

**Board of Education Regular Meeting
Monday, January 13, 2025 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, January 13, 2025 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
 - I.F. Pledge of Allegiance
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Consent Agenda
 - V.A. Minutes of Previous Meeting
 - V.B. Bills
 - V.C. Board Member Reports
 - V.D. Reports and Correspondence Requiring No Action
 - V.D.1. General Reports and Financial Reports
 - V.D.2. Reports for Information Only
 - V.E. Adoption of Policies on First Reading
 - V.F. Adoption of Policies on Second Reading
 - V.G. Approval of Contracts within Policy Guidelines
- VI. Administer Oath of Office for Student Board Representative
- VII. Student Board Representative Report
- VIII. Invited Presentations and Discussions with Presenters
 - VIII.A. Presentation by FNBO
- IX. Principals and District Administrators
- X. Superintendent
- XI. Board Committee Reports and Recommendations
- XII. Discussion Items
 - XII.A. Discussion Regarding Board Committee Assignments for 2025.
 - XII.B. Discussion and Review of Board Code of Ethics.
 - XII.C. Discussion and Review of Accountability and Disclosure Commission Conflict of Interest Reporting Forms.
 - XII.D. Review and Discussion of Policies 8001 through 8474 in the 8000 series.
- XIII. Action Items
 - XIII.A. Discuss, Consider, and Take All Necessary Action in Regard to the Depositories of the District.

- XIII.B. Discuss, Consider, and Take All Necessary Action in Regard to Designation of Rauner and Associates as Auditors for the District.
- XIII.C. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Board Policy Manual.
- XIII.D. Discuss, Consider, and Take All Necessary Action in Regard to Designation of Simmons Olson Law Firm as Legal Firm for the District.
- XIII.E. Discuss, Consider, and Take All Necessary Action in Regard to Appointment of Mr. Rodney Olson as Designated Official of the Board of Education With Authority to Apply for Elementary and Secondary Education Act Grants and to Testify before Legislative Committees.
- XIII.F. Discuss, Consider, and Take All Necessary Action to the Approval of the 2025-2026 and 2026-2027 Negotiated Agreement.
- XIII.G. Discuss, Consider, and Take All Necessary Action in Regard to Updating the Plan for Safe Return (Revised Continuity of Learning and Reopening Plan).
- XIII.H. Discuss, Consider, and Take All Necessary Action to Certified Staff Resignations
- XIII.I. Discuss, Consider, and Take All Necessary Action in Regards to the Land Lease Agreement
- XIV. Set Next Meeting Date
- XV. 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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Board of Education Regular Meeting

Monday, December 9, 2024 7:00 PM

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

Carolyn Applegate: Absent
Joe Applegate: Absent
Kim Burry: Present
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 Burry at 07:00p.m. President Burry 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: Kim Burry, Bill Ferrero, Randy Eirich, Donna Stuart Administrators present: Superintendent Olson and Principal Ehler

I.E. Status of Absent Board Members

Motion Dies: Motion to approve the absence of Joe Applegate and Carolyn Applegate was made by Randy Eirich with no second.

I.F. Pledge of Allegiance

II. Approval of Agenda

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

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

III. Introduction of Guests

The guests introduced themselves to the board.

IV. Public Comments

Nate Edmunds addressed the board.

Roland Whitney addressed the board.

Eric Hansen addressed the board.

Noah Perry addressed the board.

Cody Reffalt addressed the board.

V. Consent Agenda

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

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

V.A. Minutes of Previous Meeting

V.B. Bills

V.C. Board Member Reports

V.D. Reports and Correspondence Requiring No Action

V.D.1. General Reports and Financial Reports

V.D.2. Reports for Information Only

V.E. Adoption of Policies on First Reading

V.F. Adoption of Policies on Second Reading

V.G. Approval of Contracts within Policy Guidelines

VI. Invited Presentations and Discussions with Presenters

VI.A. Presentation of Teammates

Principal Ehler gave a presentation of the Teammates program.

VI.B. Review of HAL Program

Mrs. Lacey James gave a presentation of the HAL Program

VII. Principals and District Administrators

Dr. Rice provided her report to the board. Academics: The winter NWEA/NSCAS testing has started. We plan to finish all JH NSCAS testing before Christmas but will stretch the NWEA testing into January. The sophomores will not test until the Spring as they took the Pre-ACT in October. Kristin Kasten from ESU was here on December 4th to work with Ms. Doughty and Mrs. Ferrero as they continue to implement the ILC math curriculum as well as the Building Thinking Classroom philosophy. She will plan another day in January to continue this important work. Leadership: The Culture Committee led by Tressa White is to be commended for their culture-building activities. They have put up a "Kindness Tree" with 15 acts of kindness and have planned for holiday dress themes for the last week of school. Students enjoyed both of these activities last year and we are looking forward to seeing how many acts of kindness our students can perform. The JH Student Council is spearheading the food drive. They have created posters

and flyers as well as designed a tracker made of jars to track our progress toward our goal of 600 items. As of Dec. 6th, we have collected 173 items. Mrs. Becca Smith and I traveled to Lincoln to attend the Nebraska Music Educators conference in November. We appreciate the support of the school to allow us to attend such a worthwhile event. Engagement: The Secondary Music concert is scheduled for Dec. 17th @ 6:30. We would like to invite the board members to attend the concert and support our students. 21st Century Singers will be caroling on December 18th. They will travel to Scottsbluff and Gering to sing at the Vista, the Residency, and the Veteran's Home before returning to Bayard to sing at Chimney Rock Villa as well as our daycare, preschool, and elementary. Community: Congratulations to Jessie Kappen, Kylie Lashley, Taylor Petersen, and Shayleigh West for being accepted into the UNK Honor Choir. These students also auditioned for Chadron State's High Plains Honor Choir, but we have not received the results. Several of our seniors worked with the City of Bayard to put up Christmas lights and decorate the City Office. Our cheerleaders represented our school at the Holiday Parade on Friday, Dec. 6th. I would like to commend them for taking the time to participate in this event.

Mrs. Ehler gave her report to the board. Academics: We are finishing up our NWEA, NSCAS, and DIBELS winter assessments across the school. We will be spending time in PLCs addressing results, readdressing interventions, and developing plans for students. Our Special Education teachers and service providers had a busy month in November with 21 meetings (IEPs, IFSPs, MDTs, and meeting with the Autism Spectrum Disorder Network). They have done a fantastic job developing plans to help meet our students' needs. Leadership: The Student Lighthouse Team raised over \$1,000 with their Little Caesar's Pizza fundraiser. The funds will be used to sponsor elementary school celebrations. Our elementary staff trained with Adanijah Gonzales from ESU13 during our December 2 in-service on Deaf Education in the classroom. We will continue learning more about how to better serve our deaf and hard of hearing students throughout the year. Our Veterans Day program went very well with guest speaker Megan Macy. Mrs. Becca Smith and the entire elementary did a great job with the music and we had several student speakers throughout the program as well. Engagement: We had around 80 people attend our Soup Supper this year, with volunteers from the Student Lighthouse Team families coming to serve and several parents throughout our school who made desserts. The Book Fair was also a large success. The money made from the Book Fair will go toward supplies or furniture needed for the elementary school, ordered through Scholastic to make the most of our profit. Donations of school supplies were given at the Soup Supper to replenish needs in the classroom. A holiday meal will be held this week with families invited on December 13. We had great attendance last year and look forward to welcoming them again this year. Community: We are excited to begin a Teammates Program with our 3-8 grade students. Greg Schmall approached us to begin the process. We already have the support of a few local companies to support the program monetarily and several community members have expressed interest in being mentors. We combined donations made to TigerCARE with support from the Greek Orthodox Church this year to provide 10 Thanksgiving meals and KC Heath donated 4 more baskets for families from our school. It was wonderful to have the community support our families so well this year! Our food drive is going well, so far we have collected 196 items. The Student Lighthouse Team has been in charge of counting the items daily. Youth sports are up and going again with federation wrestling and Wyobraska basketball practices beginning.

Mr. Nesbitt provided his report to the board. Academics: Each week starts by checking the eligibility list, the numbers have been up a little due to being between sports. Yet, we have seen a decline

already as we gear up for winter sports. I will be visiting with each team about the importance of their attendance as it pertains to their education, but also the policy guidelines for being present in classes. Coaches are working hard to send students failing even 1 class to academic intervention to get the appropriate help they need. We are nearing the end of the semester and this will help all our students and student-athletes ensure they are being successful. JH kids are required to go to homeroom if they are down in even 1 class. Leadership: Speech: 2 students out. The speech team is working on a fundraiser for the year for their program and is looking for more members. Girls Basketball: 9 girls out. They have a busy schedule before Christmas with 7 games. Due to low numbers, we have picked up a few JV games of 1 quarter to get some more reps, but not overdue the players during this long season. Boys Basketball: 16 boys out. They also have a busy schedule before Christmas with 7 games and we are trying to get as many 4 quarter JV games as possible. We have some planned, but some schools are unable to run 4 quarters this year. Boys Wrestling: 10 boys out for wrestling they started with Mullen and a big week. They have 3 more tournaments before Christmas break. Girls Wrestling: 4 girls out for wrestling and they started off at Chadron and Southwest. Then have also had a busy week, shown lots of growth, and had a great start. They will have 3 more tournaments before Christmas and one in North Platte over break. One-Acts: They finished their season at districts in Ainsworth, NE on December 4th. They had a great season with Krista West receiving MAC and WTC all conference awards and Shayleigh West with WTC all-conference. The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities. Elementary Christmas Program: The program will be on Tuesday, December 10th @ 6 pm. We will work to see if we can stream on Hudl TV for all our at-home viewers. Secondary Christmas Program: The program will be on Tuesday, December 17th with caroling at 6:30 pm and the concert to begin at 6:45 pm. We hope to stream this event as well. NSAA Shot Clock: The shot clocks are up and running. Thank you again to the Carlos Flores family and to Payton and John Oliverius for volunteering to help run the new shot clocks for JV and varsity games. Engagement: Coaches Evaluations Fall Sports: Head coaches evaluations are underway. Mrs. Schluterbush has been amazing with getting information out on all sorts of social media platforms for our patrons with time changes and keeping everyone up to date. Monday minutes are being completed each week and shared with staff. Also, we are putting them out on the TV's and we are working to get it all out on social media. We got the winter schedule out for patrons via social media and hope to get some to the grocery store, Tiger Paws, and also when people come to events. We have set a calendar for the school as many youth organizations are gearing up again for the winter sports season. Mrs. Cochran and Bobbie Stuart have been integral in getting a Bayard Tiger Pride pop-up store up and going with some awesome items again this year. They will be setting up for multiple events and have already set up for many fall events. At this time we have 8 girls who have come to tell me they have an interest in playing girl's softball next fall. I plan to have a parent's meeting to discuss the different parts before Christmas break. We get at least 10 - 11 girls and continue the program as planned. We talked with Alliance Public Schools about us cooping with them for softball in the fall if our numbers are too low. They have shown good interest, but have requested we let them know right after the first of the new year so logistics could be talked about in plenty of time. Also, I would need to be sure we let other teams know of our plans either way so they can continue to schedule. The ultimate goal would be to get enough Bayard girls to continue the program but also want to be sure we talk about contingencies if they arise. Community: I am working to try and be sure the TV's are up to date as much as possible. Tiger Paws has been a great help with hospitality for many of our

home events. Also, they are always more than willing to donate to help the students of Bayard Public Schools. We have been getting many of our hospitality items from the grocery store to help them as well. They have been generous to give us a small discount for using them to buy goods for the school. I will be talking to the Corner Cafe, Golf Course, the Vault, Branding Iron, Tiger Paws, Nate's place, and other local businesses about the number of people district wrestling will bring to our town for the girls. We are hoping we can help have a great day for our local businesses during that time. We will have 33 teams for district wrestling so we could expect possibly more than 200 wrestlers with between 800-1000 fans in attendance at that time. Facilities: The custodial staff installed a bottle filler by the new gym from the money we got for a BCBS of Nebraska Grant. It is already being used daily. The big screen is up and running with great info on it for our games. Shot clocks are up and running along with updates to the scoreboards. Transportation: We are close to fully staffed with regular drivers and substitute drivers. The charter is back to the school and ready for basketball season. We are waiting on parts for the large yellow pusher bus to finish heating and air conditioning. Cameras are up and running in the busses and we have been able to utilize them well. We have multiple staff members with 14 passenger licenses in case the need were to arise.

VIII. Curriculum and Instruction

IX. Superintendent

Mr. Olson gave his report to the board. **Buildings and Grounds:**

We are working with Allicap Insurance and a regional contractor concerning roof maintenance and repair, with a focus on gutters and ice shields.

Downtown Building:

We are making some slow progress in cleaning out the building that is downtown.

Elementary Lawn/Playground Improvement:

By April we should have soil for the elementary playground so we can reseed the playground area and clean up the front elementary lawn so it can also be reseeded.

Parking Request

Assumption Greek Orthodox Church has made a request to work out some form of long term parking arrangement with the school that will allow for church parking. This primarily comes into play during weddings and funerals when the normal church parking is inadequate for meeting church and community needs.

School Safety:

School safety is an ongoing concern for all schools across the United States. We need to look at the feasibility of a School Resource Officer or some hybrid role that will help bolster our current level of school safety.

X. Board Committee Reports and Recommendations

XI. Discussion Items

XI.A. Review and Discussion of Policies 5000 through 5020 in the 5000 series.

The board reviewed policies 5000-5020 in the 5000 series.

XI.B. Discussion Regarding the Nebraska School Boards Association New School Board Workshop and Legislative Issues Conference.

XII. Action Items

XII.A. Discuss, Consider, and Take All Necessary Action in Regard to Consideration of Nominations for the Volunteer Section of the A.M. "Mike" Cillessen Memorial Board

Motion Passed: Motion to approve Carlos Flores and Aulick Industries for the Volunteer Section of the A.M. "Mike" Cillessen Memorial Board passed with a motion by Randy Eirich and a second by Bill Ferrero.

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XII.B. Discuss, Consider, and Take All Necessary Action to a Community Teammates Partnership

Motion Passed: Motion to approve a Community Teammates Partnership passed with a motion by Donna Stuart and a second by Randy Eirich.

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XII.C. Discuss, Consider, and Take All Necessary Action to the Approval of the Johnson Controls Contract for the 2025-2026 School Term

Motion Passed: Motion to approve the Johnson Controls Contract for the 2025-2026 school term passed with a motion by Bill Ferrero and a second by Randy Eirich

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XII.D. Discuss, Consider, and Take All Necessary Action to the Approval of Student Board Representative for 2025 Spring Semester

Motion Passed: Motion to approve Jonathon McMillian-Peters as the 2025 Spring Semester Student Board Representative passed with a motion by Donna Stuart and a second by Bill Ferrero.

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XII.E. Discuss, Consider, and Take All Necessary Action to the Superintendent Contract Template

Motion Passed: Motion to approve suggested changes to the Superintendent Contract Template passed with a motion by Bill Ferrero and a second by Donna Stuart.

Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XII.F. Discuss, Consider, and Take All Necessary Action in Regard to Evaluation of the Superintendent.

Motion Passed: Motion to approve the Evaluation of the Superintendent passed with a motion by Donna Stuart and a second by Randy Eirich.

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

XIII. Set Next Meeting Date

Special Meeting Scheduled for January 13 2025 at 4:30 p.m. followed by regular meeting at 7:00p.m.

XIV. Adjournment

Motion Passed: Motion for adjournment at 8:16p.m. passed with a motion by Donna Stuart and a second by Randy Eirich.

Votes: Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

Secretary

Bayard Public Schools

1/13/2025

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
A E SERVICES	01 2620 352 001 001 1	check voltage box	<u>240.00</u>
	Total		240.00
AL'S MARKET	01 6968 610 002 002 2	cooking club	0.00
	01 6968 610 002 002 2	cooking club	<u>11.77</u>
	Total		11.77
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitorng	28.95
	01 2620 352 001 001 1	ast monitorng	<u>28.95</u>
	Total		57.90
Amazon Capital Services	01 6968 610 002 002 2	Of The Earth Handmade Paper -	32.29
	01 1100 610 001 001 1	supplies for shop and Industrial Arts	137.40
	01 6968 610 002 002 2	ZeeDix 50pcs (30mm) Coco Coir Pellets	11.99
	01 6968 610 002 002 2	10Pcs NINGDAN Mini Shovel,Plastic Mini	34.45
	01 6968 610 002 002 2	Haawooky 48 Pack 3 Inch Colorful Plastic	9.99
	01 6968 610 002 002 2	Of The Earth Handmade Paper -	9.99
	01 1291 610 003 000 0	SUPLIK Kids Case for iPad 5th/6th	35.94
	01 1291 610 003 000 0	Indestructibles: Baby, See the Colors!:	9.76
	01 1291 610 003 000 0	Indestructibles: Things That Go!: Chew P	9.52
	01 1291 610 003 000 0	Indestructibles: Hello, Farm!: Chew Proo	9.56
	01 1291 610 003 000 0	promotions discounts	(16.51)
	01 1291 610 003 000 0	shipping	6.99
	Amazon Capital Services		139.75
	01 1100 610 001 001 1	1984 Book	<u>139.75</u>
	Total		431.12
B & C STEEL CORPORATION	01 1100 610 001 001 1	Tubing for welding	<u>36.91</u>
	Total		36.91
BAYARD AUTOMOTIVE	01 2730 352 000 000 0	Bus #5 Radiator Flush, Hose, Tension Pul	625.00
	01 2710 610 000 000 0	DexCool AF C Gallon	159.66
	01 2710 610 000 000 0	Hose Clamp	3.66
	01 2710 610 000 000 0	Shop Supplies	30.00
	01 2730 352 000 000 0	Bus #5 Radiator Flush, Hose, Tension Pul	0.00
	01 2710 610 000 000 0	DexCool AF C Gallon	0.00
	01 2710 610 000 000 0	Hose Clamp	0.00
	01 2710 610 000 000 0	Shop Supplies	0.00
	01 2710 610 000 000 0	DEF 2.5 Gallons	138.10
	01 2710 610 000 000 0	Acetone Quart - Ink Pen Removal	10.99
	01 2730 352 000 000 0	Silicone Gasket	13.03
	01 2730 352 000 000 0	14 oz OTC/LADCO	8.82
	01 2730 352 000 000 0	80-90 Gear luk	40.76
	01 2710 610 000 000 0	Howes Diesel Treatment - Case	108.90
	01 2710 610 000 000 0	15 ATM Fuse - packet	4.05
	01 2710 610 000 000 0	Antifreeze Dex Cool - Orange - Case	106.44
	01 2730 352 000 000 0	Suburban #13 - flat fix	15.00
	01 2730 352 000 000 0	Megatron B	204.95
	01 2730 352 000 000 0	Core Charge	10.00
	01 2730 352 000 000 0	Core Charge-Credit	(10.00)
	01 2730 352 000 000 0	Short Cage Nut #10	2.68
	01 2730 352 000 000 0	M10x1.5x60 Cap	1.61
	01 2730 352 000 000 0	Bolt 1/2 LB	2.22
	01 2730 352 000 000 0	Christopher Buskirk-Labor	500.00
	01 2730 352 000 000 0	Hose Clamps	1.51
	01 2730 352 000 000 0	Alternator/Generator	300.42
	01 2730 352 000 000 0	Core Charge	44.44
	01 2730 352 000 000 0	Core Charge	(44.44)
	01 2730 352 000 000 0	Christopher Buskirk-Labor	250.00
	01 2710 610 000 000 0	Interstate Battery	379.90
	01 2710 610 000 000 0	Core Charge	30.00
	01 2710 610 000 000 0	Core Refund	<u>(30.00)</u>
	Total		2,907.70
BAYARD PUBLIC SCHOOLS - ACTIVITY	01 1990	online woods fees	300.00
	01 1990	online secondary fees	55.00
	01 1990	online cheer	30.00
	01 1990	online ffa	400.00
	01 1990	online choir	<u>88.00</u>
	Total		873.00
BAYARD PUBLIC SCHOOLS - LUNCH	01 1100 610 001 001 1	act testing snacks	51.31
	01 3300 610 000 000	soup dinner	230.85
	01 1990	online payments	<u>50.00</u>
	Total		332.16

BAYARD PUBLIC SCHOOLS	01 1990	prek fees	660.00
	Total		660.00
BAYARD TRANSCRIPT	01 2310 540 000 000 0	publications	340.50
	Total		340.50
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
BLACK HILLS ENERGY	01 2610 621 002 002 2	#462419 heating fuels	1,026.34
	01 2610 621 000 000 0	#267959 heating fuels	206.61
	01 2610 621 001 001 1	#242155 heating fuels	9,746.36
	Total		10,979.31
BOX BUTTE COUNTY CLERK	01 2310 810 000 000 0	general election expense	100.00
	Total		100.00
CANNON FINANCIAL SERVICES	01 1100 810 001 001 1	copier rental	155.40
	01 1100 810 002 002 2	copier rental	155.40
	Total		310.80
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva	12.99
	01 3540 610 002 002 2	gardening seeds	(15.18)
	01 3540 610 002 002 2	gardening seeds	15.42
	01 3540 610 002 002 2	gardening seeds	8.49
	01 3540 610 002 002 2	gardening seeds	43.91
	01 3540 610 002 002 2	https://www.amazon.com/Mr-Pen-Pen-	4.84
	01 3540 610 002 002 2	https://www.amazon.com/Dawn-Ultra-	16.88
	01 3540 610 002 002 2	https://www.amazon.com/ChefAide-Ice-	6.29
	01 3540 610 002 002 2	https://www.amazon.com/Muffin-12-Well-	15.18
	01 3540 610 002 002 2	https://www.amazon.com/SKITTLES-	11.17
	01 3540 610 002 002 2	https://www.amazon.com/Amazon-Fresh-	4.76
	01 3540 610 002 002 2	https://www.amazon.com/Heinz-Vinegar-	8.96
	01 3540 610 002 002 2	https://www.amazon.com/Orville-	13.28
	01 3540 610 002 002 2	https://www.amazon.com/Mill-Active-Insta-	8.99
	01 3540 610 002 002 2	https://www.amazon.com/Hydrogen-	13.80
	01 1100 610 000 000 0	https://www.amazon.	5.99
	01 1100 610 000 000 0	https://www.amazon.com/Birdbaths-	11.87
	Total		187.64
CENTURY LINK	01 2510 382 000 000 0	#1510 telephone	158.63
	Total		158.63
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	39.00
	01 2610 621 001 001 1	#75400 electric	5,186.18
	01 2610 410 001 001 1	#75400 utilities	860.75
	01 2610 621 002 002 2	#75600 electric	342.70
	01 2610 410 002 002 2	#75600 utilities	1,711.00
	Total		8,139.63
CONNECTING POINT	01 1100 610 000 000 0	staples	56.80
	01 1100 352 001 001 1	copier service contract	594.15
	01 1100 352 002 002 2	copier service contract	594.15
	Total		1,245.10
CONRAD, ELIZABETH	01 2712 332 003 000 0	mileage reimb	205.02
	Total		205.02
CORNHUSKER, A MARRIOTT HOTEL, THE	01 2310 580 000 000 0	burry lodginq	110.00
	Total		110.00
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	r/o	109.90
	01 2610 610 002 002 2	r/o	27.50
	Total		137.40
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 001 001 1	nov 24network	292.87
	Total		292.87
Docu-Shred	01 2510 352 001 001 1	shredding service	120.00
	Total		120.00
EAKES OFFICE SOLUTIONS	01 2610 610 002 002 2	janitorial supplies	54.26
	01 2510 610 000 000 0	2025 desk calendar	4.85
	Total		59.11
EDUCATIONAL SERVICE UNIT #13	01 1200 591 003 001 1	panhandle beginninqs	965.70
	01 2190 591 000 000 0	mips	80.00
	01 1200 330 003 000 0	cpj training	75.00
	01 1160 591 000 000 0	valts	4,000.00
	01 2190 591 000 000 0	non sped counseling	1,386.00
	01 1100 382 000 000 0	dl	856.00
	01 1100 382 000 000 0	erate	300.00
	01 1160 591 000 000 0	neva	708.33
	01 1292 591 003 000 0	0-2 sped sup esu programs	31.52
	01 2161 591 003 002 2	elem ot	1,855.64
	01 2161 591 003 002 2	elem ot assistant	133.54
	01 2153 591 003 000 0	0-2 speech	394.06
	01 2162 591 003 000	3-5 ot	61.64
	01 2171 591 003 001 1	secondary pt	112.50

