 8:00 AM**, in conjunction with the State Education Conference in 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.

Why is it important your district is represented at the Delegate Assembly?

- The Delegate Assembly determines NASB's annual legislative and leadership agenda.
- ... is a key cog in securing laws, regulations, and a vision in Nebraska to benefit public education.
- ... is where your voice can be heard.
- ... is your governance meeting for the entire year.
- ... allows for equal representation. One district. One vote.

Networking & Events ... Register Now

<https://members.nasbonline.org/events>

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

Labor Relations Conference – October 4-5 - Lincoln

New Board Member Workshop – November 1 - Kearney

State Education Conference – November 15-17 - CHI Health Center, Omaha

Registration is open now! You won't want to miss this annual event where over 1,000 school leaders and board members gather to learn and network. There will be two pre-conferences, three general sessions, over 50 breakout sessions, over 100 vendors, and unlimited opportunities to grow in your role supporting public education.

- Hotel room requests opened on September 27. You must already be registered for Conference in order to participate in the hotel room booking process.
- Get Involved! Learn more about Classroom Showcase, Student Voices, and Moderators on Page 2 of the September Board Notes!



Latest 'Board Notes' – Monthly Newsletter

<https://members.nasbonline.org/news-resources/board-notes-newsletter>

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

- *Your 2023 Advocacy Handout is Now Posted*
- *Training, Networking, Engagement & Events*
- *the 2023 State Education Conference*
- *At The Board Table*
- *Recognition: Engaged*
- *Finding the Right Match for Your Leadership Vacancy*
- *Chronic Absenteeism*
- *Teacher/Administrator Negotiations Made Easy*
- *This Month In ... And Much More!*



"Annual Board Calendar Summary"

View the full detailed calendar at:

<https://members.nasbonline.org/board-leadership/resources>

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

October Board Agenda Items

In addition to routine agenda items, time sensitive topics include:

Accountability and Student Achievement Review

- District Assurance Statement. On or before November 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 November 1, the ESU must submit their Rule 84 Assurance Statement to NDE. This rule is intended to support ESUs in effectively and efficiently supporting school systems in this state and to establish the minimum level of performance for accreditation.
- Fall Membership Report. On or before November 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 the Tax Equity and Educational Opportunities Support Act and section § 79-1114, and (iv) such other information the Commissioner directs.

Advocacy

- Appoint local board Delegate Assembly Representative – notify Matt Belka @ mbelka@NASBOnline.org

Budget

- Superintendent file Financial Report. On or before November 1, all superintendents must submit to the Commissioner of Education, an Annual Financial Report. § 79-528
- Authorize School District Audit. On or before November 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.
- Collective Bargaining. On or before November 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.

Board will Review School (Annual) 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, 2023. Note: Extension tax deadline for exempt organizations: November 15, 2023

Board-Superintendent Relations

- Review current superintendent evaluation tool, policy specific to the evaluation, contract language to ensure it aligns to the policy, and review superintendent contract language outlining the responsibilities of the superintendent and board regarding the contract extension or renewal. Place each item on the board meeting agenda as specified.

****Review the full October Agenda on page 34 of the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

Board Retreat

To support our members who did not have the opportunity to participate in the New Board Member Workshops consider a Board Retreat to engage with your newly elected board members as they continue to transition into their new role. Please contact Marcia Herring, NASB Director of Board Leadership at mherring@NASBOnline.org or 402-817-0296 to schedule a board retreat or private sessions through Microsoft Teams to review the board role and responsibilities.

Upcoming NASB Board Leadership Events

Board President Circle – October 18, 2023

NASB New Board Member Workshop - Wednesday, November 1, 2023

Join the NASB Board Leadership Team in Kearney for the opportunity to engage newly elected board members who did not have the opportunity to attend the NASB New Board Member Workshop this past December 2022. We are also including an invitation to all newly appointed board members. The agenda will include discussion and review of best practice board governance, meeting protocols, committee work, policy, Open Meetings Law, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details.

Submit Nominations for Board Member of the Year – [Ann Mactier Award] Contact Marcia Herring with questions regarding qualifications, nomination form, etc.



Government Relations & Advocacy

<https://members.nasbonline.org/government-relations>

(www.NASBonline.org – Government Relations)

WHO IS YOUR DELEGATE? While any board member is welcome to attend the Delegate Assembly, each board should select one member to represent them as the voting delegate prior to November 17.

Now is a great time to engage your lawmaker while they are in the district. Reach out if NASB can help you make a connection. Advocacy starts at home!



This Month In ...

<https://members.nasbonline.org/news-resources/board-notes-newsletter>

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

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 ...”

Advocacy & Government Relations - ALICAP & Insurance - Board Leadership - Data Analytics - Energy Purchasing - Member Engagement - Policy - Search, Strengths & Awards - Technology



Monthly Agenda Video Updates & NASB’s Video Resources

<https://members.nasbonline.org/news-resources/video-library>

(www.NASBonline.org - News & Resources – Video Library)

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



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Curriculum development shall be an ongoing process in the school district. **Each curriculum shall incorporate multicultural education in all areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans, and European Americans with special emphasis on human relations and sensitivity toward all races.**

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 **which will incorporate writing in all curricular areas grades K-12;**
- 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 (Latest revision in process.)

Reviewed: 7-12-10

Program Report to Board of Education

October 9, 2023

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 (28 in 22-23) (19 in 21-22)

Bayard Secondary: 51 Identified (37 in 22-23) (14 in 21-22)

Current Activities and Initiatives

- Second
 - Currently meeting one day a week. We started the year off with an introduction of how to use computers, and Google classroom. This will allow them to build their computer skills that will be utilized as they progress through this class. Then we use the growth mindsets to start a STEAM Design Challenge. Second grade will produce Christmas Ornaments. Third grade will participate in several of these projects. These projects will incorporate standards from math, literacy, science, engineering, and the arts.
- Third Grade
 - Currently meeting one day a week. We use the growth mindsets to start a STEAM Design Challenge. The third grade will produce Christmas Ornaments. Third Grade students will participate in several of these projects. These projects will incorporate standards from math, literacy, science, engineering, and the arts. We will then revisit 3D designing to build on the skills we learned last year. In between projects we will make new brain connections through constructive exploration in different STEAM related centers.
- Fourth
 - Meeting one day a week; 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, Google classroom, Google Calendar, Google Tasks, and Gmail. This allowed them to build their computer skills that will be utilized in their everyday classroom experiences. Fourth grade will explore STEAM centers that will be guided by differentiated objectives. Fourth grade will produce Christmas Ornaments. Their experiences in the centers will allow students to show their parents their skills and knowledge during our family engagement event, STEAM Night.
- Fifth
 - Meeting one day a week; fifth 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 Google classroom, Google Calendar, Google Tasks, and Gmail. This allowed them to build their computer skills that will be utilized in their everyday classroom experiences. Fifth grade will explore STEAM centers that will be guided by differentiated objectives. Fourth grade will produce Christmas Ornaments. Their experiences in the centers will allow students to show their parents their skills and knowledge during our family engagement event, STEAM Night.
- Sixth

- Meeting one day a week; sixth 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 Google classroom, Google Calendar, Google Tasks, and Gmail. This allowed them to build their computer skills that will be utilized in their everyday classroom experiences. Sixth grade will explore STEAM centers that will be guided by differentiated objectives. Fourth grade will produce Christmas Ornaments. Their experiences in the centers will allow students to show their parents their skills and knowledge during our family engagement event, STEAM Night.
- Junior High
 - Meeting one day a week. Students will share their areas of interest with an interest inventory. Students will be learning how to use machines and equipment for their various projects. They are pushing their limits of creativity with complex projects. They will further their learning through different components for their projects. Examples: spending time with lower level of students and talking with the community.
- 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

- Mrs. James is looking for opportunities for personal development.
- Hosting a STEAM Family Night Event in partnership with our pathfinders program.

Identified Opportunities to Improve

Mrs. James is 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.

POLICY NO. 5045 - STUDENT RESIDENCE, ADMISSION, AND CONTRACTING FOR EDUCATIONAL SERVICES

Students shall be admitted to the School District, upon request and without charge, who are:

1. A resident of the School District for purposes of school enrollment. A student is a resident of the School District if the student resides in the School District or at least one of the student's parents resides in the School District.
2. A homeless student. The following definition shall be used to determine which students fit this category:

A homeless individual is one who (1) lacks a fixed, regular, and adequate nighttime residence and (2) has a primary nighttime residence in a supervised publicly or privately operated shelter designed to provide for temporary accommodations (including welfare hotels, congregate shelters, and transitional housing for the mentally ill), an institution providing temporary residence for individuals intended to be institutionalized, or a public or private place not designated for, or ordinarily used as, a regular sleeping accommodation for human beings. The term "homeless" or "homeless individual" does not include any individual imprisoned or otherwise detained by an Act of Congress or State law.