	01 2181 591 003 002 2	elem low vision	779.45
	01 1200 330 003 000 0	sped inservice	63.00
	01 1200 591 003 002 2	elem ot	159.13
	01 1200 591 003 000	sup esu programs	710.71
	01 1200 591 003 001 1	meridian a	2,250.00
	01 1200 591 003 001 1	lifelink	2,250.00
	01 1200 591 003 000	consult district sped	1,300.00
	01 1200 591 003 001 1	sup secondary pt	9.00
	01 1200 591 003 001 1	sup meridian speech meridian	7.58
	01 1200 591 003 001 1	sup secondary speech lifelink	9.72
	01 1200 591 003 002 2	elem sup low vision	62.36
	01 1291 591 003 000 0	3-5 sup esu programs	203.84
	01 1291 591 003 000 0	sup 3-5 ot	4.93
	01 2152 591 003 000 0	3-5 speech	2,548.02
	01 2151 591 003 002 2	elem speech	5,576.00
	01 2151 591 003 001 1	secondary speech	472.88
	01 2151 591 003 001 1	meridian speech	94.77
	01 2151 591 003 001 1	lifelink speech	121.50
	01 2141 591 003 001 1	secondary psych services	2,772.00
	Total		30,354.82
FNBO CARD	01 2610 610 002 002 2	pipe fittings	17.02
	01 2510 531 000 000 0	postage	6.25
	01 2510 531 000 000 0	mailchimp	13.00
	01 1100 810 001 001 1	reoccurring edpuzzle	13.50
	01 2710 610 000 000 0	Cleaning Vinegar	4.50
	01 2710 610 000 000 0	Awesome Cleaner	13.00
	01 2710 610 000 000 0	Bleach	6.25
	01 2710 610 000 000 0	Pocket (mini) Notebook	1.00
	01 2710 610 000 000 0	Gorilla Clear Grip Glue	5.95
	01 2710 610 000 000 0	AAA Batteries - 8 pack Rayovac	6.75
	01 2710 610 000 000 0	Rubber Bands	1.00
	01 2710 610 000 000 0	Lined Sticky 4x6 Post It Notepad	1.00
	01 2710 610 000 000 0	Dawn Power Wash Refill	4.00
	01 2710 610 000 000 0	Bungee Stretch Cord	6.50
	01 2710 610 000 000 0	Bottled Water - 32 Pack	10.50
	01 2710 610 000 000 0	Mr. Clean Magic Eraser - 6 pack	5.50
	01 2710 610 000 000 0	Quart Freezer Baggies	2.50
	01 2710 610 000 000 0	Sandwich Baggies	1.00
	01 2710 610 000 000 0	Gallon Freezer Baggies	2.50
	01 2710 610 000 000 0	Car Wash Soap - Turtle Wax	6.00
	01 2710 610 000 000 0	Son of a Gun Tire Shine	10.00
	01 2710 610 000 000 0	Armor All Tire Foam Cleaner	6.00
	01 2710 610 000 000 0	Son of. a Gun Tire Foam Cleaner	6.00
	01 2710 610 000 000 0	Tax	5.81
	01 2710 610 000 000 0	Plastic Slim Portable File Container	18.99
	01 2710 610 000 000 0	5 Tab Hanging Folders	14.99
	01 2710 610 000 000 0	RY25 AAG Success 2	17.99
	01 2710 610 000 000 0	3 Tab Plastic File Folders	22.99
	01 2710 610 000 000 0	Posca Window Markers	29.99
	01 2710 610 000 000 0	Brothers Printer Ink Black/Color	45.99
	01 2710 610 000 000 0	6 Inch Vinyl Letters	12.99
	01 2710 610 000 000 0	Charter - 12V foot heater. Sapp Brothe	37.44
	01 1100 810 002 002 2	Spelling Bee Registration	199.00
	01 3535 610 000 000 0	cups for hal	15.30
	01 1100 810 002 002 2	generation genius	299.00
	Total		870.20
HEMINGFORD PULIC SCHOOLS	01 1100 352 001 001 1	dl spanish	11,126.02
	Total		11,126.02
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	mops rugs rags	329.72
	01 2610 610 002 002 2	mops rugs rags	652.72
	Total		982.44
IDEAL/BLUFFS FACILITY SOLUTIONS	01 2610 610 001 001 1	restroom supplies	833.80
	Total		833.80
J W PEPPER & SON INC.	01 1100 610 001 001 1	Sisi Ni Moja	105.00
	Total		105.00
KUSKIE STATION LLC	01 2620 610 001 001 1	propane	350.44
	01 2610 626 001 001 1	custodial fuel	187.73
	01 2710 626 000 000	bus fuel	3,496.70
	01 2610 626 001 001 1	fuel	15.00
	01 2610 626 001 001 1	credit	(0.26)
	Total		4,049.61
LITTLE, TROY	01 1100 352 001 001 1	wire car hoist	250.00
	Total		250.00
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	37.11
	Total		37.11

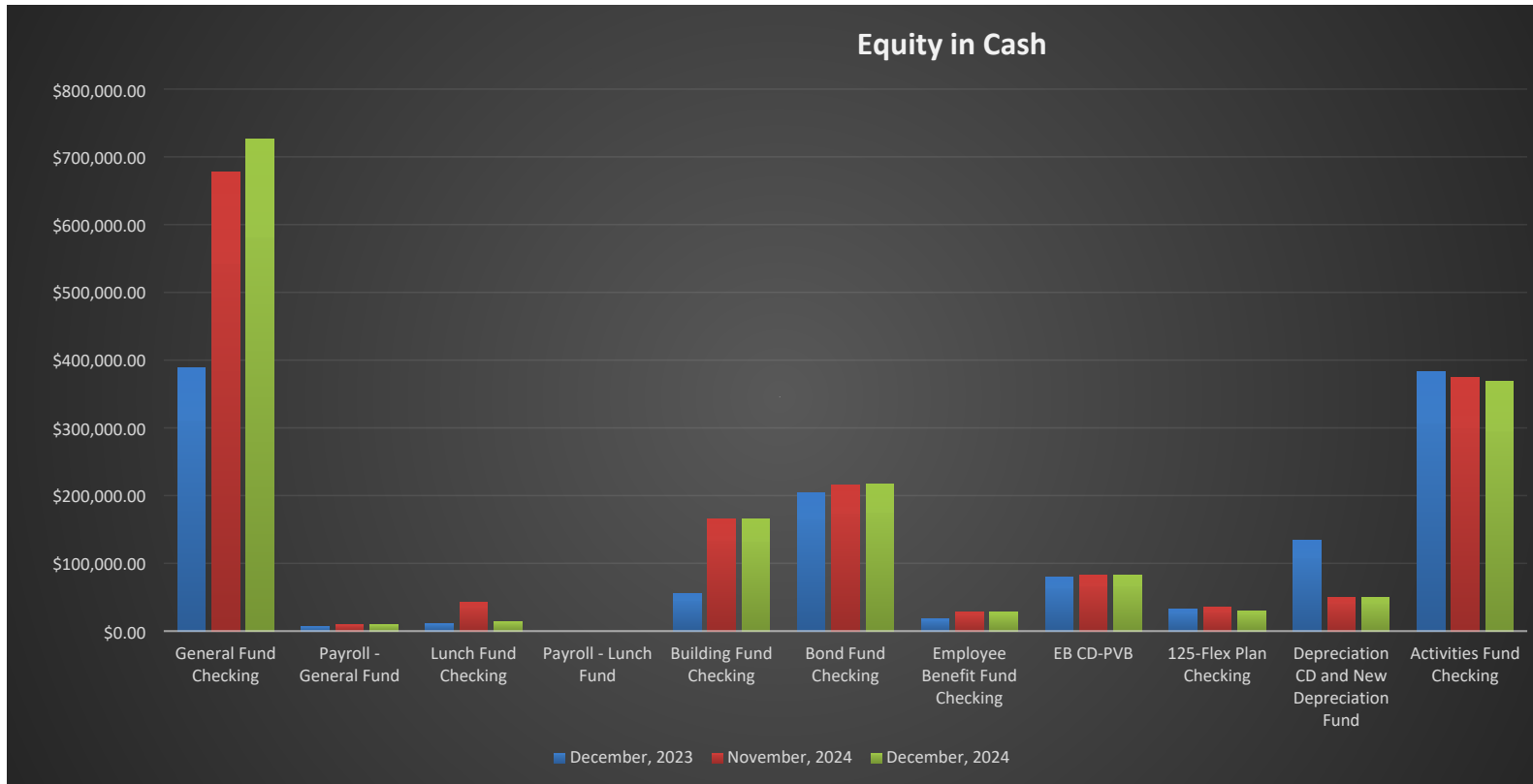
MENARDS	01 2610 610 002 002 2	drill bits	38.66
	01 1100 610 000 000 0	christmas lights for stage	76.35
	01 1100 610 000 000 0	Christmas lights for stage	39.96
	01 1100 610 001 001 1	stain	37.98
	01 2610 610 001 001 1	art room faucet Safety harness	178.97
	01 2620 610 001 001 1	tile floor repair in halls	<u>32.23</u>
	Total		404.15
NEBRASKA ASSOCIATION OF SCHOOL	01 2310 330 000 000 0	burry legislative issues	<u>25.00</u>
	Total		25.00
ONE SOURCE	01 1200 810 003 000 0	background check	<u>53.00</u>
	Total		53.00
PANHANDLE PARTNERSHIP	01 2510 810 000 000 0	dues	<u>150.00</u>
	Total		150.00
PANHANDLE PUBLIC HEALTH DISTRICT	01 1160 810 000 000 0	24-25 base ed	<u>700.00</u>
	Total		700.00
PITTSBURGH WATER COLLER SERVICE	01 2610 610 002 002 2	Elkay 3000 gal capacity filter Kit	<u>207.98</u>
	Total		207.98
REGIONAL WEST MEDICAL CENTER	01 1100 330 001 001 1	cpr cards	112.20
	01 1100 330 002 002 2	cpr cards	<u>112.20</u>
	Total		224.40
SCOTTS BLUFF COUNTY CLERK	01 2310 810 000 000 0	election	<u>122.88</u>
	Total		122.88
SIMMONS OLSEN LAW FIRM P.C.	01 2330 317 000 000 0	legal fees	<u>725.00</u>
	Total		725.00
SOAR PEDIATRIC THERAPY, LLC	01 2153 591 003 000 0	0-2 pt	636.73
	01 2152 591 003 000 0	3-5 pt	803.69
	01 2151 591 003 002 2	sa pt	<u>843.75</u>
	Total		2,284.17
SPARQDATA SOLUTIONS	01 2310 810 000 000 0	sparq meetings	2,600.00
	01 2310 810 000 000 0	sparq negotiations	<u>1,800.00</u>
	Total		4,400.00
Stuart, Bobbie	01 2510 580 000 000 0	mileage reimb	<u>83.08</u>
	Total		83.08
TEAM CHEVROLET	01 2730 352 000 000 0	LABOR	801.00
	01 2730 352 000 000 0	PARTS	155.01
	01 2730 352 000 000 0	SUBLETS	250.00
	01 2730 352 000 000 0	SHOP SUPPLIES	65.00
	01 2730 352 000 000 0	MISC. CHARGE	3.50
	01 2730 352 000 000 0	PARTS-OTHER	<u>92.04</u>
	Total		1,366.55
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	timeclock	<u>188.50</u>
	Total		188.50
UNL EXTENSION MORRILL COUNTY	01 1100 330 002 002 2	STEM DAY	<u>75.00</u>
	Total		75.00
VERIZON	01 2710 810 000 000 0	gps	<u>129.52</u>
	Total		129.52
FRONTIER OVERHEAD DOOR	03 4700 720 000 000 0	busbarn doors	<u>4,565.60</u>
	Total		4,565.60
		General Fund Total	\$87,906.35
		Building Fund	\$4,565.60
		Payroll	\$414,707.15

Bayard Public Schools

Equity in Cash

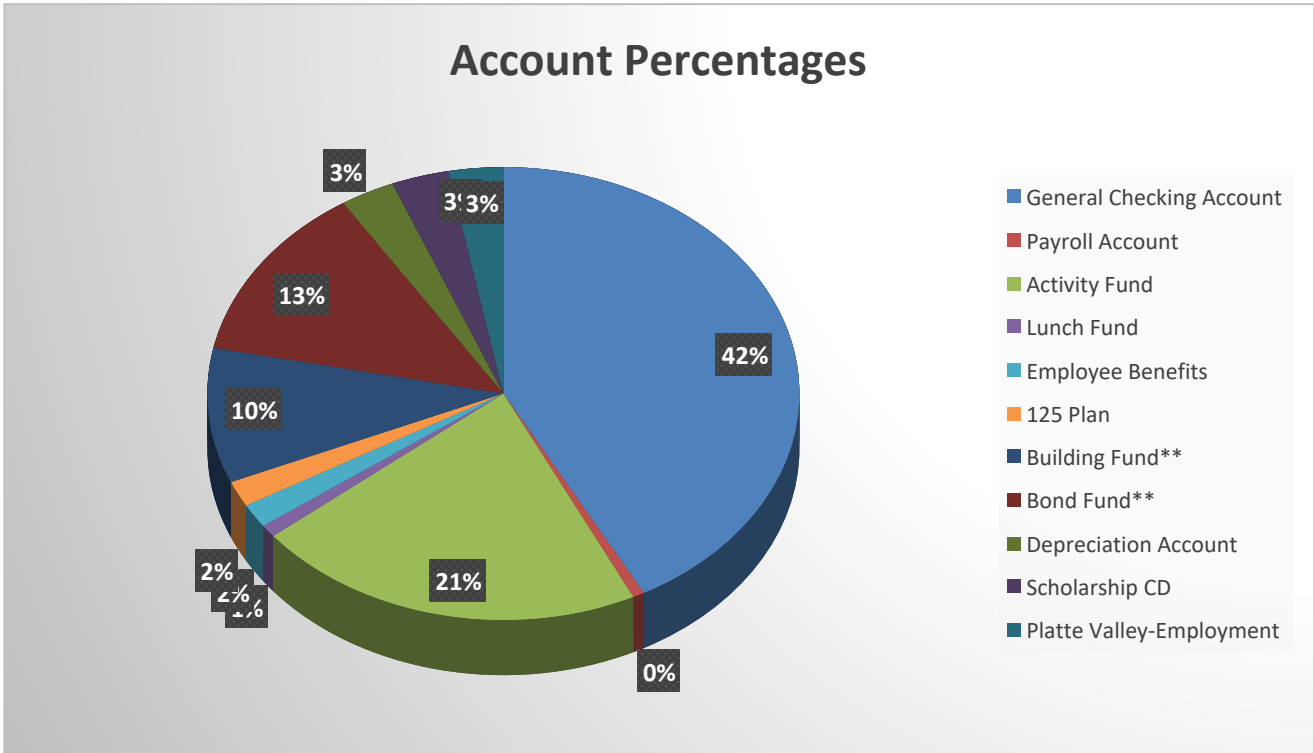
December 31, 2024

Fund	Fund #	December, 2023 PRIOR YEAR BALANCE	November, 2024 PRIOR MONTH BALANCE	December, 2024 REVENUES	December, 2024 EXPENSES	December, 2024 ENDING BALANCE
General Fund Checking	01-101	\$389,146.41	678,758.48	555,207.03	(506,609.87)	\$727,355.64
Payroll - General Fund	01-104	\$7,748.11	\$ 10,759.99	416,676.09	(416,690.19)	\$ 10,745.89
Lunch Fund Checking	02-101	\$12,163.37	44,280.37	1,101.47	(30,001.77)	\$15,380.07
Payroll - Lunch Fund	02-104	\$0.00	0.00	13,012.84	(13,012.84)	\$0.00
Building Fund Checking	03-101	\$57,499.48	166,816.94	3,318.90	(3,891.77)	\$166,244.07
Bond Fund Checking	04-101	\$206,086.37	217,059.78	1,645.69	0.00	\$218,705.47
Employee Benefit Fund Checking	05-101	\$19,972.48	29,400.35	62.33	(100.00)	\$29,362.68
EB CD-PVB	05-106-1000	\$80,856.60	83,307.24	0.00	0.00	\$83,307.24
125-Flex Plan Checking	05-107	\$33,513.32	36,085.56	4,981.01	(9,371.19)	\$31,695.38
Depreciation CD and New Depreciation Fund	06-101	\$135,301.04	51,312.25	49.42	0.00	\$51,361.67
Activities Fund Checking	07-101	\$383,955.32	375,565.19	19,829.56	(25,885.19)	\$369,509.56
Scholarship CD	07-114	\$56,589.50	54,229.29	0.00	0.00	\$54,229.29
TOTAL		\$1,382,832.00	\$ 1,747,575.44	\$ 1,015,884.34	(1,005,562.82)	\$1,757,896.96



BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of Dec 2024

General Checking Account	\$	727,355.64	
Payroll Account	\$	10,745.89	
Activity Fund	\$	369,509.56	
Lunch Fund	\$	15,380.07	
Employee Benefits	\$	29,362.68	
125 Plan	\$	31,695.38	
Building Fund**	\$	166,244.07	
Bond Fund**	\$	218,706.47	
Depreciation Account	\$	51,361.67	
Scholarship CD	\$	54,229.29	
Platte Valley-Employment	\$	51,361.67	
	\$		1,725,952.39



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>	
Check Number: 2045		Check Type: Check	Check Date: 12/02/2024	Vendor: ANNGAR	ANNABELL GARDENS	Check Total: 429.00
20241202	12/02/2024		ed rising lodging 0213	07 2900 580 102 000 0	135.00	
20241202	12/02/2024		ed rising lodging 0211	07 2900 580 102 000 0	159.00	
20241202	12/02/2024		ed rising lodging 0214	07 2900 580 102 000 0	135.00	
Check Number: 2046		Check Type: Check	Check Date: 12/02/2024	Vendor: BECDAV	DAVID BECKER	Check Total: 182.00
20241202	12/02/2024	25-000424	JH officials fees with mileage vs Bayard	07 2900 352 102 000 0	150.00	
20241202	12/02/2024	25-000424	mileage	07 2900 352 102 000 0	32.00	
Check Number: 2047		Check Type: Check	Check Date: 12/02/2024	Vendor: CASTARMAND	AMRAND CASTANEDA	Check Total: 123.00
20241202	12/02/2024	25-000428	JV officials fees with mileage vs Hay Sp	07 2900 352 102 000 0	100.00	
20241202	12/02/2024	25-000428	mileage	07 2900 352 102 000 0	23.00	
Check Number: 2048		Check Type: Check	Check Date: 12/02/2024	Vendor: HERTRE	TREVOR HERGENREDER	Check Total: 123.00
20241202	12/02/2024	25-000422	JV officials fees with mileage vs Creek	07 2900 352 102 000 0	100.00	
20241202	12/02/2024	25-000422	mileage	07 2900 352 102 000 0	23.00	
Check Number: 2049		Check Type: Check	Check Date: 12/02/2024	Vendor: HERTRE	TREVOR HERGENREDER	Check Total: 123.00
20241202-0001	12/02/2024	25-000426	JV officials fees with mileage vs Garden	07 2900 352 102 000 0	100.00	
20241202-0001	12/02/2024	25-000426	mileage	07 2900 352 102 000 0	23.00	
Check Number: 2050		Check Type: Check	Check Date: 12/02/2024	Vendor: KUXNIC	NICK KUXHAUSEN	Check Total: 182.00
20241202	12/02/2024	25-000423	JH officials fees with mileage vs Bayard	07 2900 352 102 000 0	150.00	
20241202	12/02/2024	25-000423	mileage	07 2900 352 102 000 0	32.00	
Check Number: 2051		Check Type: Check	Check Date: 12/02/2024	Vendor: LANIKNA	NATE LANIK	Check Total: 202.75
20241202	12/02/2024	25-000431	V officials fees with mileage vs Mitchel	07 2900 352 102 000 0	180.00	
20241202	12/02/2024	25-000431	V officials fees with mileage vs Mitchel	07 2900 352 102 000 0	22.75	
Check Number: 2052		Check Type: Check	Check Date: 12/02/2024	Vendor: RIDRASH	ASHLEY RIDER	Check Total: 144.00
20241202	12/02/2024	25-000425	JV officials fees with mileage vs Garden	07 2900 352 102 000 0	100.00	
20241202	12/02/2024	25-000425	mileage	07 2900 352 102 000 0	44.00	
Check Number: 2053		Check Type: Check	Check Date: 12/02/2024	Vendor: RIDRASH	ASHLEY RIDER	Check Total: 144.00
20241202-0001	12/02/2024	25-000421	JV officials fees with mileage vs Creek	07 2900 352 102 000 0	100.00	
20241202-0001	12/02/2024	25-000421	mileage	07 2900 352 102 000 0	44.00	

Detail Check Register

Checking Account: 7		Student Activity				
Check Number: 2054		Check Type: Check	Check Date: 12/02/2024	Vendor: ROSEART	ARTHUR ROSE	Check Total: 123.00
<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>
20241202	12/02/2024	25-000427	JV officials fees with mileage vs Hay Sp		07 2900 352 102 000 0	100.00
20241202	12/02/2024	25-000427	mileage		07 2900 352 102 000 0	23.00
Check Number: 2055		Check Type: Check	Check Date: 12/02/2024	Vendor: SMITHZACH	ZACH SMITH	Check Total: 180.00
<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>
20241202	12/02/2024	25-000432	V officials fees with mileage vs Mitchel		07 2900 352 102 000 0	180.00
Check Number: 2056		Check Type: Check	Check Date: 12/02/2024	Vendor: STACKROB	ROB STACK	Check Total: 248.25
<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>
20241202	12/02/2024	25-000430	V officials fees with mileage vs Mitchel		07 2900 352 102 000 0	180.00
20241202	12/02/2024	25-000430	mileage		07 2900 352 102 000 0	68.25
Check Number: 2057		Check Type: Check	Check Date: 12/05/2024	Vendor: ALSMARKET	AL'S MARKET	Check Total: 199.05
<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>
4315/4358	12/03/2024	25-000440	hospitality JH Wrestling		07 2900 610 102 000 0	132.28
4315/4358	12/03/2024	25-000440	hospitality JH Wrestling		07 2900 610 102 000 0	6.17
4455	12/03/2024		concessions		07 2900 610 106 000 0	11.58
4455	12/03/2024		concessions		07 2900 610 155 000	11.57
5093	11/22/2024		HOSPITALITY		07 2900 610 102 000 0	37.45
Check Number: 2058		Check Type: Check	Check Date: 12/05/2024	Vendor: SYNCB	Amazon Capital Services	Check Total: 757.95
<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>
1fqy-hwjd-1qc6	11/19/2024	25-000344	Bottle fill station-BCBS GRANT		07 2900 610 102 000 0	733.87
1mlj-c4v4-76ky#1	12/03/2024	25-000390	Mini basketballs for player of the game		07 2900 610 114 000 0	24.08
Check Number: 2059		Check Type: Check	Check Date: 12/05/2024	Vendor: WALMARTC	Capital One	Check Total: 46.20
<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>
20241202	12/02/2024	25-000243	one act supplies		07 2900 610 131 000 0	46.20
Check Number: 2060		Check Type: Check	Check Date: 12/05/2024	Vendor: CARD	CARDMEMBER SERVICE	Check Total: 150.00
<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>
20241122	11/22/2024		thank yous		07 2900 610 102 000 0	150.00
Check Number: 2061		Check Type: Check	Check Date: 12/05/2024	Vendor: E470	E-470 PUBLIC HIGHWAY AUTHORITY	Check Total: 9.20
<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>
2097707065	11/22/2024		toll fee		07 2900 580 124 000 0	9.20
Check Number: 2062		Check Type: Check	Check Date: 12/05/2024	Vendor: FNBOCARD	FNBO CARD	Check Total: 1,422.37
<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>
3492#1	12/03/2024	25-000342	table clothes		07 2900 610 102 000 0	55.93
3492#2	12/03/2024	25-000352	Basketball Shirts		07 2900 610 115 000 0	121.28
3492#3	12/03/2024	25-000351	warmups		07 2900 610 115 000 0	599.85

Detail Check Register

Checking Account: 7		Student Activity				
3492#3	12/03/2024	25-000351	shipping	07 2900 610 115 000 0	21.02	
3492nov24	12/03/2024		meal wrestling meeting	07 2900 580 102 000 0	23.22	
3492nov24	12/03/2024		fuel	07 2900 580 102 000 0	33.67	
3492nov24	12/03/2024		fuel	07 2900 580 102 000 0	49.24	
3492nov24	12/03/2024		jerseys	07 2900 610 158 000 0	518.16	
Check Number: 2063	Check Type: Check	Check Date: 12/05/2024	Vendor: FNBOCARD	FNBO CARD	Check Total:	1,570.30
<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>	
5495nov24#2	12/03/2024	25-000321	Fertilizer injector for greenhouse	07 2900 610 124 000 0	512.81	
5495nov24#4	12/03/2024	25-000319	FFA Jackets	07 2900 610 124 000 0	489.00	
5495nov24#5	12/03/2024	25-000333	FFA Jackets	07 2900 610 124 000 0	460.00	
8164nov24	12/03/2024		hospitality	07 2900 610 102 000 0	20.94	
8164nov24	12/03/2024		hospitality	07 2900 610 102 000 0	64.25	
8164nov24#1	12/03/2024	25-000317	Record plaques for fall sports from Hobb	07 2900 610 102 000 0	23.30	
Check Number: 2064	Check Type: Check	Check Date: 12/05/2024	Vendor: FNBOCARD	FNBO CARD	Check Total:	1,129.36
<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>	
8164nov24#2	12/03/2024	25-000367	Academic All-state plaques for awards 20	07 2900 610 102 000 0	23.16	
8164nov24#3	12/03/2024	25-000368	The vault gift cards for Thank You's fal	07 2900 610 102 000 0	270.00	
8164nov24#4	12/03/2024	25-000369	Meal for NSAA/WTC meeting in Alliance Mr	07 2900 580 102 000 0	27.05	
8467nov24	12/03/2024		meal	07 2900 580 102 000 0	20.15	
8467nov24	12/03/2024		fuel	07 2900 580 102 000 0	69.00	
8467nov24	12/03/2024		dues	07 2900 810 152 000 0	200.00	
8467nov24#1	12/03/2024	25-000310	Bball travel gear	07 2900 610 114 000 0	520.00	
Check Number: 2065	Check Type: Check	Check Date: 12/05/2024	Vendor: FNBOCARD	FNBO CARD	Check Total:	1,216.52
<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>	
8467nov24#2	12/03/2024	25-000360	coach gear	07 2900 610 115 000 0	90.48	
8467nov24#2	12/03/2024	25-000360	coach gear	07 2900 610 115 000 0	255.58	
9825nov24	12/03/2024		ed rising recognition trip- meals fuel	07 2900 610 133 000 0	325.46	
9825nov24	12/03/2024		di team numbers	07 2900 810 143 000 0	495.00	
9825nov24#1	12/03/2024	25-000302	Trackwrestling statistics for JH boys an	07 2900 810 102 000 0	50.00	
Check Number: 2066	Check Type: Check	Check Date: 12/05/2024	Vendor: MARSHJOHN	JOHN MARSHALL	Check Total:	190.00
<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>	
20241204	12/04/2024	25-000445	V bball officials fees 12/12 vs Creek Va	07 2900 352 102 000 0	180.00	
20241204	12/04/2024	25-000445	mileage	07 2900 352 102 000 0	10.00	
Check Number: 2067	Check Type: Check	Check Date: 12/05/2024	Vendor: METROENTER	METROPOLITAN ENTERTAINMENT& CONVENTION AUTHORITY	Check Total:	249.50
<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>	
2025 girls state wre	12/04/2024		girls state wrestling tickets (9)	07 2900 610 102 000 0	243.00	
2025 girls state wre	12/04/2024		fee	07 2900 610 102 000 0	6.50	

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>	
Check Number: 2068 Check Type: Check Check Date: 12/05/2024 Vendor: MITCHELL Mitchell Public Schools Check Total: 115.00						
20241203	12/03/2024	25-000435	Entry fee	07 2900 810 102 000 0	40.00	
20241204	12/04/2024	25-000442	JH Boys wrestling fee	07 2900 810 102 000 0	75.00	
Check Number: 2069 Check Type: Check Check Date: 12/05/2024 Vendor: NORTHROCK NORTH OF THE ROCK DESIGNS Check Total: 840.00						
303	12/05/2024		crewnecks	07 2900 610 155 000	250.00	
304	12/05/2024		hoodies	07 2900 610 125 000 0	275.00	
305	12/05/2024	25-000245	zip p sweaters	07 2900 610 157 000 0	315.00	
Check Number: 2070 Check Type: Check Check Date: 12/05/2024 Vendor: PALCAR CARLOS PALOMO Check Total: 210.00						
20241204	12/04/2024	25-000443	V bball officials fees 12/12 vs Creek Va	07 2900 352 102 000 0	180.00	
20241204	12/04/2024	25-000443	mileage	07 2900 352 102 000 0	30.00	
Check Number: 2071 Check Type: Check Check Date: 12/05/2024 Vendor: PEPSI Pepsi-Cola of Western NE Check Total: 1,432.15						
5100152376	11/22/2024		vending inventory	07 2900 610 133 000 0	40.20	
5100152377	11/22/2024		vending inventory	07 2900 610 103 000 0	191.80	
5100152378	11/22/2024		vending inventory	07 2900 610 122 000 0	53.60	
5100152957	12/03/2024		inventory	07 2900 610 118 000 0	1,146.55	
Check Number: 2072 Check Type: Check Check Date: 12/05/2024 Vendor: REGWESTMED REGIONAL WEST MEDICAL CENTER Check Total: 1,333.00						
QB-REHAB-69	11/22/2024		FALL SPORTS SEASON	07 2900 352 102 000 0	1,333.00	
Check Number: 2073 Check Type: Check Check Date: 12/05/2024 Vendor: SCHBOOK SCHOLASTIC BOOK FAIRS Check Total: 2,310.16						
w5662349bf	12/03/2024		book fair	07 2900 610 122 000 0	2,310.16	
Check Number: 2074 Check Type: Check Check Date: 12/05/2024 Vendor: SEILSHAWN SHAWN SEILER Check Total: 190.00						
20241204	12/04/2024	25-000444	V bball officials fees 12/12 vs Creek Va	07 2900 352 102 000 0	180.00	
20241204	12/04/2024	25-000444	mileage	07 2900 352 102 000 0	10.00	
Check Number: 2075 Check Type: Check Check Date: 12/11/2024 Vendor: CAMBRSCHOO CAMBRIDGE HIGH SCHOOL Check Total: 150.00						
20241211	12/11/2024	25-000478	BWR entry fee	07 2900 810 102 000 0	150.00	
Check Number: 2076 Check Type: Check Check Date: 12/11/2024 Vendor: WESTATESBA CASH Check Total: 4,200.00						
20241210	12/10/2024	25-000473	\$150 cash for 28 elevate completers	07 2900 610 140 000 0	4,200.00	
Check Number: 2077 Check Type: Check Check Date: 12/11/2024 Vendor: COBMCC COBBLESTONE HOTEL & SUITES- Check Total: 303.00						

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>
20241210	12/10/2024		girls wrestling lodging	MCCOOK 07 2900 580 111 000 0	303.00
Check Number: 2078	Check Type: Check	Check Date: 12/11/2024	Vendor: TRACKWREST	FloSports Inc	Check Total: 100.30
<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>
340005132	12/10/2024		jh invite 24	07 2900 810 102 000 0	100.30
Check Number: 2079	Check Type: Check	Check Date: 12/11/2024	Vendor: FLOBAS	FLOWER BASKET	Check Total: 56.00
<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>
20241210	12/10/2024		huck flowers	07 2900 610 128 000 0	56.00
Check Number: 2080	Check Type: Check	Check Date: 12/11/2024	Vendor: GORDONRUSH	Gordon-Rushville High School	Check Total: 120.00
<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>
20241210	12/10/2024	25-000472	BWR Entry fee	07 2900 810 102 000 0	120.00
Check Number: 2081	Check Type: Check	Check Date: 12/11/2024	Vendor: ORIENTALTR	Oriental Trading Company, Inc.	Check Total: 143.92
<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>
73471022401	12/10/2024	25-000384	10" green team plastic cheer pom poms	07 2900 610 132 000 0	125.93
73471022401	12/10/2024	25-000384	shipping	07 2900 610 132 000 0	17.99
Check Number: 2082	Check Type: Check	Check Date: 12/11/2024	Vendor: PEPSI	Pepsi-Cola of Western NE	Check Total: 158.70
<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>
5100150047	12/11/2024		vending inventory	07 2900 610 103 000 0	158.70
Check Number: 2083	Check Type: Check	Check Date: 12/11/2024	Vendor: ROSEART	ARTHUR ROSE	Check Total: 173.00
<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>
20241210	12/10/2024	25-000468	JH Bball tourney 9/14/24 officials fees	07 2900 352 102 000 0	150.00
20241210	12/10/2024	25-000468	mileage	07 2900 352 102 000 0	23.00
Check Number: 2084	Check Type: Check	Check Date: 12/11/2024	Vendor: SANDHILLS	SANDHILLS VALLEY SCHOOL	Check Total: 105.00
<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>
20241210	12/10/2024	25-000470	GWR entry fee	07 2900 810 102 000 0	105.00
Check Number: 2085	Check Type: Check	Check Date: 12/11/2024	Vendor: SUTH	SUTHERLAND PUBLIC SCHOOLS	Check Total: 150.00
<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>
20241211	12/11/2024	25-000475	HS BWR entry fee 12/20/24	07 2900 810 102 000 0	150.00
Check Number: 2086	Check Type: Check	Check Date: 12/11/2024	Vendor: VALENTI	VALENTINE HIGH SCHOOL	Check Total: 150.00
<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>
20241210	12/10/2024	25-000471	GWR entry fee	07 2900 810 102 000 0	150.00
Check Number: 2087	Check Type: Check	Check Date: 12/11/2024	Vendor: VAULT	THE VAULT	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>
20241210	12/10/2024	25-000463	Gift card	07 2900 610 138 000 0	100.00

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>	
Check Number: 2088 Check Type: Check Check Date: 12/11/2024 Vendor: WYCJEN Jennifer Wyckoff Check Total: 100.01						
20241210	12/10/2024		reimburse act fuel	07 2900 580 111 000 0	100.01	
Check Number: 2089 Check Type: Check Check Date: 12/19/2024 Vendor: ALLTEA ALLTEAM SPORTSWEAR Check Total: 508.00						
008183	12/17/2024		scorebooks	07 2900 610 102 000 0	93.00	
008193	12/16/2024	25-000479	XL singlets	07 2900 610 102 000 0	207.50	
008193	12/16/2024	25-000479	XL singlets	07 2900 610 155 000	207.50	
Check Number: 2090 Check Type: Check Check Date: 12/19/2024 Vendor: BALTHJAMEY JAMEY BALTHAZOR Check Total: 203.00						
20241216	12/16/2024	25-000490	Officials fees and mileage 1/3/25 vs Hay	07 2900 352 102 000 0	180.00	
20241216	12/16/2024	25-000490	mileage	07 2900 352 102 000 0	23.00	
Check Number: 2091 Check Type: Check Check Date: 12/19/2024 Vendor: CASTLED DAVID CASTLE Check Total: 188.05						
20241216	12/16/2024	25-000486	Officials fees and mileage 12/20/24 vs G	07 2900 352 102 000 0	180.00	
20241216	12/16/2024	25-000486	mileage 35%	07 2900 352 102 000 0	8.05	
Check Number: 2092 Check Type: Check Check Date: 12/19/2024 Vendor: CHADSTCOLL CHADRON STATE COLLEGE Check Total: 500.00						
20241216	12/16/2024		reish spring 25 pankowski	07 2900 610 308 000 0	500.00	
Check Number: 2093 Check Type: Check Check Date: 12/19/2024 Vendor: FOXDAN DAN FOX Check Total: 180.00						
20241216	12/16/2024	25-000489	Officials fees and mileage 1/3/25 vs Hay	07 2900 352 102 000 0	180.00	
Check Number: 2094 Check Type: Check Check Date: 12/19/2024 Vendor: HOPKAL KALI HOPKINS Check Total: 425.00						
20241216	12/16/2024	25-000480	Kali Hopkins- Poinsettia money	07 2900 352 124 000 0	425.00	
Check Number: 2095 Check Type: Check Check Date: 12/19/2024 Vendor: MARSHJOHN JOHN MARSHALL Check Total: 180.00						
20241216	12/16/2024	25-000487	Officials fees and mileage 12/20/24 vs G	07 2900 352 102 000 0	180.00	
Check Number: 2096 Check Type: Check Check Date: 12/19/2024 Vendor: MCKSHEL SHELBIE MCKIBBIN Check Total: 425.00						
20241216	12/16/2024	25-000481	Poinsettia money	07 2900 352 124 000 0	425.00	
Check Number: 2097 Check Type: Check Check Date: 12/19/2024 Vendor: NCAPS NCAPS Check Total: 360.00						
24-011	12/19/2024		state fees	07 2900 810 143 000 0	360.00	
Check Number: 2098 Check Type: Check Check Date: 12/19/2024 Vendor: PALCAR CARLOS PALOMO Check Total: 194.95						

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>		
20241216	12/16/2024	25-000485	Officials fees and mileage 12/20/24 vs G	07 2900 352 102 000 0	180.00		
20241216	12/16/2024	25-000485	mileage 65%	07 2900 352 102 000 0	14.95		
Check Number: 2099	Check Type: Check	Check Date: 12/19/2024	Vendor: SCHWTORY	TORY SCHWARTZ	Check Total:		180.00
20241216	12/16/2024	25-000488	Officials fees and mileage 1/3/25 vs Hay	07 2900 352 102 000 0	180.00		
Check Number: 2100	Check Type: Check	Check Date: 12/23/2024	Vendor: METROENTER	METROPOLITAN ENTERTAINMENT& CONVENTION AUTHORITY	Check Total:		546.50
2025 state boys wres	12/19/2024		boys state wrestling tickets	07 2900 610 102 000 0	546.50		

*Denotes Expensed Invoice Item

Checking Account ID: 7

Total without Voids: 25,475.19

Fund: 01 GENERAL FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Local Property Tax	3,875,454.00	24,907.93	1,016,422.39	26.23	2,859,031.61
01 1115	Carline Tax	18,000.00	0.00	1,751.21	9.73	16,248.79
01 1120	Public Power District Tax	2,700.00	0.00	0.00	0.00	2,700.00
01 1125	Motor Vehicle Tax	160,000.00	8,668.66	52,352.96	32.72	107,647.04
01 1140	Penalties & Interests on Taxes	10,000.00	0.00	0.00	0.00	10,000.00
01 1370	Preschool Tuition & Fees	2,000.00	1,345.00	7,580.00	379.00	(5,580.00)
01 1510	Interest - Checking	7,000.00	714.56	3,706.01	52.94	3,293.99
01 1911	Local License Fees	900.00	0.00	1,420.00	157.78	(520.00)
01 1925	CATEGORICAL GRANTS-CORP RECEIPTS	0.00	0.00	500.00	0.00	(500.00)
01 1990	Other Local Receipts	7,000.00	203.03	3,309.72	47.28	3,690.28
	Subtotal: LOCAL RECIEPTS	4,083,054.00	35,839.18	1,087,042.29	26.62	2,996,011.71
01 2110	County Fines & License	20,000.00	3,760.68	12,790.91	63.95	7,209.09
01 2210	Educational Services Unit	18,000.00	0.00	0.00	0.00	18,000.00
	Subtotal: COUNTY AND ESU RECEIPTS	38,000.00	3,760.68	12,790.91	33.66	25,209.09
01 3110	State Aid	1,419,274.00	284,756.00	569,512.00	40.13	849,762.00
01 3120	SP ED School Age	330,000.00	64,304.00	64,304.00	19.49	265,696.00
01 3180	Pro-Rate Motor Vehicle	6,000.00	0.00	1,028.39	17.14	4,971.61
01 3400	State Apportionment	60,000.00	0.00	0.00	0.00	60,000.00
01 3512	Distant Education Incentive Payment	10,000.00	0.00	9,494.50	94.95	505.50
01 3535	HAL	4,500.00	0.00	4,531.00	100.69	(31.00)
01 3540	STATE EARLY CHILDHOOD	13,000.00	0.00	0.00	0.00	13,000.00
01 3590	EXTENDED LEARNING OPPORTUNITY GRANTS	7,500.00	0.00	0.00	0.00	7,500.00
	Subtotal: STATE RECEIPTS	1,850,274.00	349,060.00	648,869.89	35.07	1,201,404.11
01 4212	Title I CSI Improvement Grant	15,000.00	0.00	0.00	0.00	15,000.00
01 4309	HEAD START	0.00	2,292.00	6,876.00	0.00	(6,876.00)
01 4310	Title VI - REAP NDE	15,000.00	0.00	0.00	0.00	15,000.00
01 4505	TITLE I NCLB IMPROVING BASIC PRGRMS ACCO	0.00	100,761.00	100,761.00	0.00	(100,761.00)
01 4509	Title II Part A - Training/Recruiti	0.00	14,012.00	14,012.00	0.00	(14,012.00)
01 4511	TITLE V PART B REAP RURAL LOW INCOME SCH	115,000.00	0.00	0.00	0.00	115,000.00
01 4512	IDEA Part B Base Allocation	115,000.00	0.00	0.00	0.00	115,000.00
01 4516	IDEA Preschool Base 619	0.00	0.00	1,201.00	0.00	(1,201.00)
01 4518	IDEA Part B to age 21	0.00	0.00	48,630.00	0.00	(48,630.00)
01 4521	IDEA 6412	0.00	0.00	2,104.00	0.00	(2,104.00)
01 4524	Other Federal Non-Categorical Receipts	123,443.00	0.00	0.00	0.00	123,443.00
01 4525	Carl Perkins Grant	110,500.00	0.00	0.00	0.00	110,500.00
01 4530	Other Federal Categorical Receipts	15,000.00	0.00	0.00	0.00	15,000.00
01 4531	TITLE IV, PART B NCLB - 21ST CENT COMM	50,000.00	46,959.00	46,959.00	93.92	3,041.00
01 4708	Medicaid in Public Schools - MIPS	15,000.00	0.00	1,211.39	8.08	13,788.61
01 4709	MECCA	2,000.00	0.00	0.00	0.00	2,000.00
01 4988	ESSER ELO-After School	26,000.00	0.00	20,758.00	79.84	5,242.00
01 4989	ESSER ELO-Summer	0.00	0.00	27,112.00	0.00	(27,112.00)
01 4998	ESSER III	75,000.00	0.00	75,200.00	100.27	(200.00)
	Subtotal: FEDERAL RECEIPTS	676,943.00	164,024.00	344,824.39	50.94	332,118.61
	Fund Total:	6,648,271.00	552,683.86	2,093,527.48	31.49	4,554,743.52

Fund: 02 Lunch Fund

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
02 1510	Interest-Lunch Fund	90.00	29.08	191.28	212.53	(101.28)
02 1611	Sale of Lunches/Meals	38,500.00	536.90	1,865.80	4.85	36,634.20
02 1620	Daily sales- Non reimbursable programs	0.00	371.00	371.00	0.00	(371.00)
02 1990	Other Local Receipts	0.00	93.95	456.35	0.00	(456.35)
	Subtotal: LOCAL RECIEPTS	38,590.00	1,030.93	2,884.43	7.47	35,705.57
02 3150	State Reimbursement	2,500.00	0.00	0.00	0.00	2,500.00
	Subtotal: STATE RECEIPTS	2,500.00	0.00	0.00	0.00	2,500.00
02 4210	Federal Reimbursement	205,500.00	0.00	62,872.51	30.59	142,627.49
	Subtotal: FEDERAL RECEIPTS	205,500.00	0.00	62,872.51	30.59	142,627.49
	Fund Total:	246,590.00	1,030.93	65,756.94	26.67	180,833.06

Fund: 03 Building Fund

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
03 1100	Local Property Taxes	120,000.00	865.61	35,322.38	29.44	84,677.62
03 1115	Carline Taxes	300.00	0.00	60.86	20.29	239.14
03 1120	PUBLIC POWER DIST SALES TAX	50.00	0.00	0.00	0.00	50.00
03 1510 0901	Interest-Cking	1,500.00	163.29	708.97	47.26	791.03
	Subtotal: LOCAL RECIEPTS	121,850.00	1,028.90	36,092.21	29.62	85,757.79
03 3180	Pro-Rate Motor Vehicle	200.00	0.00	35.73	17.87	164.27
	Subtotal: STATE RECEIPTS	200.00	0.00	35.73	17.87	164.27
	Fund Total:	122,050.00	1,028.90	36,127.94	29.60	85,922.06

Fund: 04 Bond Fund

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
04 1100	Local Property Tax	216,000.00	1,436.93	64,149.20	29.70	151,850.80
04 1115	Carline Tax	700.00	0.00	75.90	10.84	624.10
04 1510 0901	Interest - Checking	2,340.00	209.76	867.48	37.07	1,472.52
	Subtotal: LOCAL RECIEPTS	219,040.00	1,646.69	65,092.58	29.72	153,947.42
04 3180	Pro-Rate Motor Vehicle	200.00	0.00	44.99	22.50	155.01
	Subtotal: STATE RECEIPTS	200.00	0.00	44.99	22.50	155.01
	Fund Total:	219,240.00	1,646.69	65,137.57	29.71	154,102.43

Fund: 05 Employee Benefits

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
05 1510 0903	Interest - Unemployment Savings	1,500.00	0.00	32.78	2.19	1,467.22
05 1510 0904	Interest - EMB Checking	0.00	0.00	30.45	0.00	(30.45)
Subtotal: LOCAL RECIEPTS		1,500.00	0.00	63.23	4.22	1,436.77
Fund Total:		1,500.00	0.00	63.23	4.22	1,436.77

Fund: 06 Depreciation

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
06 1510 0903	Interest - Depreciation Fund	0.00	49.42	214.70	0.00	(214.70)
	Subtotal: LOCAL RECIEPTS	0.00	49.42	214.70	0.00	(214.70)
	Fund Total:	0.00	49.42	214.70	0.00	(214.70)