3. Approved for option enrollment into the School District.

Students may be admitted to the School District, or continue in enrollment, where:

1. The student is not a resident of the School District and is a resident of Nebraska. Such enrollment shall be pursuant to a contract between the Boards of Education of the School District and the school district in which the student is a resident and upon the collection of tuition pursuant to such contract. The amount of tuition shall be no less than the average cost per pupil as determined by the previous year's financial report.
2. The student is not a resident of the School District and is a resident of another State. Such enrollment shall be subject to collection of tuition in advance at a rate determined by the School Board. The amount of tuition shall be no less than the average cost per pupil as determined by the previous year's financial report.

3. The student is participating in an approved Foreign Exchange Program.
4. The student is a child of a member of the military on active duty and residing on certain property ceded to the United States and stationed in, near or adjacent to the School District, and children of employees of the federal government residing in Nebraska on national parks or national monuments within the State in, near or adjacent to the School District. Such discretionary admission shall be without charge for tuition.
5. The student's residency in the School District ceases during the school year. In such case, the student may be allowed to continue attending the School District for the remainder of that school year.

A child who is a ward of the state or court and (1) has been placed in the School District but had resided in a different school district at the time the child became a ward and does not reside in a foster family home, or (2) has been placed in an institution which maintains a State-approved special education program, may be enrolled in the School District to the extent required by law. In such event, costs of education and transportation are to be paid by the State, but not in advance. The child remains a resident of the school district in which the child resided at the time the child became a ward.

A child who is a ward of the state or court who resides in the School District in a foster family home licensed or approved by the Department of Health and Human Services ("Department") or a foster home maintained or used by the Department, remains a resident of the school district in which the child resided at the time the child became a foster child. This is subject to a determination being made in accordance with the Foster Care Review Act that the child will not attend such school district. If such a determination is made, the child is deemed to be a resident of the School District and will be admitted as a resident student.

A child who is not a ward of the state or court and who is residing in a residential setting in the School District for reasons other than to receive an education is subject to the following: First, if the residential setting does not maintain an interim-program school, the School District will provide the educational services to the child pursuant to a contract with the school district in which the child resided immediately prior to such placement, as and to the extent required by law. This is subject to the parent or guardian and such other school district agreeing to have such other school district provide the educational services. Second, if the residential setting does maintain an interim-program school, the child's educational services will be provided by the interim-program school without the School District's involvement. However, the School District may provide educational services to the child pursuant to a contract with the school district in which the child resided immediately prior to such placement.

All admissions are subject to the condition that admission requirements other than residency be satisfied to the extent required by law and that the School District is legally responsible for or authorized to admit the child or provide educational services to the child.

Legal Reference: Neb. Rev. Stat. ' 79-215 (residency and admission)
 Neb. Rev. Stat. ' 79-215 (children of military or federal employee parent)
Neb. Rev. Stat. " 79-232 to 79-246 (option enrollment)
 42 U.S.C. § 11431 et. seq. (McKinney–Vento Homeless Assistance Act)
 NDE Rule 9

Adopted: 8-13-01

Revised: 6-14-10

Reviewed: 3-9-20

POLICY NO. 5046 - NON-RESIDENT STUDENTS

Students who are eligible to attend a Nebraska public school but who are not legal residents of the school district may be admitted into the school district in accordance with the enrollment option program authorized by state statutes. Enrollment option students shall be accepted without charge.

Application for use of the enrollment option shall be made between September 1 and March 15 for enrollment during the following and subsequent school years. Written notification of approval or rejection of the application will be made before April 1. Upon agreement of the school boards of the resident school district and the option school district, deadlines for application and approval of the option may be waived.

The Board shall annually adopt a resolution on or before April 1 setting forth its specific standards for acceptance and rejection of applications as an option school. Standards will conform to those set forth by state statute. These may include the capacity of a program, class, grade level, or school building or the availability of appropriate special education programs operated by the district. The standards shall not include previous academic achievement, athletic or other extracurricular ability, disabilities, proficiency in the English language, or previous disciplinary proceedings.

Nonresident students may also be admitted under a contract with the student's resident district at the discretion of the superintendent upon application and payment of tuition as stated in the contract. The tuition rate shall be the current per-pupil cost of the school district as computed by the superintendent.

Students whose residency in the district ceases during a school year may continue attending school for the remainder of the school year without payment of tuition.

Legal Reference: Neb. Statute 79-215

NDE Rule 7

Adopted: 8-17-76

Revised: 8-9-93; 8-9-04

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

POLICY NO. 5062 - PUPIL SOLICITATION

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

Adopted: 8-17-76

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

POLICY NO. 5063 - SOCIAL ACTIVITIES

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

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

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

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

Adopted: 8-17-76

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

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

POLICY NO. 5064 - SCHOOL PARTIES

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

Adopted: 8-17-76

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

POLICY NO. 5070 - PERMISSION TO LEAVE SCHOOL

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

Adopted: 8-14-78

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

POLICY NO. 5074 - ABSENTEE SLIPS

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

Adopted: 8-14-78

Revised: 7-13-81

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

POLICY NO. 5075 - PERMIT TO RE-ENTER

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

Adopted: 8-17-76

Revised: 7-13-81

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

POLICY NO. 5076 - ILLNESS OR ACCIDENT AT SCHOOL

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

Adopted: 8-17-76

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

POLICY NO. 5077 - ATHLETIC INSURANCE

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

Adopted: 8-17-76

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

POLICY NO. 5079 - MARRIED STUDENTS OR STUDENTS WITH CHILDREN

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

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

Legal Reference: Neb. Statute 43-2101
79-2,149 to 79-2,152
79-2,114 to 79-2,124
20 U.S.C. §1681 et seq.
34 C.F.R. §106.40

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

Adopted: 8-17-76

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

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

POLICY NO. 5080 - INITIATIONS

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

Adopted: 8-17-76

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

Revised: 7-12-10

POLICY NO. 5081 - GRADUATION EXERCISES

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

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

Adopted: 8-17-76

Revised: 8-8-77; 8-9-93; 8-10-98; 8-13-01; 11-11-13,8-8-2022

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

POLICY NO. 5082 - STUDENT LUNCH

In compliance with Federal regulations to serve lunches free of charge or at reduced price to all children who are determined to be in need of them, the Board of Education of the Bayard Public Schools hereby adopts the following set of policies to regulate the program:

1. Criteria used for consideration will include economic need as reflected by family income, including welfare payments, family size, and other family needs. All children will be provided meals if they wish to participate and have funds available to purchase a meal each day.
2. The income scale prepared by the Office of Economic Opportunity shall be used as the guideline for determining if a family shall be eligible.
3. All appeals from decision by the determination officer shall be reviewed by the Superintendent of Schools.
4. Collections of payment shall be handled by school office personnel.
5. Knowledge of names of recipients of free or partial payment meals shall be held in strict confidence.
6. A letter explaining and announcing the policies of this statement shall be sent to all patrons of the school district at the beginning of each school year.
7. A statement announcing the policies will be published in the local newspaper at the beginning of each school year.
8. It is the policy of the Bayard Public Schools that if a family has insufficient funds in the student's lunch account, the student will not be allowed to charge a meal from the school until the student's account has a positive balance. Notice will be given to students when they have a low balance. The program is designed that meals be paid for in advance so that situations like this do not occur. It is not the desire of the school district to keep any child from a meal; nonetheless, it is the responsibility of the parent to provide the financial means for their children.

9. Refunds will be issued to graduating seniors with no siblings enrolled at Bayard Public Schools and families ceasing enrollment in the school district. Funds remaining in family accounts at the end of the year will be carried over to the following term.

Adopted: 8-17-76

Revised: 8-12-85; 7-12-10; 6-13-16

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

POLICY NO. 5083 - RESPONSIBILITY FOR DISCIPLINE

Discipline is the responsibility of the teachers and administration.

In the classroom, discipline problems will be the responsibility of the teacher. However, discipline problems with which the teachers feel unable to cope with, will be referred to the Principal and/or the Superintendent. If the student becomes such a discipline problem that the normal instruction in the classroom is disturbed the principal has the power to suspend the student for a period up to five (5) days subject to a conference with the parents. Exclusion from class for a brief time may be necessary in order to provide time for the Teacher and Principal and/or Superintendent to confer with the parents in regard to a solution to the problem.

Responsibility for discipline may also be designated to other school employees, volunteer sponsors or other deemed necessary by the school administrators. (Examples: teacher aides, bus drivers and trip sponsors)

Adopted: 8-17-76

Revised: 1-14-80; 10-10-88

Reviewed: 6-14-10, 3-9-20, 7-13-20

POLICY NO. 5084 - VEHICLES ON SCHOOL PROPERTY

Pupils driving cars to school are required to park them in the designated area upon arrival at school.

The school assumes no liability for pupils driving motor vehicles.

It shall be the responsibility of all faculty and school employees to report any violation of traffic laws or any improper conduct of student drivers to the principal.

The Board adopts the following rules regarding parking and driving on School District property.

Parking

1. The Superintendent may designate certain areas of the parking lots as staff only parking. Any areas designated as staff only parking may not be used by students or visitors.
2. Only one vehicle may be parked in a parking stall. Vehicles must be parked in a stall front-end first.
3. Administration may request that any vehicle parked in violation of this policy be towed at the vehicle owner's expense.
4. Students shall have no expectation of privacy regarding vehicles they bring on to School District property. School personnel may search the contents of any vehicle driven or parked on School District property by a student.

Driving/Vehicles

1. All vehicles on School District property must be licensed, registered, and insured according to law. The Administration may report to law enforcement any vehicle suspected to be unlicensed, unregistered or uninsured according to law.
2. Anyone operating a vehicle on School District property must hold the requisite license to operate such vehicle and be covered by insurance as required by law. The Administration may report to law enforcement any suspected violations.
3. No ATVs, UTVs, golf carts, dirt bikes, or similar vehicles may be operated on School District property, unless they meet all of the requirements in item 1 above except by

school employees in the course of their employment or as specifically authorized in advance by the Superintendent.

4. Operating a vehicle beyond the established parking lots and driveways of the school is prohibited.
5. Operating a vehicle in an unsafe or reckless manner is prohibited.
6. Anyone operating a vehicle on School District property shall follow all general traffic and driving laws and regulations.
7. Vehicles driven or parked on School District property shall not display images or messages that contain profanity, that are sexual in nature, or that are obscene, vulgar, or offensive. This shall include, but not be limited to decals, bumper stickers, flags, accessories, and license plates.

Any student, staff member, or patron who repeatedly violates this policy may lose his or her right to drive and/or park on School District property. Any student or staff member who violates this policy may be disciplined in the discretion of the Superintendent.

Adopted: 8-17-76

Revised: 1-14-80; 7-13-81

Reviewed: 6-14-10, 3-8-21

POLICY NO. 5085 - RESPONSIBILITY FOR SCHOOL PROPERTY

All property for use of the pupils, including books, desks, furniture and equipment of all kinds and buildings, shall be used and handled with reasonable care. Any pupils who intentionally, willfully, or maliciously loses, damages, defaces, or destroys property of the school shall pay the cost of replacement or repair of such property. All teachers and employees shall at once report any such loss, damage, destruction, or defacement of school property to the Principal and/or Superintendent, who shall investigate the matter and require any pupil, or pupils, responsible to make payment. A deposit may be required from the student prior to using school equipment or materials. If equipment or materials are not returned in good condition the student will forfeit their deposit and pay the additional cost required to replace the item.

Adopted: 8-17-76

Revised: 8-12-85

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

POLICY NO. 5086 - TOBACCO, ALCOHOLIC BEVERAGES, DRUG AND CONTROLLED SUBSTANCES

Any Bayard School student engaging in the selling, using, possessing or dispensing of alcoholic beverages, tobacco, narcotics, drugs, drug paraphernalia, controlled substance, inhalant or being under the influence of any of the above; will be subject to the following disciplinary actions, providing the incident has been reported in one of the following ways:

1. ADMISSION by the participant involved.
2. WRITTEN STATEMENT of the violation from a school employee.
3. WRITTEN STATEMENT of the violation from a parent/guardian of the participant.
4. CHARGED WITH OR CITED by law enforcement personnel or accepting a diversion program in lieu of charges being filed.

Note: The term “under the influence” for school purposes has a less strict meaning than it does under criminal law. For school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student. Also, it includes being impaired by reason of the abuse of any material used as a stimulant. In addition, “possession” of alcohol or drugs will be considered to have occurred for purposes of school rules if the student is in such close proximity to alcohol or drug (for example, a student being in a car where alcohol is in the back seat and no adults are present in the car) or to others who are consuming alcohol or drugs (for example, being at a student party at which other students are drinking) that school officials may reasonably determine that the student was in “possession” of the items as well).

The following disciplinary actions for violations occurring while not on school property are based on self-reporting. The student must self-report any violations/possible violations within a 48-hour period from the time of violation to the administration, athletic director, or coach. If a student fails to self-report such violation and it is later learned that the violation took place, the discipline for the action will be doubled.

Violations occurring while not on school property – Violations not occurring on school property will result in the following discipline. The student shall not be allowed to participate in, but must still attend practice for the activity with the team or group, or attend any school sponsored activity for fourteen (14) calendar days from the date of written notification and must complete a minimum of eight (8) hours of professional alcohol and or drug education and counseling. (The education course and or counseling will be the parents or students expense).

The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program. Suspensions for violations occurring during the summer shall commence with the beginning of the next school year.

Violations occurring while on school property - Violations occurring on school property or while attending or participating in school related activities will result in the student being suspended from school for five (5) school days. After the suspension, the student shall not be allowed to participate in, but must still practice for the activity with the team or group, or attend any school sponsored activity for fourteen (14) calendar days from the date of written notification and must complete a minimum of eight (8) hours of professional alcohol and or drug education and counseling. (The education course and or counseling will be the parents or students expense). The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program.

If the disciplinary actions from any violation of this policy, are not completed during the current school term the following will apply. The number of days that remain to complete the suspension from activities will be completed during the next school term. The 8 hours of professional alcohol and or drug education must also be completed before the student can begin participation in the activities program the following year. Forfeiture of the right to hold honorary positions will not be carried forward to the next school term. In the case of violations occurring on school property, days suspended from school will not carry forward to the next school year.

A second violation of these rules and regulations during any one year period, whether occurring on or off school property, will result in the student being ineligible to compete in or participate in or attend any extracurricular activity for the remainder of the school year.

Any student who is suspended under this policy will forfeit their right to hold any of the following honorary positions during the year in which the suspension occurred. This includes: homecoming king or queen, winter royalty king or queen, prom king or queen, Citizenship Award, Book of Knowledge, Class Yoke, School Spirit Award, Athletic Letter Award, current standing in the National Honor Society, prom server, class officer, student council officer, and nomination for any post season athletic awards including all conference, all district, all regional, and all state.

Any transfer student, who is under suspension at their previous school for alcohol and/or drug policy violations, may be required to complete their period of suspension prior to becoming

eligible at Bayard Public Schools at the discretion of the superintendent.

Notice of the suspension hereunder shall be given to the student and the student's parents and the student and his or her parent shall have an opportunity to present his or her version, however, the suspension shall take effect upon the delivery of the notice of suspension to the student.

This policy is in effect 12 months of the year, including both the school term and the summer months. The 12 months is in effect beginning with the date of the first violation. These consequences will carry over from one school year to the next.

Adopted 8-17-76

Revised: 8-14-78; 1-14-80; 7-13-81; 2-10-97; 8-11-97; 8-14-00; 8-11-03, 5-09-05, 6-11-07
7-11-11, 10-08-12

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

POLICY NO. 5087 - CHARGED WITH OR CONVICTED OF A CRIME

Any student charged with or convicted of a violation of the law may be suspended from all extra curricular activities. This suspension will be discontinued if the charges are dropped or if found innocent of the charges. If convicted the suspension may become permanent. However, after ninety (90) school days and upon a request by the student's parent(s) or guardian(s) the suspension may be reviewed by a committee. This committee may, (1) vote to continue the suspension for another ninety (90) school days; (2) vote to discontinue the suspension and the student could begin to take part in extra curricular activities at once, or (3) vote to continue the suspension for a period of time less than ninety (90) school days. (Committee members would be the building principal, the sponsors of the activities from which the student had been suspended and the Superintendent.)