Fund: 07 Student Activity

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
07 1510 0110	INTEREST	2,000.00	360.04	1,697.54	84.88	302.46
07 1710 0101	Speech Revenue	0.00	75.00	75.00	0.00	(75.00)
07 1710 0102	ACTIVITIES GATE REVENUE	25,000.00	3,412.00	11,935.01	47.74	13,064.99
07 1710 0117	BEA Revenue	0.00	0.00	280.00	0.00	(280.00)
07 1710 0122	Elementary Fund Revenue	0.00	0.00	20.00	0.00	(20.00)
07 1710 0147	College Ready Grant	0.00	0.00	2,583.02	0.00	(2,583.02)
07 1740 0126	Industrial Arts- Fees	0.00	60.00	779.00	0.00	(779.00)
07 1740 0133	Secondary Fees	0.00	0.00	5.00	0.00	(5.00)
07 1741 0102	ACTIVITIES REVENUE	0.00	525.00	1,810.00	0.00	(1,810.00)
07 1790 0102	Other Activity Income (fundraising/sports hosting)	0.00	241.00	2,634.93	0.00	(2,634.93)
07 1790 0103	STUCCO-Other Activity Income (fundraising/sports hosting)	0.00	1,554.20	2,356.55	0.00	(2,356.55)
07 1790 0104	Track-Other Activity Income (fundraising/sports hosting)	0.00	0.00	942.80	0.00	(942.80)
07 1790 0105	Volleyball- Other Activity Income (fundraising/sports hosting)	0.00	0.00	942.80	0.00	(942.80)
07 1790 0106	Wrestling-Other Activity Income (fundraising/sports hosting)	0.00	1,270.10	2,212.90	0.00	(2,212.90)
07 1790 0112	Annual-Other Activity Income (fundraising/sports hosting)	0.00	0.00	470.00	0.00	(470.00)
07 1790 0114	Other Activity Income (fundraising/sports hosting)	0.00	160.00	2,577.40	0.00	(2,577.40)
07 1790 0115	Other Activity Income (fundraising/sports hosting)	0.00	0.00	1,942.80	0.00	(1,942.80)
07 1790 0119	XC-Other Activity Income (fundraising/sports hosting)	0.00	0.00	942.90	0.00	(942.90)
07 1790 0120	Courtesy- Other Activity Income (fundraising/sports hosting)	0.00	0.00	495.00	0.00	(495.00)
07 1790 0122	Elem Fund-Other Activity Income (fundraising/sports hosting)	0.00	307.65	3,385.75	0.00	(3,385.75)
07 1790 0124	FFA- Other Activity Income (fundraising/sports hosting)	0.00	275.00	4,087.53	0.00	(4,087.53)
07 1790 0125	Football-Other Activity Income (fundraising/sports hosting)	0.00	0.00	942.80	0.00	(942.80)
07 1790 0129	NHS- Other Activity Income (fundraising/sports hosting)	0.00	0.00	437.60	0.00	(437.60)
07 1790 0132	Cheer Other Activity Income (fundraising/sports hosting)	0.00	1,347.06	2,658.95	0.00	(2,658.95)
07 1790 0133	Secondary-Other Activity Income (fundraising/sports hosting)	0.00	0.00	2.50	0.00	(2.50)
07 1790 0134	Post Prom-Other Activity Income (fundraising/sports hosting)	0.00	0.00	200.00	0.00	(200.00)
07 1790 0135	Choir-Other Activity Income (fundraising/sports hosting)	0.00	3,546.90	6,893.81	0.00	(6,893.81)
07 1790 0138	TigerCare- Other Activity Income (fundraising/sports hosting)	0.00	171.00	864.00	0.00	(864.00)
07 1790 0140	Wellness-Other Activity Income (fundraising/sports hosting)	0.00	0.00	5,495.00	0.00	(5,495.00)
07 1790 0142	Athletic Golf Tourn-Other Activity Income (fundraising/sports hosting)	0.00	0.00	(9,413.29)	0.00	9,413.29
07 1790 0143	HS DI- Other Activity Income (fundraising/sports hosting)	0.00	290.00	290.00	0.00	(290.00)
07 1790 0146	Elem STUCCO- Other Activity Income (fundraising/sports hosting)	0.00	1,093.00	1,399.50	0.00	(1,399.50)
07 1790 0152	Educators Rising Star-Other Activity Income (fundraising/sports hosting)	0.00	316.75	1,181.75	0.00	(1,181.75)
07 1790 0153	Softball- Other Activity Income (fundraising/sports hosting)	0.00	0.00	2,359.10	0.00	(2,359.10)
07 1790 0155	Girls Wrestling-Other Activity Income (fundraising/sports hosting)	0.00	1,270.10	1,270.10	0.00	(1,270.10)
07 1790 0156	Esports-Other Activity Income (fundraising/sports hosting)	0.00	0.00	942.80	0.00	(942.80)
07 1790 0157	TIGER PRIDE Other Activity Income (fundraising/sports hosting)	0.00	878.00	2,133.00	0.00	(2,133.00)
07 1790 0158	Youth Sports-Other Activity Income (fundraising/sports hosting)	0.00	839.00	839.00	0.00	(839.00)
07 1790 0224	Class 2024-Other Activity Income (fundraising/sports hosting)	0.00	0.00	860.00	0.00	(860.00)

Fund: 07 Student Activity

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
07 1790 0226	Class 2026- Other Activity Income (fundraising/sports hosting)	0.00	0.00	3,870.45	0.00	(3,870.45)
07 1790 0227	Class 2027 Other Activity Income (fundraising/sports hosting)	0.00	0.00	2,457.60	0.00	(2,457.60)
07 1790 0228	Class 2028 Other Activity Income (fundraising/sports hosting)	0.00	0.00	2,144.10	0.00	(2,144.10)
07 1790 0229	Other Activity Income (fundraising/sports hosting)	0.00	0.00	219.00	0.00	(219.00)
07 1790 0230	Class 2030 Other Activity Income (fundraising/sports hosting)	0.00	1,254.76	1,254.76	0.00	(1,254.76)
07 1920 0102	CONTRIBUTIONS & DONATIONS	0.00	0.00	9,432.38	0.00	(9,432.38)
07 1920 0138	TigerCare- CONTRIBUTIONS & DONATIONS	0.00	0.00	175.00	0.00	(175.00)
Subtotal: LOCAL RECIEPTS		27,000.00	19,246.56	81,085.84	300.32	(54,085.84)
Fund Total:		27,000.00	19,246.56	81,085.84	300.32	(54,085.84)

Revenue Summary Report
Processing Month: 12/2024

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	7,264,651.00	575,686.36	2,341,913.70	32.24	4,922,737.30



Reflection of 2024

2024 was full of surprises and challenges but I want to highlight some of the successes from the business office!

The challenges of the district funding and budget gave us an opportunity to investigate and explore cost saving measures to the district. Through natural attrition the district was able to reduce and flatline salary and benefit costs, the phone system update review proved to be saving thousands of dollars each year, review of the electrical costs show the district is saving money with the updated HVAC system in the Elementary, the addition of the Attentive Wellness plan is saving thousands of dollars paid to federal taxes and giving employees the benefit of additional supplemental insurance. The reduction of office staff seems to be going well and we appreciate Tammy Tillman offering her time mentoring for the data reporting as this important task is being learned by others.

Internal auditing has been done in several areas that will help ensure that data reported to NDE is accurate. This auditing has significantly improved our net option numbers.

The school district received the highest rating given by NDE for school safety!

The After School covid funding allowed us to expand our CTE and Farm to School programs. This has caught the attention of many throughout the state. Jeff Coles, Beyond School Bells, was intrigued with our project and scheduled a time to meet with our project coordinators and Aulicks. We have successfully landed two additional grants for the After School program for Expanded Learning Opportunities and we were asked to present at the Farm to School Conference regarding these projects. We now have funding to employ high school students in the After School program and a continuity plan to build the partnerships with the Aulick Greenhouse projects and bridge the partnership between the High School and Elementary. The following quote is from an email with Jessie Coffey, NDE Whole Child Director, in our introduction of our ELO grant plans : " Wow!! This really is amazing. The amount of in-kind you have from the shop class and the community partners and that the district has already contributed will be perfect for the in-kind. You have the match so then you could write in them for the staff support that is needed to manage a project of this magnitude. This ELO grant would be Perfect as it supports both academic, CTE, community involvement, science and then even business if you choose to sell products from the greenhouse in the future. Just be sure to highlight how your OST program will be involved as the grant requires the following, but should be easy to do given the collaborative nature of the project:

-
- **Student Contact Hours:** An applicant must offer at least 15 student contact hours of ELO grant activities to eligible sites in both the Fall and Spring terms of the 2024-25 and 2025-26 school years. Although not required, ELO grant activities may be provided during the summer terms of 2024, 2025 and/or through June, 2026. Applications to provide summer only programming is allowable. All summer programs must offer at least 15 student contact hours of ELO grant activities.

On a similar note we are looking for exemplar school districts that are doing innovative F2S work in NE. We would like someone from the district to highlight the project by having staff present a session at our October F2S conference October 17th and 18th in Kearney. We would love to have you come share your project and we can assist with funding to cover your travel and sub costs.

Could you share a contact staff for the summit that would be best suited to come and talk about the amazing work that you are doing? Also, if it would work for youth to come and do-present on how they are helping that would be fantastic and we could provide additional travel dollars to cover the cost of the students hotel rooms as well.”

We are currently starting to work on the 5 year 21st Century grant application.

Our efforts in Early Childhood Education continue to expand. Kim Burry and I were selected for the Nebraska Early Childhood Policy Leadership Academy with Nebraska First Five and we are about half way through the program. We are learning about effective advocacy and have started working on our required Capstone project that will hopefully have a very positive effect across all of Nebraska. We are making several connections, relationships, and partnerships with this project. We are also at the table of the Governor’s 6 Regions 1

Nebraska committee. I am excited to grow my skillset and knowledge and apply what I learn about effective advocacy and apply it to public education funding concerns.

I believe that it is very important we are at the table in discussions of Economic Development. This year alone should prove the importance of that to us as a small rural school district. No one is coming to save us, we must save ourselves and I am building a model that small rural school districts must be at the table for these types of discussions.

We have successfully closed out all covid funding streams

For the 2023-2024 school term we expended \$1,068,225.83 in federal funding. We received \$953,151.93 in Federal grant funding awards (The difference between these numbers are fiscal years money is expended and received, the difference will be receipted in the 24-25 school year)

We successfully have implemented the Fresh Fruits and Vegetable Program at the Elementary. We are serving fresh fruits and vegetables twice a week and have built a partnership with Al's Market supporting local business. Nurse Jobman has been leading this effort.

Alumni are giving back to the school district. The Flores family recently donated our new shot clocks and Mr. Rafferty just received a very nice donation in the mail from a former FFA alumni. Patrons are also starting to utilize the Sponsorship program Mr. Nesbitt has built.

Our Bayard C4K team was highlighted in the video below and I would like to thank Kim for her time representing our community (our photo is also the photo on their website!):

<https://www.communitiesforkids.org/>

I was asked to do a podcast for ASBO International and have attached the link below:

<https://podcasts.apple.com/us/podcast/champions-of-innovation-2023-asbo-international/id1725186917?i=1000654001117>

The Elementary School became the first ever Franklin Covey Lighthouse School in the State of Nebraska. This designation has shown the investment in the Franklin Covey curriculum has been successful.

January 7th the Bayard Tiger Cub Childcare Center had it's quarterly board meeting. The center is serving 18-21 children daily, has a total enrollment of 36 infants and toddlers and is employing 11 staff members!

Jessica Nesbitt, Candace Ehler, and I participated in a Title I review and got the following response from our reviewer from NDE: " I will be working on documents this week and will let you know if I need anything else. Thanks for all your work on this. It was nice to meet the three of you and you guys really have it going on at Bayard. Keep up the good work!"

The review document is over a 30 page checklist document and we had to go through this process two years in a row due to how NDE realigned reviews.

The following article was published in the NSPIRE if you missed it:

Building a community for children

When residents and educators saw a need to help children and families, they did whatever it took to

create a childcare center to help everyone prosper.

By Irene North

BAYARD – The Bayard Tiger Cub Childcare Center was born out of a passion to help community members keep their families together and a desire to have the town of Bayard continue to prosper and grow.

The program, which took about a year to get up and running, began under the former superintendent and elementary principal. “When they took other positions, Bobbie, Kim and I took over the project and we’re now forged in fire,” said Candace Ehler, Bayard Elementary Principal and one of the core team members. Bobbie Stuart, Kim Burry and Ehler had to figure out what the needs were in the community and how many families didn’t have childcare. “A lot of the first month was surveys, questions and community input,” Ehler said. Ehler was a previous family liaison in the district and, as a Bayard native, knew most members of the community. The issue of childcare came up time and again in her work. “We didn’t have enough spots for kids in town,” Ehler said. “Those kids would go to another town and make friends and then stay there for school and we’d lose them.” Childcare is vital part of the infrastructure of a community, which is why the district initially reached out to Community for Kids (C4K) and organized the core group of people who worked with the City of Bayard to meet its needs. “They had amazing support from the city,” said Rachel Sissel, C4K associate vice president for early childhood programs. In January 2022, the Bayard Tiger Cub Childcare Center received a C4K grant through the Nebraska Children and Families organization, which allowed for three years to plan and expand a care center in town. “We were fast and furious with planning it,” said Bobbie Stuart, business manager for Bayard Public Schools. School Board member Kim Burry, a former childcare provider, volunteered her time to complete all the necessary research and create a feasibility study. “Kim, myself and Candace spent a lot of nights in meetings,” Stuart said. At the beginning of the project, the school board voted to have Rule 11 childcare, but at the end of July 2022, the group made a major pivot from the plan because the sustainability rules under Rule 11 would have been too costly to make the project work. “We created a community-owned entity and have a board of directors,” Stuart said. Everyone thought it would take a long time to bring things together, but the new superintendent had opened other childcare centers and had other ideas in how to help. A director was hired in August 2022, and staff came on in October. The program began in January 2023. “The great part is the four of us worked so closely together and we weren’t going to let this fail,” Ehler said. “We were going to do what we needed to do to make it succeed.” Because they were a C4K community, the care center was able to receive a Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) grant through the Nebraska Children and Families in partnership with DHHS. “By Jan. 20, 2023, we had received our licensing through DHHS,” Stuart said. Since they were a new entity and in combination with the CRRSA grant, the group asked the city to be a partner so the project wasn’t school-owned. In order to receive the grants for the program, it cannot be part of a school district. So the core group figured out how to make it work with a little help from the city of Bayard. “The city said ‘we will be the pass through to make this work.’” The Bayard School District leased the space needed to the new entity which leased two classrooms for the child care center. “During this process, we expanded from one preschool classroom to 1 1/2 and offered daycare for four year olds,” Stuart said. Sometimes, after a long day of meetings, Sissel is drained, but she knows once she gets on a call with the folks from Bayard, she is energized by their attitudes and enthusiasm. “The community of Bayard worked exceptionally on this project and it continues to

be a success,” Sissel said. “They keep looking toward the horizon so they can serve families in the community.” The core group held many meetings with Sissel and did whatever it took to make the childcare center work. “We laugh about it now, but we would be at our kids’ baseball games or stuffing our faces for supper when we were trying to meet,” Stuart said. “It was a little overwhelming for a while, but we found a momentum and we developed energy within each other to keep going.” Instead of getting burned out, they held each other accountable and kept moving forward. Everyone involved was tired at times, but they kept going because they knew it was the best decision for the children and the future of their community. “It’s been quite the undertaking, but probably the most rewarding thing I’ve been able to take part in,” Ehler said. Their facility can accommodate 56 children, but have around 30 children currently enrolled. “When we were doing the feasibility studies, one looked for the gap number, which is how many children in the community needed childcare,” Stuart said. “That number came back as 84 and that really motivated us.” Those numbers revealed what many already knew. People who lived in Bayard had to drive elsewhere, such as Scottsbluff, to take their children to childcare and it had a detrimental effect on the community. “It hindered staff retention for a while because people couldn’t find care locally,” Stuart said. “We were also losing student enrollment.” Sissel has seen many similar stories in the 67 communities in Nebraska where C4K has helped expand and enhance childcare options. “We help them connect to resources to help stabilize and find better practices to serve their community,” Sissel said. “One of their (Bayard) driving factors was they recognized families were having to go to different communities and then those families were choosing to leave their children in those school districts.” During those initial conversations, it was discovered that many of the difficulties in hiring teachers with young families were because there wasn’t access to care in Bayard. “If a kid is going to Gering for childcare and went to preschool there, they made friends and that ultimately affected enrollment (in Bayard),” Sissel said. The program has helped the school district, the city and other employers to recruit employees to the area. “We want families to come to Bayard and this is one more opportunity to see their whole family be part of the school and the community,” Ehler said. “It’s also a great opportunity for educators to get to know parents before preschool and make those relationships.” The original goal was to be open in time for the 2022-23 school year, but some logistics with licensing needed to be sorted out first. There was a DHHS grant available, but it needed to be applied for before licensure and no one felt right about leaving the money on the table. “So we reeled ourselves back a bit,” Stuart said. “It was hard to put the brakes on a bit, but we wanted to make sure we had funding.” By making sure they had the grant, the community’s needs were met and some unknown costs later on were met, particularly with special education. “The childcare center uses the same curriculum as the school district, so having a notice of special education needs earlier means we can get interventions in earlier,” Stuart said. “We hope to have some measurable data on that in a few years, but we’ve seen some success stories already.” Another benefit was catching students early who may need occupational therapy, physical therapy and speech therapy. It allowed educators to continue to work with youth, so they can make a smoother transition into Bayard Elementary. “We’re catching so many other needs earlier and it doesn’t take so long to get them back on the right track,” Ehler said. “That in itself has been huge.” None of the women imagined the program would be as successful as it is so early in its life. “It felt like such a long road, but it’s rewarding to see how it works and how individuals bring together the community when needed,” Stuart said. With the childcare center firmly established, they can fiscally take on the grant themselves. Stuart said the City’s early support of the center was instrumental in getting up and off the ground. “The City supported us with Keno funds to provide scholarships for families who might be struggling,” Stuart said. “The school hired a preschool teacher for half a day for the three

year old program and we expanded it at .6 FTE,” Stuart said. Through the process, everyone learned the importance of the continuity of care. About 90% percent of the brain is developed within the first five years and a trend where teachers follow a child from infancy to preschool. They build relationships with those children and parents may be reluctant to start over by continually switching to different childcare facilities and/or school districts. Being able to keep that continuity is vital for early childhood development. “This is not a school issue or family issue,” Sissel said. “This is a community issue and it impacts our current workforce and future workforce, and we need all the stakeholders to be in this together.” The core team isn’t resting on its laurels. They continue to keep an eye on new legislation that could help families and employees. By being in support of such legislation, they can support sustainability within their community to help it to continue to grow and thrive. They have also made presentations on their processes to help other communities within the state. “We’ve got the whole Panhandle C4K group together to network and build off each other,” Stuart said. Sissel has been impressed with their willingness to share their process and how they made it work. In addition to presentations at statewide conferences, they have received national recognition for their work. “They presented on a statewide call, presented to internal partners and met with the department of education, DHHS and stakeholders across the state,” Sissel said. “We (C4K) walked alongside the community to say this is your vision, what do you want to make happen and we will try to connect you to the resources you need.” Stuart said their work is far from done. “We’re still working to make sure we can make this a sustainable feature in the community,” Stuart said. Sissel said she was amazed how much the community rallied behind the idea. The school offered a facility and then worked to be in compliance with state licensing. Quality staff was hired and continually communicates with the community in an attempt to be responsive to their needs. Sustainability plans and projections were made, sometimes while at a child’s baseball game or while cooking a batch of spaghetti for dinner. Whatever was needed, was done. “Those women and I have a lot of inside jokes, but from January 2021 to January 2022, we met weekly and they were committed to developing this project,” Sissel said. “The fact they did it in a year, they are a huge inspiration and a story I tell often.” Sissel loves working with people in the Panhandle and if she ever moved back to the area, Bayard would be the place she would go. “They are a cool little town and it’s a ‘we can do this’ kind of place,” Sissel said. “It is a community for kids.”

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

DECEMBER
20-24



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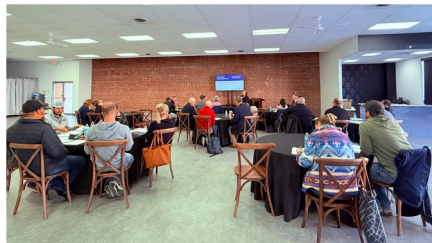
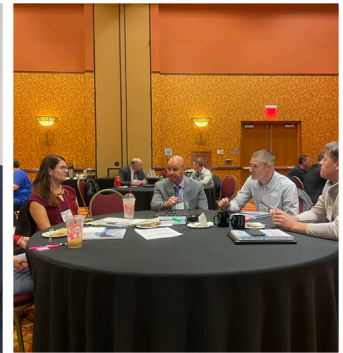
329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

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Snapshots



IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...
AT THE BOARD TABLE

YOUR 2025 ADVOCACY HANDBOOK IS COMING SOON

NEW FACES TO THE LEGISLATURE IN 2025-26

NASB LEGISLATIVE ISSUES CONFERENCE - JANUARY 26-27

SCHOOL BOARD MEMBER WEEK STARTS JANUARY 26

THE ANNUAL MEMBERSHIP GUIDE IS IN THE WORKS

CELL PHONES IN SCHOOLS

EXPAND YOUR KNOWLEDGE AND UNDERSTANDING

CONGRESSMAN BACON EXPRESSES SUPPORT FOR IDEA FUNDING

... AND MUCH MORE!

The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

THIS MONTH IN ...

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

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... It's a quiet end of the year as 17 Senators begin to clear out their offices and make way for the 17 new Senators who are busy hiring staff and going through Orientation. It's a good time to review what some Senator-elects have said are their thoughts and priorities as it relates to K-12 Education. Colby has been busy meeting with new Senators and re-introducing them to the role of the local school board, importance of local control, and how the State funds public K-12. These meetings have been well-received and productive and a great starting point for 2025 which will be here soon! Call Colby & Matt with questions any time!

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

ALICAP & INSURANCE ... The ALICAP team would like to welcome their newest Member: Wayne Community Schools! We're pleased to have Wayne join our school pool. This addition takes ALICAP's Membership total to 215 Nebraska Public Schools and ESUs. ALICAP wishes all of you a Happy and Safe New Year!

BOARD LEADERSHIP ... "At the Board Table" is on pages 4&5. This space reflects recommended regular board meeting agenda items to include in your upcoming agenda. - Marcia, Katie, Caden, Stacie, Ben, Stephanie, McKenna, Becky, & Avary!

DATA ANALYTICS ... NASB can provide you and your board with an accurate summary of your district's valuation, levy, cost per pupil, and poverty indicators with handy graphs to illustrate how your district compares to others. If you want a clearer picture of how you are doing under the state's funding plan, talk to Jim Luebbe about getting this useful data.

EDUCATION LEADERSHIP SEARCH SERVICE ... Contact us with any questions on search protocol, to schedule a proposal, or inquire about a vacancy. Deadlines are approaching for some great districts. Check our website for current listings or contact Shari for information on Searches! <https://members.nasbonline.org/els>

ENERGY PURCHASING ... U.S. natural gas consumption reached an all time high in 2023 and the first 9 months of 2024 in large part due to the use of natural gas for electricity generation. Record high temperatures during many of those months were a major factor, but the rapid increase in electric demand by data centers to power artificial intelligence platforms and bitcoin mining operations were also big contributors. This is new territory for the natural gas industry and your consultants at NJUMP and CJUMP are monitoring these changes to secure your natural gas supplies at competitive rates.

FOUNDATION ... The Nebraska Public Leadership Foundation (NPLF) has created an annual scholarship program for high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Please consider helping today's student leaders become tomorrow's education leaders by donating to the NPLF Student Scholarship Program at www.nepublicleadership.org

GALLUP STRENGTHS ... This month's featured Gallup theme is Competition. Individuals with **Competition** are driven by the desire to win. When harnessed effectively, Competition talents can inspire breakthrough performance and create an environment of excellence! Contact Shari for information to schedule a Gallup team retreat.

MEMBER ENGAGEMENT ... It was great getting out this December and visiting Arapahoe, Loomis, McPherson County, and Southwest. We are excited to jump into 2025 and hope to see you all at LIC in Lincoln, the President's Retreat in Kearney, and our 3rd annual NASB Federal Advocacy Fly In this March in D.C. Look for information on Open Meetings Law, and Budget & Finance Workshops soon too!

POLICY ... The Nebraska Department of Education recently released two fact sheets on fiscal management and internal controls important to any districts receiving federal dollars. We have policies dealing with those topics and districts should be certain they are included in their Board Policy Manuals.

TECHNOLOGY ... As staff negotiations begin to wind down, please remember to enter your 2025-26 negotiated agreement into the Contract Settlement Form. If you need assistance, please email Darion! Welcome to our newest Sparq Meetings subscriber, ESU 6! Happy Holidays!

TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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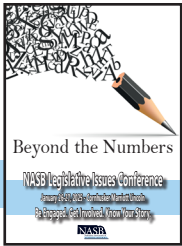
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<https://members.nasbonline.org/events>

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 402-423-4951 for assistance.



Legislative Issues Conference - January 26-27 - Lincoln
The 2025 Legislative Session is set to begin Wednesday, January 8

School Board Member Week - January 26 to February 1



Board President's Retreat - February 16-17 - Kearney



Budget & Finance Workshop - March 4 - Kearney
Budget & Finance Workshop - March 11 - Crete
***Amplified Finance Workshop - March 27 - Kearney**
Budget & Finance Workshop - April 2 - Norfolk



Federal Advocacy Fly In - March 16-19 - Washington, D.C.

NAEP State Convention - March 19-20 - Kearney

Open Meetings Law Workshop - March 25 - Gering
Open Meetings Law Workshop - March 26 - Kearney
Open Meetings Law Workshop - March 31 - Norfolk
Open Meetings Law Workshop - April 1 - Lincoln

AT THE BOARD TABLE

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BOARD 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.

JANUARY BOARD AGENDA ITEMS

Please see the December 16th email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the January Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.

NASB LEARNING OPPORTUNITIES FOR NEWLY ELECTED, APPOINTED, OR EXPERIENCED BOARD MEMBERS

NASB New Board Member Workshop

The Board Leadership team is expanding our learning opportunities for new board members. Stay tuned for further updates as we are planning additional New Board Member Workshops. Look for an email when the location, date, and time are set!

NASB Board Leadership Academy - Module I

Board Leadership is now providing a Board Leadership Academy for board members. This service offers a comprehensive board training program designed to enhance the effectiveness and cohesiveness of board members and the collective board. The content aligns with the NASB Effective Board Governance Standards, including interactive workshops and leadership development. Key outcomes include strengthened collaboration, improved decision-making processes, and a unified vision for working collaboratively with the superintendent to advance and support student success.

The Academy provides an expanded platform for NASB Board Leadership staff and experts to engage new board members, offering additional opportunities to discuss and explore key topics related to the role and responsibilities of both board members and superintendents to lead cohesively with confidence and purpose.

Module I will deliver comprehensive training on essential governance topics, including the boards' role and responsibilities, policy, Nebraska Open Meetings Law, community engagement, board-superintendent relations, long-term goals, etc. This improved structure is purposefully designed to deepen the board's understanding of duties, equip board leadership to collaborate with the superintendent to uphold the district's mission of delivering a high-quality education for all students.

2025 NASB Activities and Events Aligned to the Board Leadership Academy

January 2025 - Virtual Lunch & Learn

February 2025 - New Board Member Workshop

March/April 2025 - Open Meetings Law Workshops

April 2025 - Virtual Lunch & Learn

July 2025 - Virtual Lunch & Learn

July 2025 - Leadership Workshops

August & September 2025
Area Membership Meetings

October 2025 - Virtual Lunch & Learn

November 2025 - State Education Conference

December 2025 - Board Member Academy
Module I & II

CONTINUED ON PAGE 5

AT THE BOARD TABLE



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CONTINUED FROM PAGE 4

NASB BOARD MEMBER ACADEMY MODULES & TIMELINE

Module I OFFERED 2024	Module I & II OFFERED 2025	Module I, II, and III OFFERED 2026	Module I, II, III, and IV Offered 2027
Board Role and Responsibilities	Budget and Stakeholder Engagement	Student Academic Success	State and Local Advocacy
NASB Standards I – IX	Standard VI: District Resources	Standard IV: Student Accountability and Achievement	Standard V: Advocacy
Board Role and Responsibilities	Board Superintendent Relations	NDE - NEP Site	Legislative Calendar
NE Open Meetings Law	Budget Calendar	District Accreditation NDE Assurance Statement	NASB Advocacy Updates
Communications	Finance Committee	District Adopted Curriculum	District Legislative Initiatives
Board Meeting Protocols and Procedures	Standard I: Mission, Vision & Goals	District Instructional Framework	NASB Website Legislative Bill Updates/Hearings/etc.
Standard II: Policy Governance	Budget Aligned to District Strategic Plan/Goals	State Standards Alignment	Testifying before the Legislature
Board Committees	Monthly Board Meeting Budget Reports	Staff Professional Development Plan	State Senator Engagement
Standard VIII: Board Superintendent Relations	Standard III: Community and Stakeholder Engagement	Board Data Calendar	Community Leader
Superintendent Leadership and Evaluation	Community Leader	Board Agenda Reports and Goal Monitoring	
Annual Board Calendar		Community Leader	
Board Meeting Agenda			
Community Leader			

Contact Marcia or any of the Board Leadership team with questions regarding the Academy!

NASB BOARD MEMBER ACADEMY ALIGNED LEARNING WORKSHOPS

Module I OFFERED 2024	Module I & II 2025 NASB Learning Workshops	Module I, II, and III 2026 NASB Learning Workshops	Module I, II, III, and IV 2027 NASB Learning Workshops
	<ul style="list-style-type: none"> *Open Meetings Law *Leadership Workshop-Board Self-Assessment and Superintendent Evaluation *Area Membership Mtgs *New Board Member Workshop 	<ul style="list-style-type: none"> *Open Meetings Law *Budget Workshop *Leadership Workshop *Area Membership *New Board Member Workshop 	<ul style="list-style-type: none"> *Legislative Issues Conference *Open Meetings Law *Budget Workshop *Leadership Workshop *Area Membership *New Board Member Workshop

On-Boarding Newly Elected or Appointed Board Members

Suggested resources to share with newly appointed/elected board members for the Board, Board President, and Superintendent:

- District mission/vision/belief statements
- District short and long-range goals/strategic plan
- Code of Conduct for board members and conflict of interest criteria/form
- Board policy manual or access to online policies, administrative guidelines, and all handbooks (e.g., student, staff, activities, etc.)
- Board committee structure and appointments
- District complaint and grievance procedures
- Annual Board Calendar and district calendar of events
- Board processes, including board meeting procedures, agenda preparation, and policy development
- Communication issues, including use of email and communicating with the media
- Superintendent's contract including, a blank evaluation tool, the job description, salary, and benefit package details
- Board Meeting Agendas and Minutes from the past year
- Geographic boundaries of the district and ward boundaries if applicable
- NASB board member learning workshops [NASB New Board Member Workshop]
- Board member, superintendent, and administrative assistant contact information

YOUR 2025 ADVOCACY HANDBOOK IS COMING SOON

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

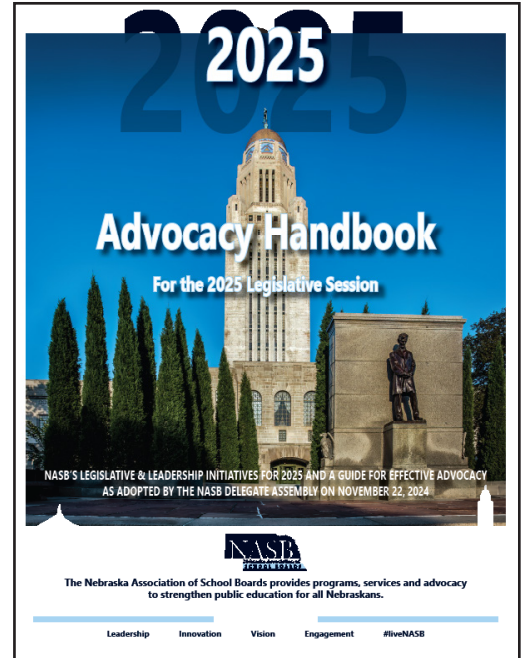
With the official approvals taking place by you and your peer school board members at the November Delegate Assembly, we will soon be posting the 2025 Advocacy Handbook, to be used as a guideline during the upcoming Legislative Session which begins Wednesday, January 8th.

The Advocacy Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, will be available to view, download, and print at the Government Relations section of the NASB website, and the link above.

We look forward to working for and with you again this session ... do not hesitate to reach out to NASB at any time with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

Matt, Colby, John & Lindsey
Your NASB Legislative Team

Interested in becoming more engaged in the legislative process? Whether it is from home, or in Lincoln, let us help you share your story, and advocate for public education in Nebraska as bills, topics, and issues arise.



NEW FACES TO THE LEGISLATURE IN 2025-26



Sen. Bob Hallstrom
District 1 - Syracuse



Sen. Victor Rountree
District 3 - Bellevue



Sen. Margo Juarez
District 5 - Omaha



Sen. Dunixi Guereca
District 7 - Omaha



Sen. Ashlei Spivey
District 13 - Omaha



Sen. Dave Wordekemper
District 15 - Fremont



Sen. Glen Meyer
District 17 - Pender



Sen. Jared Storm
District 23 - David City



Sen. Jason Prokop
District 27 - Lincoln



Sen. Dan Lonowski
District 33 - Hastings



Sen. Dan Quick
District 35 - Grand Island



Sen. Stan Clouse
District 37 - Kearney



Sen. Tony Sorrentino
District 39 - Elkhorn



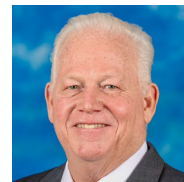
Sen. Dan McKeon
District 41 - Amherst



Sen. Tanya Storer
District 43 - Whitman



Sen. Paul Strommen
District 47 - Sidney



Sen. Bob Andersen
District 49 - Omaha



NASB LEGISLATIVE ISSUES CONFERENCE - JANUARY 26-27

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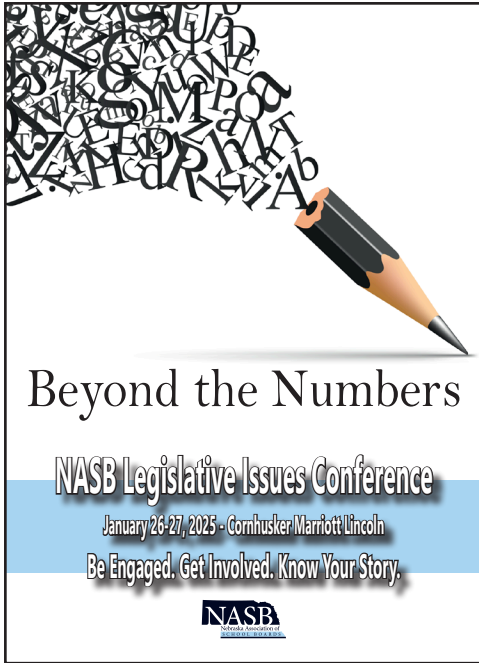
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<https://members.nasbonline.org/events/legislative-issues-conference>



Legislative Issues Conference

January 26-27, 2025

Cornhusker Marriott - Lincoln

SUNDAY, JANUARY 26 - 6:00 PM - Reception, Dinner, and Program
Beyond Tornado Drills: The New Challenges of School Safety
Jay Martin - NDE Safety & Security Director
Hospitality event to follow sponsored by Sampson Construction

MONDAY, JANUARY 27 - 8:00 AM to 1:30 PM
Welcome and Introductions, 2025 Bill Review & Looking Beyond the Numbers
Speaker Arch - Session Preview
Senator Murman - Education Committee Update
A Conversation with the New Revenue Chair
Senator Hughes - School Funding Legislation Update
School Spending/Caps: Bills & Strategies to Help Share Your Story
How Nebraska Compares. The Story Rarely Told
Final Talking Points Prior to Your Lunch with the Senators
Lunch with the Senators

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)

SCHOOL BOARD MEMBER WEEK STARTS JANUARY 26

THANK YOU SCHOOL BOARDS!!!!!!

The week of January 26 to February 1, 2025 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



Thank you

THE ANNUAL MEMBERSHIP GUIDE IS IN THE WORKS

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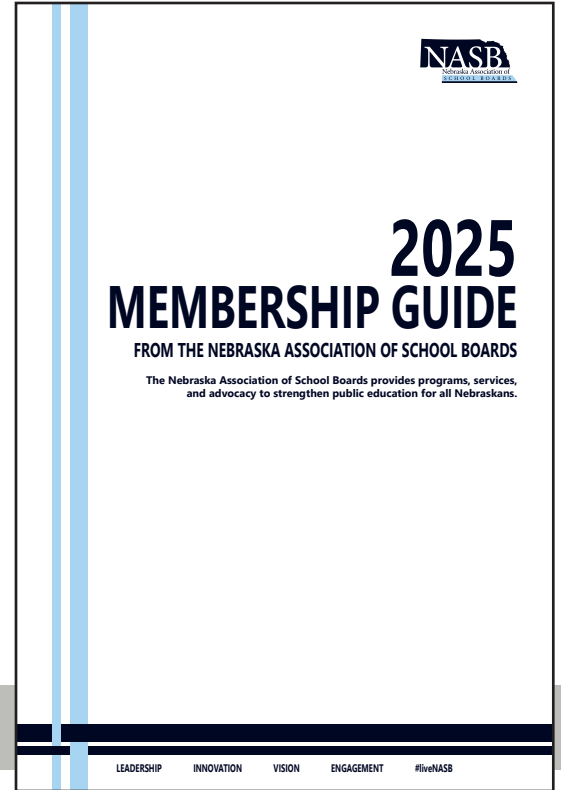


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<https://members.nasbonline.org/news-resources/annual-membership-guide>

Each year, members receive the annual Membership Guide, a full-scale publication that includes information on everything NASB is and does such as:

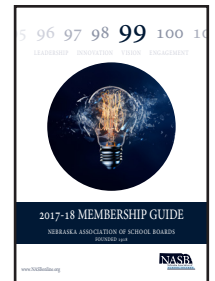
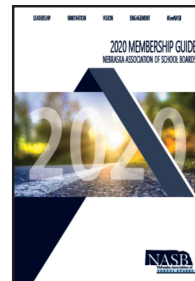
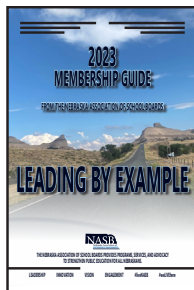
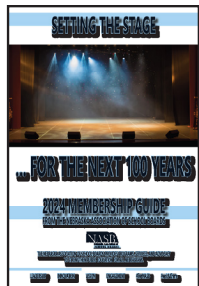
- The History of NASB
- Organizations NASB is Responsible For
- Complexities & Governance Structure
- Your 2025 NASB Board of Directors
- NASB Region Bylaws
- Your 2025 NASB Legislation Committee
- Advocacy & Engagement - What Is Your Role?
- Awards of Achievement & NASB Board Awards
- Ann Mactier - School Board Member of the Year
- Your NASB Programs & Services
- Your NASB Staff
- NASB's Endorsed Services
- 2025 Platinum & Gold Level Affiliate Partners
- And more ...



Look for these Guides to be delivered early 2025!



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BOARDS



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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.

“Technology doesn’t just do things for us. It does things to us, changing not just what we do but who we are.” - Sherry Turkle



The use of cell phones in schools has become a national, state, and local concern for education policy makers. Eighteen state school boards have developed policies that either restrict or ban the use of cell phones by students and staff during school hours because of the negative impact of social media on learning and attention.

The restrictions are based on a plethora of research indicating that adolescent use of social media is directly related to increases in anxiety and suicide and that cell phone use has addictive qualities. (Haidt, 2024). Teachers indicate that cell phone distraction is a major problem in classrooms and the absence of cell phones during school has a positive impact on learning and student mental health. (Hatfield, 2024)

The Nebraska Department of Education recently surveyed school superintendents across Nebraska to gain insights about local school district cell phone restrictions, perceived impact of cell phone policy on student safety and well-being, policy enforcement challenges, and stakeholder support of school cell phone policies. Results show that 178 of 216 respondents said their schools have formal cell phone policies, 48 of those schools do not allow cell phones during school hours. One hundred sixty-two schools report parental/guardian support of school cell phone policies. Nebraska schools (157) report that their cell phone policies are either very effective or somewhat effective in helping students maintain academic focus.

Cell phone restrictions take several forms in Nebraska schools. In some instances, students cannot access their phones during school hours. Not having any access is referred to as a cell phone ban. In other situations, students are not to access their phones during instructional hours, but have access during lunch, passing periods, etc. The types of restrictions also vary depending on student developmental level with a trend that students in earlier grades have less access than older students.

Challenges in enforcing cell phone policies are more prevalent when students have some access to their phones during school hours. Because of the addictive nature of cell phones, students who have phones at their desks or in their possession find ways to use devices during class time. In addition, because teachers

most often are expected to enforce cell phone policies, there is inconsistent enforcement of policy across classrooms. National data shows that school districts find full cell phone bans are more successful because they remove temptations and are easier to enforce.

The Nebraska State Board is considering options for addressing cell phone use by Nebraska students. One of the options is to develop a position statement to indicate that the board encourages and supports local school board authority in developing policies that promote student learning and mental well-being and reduce distractions and practices that negatively impact the teaching and learning process.

A second option is to provide policy guidance and best practices for local school districts to consider. This might include a model cell phone policy, examples of existing school policies, and identification of best practices.

The board may decide to include both options as guidance for local school districts. Whatever action the Nebraska State Board of Education takes to address cell phone use by students, it needs to be grounded in the understanding of the effects smart phone invention has had on children and adolescents and how a phone-based childhood and adolescence is affecting the development of social, emotional, and cognitive abilities.

Haidt, J. (2024). *The Anxious Generation*. Penguin Press.

Hatfield, J. (2024). "Cellphone Distraction Is a Major Problem in the Classroom." Pew Research Center. <https://www.pewresearch.org/short-reads/2024/6/12/72-percent-of-us-high-school-teachers-say-cellphone-distraction-is-a-major-problem-in-the-classroom/>

Editor's Note: The opinions expressed in the column are those of Patti Gubbels and do not necessarily represent the Nebraska State Board of Education.

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CONGRESSMAN BACON EXPRESSES SUPPORT FOR IDEA FUNDING

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Congressman Don Bacon recently wrote a letter to Chairman Tom Cole, who heads the Committee on Appropriations, to express his support for the increase in Individuals with Disabilities Education Act (IDEA) funding in H.R.9029 for Fiscal Year (FY) 2025. In his letter, he stated, "Since 1975, IDEA funding has played a crucial role in ensuring children with disabilities receive specialized education which best meets their needs. With the goal of addressing these needs and preparing them for future education, IDEA funding has been instrumental in providing these children with a high-quality education. However, Congress has repeatedly not met its pledge to cover 40 percent of the national average per pupil expenditure, resulting in insufficient IDEA funding. I applaud the increase and urge the committee to maintain a robust level of funding. This investment will not only benefit the populations served by funding but will make our nation's education system stronger overall and lead to better outcomes for America's children."



In a response, NASB reached out thanking Congressman Bacon for that support. "For many years school districts across Nebraska have been lobbying Congress to make good on its promise to fund Special Education as originally promised. At times it has felt that representatives of Congress have forgotten about that promise made numerous years ago. We appreciate your efforts to make good on the promise of fully funding the obligations of the federal government. Beyond being the right thing to do for vulnerable students across our State, this issue is an economic one for our taxpayers. The lack of funding for these students has been put on the backs of Nebraska property tax payers. Your letter and recommendation are a welcome part of this important conversation. As representatives of all 1,700 locally elected leaders serving their districts and communities, we wish to express our gratitude."



Paul Grieger
Managing Director,
Public Finance
402-392-7986
pgrieger@dadco.com



Cody Wickham
Senior Vice President,
Public Finance
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cwickham@dadco.com



Andy Forney
Senior Vice President,
Public Finance
402-392-7988
aforney@dadco.com

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A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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The NASB provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

December 19, 2024

Via Email - bobbie.stuart@bayardtigers.org

Bobbie Stuart-Bookkeeper
Bayard Public Schools
726 4th Ave
Bayard, NE 69334

Re: Branch Closing Notice- First National Bank of Omaha (FNBO),
Charter Number 209, OCC Control Number 2024-BranchClosing-338479

Dear Mrs. Stuart:

We acknowledge receipt of your letter dated December 11, 2024, First National Bank of Omaha, Omaha, NE, plans to close its branch office located at 302 Main Street Bayard, NE, 69334 known as the Bayard branch on February 6, 2025. The bank's decision to close the branch office is a business decision that does not require the approval of the Office of the Comptroller of the Currency (OCC). However, we will consider your comments in connection with our next Community Reinvestment Act (CRA) evaluation of the bank when we will review the effect of the bank's record of opening and closing offices. In addition, we will take the bank's record of performance under the CRA into account when we review applications by the bank to establish or relocate branches or to merge with other banks.

We have sent a copy of your letter to Kevin Gaughan at First National Bank of Omaha. Please pursue further inquiries directly with Mr. Gaughan. Please indicate the name and address of the branch in all correspondence.

If you have any questions, please contact Licensing at 202-649-6420 or Licensing@occ.treas.gov. Please include the OCC Control Number in any correspondence related to this matter.

Sincerely,

Laura Martinez
Licensing Specialist



Bobbie Stuart <bobbie.stuart@bayardtigers.org>

Fwd: Release - Lead testing, remediation grants available for schools, licensed child care programs

17 messages

Bayard Transcript <btranscript@gmail.com>
To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>

Tue, Dec 17, 2024 at 9:14 AM

I thought you may want to know this...

----- Forwarded message -----

From: **Woita, Amanda** <amanda.woita@nebraska.gov>

Date: Fri, Dec 13, 2024 at 2:31 PM

Subject: Release - Lead testing, remediation grants available for schools, licensed child care programs

To:



For more information, contact:

Carla Felix (402) 471-4223

Amanda Woita (402) 471-4243

Nathanael Urie (402) 471-4245

FOR IMMEDIATE RELEASE

December 13, 2024

Lead testing, remediation grants available for schools, licensed child care programs

LINCOLN, Neb. – The Nebraska Department of Environment and Energy (NDEE) Lead Testing and Reduction Grant Program has grant funds available for public and private schools, local educational agencies, and licensed child care programs across the state to remediate lead in drinking water and reduce children’s exposure.

Funding comes from the U.S. Environmental Protection Agency's (EPA) Water Infrastructure Improvements for the Nation (WIIN) Act grant and will be used to replace faucets, fixtures, fountains, and water filler stations that have previously tested high for lead.

Childhood lead poisoning is preventable, so identifying and reducing sources of exposure is crucial. Childhood exposure to lead may be associated with hearing and speech impairments, learning disabilities, behavioral disorders, slowed growth and development, and adverse impacts to the developing nervous system. Children ages 6 and younger are the most vulnerable to the effects of lead exposure.

Since 2020, less than one-third of Nebraska's schools and licensed child care facilities have taken advantage of this grant assistance to sample their drinking water for lead. In 2027, the monitoring for lead in schools and licensed child care facilities will become mandatory under EPA's Lead and Copper Rule Improvements. Not only is the protection of our children from sources of lead in drinking water achievable, but NDEE's Lead and Testing Reduction Grant Program provides schools an opportunity to receive federal assistance for this effort now, rather than using local funding in the future.

"NDEE commends the schools that have already sampled their drinking water for lead and taken action to protect their students, and we encourage others to follow suit," NDEE Interim Director Kara Valentine said. "By knowing water quality, these schools can make informed decisions and take faucets and fountains with detections out of use or utilize our grant funds to replace those fixtures. The health and safety of our children is paramount, and we want to work with schools to reduce childhood exposure to lead."

Eligible recipients include public schools, local educational agencies, and licensed child care programs. Parochial or private schools are eligible to receive funding by entering into an agreement with a local educational agency. Facilities that have completed remediation activities outside of this grant program are not eligible for reimbursement.

Facilities prioritized through this program have tested at or above 10 ppb of lead and:

- serve children six years of age or younger, who are most vulnerable to the effects of lead exposure;
- are located in low-income communities; and
- were built before 1988 and more likely to contain lead plumbing.

Drinking water units with lead detections at or above 8 parts per billion (ppb) qualify to receive 100% funding for remedial action. Within those same facilities, detections below 8 ppb are also eligible for between 75 up to 100% remediation funding.