The decision of the committee could be appealed to the Bayard Board of Education. The appeal request must be presented to the superintendent of schools within the (10) calendar days from the date that the committee's decision was given to the parents or guardian. The Board of Education would hear the case at their next regularly scheduled meeting.

The suspension will begin with the first day of classes if the action occurred during the summer, the first day after a vacation if the action occurred during a vacation, or the first day of school after the action if the action occurred during the school year.

Adopted: 8-12-85

Revised: 8-11-86

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

POLICY NO. 5088 - RANDOM ILLEGAL DRUG, ALCOHOL AND NICOTINE TESTING PROGRAM

Drug/Alcohol/Nicotine Use Prohibited

Bayard Public Schools students who participate in the school-sponsored extracurricular activities listed below shall not use alcohol, nicotine, or illegal drugs.

Purposes of the Policy

1. To promote the safety and health of students participating in school-sponsored extracurricular activities.
2. To discourage alcohol, nicotine, and illegal drug use and provide students a reason to refute peer pressure to use alcohol, nicotine, and illegal drugs.
3. To encourage students who have used alcohol, nicotine, and/or illegal drugs to seek and receive the appropriate interventions, education, and treatment.

Random Drug Testing

All students in grades 7 through 12 who participate in the school-sponsored extracurricular activities listed below must participate in the District's Random Drug Testing Program, as spelled out in this policy. In addition, students in grades 7 through 12 who do not participate in the extracurricular activities listed below may choose to opt into the District's Random Drug Testing Program with the written constant of their parents or guardians.

Applicable School-Sponsored Extra-Curricular Activities

In addition to those students who opt into the District's Random Drug Testing Program, this policy applies to students who participate in the following school-sponsored extracurricular activities (referred to "Applicable Activities"):

Student Council, National Honor Society, Quiz Bowl, One Act, Speech, Destination Imagination, Football, Volleyball, Cross Country, Cheerleading, Wrestling, Girls Basketball, Boys Basketball, Track, Girls Golf and Boys Golf.

Consent Forms/Duration

Prior to participating in an Applicable Activity, a student and his or her parent or guardian must have consented in writing, on a form provided by the District, to the District's Random Drug Testing Program and provided the form to the District. The consent form shall remain effective unless and until the student or his or her parent or guardian withdraws the consent in writing to the District. If a student and his or her parent or guardian have not consented to the District's Random Drug Testing Program, then the student is ineligible to participate in any Applicable Activity. If a student or his or her parent or guardian withdraws his or her previous written consent, then the student is ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before the student once again becomes eligible to participate in any Applicable Activity. School Administration may request an updated consent form from a student and parent or guardian at any time, but no less frequently than at least once for each school year and upon any amendment to this Policy.

Random Drug Testing Procedure

Use of Drug Program Administer/Medical Review Officer: The District shall contract with a qualified drug program administrator ("DPA") and medical review officer ("MRO") to administer and review the random drug tests. The DPA and MRO shall abide by all applicable laws and best practices related to testing, transporting and preserving specimens, confirming tests, and confidentiality.

Drugs Tested For: Alcohol, nicotine, and any substance, the use of which is considered illegal under Nebraska law, may be tested for, as determined by the DPA and/or MRO from time to time, provided that the determination of which drugs will be tested for in a particular test shall not be made between the time a student is identified for a test and the test of that student.

Random Nature of Tests: The Superintendent, in conjunction with the Activities Director, shall determine from time to time the frequency of tests and the number of students to be tested. All students who consent to be tested will be entered into a testing pool, but identified by number only. From the testing pool, the DPA will determine who will be tested.

Sample Collection: Samples will be collected as directed by the DPA on the same day the student is selected for testing. Breath, saliva, or urine samples may be required. If a urine sample is required, the student shall provide the sample in a private bathroom or stall, alone, with the door closed.

Determining Results: The DPA, in conjunction with the MRO, will determine if the drug test has a positive result which identifies the use of alcohol, nicotine, or illegal drugs.

Communicating Results: The MRO shall convey all positive test results to the parent or guardian of the student and allow the student or his or her parent or guardian to discuss the result with the MRO. All positive results shall also be conveyed to the Activities Director.

Positive Tests/Consequences

The following consequences of a positive result shall apply:

For the first offense the student shall not be allowed to participate in, but must still practice for the activity with the team or group, and shall not attend any school sponsored activity for fourteen (14) calendar days from the date of written notification and must complete a minimum of eight (8) hours of professional drug education and counseling. (The education course and or counseling will be the parents' or student's expense).

The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program.

A second violation of these rules and regulations during any one year period, will result in the student being ineligible to compete in or participate in or attend any extracurricular activity for the 12 month period beginning on the date of the first offense.

Failure or refusal to participate in the actions described above after a positive test will make the student ineligible for all Applicable Activities for one calendar year.

Positive results will not lead to any academic consequences or disciplinary actions, except as specified above. The results of alcohol, nicotine, and drug tests administered under this policy shall be (1) disclosed only to school staff members, coaches, and activity sponsors who need to know the information to carry out their duties and/or the consequences set forth in this policy; and (2) kept in a separate file and not become a part of the student's academic or discipline records.

The results of alcohol, nicotine, or drug tests will not be disclosed to law enforcement or other juvenile or criminal enforcement authorities except as required by a judicial order, lawfully issued subpoena, or other legal process, provided that to the extent allowed by law, upon receipt of any judicial order, subpoena, or other legal process, the District shall make a reasonable effort to notify the student and parent or guardian in advance of compliance so that they may seek protective action.

Refusal to Submit to a Drug, Nicotine or Alcohol Test

If a student (either by himself or herself or by his or her parent or guardian) refuses to submit to a drug, nicotine, or alcohol test for which the student is selected, then at the student's and his or her parent's or guardian's option, the refusal may be treated as (1) the withdrawal of consent to test and the student shall be ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before once again becoming eligible to participate in any Applicable Activity or (2) a positive test result for which the provisions pertaining to positive test results shall apply (without any right to appeal).

Tampering with Samples

If a student tampers with any drug, alcohol, or nicotine test or sample, the student will be subject to discipline as determined appropriate by School Administration, which could include, without limitation, ineligibility from any Applicable Activity for up to a year.

Appeal Procedures.

Within five calendar days after a positive test result, the student may make an appeal in writing to the Superintendent. Filing an appeal with the Superintendent will stay any consequences as a result of the positive test until the Superintendent rules on the appeal. If the appeal involves the validity of the test result, then the Superintendent will consult with the DPA and MRO prior to ruling on the appeal. The Superintendent's ruling on the appeal will be final.

Policy Not Limiting

This policy shall not limit any other District policy, rule, or procedure regarding student discipline and/or student drug alcohol, and nicotine use.

Adopted: 1-14-19

Revised: 9-14-20

Reviewed: 7-13-20

POLICY NO. 5089 - STUDENT DISCIPLINE - SUSPENSION AND EXPULSION

A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.

1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

- a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
- b. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

- a. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
- b. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.

- c. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal or administrator will send a written statement to the student and the student's parent or guardian describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken.
 - d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference.
 - e. A student who on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less than twenty school days. A student who on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.
3. Expulsion:
- a. Meaning of Expulsion. Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the

following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.

- b. Suspensions Pending Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
- c. Summer Review. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year in accordance with law.
- d. Alternative Education: Students who are expelled may be provided an alternative education program that will enable the student to continue academic work for credit toward graduation. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.

- e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended (i.e., “stayed”) for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.

- f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal’s designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal’s designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.

4. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not be limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in

school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.

B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.

C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value,

repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.

4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency or sexual conduct.
9. Sending, sharing, viewing, or possessing pictures, text messages, emails or other material of a sexual nature in electronic or any other form on a computer, cell phone or other electronic device or on paper or other digital or physical media format.

10. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.
11. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
12. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.
13. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes.
14. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
15. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
16. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing,

grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.

17. Willfully violating the behavioral expectations for riding school buses or vehicles.

18. A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:

- a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
- b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.

19. Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing.

Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.
- c. A plan for its transportation into and from the school, its storage while in the school building and how it will be displayed must be developed with the prior written approval by the teacher and building administrator. Such plan shall require that such item will be in the possession of an adult staff member at all times except for such limited time as is necessary to fulfill the educational function.
- d. The firearm or other dangerous weapon shall be in an inoperable condition while it is on school grounds.

D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, the conduct is grounds for long-term suspension, expulsion or mandatory reassignment.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or interferes with the learning environment or teaching process in our school. Following

is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:

- a. Clothing that shows an inappropriate amount of bare skin or underwear (midriffs, spaghetti straps, sagging pants) or clothing that is too tight, revealing or baggy, or tops and bottoms that do not overlap or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
- b. Shorts, skirts, or skorts that do not reach mid-thigh or longer.
- c. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
- d. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage “horse-play” or that would damage property (e.g. cleats).
- e. Head wear including hats, caps, bandannas, and scarves.
- f. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double.
- g. Clothing or jewelry that is gang related.
- h. Visible body piercing (other than ears).

Consideration will be made for students who wear special clothing as required by religious beliefs, disability, or to convey a particularized message protected by law. The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school’s guidelines, the student should contact the Principal for approval, and may also review

such additional posting of prohibited items or grooming which may be available in the Principal's office.

Coaches, sponsors or teachers may have additional requirements for students who are in special lab classes, students who are participants in performing groups or students who are representing the school as part of an extracurricular activity program.

On a first offense of the dress code, the student may call home for proper apparel. If clothes cannot be brought to school, the student will be assigned to in-school suspension for the remainder of the day. Students will not be allowed to leave campus to change clothes. Continual violations of the dress code will result in more stringent disciplinary actions, up to expulsion. Further, in the event the dress code violation is determined to also violate other student conduct rules (e.g., public indecency, insubordination, expression of profanity, and the like), a first offense of the dress code may result in more stringent discipline, up to expulsion.

2. Academic Integrity.

a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such

misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

(a) Tests (includes tests, quizzes and other examinations or academic performances):

(1) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.

(2) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for “open book” tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.

(3) Use of Other Student Answers: Copying or looking at another student’s answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student’s paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student’s answers on the test paper.

(4) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.

(5) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student’s real reason for missing class was because the student was not prepared for the test.

(b) Papers (includes papers, essays, lab projects, and
other similar academic work):

(1) Use of Another’s Paper: Copying another student’s paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.

(2) Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.

(3) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.

(4) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.

(5) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.

(c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.

(2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:

(a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.

(b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.

(3) “Contributing” to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.

c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:

(1) Academic Sanction. The instructor will refuse to accept the student’s work in which the academic integrity offense took place, assign a grade of "F" or zero for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standards, the instructor will assign a grade which the instructor determines to be appropriate for the work.

(2) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student’s parents or guardian.

(3) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

3. Electronic Devices

a. Philosophy and Purpose. The District strongly discourages students from bringing and/or using electronic devices at school. The use of electronic devices can be disruptive to the educational process and are items that are frequently lost or stolen. In order to maintain a secure and orderly learning environment, and to promote respect and courtesy regarding the use of electronic devices, the District hereby establishes the following rules and regulations governing student use of electronic devices, and procedures to address student misuse of electronic devices.

b. Definitions. “Electronic devices,” include, but are not limited to, cell phones, Mp3 players, iPods, personal digital assistants (PDAs), compact disc players, portable game consoles,

cameras, digital scanners, lap top computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.

c. Possession and Use of Electronic Devices.

(1) Students are not permitted to possess or use any electronic devices during class time or during passing time except as otherwise provided by this policy. Cell phone usage is strictly prohibited during any class period; including voice usage, digital imaging, or text messaging.

(2) Students are permitted to possess and use electronic devices before school hours, at lunch time, and after school hours, provided that the student not commit any abusive use of the device (see paragraph (4)(a). Administrators have the discretion to prohibit student possession or use of electronic devices on school grounds during these times in the event the administration determines such further restrictions are appropriate; an announcement will be given in the event of such a change in permitted use.

(3) Electronic devices may be used during class time when specifically approved by the teacher or a school administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a camera during a photography class; student use of a lap top computer for a class presentation).

(4) Students may use electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care Plan, or pursuant to a plan developed with the student's parent when the student has a compelling need to have the device (e.g., a student whose parent is in the hospital could be allowed limited use of the cell phone for family contacts, so the family can give the student updates on the parent's condition).

d. Violations

(1) Students shall not use electronic devices at any time or place for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities; (e) activities in violation of Board or school policies and procedures relating to student conduct and harassment; or (f) activities which invade the privacy of others. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.

(2) Electronic devices used in violation of this policy may be confiscated by school personnel and returned to the student or parent/guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school's main office to be identified, placed in a secure area, and returned to the student and/or the student's parent/guardian in a consistent and orderly way.

(3) First Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student personally comes to the school's main office and retrieves the electronic device.

(4) Second Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and his/her parent/guardian and the school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.

(5) Third Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration, a conference between the student and his/her parent/guardian and the school principal or assistant principal, and suspension of the student from school. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.

(6) Subsequent Violations: Students who are repeat offenders of this policy shall be subject to the imposition of any appropriate disciplinary action, which may include suspension and expulsion from school.

e. Responsibility for Electronic Devices. Students or their parents/guardians are expected to claim a confiscated electronic device within ten (10) days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices. By bringing such devices to school, students and parents authorize the school to dispose of unclaimed devices at the end of each semester. The District is not responsible for the security and

safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

E. Inappropriate Public Displays of Affection (IPDA): Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling or other displays of affection that would be reasonably considered to be embarrassing or a distraction to others. Students will face the following consequences for IPDA:

1. 1st Offense: Student will be confronted and directed to cease.
2. 2nd Offense: Student will be confronted, directed to cease, and parents will be notified.
3. 3rd Offense: Student will be suspended from school for a minimum of 1 day, and parents and student will need to meet with Administrator(s) and/or counselor.

If this type of behavior continues, or if the IPDA is lewd or constitutes sexual conduct, the student could face long-term suspension or expulsion.

F. Specific Rule Items: The following conduct may result in disciplinary action which, in the repeated violations, may result in discipline up to expulsion:

1. Students are not given locker passes, restroom passes or telephone passes to leave a classroom or study hall unless special circumstances arise.
2. Students in the hallway during class time must have a pass with them.
3. Gum, candy, seeds, etc. are not allowed in the school building or classrooms. The pop machine is closed until after school and pop is to be drunk outside.
4. Students are expected to bring all books and necessary materials to class. This includes study halls.
5. Assignments for all classes are due as assigned by the teacher.
6. Students are not to operate the mini-blinds or the windows.

7. Classes are ended by the teacher. Students are not to begin to pack up or leave the class until the dismissal bell has rung or the teacher has dismissed the class.
8. Students are to be in their seats and ready for class on the tardy bell.
9. Special classes such as Industrial Technology, Art, P.E., and computers courses will have other safety or clean-up rules that will be explained to you by that teacher which must be followed.
10. Students are not to bring “nuisance items” to school. A nuisance item is something that is not required for educational purposes and which would cause a distraction to the student or others.
11. Students are to stand back from the entry steps and doors in the mornings before school and at noon before the bell so that others may pass in and out of the entry doors.
12. Snow handling is prohibited.

G. Law Violations

1. Cases of law violations or suspected law violations by students will be reported to the police and to the student's parents or guardian as soon as possible.
2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.
3. In an effort to demonstrate that student behavior is always subject to possible legal sanctions regardless of where the behavior occurs it is the District's policy to notify the proper legal authorities when a student engages in any of the following behaviors on school grounds or at a school sponsored event:

- (a) Knowingly possessing illegal drugs or alcohol.
- (b) Aggravated or felonious assault.
- (c) Vandalism resulting in significant property damage.
- (d) Theft of school or personal property of a significant nature.
- (e) Automobile accident.
- (f) Any other behavior which significantly threatens the health or safety of students or other persons, and such other offenses which are required to be reported by law.

When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

Legal Source: Neb. Rev. Stat. Sections 79-254 to 79-296

Adopted: 8-17-1976

Revised: 1-14-1980, 12-11-1995, 7-14-2008

Reviewed: 6-14-10, 6-11-18, 7-13-20

Revised: 3-12-12

POLICY NO. 5090 - CORPORAL PUNISHMENT

This policy outlines when it may be appropriate for an employee to physically restrain a student.