This grant is the second step of NDEE's WIIN grant funding. In 2020, NDEE announced WIIN grants were available for schools and licensed child care programs to test their drinking water for lead. Facilities that sampled through this program or the Nebraska Public Health Environmental Lab are

eligible to apply for the remediation funds. Funds remain available for schools and licensed child care programs to test their drinking water.

To ensure schools, child care facilities and parents can make informed decisions about children's drinking water, a summary of sampling data collected through NDEE's WIIN sampling program is available on the Nebraska Department of Health and Human Services' website:
<https://dhhs.ne.gov/Pages/Lead-Data.aspx>.

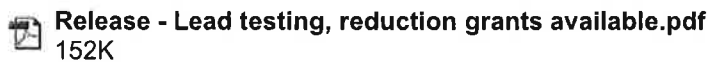
Facilities interested in funds to address lead remediation or that have not yet tested their drinking water fixtures can do so by contacting the NDEE lead contact at ndee.srf@nebraska.gov.

###

This press release is also available on NDEE's website: <https://dee.nebraska.gov/news-events/press-releases/lead-testing-reduction-grants-available-schools-licensed-child-care-programs>

--
Thank You
Bayard Transcript
KC Heath
308-641-8587

2 attachments



Bobbie Stuart <bobbie.stuart@bayardtigers.org>
To: Justine Jobman <justine.jobman@bayardtigers.org>

Tue, Dec 17, 2024 at 12:49 PM

Do you remember what the old water fountains in the high school tested at? Wondering if we could get funding to replace those as we have just put lockout devices on those ones

[Quoted text hidden]

--
Bobbie Stuart
Business Manager
(308) 586-1325
Bayard Public Schools



2 attachments



image001.jpg
99K

Release - Lead testing, reduction grants available.pdf
152K

Justine Jobman <justine.jobman@bayardtigers.org>
To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>

Wed, Dec 18, 2024 at 8:15 AM

Yes, here are our results from Feb 2022.

[Quoted text hidden]

--

Justine Jobman RN, BSN, BS
Registered Nurse
Bayard Public Schools
justine.jobman@bayardtigers.org
(308) 586-1211

0344_001.pdf
170K

Bobbie Stuart <bobbie.stuart@bayardtigers.org>
To: ndee.srf@nebraska.gov

Wed, Dec 18, 2024 at 10:06 AM

Hello,

We are interested to see if there are funds for the remedial of lead. We did install r/o systems in most of our areas that tested positive, however we have some outdated drinking fountains that are listed in the attachment that had a result of 1.70 we would be interested in replacing. We have kept our fountain lock kits on them that we had during the pandemic to keep them out of service.

Thanks,
Bobbie

[Quoted text hidden]

0344_001.pdf
170K

Mailtrack Notification <notification@mailtrack.io>
Reply-To: ndee.srf@nebraska.gov
To: bobbie.stuart@bayardtigers.org

Wed, Dec 18, 2024 at 3:42 PM


Hot conversation: ndee.srf@nebraska.gov opened it many times in a short period or forwarded it. [View all 5 opens](#) | [turn off hot conversations](#)

Bobbie Stuart <bobbie.stuart@bayardtigers.org>
To: Zachary Nesbitt <zachary.nesbitt@bayardtigers.org>

Thu, Dec 19, 2024 at 8:06 AM

Just an fyi, hoping we are able to maybe get some funding to take care of the other water fountains by concessions! Will keep you posted!

[Quoted text hidden]

 **0344_001.pdf**
170K

Deroche, Jennifer <Jennifer.Deroche@nebraska.gov>

Thu, Dec 19, 2024 at 3:31 PM

To: "bobbie.stuart@bayardtigers.org" <bobbie.stuart@bayardtigers.org>

Cc: "McNulty, Steve" <Steve.Mcnulty@nebraska.gov>, "Bubb, Stacie" <Stacie.Bubb@nebraska.gov>

Good afternoon, Bobbie.

Thank you for your inquiry. The quick answer is 'yes' these funds are available to assist your school.

First, I would like to introduce myself. My name is Jennifer Deroche. My colleague, Stacie Bubb, and I are the grant coordinators with the Nebraska Department of Environment and Energy (NDEE) that oversee the lead testing and replacement of drinking water fixtures in schools and childcare programs in the State of Nebraska.

Looking at your results below, there are a few fixtures previously sampled that we could replace with our grant funding. These include those fixtures with a detection. Also, if there are any drinking water fixtures or fixtures used to prepare food that you are interested in testing, we can assist you there.

Location of Sample	Results (ug/L)
1ST FOUNTAIN (Feb 2022)	8.52
K FOUNTAIN (Jan 2022)	7.86
K FOUNTAIN (Feb 2022)	5.65
BUSINESS OFFICE (Jan 2022)	2.52
NURSES OFFICE (Jan 2022)	2.21
HS CONCESSION FTN (Jan 2022)	1.70
1ST FOUNTAIN (Jan 2022)	1.03

HS WEIGHT ROOM	<RL
----------------	-----

ELEM TEACH CULLIGAN	<RL
HS GYM FOUNTAIN	<RL
HS TEACHER CULLIGAN	<RL
ELEM FOUNTAIN 6A	<RL
HS B FOUNTAIN	<RL
HS G FOUNTAIN	<RL
ELEM FOUNTAIN 3B	<RL
ELEM FTN OFFICE	<RL
KITCHEN SINK	<RL

Results below 10 ug/L

- These fixtures should be 'flushed' every morning by running cold water for one minute before using them. This assists in clearing out water that may have been sitting in the pipes/tap overnight. It's also good practice to 'flush' those fixtures if you've been away from the facility for an extended period like on vacation or break. However please note that flushing just in the morning may not effectively remove lead accumulation throughout the day.
- Use only cold water for drinking and cooking. If you need hot water for drinking or cooking, run cold water from the tap first, then heat it up.
- If able, using bottled water for baby formula and food may be preferred. If you must use tap water, make sure you are ONLY using cold water and 'flush' that fixture for a full minute first before consuming.

With our grant program, we are able assist you in replacing those fixtures (listed above) with lead detections (>0.01).

The 1st Fountain (8.52 ug/L) is eligible for **100% grant funding** through this program. The rest of the listed fixtures (K Fountain, Business Office, Nurses Office, and HS Concession Ftn) are also eligible for assistance with **90% funding** towards the cost of replacing those fixtures. I've read in your prior email that you have an R.O. system installed in many of the area to remediate that exposure. This funding is still available to replace those fixtures. If you decide not to replace them, we suggest getting them tested to at least verify that lead is no longer present within those fixtures. The grant can provide those sampling kits at no cost to your school.

Please let me know if you find our grant program can help you replace those fixtures, and we can get started with the next steps. If you'd like to discuss your options for replacement assistance further, I'd be happy to chat over the phone or email, whichever fits your time the best. I can understand that the day can be quite busy with trying to balance time and the schedules of the day.

Have a beautiful day,

Jennifer Deroche | *Environmental Specialist*

State Revolving Fund Section

PLANNING & AID DIVISION

Nebraska Department of Environment & Energy

DIRECT: 402-471-1883 | OFFICE: 402-471-2186


MAILING ADDRESS: PO Box 98922, Lincoln, NE 68509

LOCATION: 245 Fallbrook Blvd, Ste #100, Lincoln, NE 68521

From: Bobbie Stuart <bobbie.stuart@bayardtigers.org>
Sent: Wednesday, December 18, 2024 11:06 AM
To: srf, ndee <ndee.srf@nebraska.gov>
Subject: Fwd: Release - Lead testing, remediation grants available for schools, licensed child care programs

You don't often get email from bobbie.stuart@bayardtigers.org. Learn why this is important

[Quoted text hidden]

 **0344_001.pdf**
170K

Bobbie Stuart <bobbie.stuart@bayardtigers.org> Thu, Dec 19, 2024 at 3:39 PM
To: "Deroche, Jennifer" <Jennifer.Deroche@nebraska.gov>


Yes, I would be very interested in replacing the areas of concern. Please let me know what I need to do to move forward in the process!
Thanks,
Bobbie

[Quoted text hidden]

Bobbie Stuart <bobbie.stuart@bayardtigers.org> Thu, Dec 19, 2024 at 3:41 PM
To: Justine Jobman <justine.jobman@bayardtigers.org>, Rodney Olson <rodney.olson@bayardtigers.org>, Zachary Nesbitt <zachary.nesbitt@bayardtigers.org>, Candace Ehler <candace.ehler@bayardtigers.org>, Jeff Erdman <jeff.erdman@bayardtigers.org>

Just an fyi, looks like we will be able to take care of this little to no cost.

[Quoted text hidden]

 **0344_001.pdf**
170K

Zachary Nesbitt <zachary.nesbitt@bayardtigers.org> Thu, Dec 19, 2024 at 4:12 PM
To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>
Cc: Justine Jobman <justine.jobman@bayardtigers.org>, Rodney Olson <rodney.olson@bayardtigers.org>, Candace Ehler <candace.ehler@bayardtigers.org>, Jeff Erdman <jeff.erdman@bayardtigers.org>

That sounds good to me. I'm sure not music to Jeff's ears. Will be good to have some of this done for sure.

Zach Nesbitt
Bayard Public Schools AD



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[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Bobbie

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----- Forwarded message -----

From: Bayard Transcript <btranscript@gmail.com>
Date: Tue, Dec 17, 2024 at 9:14 AM
Subject: Fwd: Release - Lead testing, remediation grants available for schools, licensed child care programs
To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>

I thought you may want to know this...

----- Forwarded message -----

From: **Voita, Amanda** <amanda.voita@nebraska.gov>
Date: Fri, Dec 13, 2024 at 2:31 PM
Subject: Release - Lead testing, remediation grants available for schools, licensed child care programs
To:

<image001.gif>

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<0344_001.pdf>



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Justine Jobman <justine.jobman@bayardtigers.org>

Thu, Dec 19, 2024 at 5:41 PM

To: Zachary Nesbitt <zachary.nesbitt@bayardtigers.org>

Cc: Bobbie Stuart <bobbie.stuart@bayardtigers.org>, Rodney Olson <rodney.olson@bayardtigers.org>, Candace Ehler <candace.ehler@bayardtigers.org>, Jeff Erdman <jeff.erdman@bayardtigers.org>

I know the names of some of these locations have changed. I also know that we installed some reverse osmosis systems in some of these locations, including the nurse's office and I believe the kindergarten and 1st grade rooms which are now both the daycare rooms.

Justine Jobman RN, BSN, BS
Registered Nurse
Bayard Public Schools
justine.jobman@bayardtigers.org
(308) 586-1211

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Deroche, Jennifer <Jennifer.Deroche@nebraska.gov>

Fri, Dec 20, 2024 at 9:33 AM

To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>

Cc: "McNulty, Steve" <Steve.Mcnulty@nebraska.gov>

Good morning, Bobbie.

Thank you for your prompt response. I am excited to work with you on this project.

For the next step, we will need to know which station or stations you wish to replace and a rough estimate on the cost of those replacements. I typically suggest contacting a plumber or trusted equivalent that can help guide you on the current cost of your replacement(s). This will give us an amount to enter into the agreement and determine if any additional procurement measures are needed. We follow state statute regarding procurement of services and supplies, so the cost of the project will determine the route we take there.

What does this mean for Bayard?

- If the cost of the replacement(s) is less than \$10,000, Bayard is able to utilize a supplier and/or plumber of choice without having to solicit for quotes and get reimbursed for materials and services.
- If costs are between \$10,000 - \$109,000, then we would require an attempt at soliciting three suppliers and/or plumbers. This could include phone calls, emails, letters, the same process you take in your typical procedures. You do not need to receive three bids, but the attempt to solicit three must be documented.
- If costs exceed \$109,000, which is unlikely, then we are looking at a formal procurement process, but again I don't believe we will reach that amount.

Please let me know if you have any questions on the first step in obtaining an estimate. I'd be happy to call or hop on a virtual meeting to discuss.

Have a lovely weekend,

[Quoted text hidden]

Bobbie Stuart <bobbie.stuart@bayardtigers.org> Mon, Dec 23, 2024 at 12:15 PM
To: Jeff Erdman <jeff.erdman@bayardtigers.org>
Cc: Rodney Olson <rodney.olson@bayardtigers.org>, Candace Ehler <candace.ehler@bayardtigers.org>, Zachary Nesbitt <zachary.nesbitt@bayardtigers.org>, Justine Jobman <justine.jobman@bayardtigers.org>

Jeff,

When you get settled in would you be able to reach out to a plumber and see if they can give us a quote on all the locations listed in the attachment to see what it would cost. I will forward that info back to Jennifer and see if we are good to go with the replacement.

Thanks,

Bobbie

----- Forwarded message -----

From: **Deroche, Jennifer** <Jennifer.Deroche@nebraska.gov>
Date: Fri, Dec 20, 2024 at 9:33 AM
Subject: RE: FW: Release - Lead testing, remediation grants available for schools, licensed child care programs
To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>
Cc: McNulty, Steve <Steve.Mcnulty@nebraska.gov>

[Quoted text hidden]

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Bobbie Stuart <bobbie.stuart@bayardtigers.org> Mon, Dec 23, 2024 at 12:16 PM
To: "Deroche, Jennifer" <Jennifer.Deroche@nebraska.gov>
Cc: "McNulty, Steve" <Steve.Mcnulty@nebraska.gov>

Hi Jennifer,

I have asked our head of maintenance to reach out and get a quote from one of our plumbers when he returns from vacation. I will forward you the quote when we receive it and we will see how we can move forward!

Thanks,

Bobbie

[Quoted text hidden]

Deroche, Jennifer <Jennifer.Deroche@nebraska.gov> Mon, Dec 23, 2024 at 12:49 PM
To: Bobbie Stuart <bobbie.stuart@bayardtigers.org>
Cc: "McNulty, Steve" <Steve.Mcnulty@nebraska.gov>

Fantastic. I look forward to hearing from you.

Have a very Merry Christmas.

[Quoted text hidden]

Bobbie Stuart <bobbie.stuart@bayardtigers.org> Mon, Dec 23, 2024 at 12:59 PM
To: "Deroche, Jennifer" <Jennifer.Deroche@nebraska.gov>
Cc: "McNulty, Steve" <Steve.Mcnulty@nebraska.gov>

Thank you, you too!

[Quoted text hidden]

Mailtrack Reminder <reminders@mailtrack.io>

Tue, Dec 24, 2024 at 12:59 PM

Reply-To: jennifer.deroche@nebraska.gov, steve.mcnulty@nebraska.gov

To: bobbie.stuart@bayardtigers.org

⚠ Your email to Jennifer.Deroche@nebraska.gov and one other recipient has not been opened yet. Snooze for [24H](#), [48H](#) or [72H](#) ([disable](#))



*Scan the QR Code to see new offerings

PREVENTATIVE MAINTENANCE SERVICE REPORT

Service Request Number: 1-134182927096
Service Request Type: PSA
Service Request Sub-Type: Scheduled Service
Status: Scheduled
Requestor: Rodney Olson
Agreement Reference: 1-132540275477

JOHNSON CONTROLS CHEYENNE FT. COLLINS CB - 0N49
 2600 Old Happy Jack Rd
 Cheyenne, WY 82001-5846
 (866) 300-0522

Service Site:
 BAYARD ELEMENTARY SCHOOL
 BAYARD ELEMENTARY SCHOOL
 E 8th St
 Bayard, NE 69334-0000

Bill To:
 BAYARD PUBLIC SCHOOLS
 1180551
 P O BOX 607
 BAYARD, NE 69334

Service Requested: Preventive Maintenance

Equipment Serviced For This Request:			
Asset	Customer Tag	Serial Number	Type of Service
3201449	Boiler Room Air Compressor		Operational - Air Compressor, Commercial - 1
2410141	Classroom Mixed Air #01		PNEUMATIC RECEIVER CONTROLLER INSPECTION - 1
3201485	Classroom Mixed Air #02		PNEUMATIC RECEIVER CONTROLLER INSPECTION - 1
3201486	Classroom Mixed Air #03		PNEUMATIC RECEIVER CONTROLLER INSPECTION - 1
3201487	Classroom Mixed Air #04		PNEUMATIC RECEIVER CONTROLLER INSPECTION - 1
2410145	Classroom Mixed Air #05		PNEUMATIC RECEIVER CONTROLLER INSPECTION - 1
2410146	Classroom Mixed Air #06		PNEUMATIC RECEIVER CONTROLLER INSPECTION - 1
3201471	Classroom tstat #01		PNEUMATIC THERMOSTAT INSPECTION - 1
3201472	Classroom tstat #02		PNEUMATIC THERMOSTAT INSPECTION - 1
3201473	Classroom tstat #03		PNEUMATIC THERMOSTAT INSPECTION - 1

For Questions Regarding Service, Please Contact:
 Version: Release # PHL 3
 Tonya Garcia (866) 300-0522



PREVENTATIVE MAINTENANCE SERVICE REPORT



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Service Request Type: PSA
Service Request Sub-Type: Scheduled Service
Status: Scheduled

Requestor: Rodney Olson
Agreement Reference: 1-132540275477

JOHNSON CONTROLS CHEYENNE FT. COLLINS CB - 0N49
 2600 Old Happy Jack Rd
 Cheyenne, WY 82001-5846
 (866) 300-0522

Equipment Serviced For This Request:				Tasking Complete
Asset	Customer Tag	Serial Number	Type of Service	
2410131	Classroom tstat #04		PNEUMATIC THERMOSTAT INSPECTION - 1	
2410132	Classroom tstat #05		PNEUMATIC THERMOSTAT INSPECTION - 1	
3201476	Classroom tstat #06		PNEUMATIC THERMOSTAT INSPECTION - 1	
3201477	Classroom tstat #07		PNEUMATIC THERMOSTAT INSPECTION - 1	
2410135	Classroom tstat #08		PNEUMATIC THERMOSTAT INSPECTION - 1	
3201479	Classroom tstat #09		PNEUMATIC THERMOSTAT INSPECTION - 1	
2410137	Classroom tstat #10		PNEUMATIC THERMOSTAT INSPECTION - 1	
2410138	Classroom tstat #11		PNEUMATIC THERMOSTAT INSPECTION - 1	
2410139	Classroom tstat #12		PNEUMATIC THERMOSTAT INSPECTION - 1	
2410140	Classroom tstat #13		PNEUMATIC THERMOSTAT INSPECTION - 1	
3201469	GYM AHU		Operational - Air Handling Unit, Mixed Air - 2	Yes
3201463	Kitchen		Oper (Mid Season) - Split System, Cooling Only - 1	
2410121	PUMP- Fan Coil Units		Operational - Pump, Circulating - 1	Yes
3201446	PUMP-Gym AHU		Operational - Pump, Circulating - 1	Yes
3201466	SPLIT Gym 1 SouthEast	2802EO4871	Oper (Mid Season) - Split System, Cooling Only - 1	

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Version: Release # PHL 3

Tonya Garcia

(866) 300-0522





PREVENTATIVE MAINTENANCE SERVICE REPORT

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Requestor: Rodney Olson
Agreement Reference: 1-132540275477

JOHNSON CONTROLS CHEYENNE FT. COLLINS CB - 0N49
 2600 Old Happy Jack Rd
 Cheyenne, WY 82001-5846
 (866) 300-0522

Equipment Serviced For This Request:			
Asset	Customer Tag	Serial Number	Type of Service
3201468	SPLIT Gym 2 NorthWest	C2D3589824	Oper (Mid Season) - Split System, Cooling Only - 1
3201467	SPLIT Gym 3 NorthEast	4602E13923	Oper (Mid Season) - Split System, Cooling Only - 1
3201465	SPLIT Gym 4 Southwest	C2C3529678	Oper (Mid Season) - Split System, Cooling Only - 1

Service Provided:	
Date	Work Performed
12/18/2024	Operational check on air compressor
	Not Available
	Accepted by Rodney Olson
	Activity Number 1-1PN51VR4
	By Marilyn Schultz

Materials Used:	Qty	UOM	Description

Tool Charges: **Disposal, Environmental & Usage Charges *** **Fuel Surcharge:** **Miscellaneous:**
Zone/Trip/Truck Charges: **Shipping /Handling Charges:** **Per Diem:**

* Disposal, Environmental & Usage Charges may include one or more of the following: miscellaneous electrical, pneumatic, welding supplies, hardware materials, cleaning supplies, or refrigerant reclaim disposal.

For Questions Regarding Service, Please Contact: Tonya Garcia (866) 300-0522
Version: Release # PHL 3



PREVENTATIVE MAINTENANCE SERVICE REPORT



JOHNSON CONTROLS CHEYENNE FT. COLLINS CB - 0N49
2600 Old Happy Jack Rd
Cheyenne, WY 82001-5846
(866) 300-0522

Service Request Number: 1-134182927096
Service Request Type: PSA
Service Request Sub-Type: Scheduled Service
Status: Scheduled

Requestor: Rodney Olson
Agreement Reference: 1-132540275477

Refrigerant Tracking:		No Refrigerant Activity Recorded To Date							
Activity #	Action Taken	Type	Amount	Asset ID	Customer Tag	Serial Number	Model Number	Leak Location	Leak Rate

Condition Assessment:				Condition Notes		Solution and Benefit	
Date	Condition	Customer Tag	Technician	Condition Notes	Solution and Benefit		
04/13/2021	Acceptable	PUMP-Gym AHU	Siebel Administrator	None			
04/13/2021	Acceptable	Boiler Room Air Compressor	Siebel Administrator	None			
04/13/2021	Danger	PUMP- Fan Coil Units	Siebel Administrator	Leaking seals	Change out pump, do to condition of pump		
04/14/2021	Acceptable	GYM AHU	Siebel Administrator	O			
04/22/2021	Acceptable	SPLIT Gym 2 NorthWest	Siebel Administrator				
04/26/2021	Acceptable	Kitchen	Siebel Administrator				
04/26/2021	Acceptable	SPLIT Gym 4 Southwest	Siebel Administrator				
04/26/2021	Acceptable	SPLIT Gym 1 SouthEast	Siebel Administrator				
04/26/2021	Acceptable	SPLIT Gym 3 NorthEast	Siebel Administrator				

For Questions Regarding Service, Please Contact:
Version: Release # PHIL 3

Tonya Garcia

(866) 300-0522





PREVENTATIVE MAINTENANCE SERVICE REPORT

Service Request Number: 1-134182927096
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Service Request Sub-Type: Scheduled Service
Status: Scheduled
Requestor: Rodney Olson
Agreement Reference: 1-132540275477

JOHNSON CONTROLS CHEYENNE FT. COLLINS CB - 0N49
2600 Old Happy Jack Rd
Cheyenne, WY 82001-5846
(866) 300-0522

Service Order Warranty Terms and Conditions

PARTS WARRANTY:

Johnson Controls, Inc. (JCI) warrants that original equipment, parts or components manufactured or labeled by JCI shall be free from defects in material and workmanship under normal usage and proper installation and maintenance for a period of one (1) year from the date of shipment. Equipment, parts or components not manufactured or labeled by JCI shall carry a warranty from defects in material and workmanship under normal usage and proper installation and maintenance for a period of ninety (90) days from the date of shipment. Notwithstanding the foregoing, in the event JCI is reasonably able to identify a warranty for a period longer than the ninety (90) days applicable to equipment, parts or components not manufactured or labeled by JCI, it will assign all assignable rights under such warranty to Customer and reasonably cooperate in the enforcement of any warranty claim. Recertified or replacement parts installed on equipment and still under the original equipment manufacturer's warranty are covered for ninety (90) days or the remainder of the original equipment manufacturer warranty period, whichever is longer. For large tonnage chillers, JCI will warrant under normal usage and proper installation and maintenance for a period of one (1) year from the date of shipment; screw compressors, motors, control panels and components, VFD's and components and Liquid Cooled Solid State Starters and components. For small tonnage chillers, JCI will warrant under normal usage and proper installation and maintenance for a period of one (1) year from the date of shipment: scroll compressors, condenser coils, control panels and components, screw compressors (DXS and Mustang), and fan motors. In the event of a valid warranty claim, the Customer's remedy shall, at JCI's sole discretion and subject to the exclusions herein, be limited to repair or replacement of the subject equipment, part or component conditioned upon the return to JCI of any defective equipment, part or component. This Parts Warranty does not cover any shipping, handling or transportation charges or any associated labor costs.