Corporal punishment is defined as the intentional physical punishment of a student and is prohibited. It includes the use of unreasonable or unnecessary physical force or physical contact made with the intent to harm or cause pain. The use of corporal punishment by an employee is grounds for termination or cancellation. No employee is prohibited from:

1. Using reasonable and necessary force, not designed or intended to cause pain, in order to accomplish any of the following:
 - a. To quell a disturbance or prevent an act that threatens physical harm to any person.
 - b. To obtain possession of a weapon or other dangerous objects within a pupil's control.
 - c. For the purpose of self-defense or defense of others as provided for in Nebraska Statute 28-1409 and 1410.
 - d. For the protection of property as provided for in Nebraska Statute 28-1411.
 - e. To remove a disruptive pupil from class or any area of school premises or from school-sponsored activities off school premises.
 - f. To protect a student from the self-infliction of harm.
 - g. To protect the safety of others.
2. Using incidental, minor, or reasonable physical contact to maintain order and control.

Reasonable physical force should be commensurate with the circumstances of the situation. The following factors should be considered in using reasonable physical force for the reasons stated in this policy:

1. The size and physical, mental, and psychological condition of the student;
2. The nature of the student's behavior or misconduct provoking the use of physical force;
3. The method used in applying the physical force.
4. The extent and nature of resulting injury to the student, if any;
5. The motivation of the school employee using physical force.

Upon request, the student's parents shall be given an explanation of the reasons for physical force.

Adopted: 8-17-76

Revised: 8-14-89; 11-11-13

Reviewed: 8-12-02; 6-14-10, 7-13-20

POLICY NO. 5091 - EDUCATIONAL TRIPS AND COMPETITIVE CONTESTS

The Board of Education has adopted a policy that there shall not be a senior educational trip, senior trip, and/or, senior sneak day.

Adopted: 8-17-76

Revised: 1-14-80; 7-12-10

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

POLICY NO. 5092 -STUDENT ACTIVITY TRIPS

Student activity trips will be divided into three classes:

CLASS I: Activities that are sponsored by the Nebraska Schools Activity Association and that are earned by qualifying at a local or district level competition. The District will provide financial support of these trips.

CLASS II: Trips that are earned or taken by groups or individuals that are related to classroom experience. The District will provide some financial support for these trips. (Examples are FFA and FCCLA).

CLASS III: Trips taken by groups where their activity is not related to NSAA sponsored activities or classroom related. These trips will only be taken during the summer and only one group per year will be allowed to go. The District will provide no financial support for these trips.

Individuals who desire to take part in individual activities at the state or national level must adhere to NSAA regulations. The District will provide no financial support for these trips.

All trips with a one-way distance exceeding 500 miles must be approved by the Board of Education.

Adopted: 8-17-76

Revised: 2-10-97, 8-13-12

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

POLICY NO. 5093 - STUDENT DRESS CODE

The school administration and teachers encourage everyone to behave and dress in a fashion reflecting good taste and in a style appropriate for a school day or school activity.

An individual's dress, personal appearance and cleanliness, like his or her behavior, should reflect sensitivity to and a respect for others.

Student dress and personal appearance that disrupts or distracts from the educational environment of the school, is offensive, in violation of any statute, or is a health or safety hazard is not acceptable and is not permitted.

Examples of inappropriate dress, midriff blouses, see through blouses, muscle shirts, hats, caps, headbands, any clothing in reference to membership gangs, bandannas, sagging clothes, or tagging with gang signs or letters. Any type of shorts worn to school will reach to the middle of the thigh and gym shorts are not to be worn.

Teachers will send students to the office, or notify the office if a student's clothing or dress is questionable. The final decision will rest with the administration.

The students participating in extra-curricular activities or school sponsored activities, their dress or appearance will be the responsibility of the coach or sponsors.

Adopted: 8-17-76

Revised: 1-14-80; 8-12-85; 8-10-87; 8-14-89; 12-11-95

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

POLICY NO. 5095 - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS AND ACTIVITIES

General. Title IX of the Education Amendments of 1972 declares, in part, that:

No person in the United State shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program of activity receiving Federal financial assistance.

This district receives Federal financial assistance. In order to continue receiving such Federal financial assistance, this district must comply with Title IX and the regulations promulgated through the U.S. Department of Health, Education and Welfare by the Department's Office for Civil Rights interpreting Title IX. If any program of activity of this district fails to comply with Title IX, or the Federal administrative regulations implementing Title IX, public hearings would be held by the Federal government which could result in the termination of Federal funds to this district.

In addition to the sanction of non-receipt of Federal funds, however, the board of education is of the general view that discrimination on the basis of sex in any education program or activity of this district is not to be permitted except where necessary to accomplish a specific purpose that does not impinge upon essential equality or fundamental fairness in the treatment of students or employees of this district. Accordingly, employees of this district are required by this policy to comply with the provisions of:

1. This policy as in the case of any rule or regulation adopted by the board of education of this district; and,
2. Title IX of the Education Amendments of 1972 and the regulations promulgated thereunder by the U.S. Department of Health, Education and Welfare, as Part 86, Title 45, U.S. Code, printed also in U.S. Federal Register, Vol. 40, No. 108, Wednesday,

June 4, 1975, as amended, as Title IX and as such regulations are applicable to this district.

Application to Specific Education Programs and Activities. This policy's prohibition against action by employees or other persons acting in the name and on the behalf of this district which bases any exclusion from participation in, denial of benefits from, or discrimination in, any educational program or activity because of the sex of a student or employee, applies to all education programs and activities conducted by this district, including, but not limited to, the following:

1. Educational Programs.

a. *Course Offerings.* Applies to all course offerings, except that with respect to physical education classes and activities at the elementary and secondary school levels, compliance shall be attained as expeditiously as possible but in no event later than July 21, 1976 at the elementary school level and July 21, 1978 at the secondary level. This policy's prohibition does not prohibit:

1. grouping of students in physical education classes and activities by ability as assessed by objective standards of individual performance developed and applied without regard to sex;
2. separation of students by sex within physical education classes or activities during participation in wrestling, boxing, rugby, ice hockey, football, basketball and other bodily contact sports;
3. separation of students by sex in classes dealing exclusively with human sexuality; and,
4. separation of persons based on vocal range or quality even though such separation may result in chorus or choruses of one or predominately one sex.

b. *Athletics.* Applies to all athletic programs or activities, except that separate teams for members of each sex may be operated:

1. when the sport involved is a contact sport; or
2. where selection for the separate teams is based upon competitive skill, provided that where there is now and has been no such team for the excluded sex, members of the excluded sex must be allowed to tryout for the team unless the sport involved is a contact sport, as defined in paragraph 1.a.(2) of this policy, above.

Moreover, equal athletic opportunity shall be provided for members of both sexes, including equal provision for equipment, supplies, coaching, facilities, services and publicity, except that unequal aggregate expenditure of funds for members of each sex or male and female teams will not in and of itself constitute a violation of this policy.

Full compliance with this shall be attained as expeditiously as possible but in no event later than July 21, 1976, at the elementary school level and July 21, 1978, at the secondary school level.

- c. *Counseling.* Applies to all counseling and guidance activities at the elementary and secondary school levels.
- d. *Textbooks.* Nothing in this policy shall be interpreted as requiring or prohibiting or abridging in any way the use of particular textbooks or curricular materials.

2. Other Activities or Facilities.

- a. *Financial Assistance.* Applies to offering scholarship or other aid or assisting non-school organizations in the offering of scholarships or other aid to students of this district.
- b. *Employment Assistance.* Applies to all efforts to place students in employment. The district shall, as part of any employment assistance program for students, ensure that all employment opportunities are made available without

discrimination on the basis of sex and refuse participation in its student employment program to employers who would practice such discrimination.

- c. *Health and Insurance.* Applies to all health or insurance policies offered to students which may be used by a difference proportion of students of one sex than of the other, including family planning. If full coverage is provided, such coverage must include gynecological care.
- d. *Housing.* Nothing in this policy shall be interpreted as prohibiting the separation of students by sex in housing for field trips or other reasons. Such separate housing must be comparable in quality and availability.
- e. *Toilet, Locker and Shower Facilities.* Separate toilet, locker, and shower facilities may be provided on the basis of sex. Such facilities shall be comparable to similar facilities provided for students of the other sex.

No rule on marital, family or parental status that treats one sex different from the other sex shall be applied or enforced.

- 3. *District Employment Activities.* Applies to all aspects of the district's employment programs, including but not limited to, recruitment, advertising, process of application for employment, promotion, granting of tenure, termination, layoffs, wages, job assignments, leaves of absence of all types, fringe benefits, training programs, employer sponsored programs, including social or recreational programs and any other term, condition or privilege of employment. Specifically, the following personnel employment practices are prohibited:

- a. *Tests.* Administration of any test or other criterion which has a disproportionately adverse effect on persons on the basis of sex unless it is a

valid predictor of job success and alternative test or criterion are unavailable;

- b. *Recruitment.* Recruitment of employees from entities which furnish as applicants only or predominately members of one sex, if such action has the effect of discriminating on the basis of sex;
- c. *Compensation.* Establishment of rates of pay on the basis of sex;
- d. *Job Classification.* Classification of jobs as being for males or females;
- e. *Fringe Benefits.* Provision of fringe benefits on basis of sex; all fringe benefit plans must treat males and females equally;
- f. *Marital and Parental Status.* Any action based on marital or parental status; pregnancies are considered temporary disabilities for all job-related purposes and shall be accorded the same treatment by the district as are all other temporary disabilities. No inquiry shall be made by the district in job applications as to the marriage status of an applicant, including whether such applicant is "Miss or Mrs." But, inquiry may be made as to the sex of a job applicant for employment if made of all applicants and is not a basis for discrimination.
- g. *Employment Advertising.* Any expression of preference, limitation, or specification based on sex, unless sex is a bona fide occupation qualification for the particular job in question.

4. Policy Enforcement. To ensure compliance with this policy, the Superintendent shall:

- a. designate a member of the administrative staff;
 1. to coordinate efforts of the district to comply with this policy;
 2. to develop, and ensure the maintenance of a filing system to keep all records required under this policy;
 3. to investigate any complaints of violations of this policy;
 4. to administer the grievance procedure established in this policy; and
 5. to develop affirmative action programs, as appropriate; and

 - b. provide for the publication of this policy on an ongoing basis to students, parents, employees, prospective employees, and district employee unions or organization, such publication to include the name, office address and telephone number of the compliance administrator designated pursuant to this policy in paragraph C.1., above.
5. Grievance Procedure. Any student or employee of this district who believes he or she has been discriminated against, denies a benefit, or excluded from participation, in any district education program or activity, on the basis of sex in violation of this policy, may file a written complaint with the compliance administrator designated in paragraph C.1., of this policy, above. The compliance administrator shall cause a review of the written complaint to be conducted and a written response mailed to the complainant within ten working days after receipt of the written complaint. A copy of the written complaint and the compliance administrator's response shall be provided to each member of the Board of Education. If the complainant is not satisfied with such response, he or she may submit a written appeal to the Board of Education indicating with particularity the nature of disagreement with the response and his or her reasons underlying such disagreement.

The Board of Education shall consider the appeal at its next regularly scheduled Board meeting following receipt of the response.

The Board of Education shall permit the complainant to address the Board in public or closed session, as appropriate and lawful, concerning his or her complaint and shall provide the complainant with its written decision in the matter as expeditiously as possible following completion of the hearing.

6. Evaluation. The Superintendent shall present a report to the Board of Education in a public meeting on or about July 21, 1976, and in a public meeting to be held on or about the anniversary of that date each year thereafter, describing this district's compliance with this policy during the previous year, which report can be the basis of an evaluation of the effectiveness of this policy by the Board of Education and a determination as to whether or not additional affirmative action is necessary in light of all the facts.

Adopted: 8-17-76

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

POLICY NO. 5095-A - STUDENT RIGHT PROCEDURE

EXPLANATION:

A grievance is a difference of opinion raised by a student or group of students involving;
1) the meaning, interpretation or application of established policies; 2) difference of treatment; or
3) application of the legal requirements of civil rights legislation.

This procedure is not intended to limit the option of the district and a grievant(s) to resolve any grievance mutually and informally. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and equitable opportunity for all persons.

The grievance procedure is not required if the grievant(s) prefers other alternatives such as the Office of Civil Rights (OCR) or the courts. Due process shall exist throughout the procedure with the right to: 1) representation; 2) present witnesses and evidence; 3) confidentiality; 4) review relevant records; and 5) proceed without harassment and/or retaliation.

More information is available in the offices of: Superintendent of Schools and building principals. Inquiries may also be directed to the Director of Region VII Office for Civil Rights, 10220 North Executive Hills Boulevard, 8th Floor, Kansas City, Missouri 64153 or call (818) 891-8026.

Time limits refer to days when school is in session.

STEP I. The student(s) and/or parent(s) should discuss the matter with the person(s) directly responsible for the grievance issue within fourteen (14) days of the time when a reasonably alert person should have been aware of the event giving rise to a grievance. An oral response must be made within five (5) days.

STEP II. If the problem is not resolved, the grievance should be referred informally to the Elementary Principal. A meeting must be held within five (5) days from notification of referral and an oral response made within five (5) days.

STEP III. If the grievance is still not resolved, it should be submitted in writing within ten (10) days to the Secondary Principal, Bayard High School. The grievance should be described as specifically and completely as possible. A thorough investigation of the issue will be documented. Extra time, if needed, can be mutually agreed upon. A meeting must be held between the grievant and district representative within ten (10) days and a written response made within five (5) days.

STEP IV. If a satisfactory solution is not reached, the grievant(s) may appeal the issue in writing to the office of the Superintendent or designees within ten (10) days from the receipt of the response on Step III. A meeting between parties will be held within ten (10) days and a written response made within five (5) days. A complete record of this meeting shall be kept and signed by both parties for possible future reference.

STEP V. If the issue is not satisfactorily resolved in Step IV, the grievant(s) may appeal the grievance in writing to the School Board within five (5) days from the receipt of the written response. The Board shall consider the appeal within sixty (60) days and a written response shall be given within five (5) days.

Adopted: 8-8-94

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

POLICY NO. 5095-B - EXPLANATIONS - DUE PROCESS DIRECTIONS FOR STUDENT GRIEVANCE PROCEDURE

The grievance procedure for students is published in the district student handbook and publications that reach all students including those in special education. The procedure, a long with explanations, due process and directions are available for inspection in the following offices: Superintendent of Schools and building principals. Inquires can also be directed to the Director of Region VII Office for Civil Rights, 10220 North Executive Hills Boulevard, 8th Floor, Kansas City, Missouri 64153 or call (816) 891-8026.

It is the policy of this district that all grievances be resolved quickly and at the lowest step possible.

EXPLANATIONS:

1. *Grievance* – A grievance is a difference of opinion raised by a student or a group of students involving: 1) the meaning, interpretation or application of established policies; 2) difference of treatment; or 3) application of the legal requirements of civil rights legislation.
2. *Grievant* – Any student or group of students submitting a grievance in their own behalf.
3. *Days* – Days when school is in session.

DUE PROCESS:

1. *Right to Representation* – A grievant(s) may choose to be represented by an attorney other persons of their choosing, such as relative or advocate. Issues of ordinary school operation should however, be resolved as informally as possible.

2. *Right to Present Witness and Evidence* – Grievant(s) shall be allowed to present the grievance with relevant evidence and pertinent witnesses. Both parties shall have the opportunity for hearing and questioning witnesses.

3. *Time Limits* – All participants shall adhere to the time limits prescribed for each level. Failure by the administration at any step of the procedure to communicate the decision on the grievance within the specified time limit shall permit the grievant(s) to proceed to the next step. Failure on the part of the grievant(s) to appeal the decision to the next step within the specified time limits shall be deemed to be an acceptance of the decision rendered at that step.

4. *Right to Information* – Unless state laws and right-to-privacy laws are violated, all relevant records with names and identifying information must be made available to the grievant(s) for use as evidence in the grievance issue.

5. *Privacy* – During the grievance procedure except at Step IV, the grievant(s) shall have the right to designate whether the procedure and meetings will be confidential, including names and related information.

6. *Reprisals / Retaliation* - Participants in a grievance submitted in this district shall not be subjected to reprisals, retaliation or different treatment because of such participation. Participation shall not be recorded in the student file(s) or used to affect equal opportunity for access and equity in educational programs and services.

DIRECTIONS

Each step of authority shall acknowledge in writing the date of receipt of the written grievance with the statement that the issue will be considered promptly.

By Step III the grievance must be submitted in writing, dated and signed with the name of the attendance center and the grade level of the grievant(s). The issue should be described as specifically and completely as possible. Include the name of anyone who will represent the grievant(s). A statement of possible relief necessary to resolve the issue should be offered.

If the issue is of the type that would require a decision from higher authority, the facts surrounding the grievance should be compiled in writing and submitted to the proper level of authority, operating through appropriate channels. All levels of authority shall give immediate attention to the grievance issue, being aware of the specified timelines. Copies of the written answers to the grievant(s) shall be submitted to the Superintendent and/or building principal. This response shall contain a summary of the evidence determined, the conclusion(s) reached with reasons and shall be delivered to each grievant(s). If hand delivery with receipt cannot be made, registered mail will be used.