LABOR WARRANTY:

Johnson Controls, Inc. (JCI) warrants its workmanship or that of its agents in relation to installation of materials for a period of ninety (90) days from date of installation or with respect to service work for a period of ninety (90) days from the date of service. Customer acknowledges that re-performance shall be its exclusive and only remedy with regards to any services provided by JCI. Customer shall bear all labor costs associated with the repair or replacement of failed material that is outside the scope of this express labor warranty. All warranty labor shall be executed during JCI normal business hours.

These warranties do not extend to any equipment which has been repaired by others, abused, altered, or misused in any way, or which has not been properly and reasonably maintained.

THESE WARRANTIES ARE IN LIEU OF ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED, INCLUDING BUT NOT LIMITED TO THOSE OF MERCHANTABILITY AND FITNESS FOR A SPECIFIC PURPOSE. UNDER NO CIRCUMSTANCES SHALL JCI BE LIABLE FOR ANY SPECIAL, INDIRECT, OR CONSEQUENTIAL DAMAGES ARISING FROM OR RELATING TO ANY DEFECT IN MATERIAL OR WORKMANSHIP OF EQUIPMENT OR THE PERFORMANCE OF SERVICES.

For Questions Regarding Service, Please Contact:
Version: Release # PHL 3

Tonya Garcia

(866) 300-0522



NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES
2024/2025 STATISTICAL INFORMATION FOR PUBLIC SCHOOL DISTRICTS

COUNTY	School District	Agency ID	Class Code	Levies: Per \$100 of Valuation				Total	Valuation	Fall Membership		
				General	Bond	Building	Qualified			PK	K-12	TOTAL
ADAMS (01)												
	KENESAW PUBLIC SCHOOLS	01-0003-000	3	0.7131	0.0638	0.0565	0.0000	0.8334	554,104,583	29	238	267
	HASTINGS PUBLIC SCHOOLS	01-0018-000	3	1.0100	0.1400	0.0000	0.0100	1.1600	1,750,296,212	508	3281	3789
	ADAMS CENTRAL PUBLIC SCHOOLS	01-0090-000	3	0.5662	0.0628	0.0303	0.0000	0.6593	2,333,544,329	98	958	1056
	SILVER LAKE PUBLIC SCHOOLS	01-0123-000	3	0.4282	0.0382	0.0073	0.0000	0.4737	935,990,831	26	203	229
ANTELOPE (02)												
	NELIGH-OAKDALE SCHOOLS	02-0009-000	3	0.6618	0.0000	0.0761	0.0000	0.7379	663,889,574	40	312	352
	ELGIN PUBLIC SCHOOLS	02-0018-000	3	0.3934	0.0000	0.0231	0.0000	0.4165	872,820,943	34	148	182
	SUMMERLAND PUBLIC SCHOOLS	02-0115-000	3	0.4682	0.1825	0.0098	0.0000	0.6605	1,254,546,225	27	420	447
ARTHUR (03)												
	ARTHUR COUNTY SCHOOLS	03-0500-000	3	0.7941	0.0000	0.0119	0.0102	0.8162	294,652,338	1	114	115
BANNER (04)												
	BANNER COUNTY PUBLIC SCHOOLS	04-0001-000	3	0.7299	0.0000	0.0698	0.0000	0.7997	352,273,014	8	120	128
BLAINE (05)												
	SANDHILLS PUBLIC SCHOOLS	05-0071-000	3	0.5857	0.0000	0.0281	0.0000	0.6138	472,984,080	0	84	84
BOONE (06)												
	BOONE CENTRAL SCHOOLS	06-0001-000	3	0.3461	0.0430	0.0313	0.0000	0.4204	1,935,367,325	46	557	603
	ST EDWARD PUBLIC SCHOOLS	06-0017-000	3	0.5565	0.0000	0.0065	0.0000	0.5630	568,147,029	4	152	156
	RIVERSIDE PUBLIC SCHOOLS	06-0075-000	3	0.4124	0.0000	0.0431	0.0038	0.4593	1,049,976,410	37	216	253
BOX BUTTE (07)												
	ALLIANCE PUBLIC SCHOOLS	07-0006-000	3	0.8436	0.0000	0.0948	0.0300	0.9684	1,278,617,020	78	1,232	1,310
	HEMINGFORD PUBLIC SCHOOLS	07-0010-000	3	0.8500	0.0000	0.0408	0.0102	0.9010	742,686,756	14	369	383
BOYD (08)												
	BOYD COUNTY SCHOOLS	08-0051-000	3	0.6337	0.0100	0.0000	0.0000	0.6437	790,720,289	26	279	305
BROWN (09)												
	AINSWORTH COMMUNITY SCHOOLS	09-0010-000	3	0.5321	0.0000	0.0537	0.0000	0.5858	1,055,529,162	34	349	383
BUFFALO (10)												
	GIBBON PUBLIC SCHOOLS	10-0002-000	3	0.9464	0.1448	0.0453	0.0000	1.1365	716,766,175	34	541	575
	KEARNEY PUBLIC SCHOOLS	10-0007-000	3	0.8571	0.1473	0.1085	0.0296	1.1425	5,058,072,189	459	5607	6066

The information found in this report was submitted by each school district in the 2024/2025 Assessed Valuation and Levies Data Collection and the Adviser October 2024 Student Snapshot.

NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES
2024/2025 STATISTICAL INFORMATION FOR PUBLIC SCHOOL DISTRICTS

COUNTY	School District	Agency ID	Class Code	Levies: Per \$100 of Valuation				Total	Valuation	Fall Membership		
				General	Bond	Building	Qualified			PK	K-12	TOTAL
BUFFALO (10)												
	ELM CREEK PUBLIC SCHOOLS	10-0009-000	3	0.8787	0.1818	0.0505	0.0000	1.1110	482,130,703	36	328	364
	SHELTON PUBLIC SCHOOLS	10-0019-000	3	1.0073	0.0575	0.0239	0.0225	1.1112	420,959,919	33	243	276
	RAVENNA PUBLIC SCHOOLS	10-0069-000	3	0.5439	0.0000	0.1377	0.0295	0.7111	825,454,373	46	366	412
	PLEASANTON PUBLIC SCHOOLS	10-0105-000	3	0.8410	0.1356	0.0000	0.0299	1.0065	461,779,879	28	303	331
	AMHERST PUBLIC SCHOOLS	10-0119-000	3	0.6672	0.1406	0.0096	0.0000	0.8174	420,075,918	34	326	360
BURT (11)												
	TEKAMAH-HERMAN COMMUNITY SCHS	11-0001-000	3	0.5936	0.0831	0.0522	0.0000	0.7289	1,148,108,561	40	496	536
	OAKLAND CRAIG PUBLIC SCHOOLS	11-0014-000	3	0.8384	0.0718	0.0400	0.0000	0.9502	664,868,756	36	386	422
	LYONS-DECATUR NORTHEAST SCHS	11-0020-000	3	0.6482	0.2704	0.0000	0.0000	0.9186	688,629,568	39	256	295
BUTLER (12)												
	DAVID CITY PUBLIC SCHOOLS	12-0056-000	3	0.6181	0.0000	0.0900	0.0167	0.7248	1,603,250,773	77	623	700
	EAST BUTLER PUBLIC SCHOOLS	12-0502-000	3	0.5884	0.0000	0.0815	0.0200	0.6899	1,111,798,422	34	293	327
CASS (13)												
	PLATTSMOUTH COMMUNITY SCHOOLS	13-0001-000	3	1.0499	0.1216	0.0000	0.0383	1.2098	1,079,790,508	159	1,320	1,479
	WEEPING WATER PUBLIC SCHOOLS	13-0022-000	3	1.0175	0.1776	0.0180	0.0143	1.2274	435,060,917	53	245	298
	LOUISVILLE PUBLIC SCHOOLS	13-0032-000	3	1.0127	0.0870	0.0280	0.0000	1.1277	722,771,004	53	635	688
	CONESTOGA PUBLIC SCHOOLS	13-0056-000	3	0.8201	0.2499	0.0925	0.0299	1.1924	1,014,832,824	43	654	697
	ELMWOOD-MURDOCK PUBLIC SCHOOLS	13-0097-000	3	0.7678	0.1112	0.1384	0.0293	1.0467	563,305,512	44	462	506
CEDAR (14)												
	HARTINGTON NEWCASTLE PUBLIC SCH	14-0008-000	3	0.3313	0.0000	0.1088	0.0000	0.4401	1,438,271,450	28	345	373
	RANDOLPH PUBLIC SCHOOLS	14-0045-000	3	0.3747	0.0000	0.0056	0.0000	0.3803	901,613,911	2	262	264
	LAUREL-CONCORD-COLERIDGE SCHOOL	14-0054-000	3	0.5709	0.0776	0.0869	0.0141	0.7495	1,248,811,884	56	344	400
	WYNOT PUBLIC SCHOOLS	14-0101-000	3	0.8734	0.1073	0.0372	0.0000	1.0179	235,191,547	19	159	178
CHASE (15)												
	CHASE COUNTY SCHOOLS	15-0010-000	3	0.5189	0.0000	0.0262	0.0000	0.5451	1,539,374,949	7	601	608
	WAUNETA-PALISADE PUBLIC SCHO	15-0536-000	3	0.7021	0.0000	0.1400	0.0300	0.8721	474,660,039	24	188	212
CHERRY (16)												
	VALENTINE COMMUNITY SCHOOLS	16-0006-000	3	0.4849	0.0000	0.0094	0.0000	0.4943	1,752,140,970	58	565	623
	CODY-KILGORE PUBLIC SCHO	16-0030-000	3	0.7185	0.1061	0.0413	0.0000	0.8659	244,325,698	5	147	152
CHEYENNE (17)												

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				General	Bond	Building	Qualified			PK	K-12	TOTAL
CHEYENNE (17)												
	SIDNEY PUBLIC SCHOOLS	17-0001-000	3	1.0500	0.1436	0.0000	0.0253	1.2189	775,437,631	69	1,050	1,119
	LEYTON PUBLIC SCHOOLS	17-0003-000	3	0.9140	0.0000	0.0000	0.0000	0.9140	406,407,351	19	159	178
	POTTER-DIX PUBLIC SCHOOLS	17-0009-000	3	0.7906	0.0000	0.0177	0.0000	0.8083	370,209,083	3	166	169
CLAY (18)												
	SUTTON PUBLIC SCHOOLS	18-0002-000	3	0.5545	0.0000	0.0549	0.0227	0.6321	919,845,215	22	377	399
	HARVARD PUBLIC SCHOOLS	18-0011-000	3	0.8222	0.0000	0.0046	0.0000	0.8268	437,678,559	14	180	194
	SANDY CREEK SCHOOLS	18-0501-000	3	0.5793	0.0000	0.0588	0.0273	0.6654	1,202,333,854	63	421	484
COLFAX (19)												
	LEIGH COMMUNITY SCHOOLS	19-0039-000	3	0.6488	0.1327	0.0636	0.0000	0.8451	563,022,075	42	254	296
	CLARKSON PUBLIC SCHOOLS	19-0058-000	3	0.6380	0.0000	0.0100	0.0000	0.6480	534,232,145	22	190	212
	HOWELLS-DODGE CONSOLIDATED SCH	19-0070-000	3	0.4393	0.0000	0.0530	0.0000	0.4923	958,202,607	27	265	292
	SCHUYLER COMMUNITY SCHOOLS	19-0123-000	3	0.9417	0.0711	0.0341	0.0156	1.0625	1,773,867,487	188	1789	1977
CUMING (20)												
	WEST POINT PUBLIC SCHOOLS	20-0001-000	3	0.5050	0.0360	0.0316	0.0049	0.5775	1,753,358,337	87	653	740
	BANCROFT-ROSALIE COMM SCHOOLS	20-0020-000	3	0.4793	0.1659	0.0184	0.0000	0.6636	547,903,537	49	235	284
	WISNER-PILGER PUBLIC SCHOOLS	20-0030-000	3	0.4936	0.0000	0.0297	0.0000	0.5233	1,175,771,454	69	427	496
CUSTER (21)												
	ANSELMO-MERNA PUBLIC SCHOOLS	21-0015-000	3	0.5121	0.0000	0.0144	0.0000	0.5265	676,519,965	17	232	249
	BROKEN BOW PUBLIC SCHOOLS	21-0025-000	3	0.6850	0.1958	0.0463	0.0000	0.9271	1,039,968,340	116	776	892
	ANSLEY PUBLIC SCHOOLS	21-0044-000	3	0.7795	0.0000	0.0268	0.0228	0.8291	399,257,248	13	173	186
	SARGENT PUBLIC SCHOOLS	21-0084-000	3	0.7467	0.0000	0.0303	0.0000	0.7770	365,728,836	12	134	146
	ARNOLD PUBLIC SCHOOLS	21-0089-000	3	0.6213	0.0000	0.0782	0.0000	0.6995	484,077,208	21	179	200
	CALLAWAY PUBLIC SCHOOLS	21-0180-000	3	0.6499	0.0000	0.0101	0.0000	0.6600	497,385,277	30	142	172
DAKOTA (22)												
	SO SIOUX CITY COMMUNITY SCHS	22-0011-000	3	0.9104	0.0000	0.0000	0.0000	0.9104	1,582,791,106	292	3,579	3,871
	HOMER COMMUNITY SCHOOLS	22-0031-000	3	0.5778	0.0000	0.0611	0.0212	0.6601	545,569,218	28	422	450
DAWES (23)												
	CHADRON PUBLIC SCHOOLS	23-0002-000	3	0.9395	0.0000	0.0208	0.0000	0.9603	726,601,526	32	838	870
	CRAWFORD PUBLIC SCHOOLS	23-0071-000	3	0.9078	0.0000	0.0872	0.0420	1.0370	312,633,024	10	156	166
DAWSON (24)												

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DAWSON (24)												
	LEXINGTON PUBLIC SCHOOLS	24-0001-000	3	0.8928	0.0000	0.0500	0.0000	0.9428	1,382,692,384	279	2,963	3,242
	OVERTON PUBLIC SCHOOLS	24-0004-000	3	0.8410	0.0000	0.0362	0.0000	0.8772	418,122,150	27	258	285
	COZAD COMMUNITY SCHOOLS	24-0011-000	3	0.9188	0.2242	0.0444	0.0279	1.2153	1,012,731,521	69	896	965
	GOTHENBURG PUBLIC SCHOOLS	24-0020-000	3	0.9173	0.0000	0.0410	0.0300	0.9883	1,055,651,188	23	746	769
	SUMNER-EDDYVILLE-MILLER SCHS	24-0101-000	3	0.7261	0.0903	0.1395	0.0000	0.9559	440,044,235	19	197	216
DEUEL (25)												
	CREEK VALLEY SCHOOLS	25-0025-000	3	0.6872	0.0000	0.0250	0.0000	0.7122	525,385,984	21	173	194
	SOUTH PLATTE PUBLIC SCHOOLS	25-0095-000	3	0.5969	0.0650	0.0100	0.0000	0.6719	582,342,816	3	208	211
DIXON (26)												
	PONCA PUBLIC SCHOOLS	26-0001-000	3	0.8532	0.0889	0.0695	0.0000	1.0116	580,928,223	22	420	442
	ALLEN CONSOLIDATED SCHOOLS	26-0070-000	3	0.5730	0.0000	0.0132	0.0000	0.5862	460,282,086	13	118	131
	EMERSON-HUBBARD PUBLIC SCHOOLS	26-0561-000	3	0.5852	0.0000	0.0169	0.0000	0.6021	597,120,580	13	198	211
DODGE (27)												
	FREMONT PUBLIC SCHOOLS	27-0001-000	3	0.8608	0.1675	0.0000	0.0000	1.0283	3,956,296,684	276	5,007	5,283
	SCRIBNER-SNYDER COMMUNITY SCHS	27-0062-000	3	0.5408	0.0000	0.0974	0.0000	0.6382	622,509,580	14	139	153
	LOGAN VIEW PUBLIC SCHOOLS	27-0594-000	3	0.6178	0.0459	0.0275	0.6914	1.3826	1,098,585,285	29	563	592
	NORTH BEND CENTRAL PUBLIC SCHS	27-0595-000	3	0.4923	0.0266	0.0439	0.0157	0.5785	1,378,971,962	36	538	574
DOUGLAS (28)												
	OMAHA PUBLIC SCHOOLS	28-0001-000	5	0.9023	0.1631	0.0300	0.0125	1.1079	34,404,122,424	2,259	50,265	52,524
	ELKHORN PUBLIC SCHOOLS	28-0010-000	3	0.7003	0.2895	0.0214	0.0000	1.0112	10,816,329,135	373	11280	11653
	DOUGLAS CO WEST COMMUNITY SCHS	28-0015-000	3	0.5500	0.0700	0.1177	0.0300	0.7677	1,778,331,750	109	987	1096
	MILLARD PUBLIC SCHOOLS	28-0017-000	3	0.9680	0.1150	0.0350	0.0000	1.1180	16,289,710,634	774	22479	23253
	RALSTON PUBLIC SCHOOLS	28-0054-000	3	0.9211	0.2309	0.0412	0.0000	1.1932	2,450,204,865	216	3275	3491
	BENNINGTON PUBLIC SCHOOLS	28-0059-000	3	0.9820	0.3580	0.0180	0.0000	1.3580	2,832,782,814	127	4254	4381
	WESTSIDE COMMUNITY SCHOOLS	28-0066-000	3	0.7954	0.2190	0.0812	0.0000	1.0956	4,975,462,295	152	6178	6330
DUNDY (29)												
	DUNDY CO STRATTON PUBLIC SCHS	29-0117-000	3	0.4938	0.0000	0.0602	0.0000	0.5540	1,106,989,038	31	254	285
FILLMORE (30)												
	EXETER-MILLIGAN PUBLIC SCHOOLS	30-0001-000	3	0.4739	0.0000	0.0690	0.0000	0.5429	830,656,847	28	142	170
	FILLMORE CENTRAL PUBLIC SCHS	30-0025-000	3	0.5078	0.0000	0.0477	0.0000	0.5555	1,334,301,681	49	548	597

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FILLMORE (30)											
SHICKLEY PUBLIC SCHOOLS	30-0054-000	3	0.6700	0.0000	0.5300	0.4200	1.6200	586,272,804	18	125	143
FRANKLIN (31)											
FRANKLIN PUBLIC SCHOOLS	31-0506-000	3	0.7135	0.0000	0.1349	0.0000	0.8484	521,175,976	35	251	286
FRONTIER (32)											
MAYWOOD PUBLIC SCHOOLS	32-0046-000	3	0.8105	0.0000	0.0099	0.0000	0.8204	406,540,273	17	169	186
EUSTIS-FARNAM PUBLIC SCHOOLS	32-0095-000	3	0.6411	0.0000	0.0990	0.0099	0.7500	519,883,152	19	163	182
MEDICINE VALLEY PUBLIC SCHOOLS	32-0125-000	3	1.0488	0.0000	0.0144	0.0000	1.0632	350,834,641	13	187	200
FURNAS (33)											
ARAPAHOE PUBLIC SCHOOLS	33-0018-000	3	0.6493	0.1458	0.0000	0.0189	0.8140	588,349,577	32	302	334
CAMBRIDGE PUBLIC SCHOOLS	33-0021-000	3	0.8310	0.0000	0.0385	0.0300	0.8995	432,725,288	28	254	282
SOUTHERN VALLEY SCHOOLS	33-0540-000	3	0.6414	0.0469	0.0196	0.0000	0.7079	1,029,900,731	41	356	397
GAGE (34)											
SOUTHERN SCHOOL DISTRICT 1	34-0001-000	3	0.9359	0.0000	0.0750	0.0300	1.0409	491,140,566	31	330	361
BEATRICE PUBLIC SCHOOLS	34-0015-000	3	0.8464	0.0000	0.1276	0.0232	0.9972	1,692,887,532	212	1890	2102
FREEMAN PUBLIC SCHOOLS	34-0034-000	3	0.6032	0.0790	0.0929	0.0000	0.7751	722,177,218	29	471	500
DILLER-ODELL PUBLIC SCHOOLS	34-0100-000	3	0.5409	0.0000	0.0700	0.0000	0.6109	721,497,983	20	222	242
GARDEN (35)											
GARDEN COUNTY SCHOOLS	35-0001-000	3	0.3713	0.0000	0.0025	0.0000	0.3738	976,426,420	38	198	236
GARFIELD (36)											
BURWELL PUBLIC SCHOOLS	36-0100-000	3	0.8211	0.0000	0.0711	0.0136	0.9058	556,554,157	34	233	267
GOSPER (37)											
ELWOOD PUBLIC SCHOOLS	37-0030-000	3	0.4300	0.0000	0.0682	0.0000	0.4982	770,119,304	22	182	204
GRANT (38)											
HYANNIS AREA SCHOOLS	38-0011-000	3	0.3158	0.0000	0.0382	0.0000	0.3540	673,698,463	3	144	147
GREELEY (39)											
CENTRAL VALLEY PUBLIC SCHOOLS	39-0060-000	3	0.7115	0.0750	0.0200	0.0000	0.8065	994,289,841	33	295	328
HALL (40)											

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HALL (40)												
	GRAND ISLAND PUBLIC SCHOOLS	40-0002-000	3	0.9306	0.1271	0.0300	0.0300	1.1177	4,854,130,883	664	9,319	9,983
	NORTHWEST PUBLIC SCHOOLS	40-0082-000	3	0.4610	0.0000	0.0756	0.0000	0.5366	1,244,591,435	32	1413	1445
	WOOD RIVER RURAL SCHOOLS	40-0083-000	3	0.8624	0.0000	0.0283	0.0300	0.9207	911,938,705	34	433	467
	DONIPHAN-TRUMBULL PUBLIC SCHS	40-0126-000	3	0.7684	0.0000	0.0496	0.0000	0.8180	852,750,951	51	450	501
HAMILTON (41)												
	GILTNER PUBLIC SCHOOLS	41-0002-000	3	0.6003	0.0000	0.0432	0.0000	0.6435	462,408,549	28	215	243
	HAMPTON PUBLIC SCHOOL	41-0091-000	3	0.5428	0.1231	0.0276	0.0000	0.6935	457,646,622	22	161	183
	AURORA PUBLIC SCHOOLS	41-0504-000	3	0.6812	0.0193	0.0107	0.0000	0.7112	2,146,153,065	72	1158	1230
HARLAN (42)												
	ALMA PUBLIC SCHOOLS	42-0002-000	3	0.7800	0.0000	0.0800	0.0000	0.8600	519,625,302	23	359	382
HAYES (43)												
	HAYES CENTER PUBLIC SCHOOLS	43-0079-000	3	0.6126	0.0177	0.0199	0.0000	0.6502	457,571,280	14	145	159
HITCHCOCK (44)												
	HITCHCOCK CO SCH SYSTEM	44-0070-000	3	0.8046	0.0935	0.0099	0.0000	0.9080	508,413,115	17	262	279
HOLT (45)												
	O'NEILL PUBLIC SCHOOLS	45-0007-000	3	0.6602	0.0000	0.1392	0.0000	0.7994	1,353,580,743	62	747	809
	STUART PUBLIC SCHOOLS	45-0044-000	3	0.8969	0.1581	0.0000	0.0000	1.0550	213,858,982	27	170	197
	CHAMBERS PUBLIC SCHOOLS	45-0137-000	3	0.7178	0.0000	0.0133	0.0000	0.7311	339,081,100	2	116	118
	WEST HOLT PUBLIC SCHOOLS	45-0239-000	3	0.5071	0.0333	0.0513	0.0000	0.5917	1,168,230,945	31	397	428
HOOKER (46)												
	MULLEN PUBLIC SCHOOLS	46-0001-000	3	0.4323	0.0000	0.0000	0.0000	0.4323	729,550,428	2	156	158
HOWARD (47)												
	ST PAUL PUBLIC SCHOOLS	47-0001-000	3	0.9367	0.0000	0.0198	0.0000	0.9565	764,664,450	50	617	667
	CENTURA PUBLIC SCHOOLS	47-0100-000	3	0.8705	0.0000	0.0539	0.0000	0.9244	696,198,035	48	415	463
	ELBA PUBLIC SCHOOLS	47-0103-000	3	0.9514	0.0000	0.0814	0.0000	1.0328	180,787,427	16	89	105
JEFFERSON (48)												
	FAIRBURY PUBLIC SCHOOLS	48-0008-000	3	0.7275	0.0000	0.0669	0.0272	0.8216	1,461,699,825	100	806	906
	TRI COUNTY PUBLIC SCHOOLS	48-0300-000	3	0.6119	0.0000	0.0711	0.0142	0.6972	1,061,129,964	32	389	421
	MERIDIAN PUBLIC SCHOOLS	48-0303-000	3	0.5503	0.0000	0.0076	0.0000	0.5579	525,769,830	10	209	219