Adopted: 8-8-94

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

Superintendent report and updates.

1. Prior to Sept. 19 we submitted numerous documents to NDE Accreditation for the External Review process that we went through on Sept. 19. For the most part everything went smoothly and there was a request for additional onsite documents which we provided. Mrs. Rafferty aided in answering numerous questions the reviewer has and was able to attached several electronic sources to the link provided by NDE throughout our conservation. Yesterday I submitted the last batch of documents so we are should be finished with the process for the most part. The good news is that overall NDE had very few concerns two of which we will be addressing over the next couple of Board Meeting through changes in policy 6210 concerning multicultural education and writing across the curriculum. We are doing these they just aren't in formal policy. The other item that is difficult for us to comply with is in the area of Social Studies. We don't have adequate staff with broad enough endorsements to safely meet this requirement of 40 credit offerings at the high school level annually. Schools are no longer to do what is call a biennial offering in Math, Science, English, and Social Studies where two classes that are offered on alternate years can be counted as two course offerings every year. In addition to this because of the length of our class periods we have to offer at least 5 yearlong classes or 9 semesters of social studies each year to meet the requirement. If the Social Studies student teacher we will have next semester works out this will be remedied as they will hold a field endorsement in Social Studies endorsement and have indicated a willingness to seek a business endorsement. This would help put us on a solid footing in both the social sciences and business.
2. The Budget error is corrected with NDE, the State Auditor's Office and we have posted the change in levy on our website for the public. This will also be addressed in my report to again provide transparency for the public. This error could have very easily been such that it would have given the perception that we were raising the levy even though there was no change in tax asking or the budget itself. Perception and reality need to be congruent as people tend to often base their decisions first on precepting and support that decision with what they perceive as the reality of a situation. As I had mentioned earlier after I put a budget together I review it with a member of NDE prior to advertising and going through the adoption process to make sure errors don't exist. As a result of what occurred this year I have asked Bobbie to also review it with me to have a third set of eyes review it.
3. Our local auditors were finishing up our 2022-23 Audit this week which will be ready to submit within the next couple of weeks. To date everything appears to be going smooth.
4. Brandi Nolte is an individual from Broadwater who has a soda/sand blasting business and will do a brief presentation for the Board which she hoped to come back later to do a demonstration of the blasting process for the removal of paint, rust, hard water deposits, etc. You can see some of the work she has done at the Morrill County Court House. Her oral presentation should take no more than 5 to 10 minutes Monday which we will try to slip into the public comment section.
5. There are a few things that I would like Jessica Broderick, our Sped. Director from ESU 13, to address about how our transition to the Unit is going. Based on our conservation,

Admin. meetings and performance of services I believe they are going quite smooth at this point and we are moving forward with strengthening the Sped department with our current staff including teachers/paras that are in the process of obtaining additional endorsements.

6. Last week several of us met on campus with representatives from both Aulick Industries and the Morrill County Hospital. The meeting with Aulick is to look at the possibility of developing a partnership similar to the Career Academy model that Scottsbluff Public has with Aulick. The difference is this would be primarily on our campus. There is a second meeting scheduled for this upcoming Monday to meet with Aulick's, Dr. Dick and other pertinent individuals. The meeting with Morrill County Hospital is primarily one looking at how our Community Daycare may be able to partner with the hospital. By being a partner in these conversations with the Hospital and the Community Daycare we are placing ourselves in a good position as it relates to healthcare trainings our students will have access to concerning CNA & Med. Aid certification as well as other trainings. This also puts us in a good spot as Morrill County Hospital employees that live in the Gering or Scottsbluff may choose to drop off their children at our daycare which could open the door for our preschool and possible option enrollment.
7. Yesterday I received an email from Mrs. Reynaga the head administrator at Community Christian. At this point we are looking at the afternoon of the 25th of October. The exact time and location of the meeting should be finalized sometime next week. This too appears to be promising.
8. As was mentioned earlier I met with Mr. Schlothauer, the Supt. at Bridgeport, on Sept. 20th and we have since exchanged conversations. We are looking at our girl enrollment numbers over the next several years to try to determine if our combined enrollment would shove us up into Class B for Softball. If this were the case to move forward would not be in either school's best interest. Bridgeport will also be doing a survey to assess interest and how Softball may effect other fall activities for girls in Bridgeport. We are still open for discussions with Minatare and possibly other schools if it feasible.
9. I will mention in my Board report a circulation fan that has gone out in the main gym. There are two very large rooftop units that provide the cold air circulation and one has gone out. These units are not built so that we can repair them in the traditional sense. They are install and toss units, where things are pressed on and molded and can't be disassembled. They also come from Germany. These items are very pricy as in, approximately \$10,500 installed. I believe we can get by for a couple of months with one unit but don't want to push our luck to far. I don't want to order anything to early as we need to see where we are with our current commitments, revenue and cash flow before making additional commitments. The upside is that we have three funding streams that we can meet this obligation with. We can utilize the Special Building fund, which would be the best for us, the General fund or the Athletic fund. If we take action in Nov. we would not have to make payment until Dec. or possibly Jan. which will dovetail nicely with our anticipated cash flow.
10. It appears that we may finally be getting on top of our leaking roof problems. About the time school started we had a couple of heavy rains that allowed water to get in. We met with the individual that did our flashing work and that appears to have made a

significant difference. However, there were several concerns on the actual roof itself. One was a new leak that was coming into the newly roofed wood shop. There was scabbed together work that was located in an area that could only be seen from the adjoining roof if you were in a certain area. To me this appeared to be by design. In addition to this I have concerns as it relates to gutters that had never been replaced, roof slope, possible obstructed drains and ineffective drains that would push water under the roof in the event of heavy rains and the possibility of adding an additional drain in one location. In talking with our Alicap representative I voiced my displeasure with not receiving two documents that I asked for last spring. These were the bills submitted to and paid by Alicap to the contractor that has done our roofing and a recommendation of remedies for fixing our roof. I expressed in Aug. that given the way our roof looks and the poor quality of work I suspected that this very well may be a case of insurance fraud and that either they or we should be reporting this to the Attorney General's Office. Since the conservation there has been a number of items fixed. The scabbed together portion of our new roof now have new metal that is appropriately jointed, one portion over the high school office was sloped with a thick rubberized roofing material that was heated and tared so it should be locked in place and all the drains were retrofitted with sleeves and caps and prevent water from building up and back flowing under our roof into the buildings. Since then, we have had a couple of heavy rains with minimal seepage into the building. There are still several additional things we should do that are relatively inexpensive to reduce the chance of water penetrating our roof and drainage system. In addition, I spoke with Jeff about the need to flush the drains annually to push out leaves or other debris so we don't have water backing up and pooling on the roof. This is especially true for pools that are formed in the winter due to constant expansion and contraction of ice and the roof surface.

11. A couple of weeks back we went through an Alicap Safety Audit and for both schools and everything checked out with just a couple of recommendations. We got good compliments on our storage of items and especially on our wood shop improvements.
12. The HVAC units for the 5 classrooms and gym in the elementary were finished on Sept. 21st and the high efficiency heat pumps for the library and music rooms are in but will not be wired live until the manufacturer of the hall heating units have been delivered. We were at least a month early on most of the project and should have the final items completed within the next week or two.
13. Parent teacher conferences appeared to have very good attendance in both buildings. The flow of parents was steady during the entire conference period and teachers have very little if any down time.
14. I will be forwarding an email concerning some positive publicity that we received as part of the partnership we have with our community's early child care program. The entire podcast is under 25 minutes and worth listening to. The specific portion that addresses what is going on in Bayard starts at about 9'30" into the podcast and lasts about two to three minutes. I recommend that you listen to it entirely or at least our portion and the Gothenburg highlight. As a reminder I believe we are at just over 25 children in our daycare and have capacity for about 30 more.

Rodney Olson

| Vacation Leave 20 days (160 hours) no more the 25 days | Dates | Hours |
|---|-----------|-------|
| | 7/14/2023 | 8 |
| | 9/15/2023 | 8 |
| | 9/25/2023 | 8 |
| | 9/29/2023 | 2 |

26 Total used

| Sick Leave 10 days (80 hours) no more then 60 days | Dates | Hours |
|---|----------|-------------|
| | 9/1/2023 | 8 Sick Bank |
| | 9/5/2023 | 8 |

16 Total used