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JOHNSON (49)												
	STERLING PUBLIC SCHOOLS	49-0033-000	3	0.7994	0.0472	0.0269	0.0119	0.8854	394,487,873	31	193	224
	JOHNSON CO CENTRAL PUBLIC SCHS	49-0050-000	3	0.8001	0.0000	0.1399	0.0300	0.9700	911,738,042	38	462	500
KEARNEY (50)												
	WILCOX-HILDRETH PUBLIC SCHOOLS	50-0001-000	3	0.5533	0.0000	0.1134	0.0275	0.6942	890,562,486	22	214	236
	AXTELL COMMUNITY SCHOOLS	50-0501-000	3	0.7275	0.0966	0.0460	0.0000	0.8701	657,690,293	38	297	335
	MINDEN PUBLIC SCHOOLS	50-0503-000	3	0.6024	0.1110	0.1304	0.0000	0.8438	1,302,466,663	33	761	794
KEITH (51)												
	OGALLALA PUBLIC SCHOOLS	51-0001-000	3	0.6700	0.0733	0.0094	0.0000	0.7527	1,605,378,247	43	723	766
	PAXTON CONSOLIDATED SCHOOLS	51-0006-000	3	0.5099	0.1025	0.0272	0.0000	0.6396	593,108,111	22	177	199
KEYA PAHA (52)												
	KEYA PAHA COUNTY SCHOOLS	52-0100-000	3	0.3792	0.0000	0.0164	0.0000	0.3956	616,549,189	2	76	78
KIMBALL (53)												
	KIMBALL PUBLIC SCHOOLS	53-0001-000	3	0.7261	0.0000	0.0639	0.0000	0.7900	790,209,234	26	363	389
KNOX (54)												
	CREIGHTON COMMUNITY PUBLIC SCHO	54-0013-000	3	0.7111	0.0000	0.0000	0.0000	0.7111	642,777,384	17	296	313
	CROFTON COMMUNITY SCHOOLS	54-0096-000	3	0.6096	0.0000	0.0502	0.0000	0.6598	804,857,811	5	359	364
	NIORARA PUBLIC SCHOOLS	54-0501-000	3	0.6979	0.0000	0.0000	0.0000	0.6979	260,501,884	15	196	211
	ISANTI COMMUNITY SCHOOL	54-0505-000	3	1.0402	0.0000	0.0000	0.0000	1.0402	7,866,134	36	172	208
	WAUSA PUBLIC SCHOOLS	54-0576-000	3	0.6443	0.0428	0.0238	0.0163	0.7272	495,294,919	24	190	214
	VERDIGRE PUBLIC SCHOOLS	54-0583-000	3	0.6793	0.0669	0.0184	0.0000	0.7646	399,854,128	7	153	160
	BLOOMFIELD COMMUNITY SCHOOLS	54-0586-000	3	0.5039	0.0000	0.0600	0.0102	0.5741	840,552,557	31	256	287
LANCASTER (55)												
	LINCOLN PUBLIC SCHOOLS	55-0001-000	4	0.9866	0.1072	0.0000	0.0153	1.1091	36,514,642,207	1,936	40,365	42,301
	WAVERLY SCHOOL DISTRICT 145	55-0145-000	3	0.8366	0.0605	0.0440	0.0300	0.9711	2,529,956,212	67	2043	2110
	MALCOLM PUBLIC SCHOOLS	55-0148-000	3	0.6922	0.0420	0.1099	0.0000	0.8441	551,364,490	19	624	643
	NORRIS SCHOOL DIST 160	55-0160-000	3	0.7756	0.0285	0.0499	0.0178	0.8718	2,377,750,390	53	2290	2343
	RAYMOND CENTRAL PUBLIC SCHOOLS	55-0161-000	3	0.7797	0.0312	0.1162	0.0000	0.9271	952,394,605	50	673	723
LINCOLN (56)												
	NORTH PLATTE PUBLIC SCHOOLS	56-0001-000	3	0.9261	0.0000	0.0238	0.0082	0.9581	3,189,080,131	259	3,471	3,730
	BRADY PUBLIC SCHOOLS	56-0006-000	3	0.8143	0.0810	0.0203	0.0000	0.9156	394,725,603	15	172	187

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LINCOLN (56)												
	MAXWELL PUBLIC SCHOOLS	56-0007-000	3	0.6350	0.1666	0.0000	0.0000	0.8016	369,932,346	2	267	269
	HERSHEY PUBLIC SCHOOLS	56-0037-000	3	0.7959	0.2183	0.0372	0.0210	1.0724	664,865,180	16	523	539
	SUTHERLAND PUBLIC SCHOOLS	56-0055-000	3	0.9284	0.0000	0.0390	0.0000	0.9674	491,118,255	23	260	283
	WALLACE PUBLIC SCH DIST 65 R	56-0565-000	3	0.7469	0.0000	0.0000	0.0000	0.7469	582,311,454	17	144	161
LOGAN (57)												
	STAPLETON PUBLIC SCHOOLS	57-0501-000	3	0.6743	0.0484	0.0000	0.0000	0.7227	438,444,625	15	139	154
LOUP (58)												
	LOUP COUNTY PUBLIC SCHOOLS	58-0025-000	3	0.5946	0.0000	0.0292	0.0000	0.6238	380,560,361	7	81	88
MADISON (59)												
	MADISON PUBLIC SCHOOLS	59-0001-000	3	0.6432	0.0201	0.1088	0.0044	0.7765	1,029,826,425	55	525	580
	NORFOLK PUBLIC SCHOOLS	59-0002-000	3	0.9045	0.0000	0.0000	0.0206	0.9251	3,791,374,752	319	4224	4543
	BATTLE CREEK PUBLIC SCHOOLS	59-0005-000	3	0.6211	0.1080	0.0119	0.0000	0.7410	850,128,087	37	547	584
	NEWMAN GROVE PUBLIC SCHOOLS	59-0013-000	3	0.4439	0.0958	0.0575	0.0000	0.5972	961,456,541	37	192	229
	ELKHORN VALLEY SCHOOLS	59-0080-000	3	0.6283	0.1139	0.0000	0.0000	0.7422	895,834,959	25	417	442
MCPHERSON (60)												
	MC PHERSON COUNTY SCHOOLS	60-0090-000	3	0.6531	0.0000	0.0192	0.0267	0.6990	385,428,197	4	56	60
MERRICK (61)												
	CENTRAL CITY PUBLIC SCHOOLS	61-0004-000	3	0.6897	0.0427	0.0548	0.0000	0.7872	1,299,849,189	60	733	793
	PALMER PUBLIC SCHOOLS	61-0049-000	3	0.8701	0.0000	0.0146	0.0041	0.8888	355,739,416	35	278	313
MORRILL (62)												
	BAYARD PUBLIC SCHOOLS	62-0021-000	3	0.9997	0.0557	0.0310	0.0000	1.0864	381,442,072	32	291	323
	BRIDGEPORT PUBLIC SCHOOLS	62-0063-000	3	0.8925	0.0910	0.0000	0.0000	0.9835	776,585,430	28	497	525
NANCE (63)												
	FULLERTON PUBLIC SCHOOLS	63-0001-000	3	0.7603	0.0340	0.0000	0.0000	0.7943	590,012,591	9	294	303
	TWIN RIVER PUBLIC SCHOOLS	63-0030-000	3	0.6530	0.2014	0.0110	0.0000	0.8654	1,194,053,002	20	386	406
NEMAHA (64)												
	JOHNSON-BROCK PUBLIC SCHOOLS	64-0023-000	3	0.4386	0.0000	0.0718	0.0000	0.5104	595,029,832	41	314	355
	AUBURN PUBLIC SCHOOLS	64-0029-000	3	1.0251	0.0361	0.0161	0.0150	1.0923	853,473,172	163	856	1019

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NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES
2024/2025 STATISTICAL INFORMATION FOR PUBLIC SCHOOL DISTRICTS

COUNTY	Agency ID	Class Code	Levies: Per \$100 of Valuation				Total	Valuation	Fall Membership		
			General	Bond	Building	Qualified			PK	K-12	TOTAL
NUCKOLLS (65)											
LAWRENCE - NELSON PUBLIC SCHOOLS	65-0005-000	3	0.7475	0.0000	0.0000	0.0126	0.7601	521,092,604	30	206	236
SUPERIOR PUBLIC SCHOOLS	65-0011-000	3	0.9374	0.0927	0.0484	0.0331	1.1116	609,875,661	38	390	428
OTOE (66)											
SYRACUSE-DUNBAR-AVOCA SCHOOLS	66-0027-000	3	0.7240	0.0641	0.0425	0.0000	0.8306	1,101,732,093	52	739	791
NEBRASKA CITY PUBLIC SCHOOLS	66-0111-000	3	0.8653	0.1380	0.0530	0.0206	1.0769	1,248,460,622	94	1319	1413
PALMYRA DISTRICT O R 1	66-0501-000	3	0.5859	0.2973	0.0243	0.0177	0.9252	825,641,555	60	664	724
PAWNEE (67)											
PAWNEE CITY PUBLIC SCHOOLS	67-0001-000	3	0.8297	0.0153	0.0000	0.0000	0.8450	396,151,511	28	244	272
LEWISTON CONSOLIDATED SCHOOLS	67-0069-000	3	0.5058	0.0000	0.1254	0.0000	0.6312	519,199,553	27	169	196
PERKINS (68)											
PERKINS COUNTY SCHOOLS	68-0020-000	3	0.4389	0.0000	0.0331	0.0000	0.4720	1,462,746,840	35	394	429
PHELPS (69)											
HOLDREGE PUBLIC SCHOOLS	69-0044-000	3	0.7715	0.0635	0.0317	0.0000	0.8667	1,432,641,272	39	967	1,006
BERTRAND PUBLIC SCHOOLS	69-0054-000	3	0.6531	0.0233	0.0874	0.0422	0.8060	692,802,957	15	221	236
LOOMIS PUBLIC SCHOOLS	69-0055-000	3	0.5548	0.0387	0.0337	0.0000	0.6272	599,280,361	20	252	272
PIERCE (70)											
PIERCE PUBLIC SCHOOLS	70-0002-000	3	0.6637	0.0000	0.0447	0.0189	0.7273	1,119,335,975	38	640	678
PLAINVIEW PUBLIC SCHOOLS	70-0005-000	3	0.5565	0.0000	0.0221	0.0000	0.5786	937,223,946	30	328	358
OSMOND COMMUNITY SCHOOLS	70-0542-000	3	0.5918	0.0000	0.0140	0.0170	0.6228	547,838,962	10	176	186
PLATTE (71)											
COLUMBUS PUBLIC SCHOOLS	71-0001-000	3	0.9343	0.1294	0.0377	0.0298	1.1312	2,878,738,113	253	3,918	4,171
LAKEVIEW COMMUNITY SCHOOLS	71-0005-000	3	0.4681	0.0552	0.0437	0.0000	0.5670	1,947,588,999	66	971	1037
HUMPHREY PUBLIC SCHOOLS	71-0067-000	3	0.3277	0.0000	0.0173	0.0000	0.3450	1,155,713,349	47	275	322
POLK (72)											
CROSS COUNTY COMMUNITY SCHOOLS	72-0015-000	3	0.5879	0.0953	0.0122	0.0000	0.6954	953,564,017	40	332	372
OSCEOLA PUBLIC SCHOOLS	72-0019-000	3	0.6787	0.0916	0.0163	0.0000	0.7866	612,107,740	23	227	250
SHELBY - RISING CITY PUBLIC SCHOOL	72-0032-000	3	0.5873	0.0965	0.0050	0.0000	0.6888	934,612,719	29	374	403
HIGH PLAINS COMMUNITY SCHOOLS	72-0075-000	3	0.4882	0.0000	0.0788	0.0000	0.5670	1,024,587,731	20	187	207
RED WILLOW (73)											

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NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES
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				General	Bond	Building	Qualified			PK	K-12	TOTAL
RED WILLOW (73)												
	MC COOK PUBLIC SCHOOLS	73-0017-000	3	0.8996	0.0000	0.0000	0.0000	0.8996	1,046,351,574	45	1,300	1,345
	SOUTHWEST PUBLIC SCHOOLS	73-0179-000	3	0.5470	0.0000	0.0000	0.0000	0.5470	827,665,858	41	285	326
RICHARDSON (74)												
	FALLS CITY PUBLIC SCHOOLS	74-0056-000	3	0.6707	0.0000	0.0335	0.0000	0.7042	1,205,878,257	163	736	899
	HUMBOLDT TABLE ROCK STEINAUER	74-0070-000	3	0.5863	0.0000	0.2024	0.0000	0.7887	997,994,746	39	279	318
ROCK (75)												
	ROCK COUNTY PUBLIC SCHOOLS	75-0100-000	3	0.4612	0.0000	0.0633	0.0282	0.5527	715,793,832	28	200	228
SALINE (76)												
	CRETE PUBLIC SCHOOLS	76-0002-000	3	0.8455	0.1050	0.0746	0.0000	1.0251	1,538,575,894	206	2,069	2,275
	DORCHESTER PUBLIC SCHOOL	76-0044-000	3	0.7239	0.0565	0.0000	0.0000	0.7804	429,035,953	23	207	230
	FRIEND PUBLIC SCHOOLS	76-0068-000	3	0.6471	0.0928	0.0393	0.0000	0.7792	501,784,161	24	203	227
	WILBER-CLATONIA PUBLIC SCHOOLS	76-0082-000	3	0.7413	0.0000	0.1085	0.0150	0.8648	837,488,185	29	572	601
SARPY (77)												
	BELLEVUE PUBLIC SCHOOLS	77-0001-000	3	1.0376	0.1200	0.0000	0.0000	1.1576	4,950,421,306	473	9,029	9,502
	PAPILLION LA VISTA COMMUNITY SCHOOLS	77-0027-000	3	0.9105	0.1964	0.0167	0.0000	1.1236	9,554,460,395	391	11,678	12,069
	GRETNA PUBLIC SCHOOLS	77-0037-000	3	0.9748	0.3660	0.0089	0.0000	1.3497	5,574,455,339	267	6,746	7,013
	SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS	77-0046-000	3	0.3208	0.1171	0.1342	0.0198	0.5919	3,540,602,866	60	1,170	1,230
SAUNDERS (78)												
	ASHLAND-GREENWOOD PUBLIC SCHOOLS	78-0001-000	3	0.5615	0.2201	0.0000	0.0300	0.8116	1,424,854,252	77	1,072	1,149
	YUTAN PUBLIC SCHOOLS	78-0009-000	3	0.8739	0.0515	0.0432	0.0000	0.9686	467,552,369	19	472	491
	WAHOO PUBLIC SCHOOLS	78-0039-000	3	0.7284	0.0000	0.1392	0.0145	0.8821	1,414,866,936	46	1,042	1,088
	MEAD PUBLIC SCHOOLS	78-0072-000	3	0.6820	0.0000	0.1399	0.0197	0.8416	533,984,175	20	233	253
	CEDAR BLUFFS PUBLIC SCHOOLS	78-0107-000	3	0.6851	0.0000	0.0892	0.0290	0.8033	382,978,652	41	450	491
SCOTTS BLUFF (79)												
	MINATARE PUBLIC SCHOOLS	79-0002-000	3	0.7818	0.0000	0.1392	0.0336	0.9546	60,210,088	13	133	146
	MORRILL PUBLIC SCHOOLS	79-0011-000	3	0.9727	0.0000	0.0447	0.0410	1.0584	486,695,000	29	238	267
	GERING PUBLIC SCHOOLS	79-0016-000	3	1.0499	0.2200	0.0600	0.0300	1.2999	1,048,591,739	255	1,721	1,976
	MITCHELL PUBLIC SCHOOLS	79-0031-000	3	0.7148	0.0000	0.1007	0.0000	0.8155	401,314,382	49	606	655
	SCOTTSBLUFF PUBLIC SCHOOLS	79-0032-000	3	0.6477	0.1400	0.1000	0.0300	0.9177	1,935,139,105	245	3,175	3,420
SEWARD (80)												

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				General	Bond	Building	Qualified			PK	K-12	TOTAL
SEWARD (80)												
	MILFORD PUBLIC SCHOOLS	80-0005-000	3	0.9323	0.0000	0.0000	0.0000	0.9323	831,286,966	43	766	809
	SEWARD PUBLIC SCHOOLS	80-0009-000	3	0.6699	0.0804	0.0201	0.0000	0.7704	2,007,893,020	102	1383	1485
	CENTENNIAL PUBLIC SCHOOLS	80-0567-000	3	0.4337	0.0463	0.0349	0.0000	0.5149	1,737,041,807	53	462	515
SHERIDAN (81)												
	HAY SPRINGS PUBLIC SCHOOLS	81-0003-000	3	0.8341	0.0000	0.0498	0.0300	0.9139	222,859,813	15	185	200
	GORDON-RUSHVILLE PUBLIC SCHS	81-0010-000	3	0.6694	0.0000	0.0210	0.0146	0.7050	1,201,189,278	42	479	521
SHERMAN (82)												
	LOUP CITY PUBLIC SCHOOLS	82-0001-000	3	0.6571	0.0000	0.0424	0.0000	0.6995	746,912,226	53	278	331
	LITCHFIELD PUBLIC SCHOOLS	82-0015-000	3	0.8665	0.0000	0.0445	0.0000	0.9110	294,728,204	19	102	121
SIoux (83)												
	SIoux COUNTY PUBLIC SCHOOLS	83-0500-000	3	0.5176	0.0000	0.1334	0.0000	0.6510	598,999,535	4	74	78
STANTON (84)												
	STANTON COMMUNITY SCHOOLS	84-0003-000	3	0.7248	0.0000	0.0592	0.0185	0.8025	779,374,247	15	362	377
THAYER (85)												
	DESHLER PUBLIC SCHOOLS	85-0060-000	3	0.6530	0.0000	0.0389	0.0000	0.6919	649,018,307	26	220	246
	THAYER CENTRAL COMMUNITY SCHS	85-0070-000	3	0.5581	0.0336	0.0214	0.0000	0.6131	1,057,102,212	50	397	447
	BRUNING-DAVENPORT UNIFIED SYS	85-2001-000	3	0.4311	0.0000	0.0234	0.0000	0.4545	1,034,259,223	28	159	187
THOMAS (86)												
	THEDFORD PUBLIC SCHOOLS	86-0001-000	3	0.5741	0.0000	0.0000	0.0422	0.6163	401,046,305	19	100	119
THURSTON (87)												
	PENDER PUBLIC SCHOOLS	87-0001-000	3	0.6932	0.0000	0.0760	0.0000	0.7692	730,558,539	30	403	433
	WALTHILL PUBLIC SCHOOLS	87-0013-000	3	1.0494	0.0000	0.0000	0.0000	1.0494	225,150,545	35	275	310
	UMO N HO N NATION PUBLIC SCHS	87-0016-000	3	0.0000	0.0999	0.0000	0.0000	0.0999	25,106,764	154	513	667
	WINNEBAGO PUBLIC SCHOOLS DISTRIC	87-0017-000	3	0.8453	0.0000	0.0000	0.0000	0.8453	142,987,224	48	577	625
VALLEY (88)												
	ORD PUBLIC SCHOOLS	88-0005-000	3	0.6926	0.0682	0.0000	0.0242	0.7850	990,963,922	52	492	544
	ARCADIA PUBLIC SCHOOLS	88-0021-000	3	1.0116	0.0000	0.0261	0.0000	1.0377	193,332,036	14	118	132
WASHINGTON (89)												

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NEBRASKA DEPARTMENT OF EDUCATION
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				General	Bond	Building	Qualified			PK	K-12	TOTAL
WASHINGTON (89)												
	BLAIR COMMUNITY SCHOOLS	89-0001-000	3	0.6382	0.0709	0.0642	0.0000	0.7733	2,824,890,027	131	2,053	2,184
	FORT CALHOUN COMMUNITY SCHS	89-0003-000	3	0.8600	0.1250	0.1000	0.0250	1.1100	667,546,185	46	796	842
	ARLINGTON PUBLIC SCHOOLS	89-0024-000	3	0.7693	0.0675	0.0270	0.0000	0.8638	934,950,332	26	676	702
WAYNE (90)												
	WAYNE COMMUNITY SCHOOLS	90-0017-000	3	0.7186	0.1465	0.0339	0.0324	0.9314	1,338,237,369	46	970	1,016
	WAKEFIELD PUBLIC SCHOOLS	90-0560-000	3	0.7994	0.0000	0.0100	0.0000	0.8094	688,031,015	55	520	575
	WINSIDE PUBLIC SCHOOLS	90-0595-000	3	0.4878	0.1665	0.0847	0.0261	0.7651	596,277,698	21	225	246
WEBSTER (91)												
	RED CLOUD COMMUNITY SCHOOLS	91-0002-000	3	0.7188	0.0000	0.0398	0.0000	0.7586	483,212,890	49	249	298
	BLUE HILL COMMUNITY SCHOOLS	91-0074-000	3	0.7515	0.0000	0.0298	0.0000	0.7813	461,493,701	44	271	315
WHEELER (92)												
	WHEELER CENTRAL SCHOOLS	92-0045-000	3	0.5243	0.0000	0.0159	0.0000	0.5402	723,406,350	23	115	138
YORK (93)												
	YORK PUBLIC SCHOOLS	93-0012-000	3	0.9315	0.1249	0.0400	0.0187	1.1151	1,374,582,274	178	1,420	1,598
	MC COOL JUNCTION PUBLIC SCHS	93-0083-000	3	0.7386	0.0000	0.0271	0.0037	0.7694	410,267,090	3	244	247
	HEARTLAND COMMUNITY SCHOOLS	93-0096-000	3	0.4565	0.1414	0.0000	0.0000	0.5979	962,544,583	34	290	324

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MORRILL COUNTY SCHOOL DISTRICT #21
STUDENT REPRESENTATIVE OATH OF OFFICE

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Student Representative to the Bayard School District Board of Education according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Signature: _____ Date: ____ / ____ / ____

Printed Name: _____

Rodney Olson

Vacation Leave 20 days (160 hours) no more the 25 days	Dates	Hours
	7/5/2024	4
	7/12/2024	8
	7/19/2024	8
	9/20/2024	8
	10/25/2024	3
	11/27/2024	4
	11/29/2024	8
	12/6/2024	8
	12/26/2024	4
	12/27/2024	8

63 Total hours used

Sick Leave 10 days (80 hours) no more then 60 days	Dates	Hours
	8/1/2024	8
	9/2/2024	8 Sick Bank
	9/25/2024	1.5
	10/18/2024	8
	12/23/2024	8
	12/24/2024	8
	1/10/2025	6

47.5 Total hours used

Board Updates—1/13/25 meeting

1. We are again reaching out to area parochial schools to discuss the possibility of future partnerships that we can engage in.
2. Bus Barn: We have made repairs to the overhead doors and will continue to make sure repairs to lighting and heating are also done in a timely and cost effective manner that is within the scope of our building(s) normal maintenance and repair.
3. Prior to Christmas break we had a para resign and have hired a new person to fill this position. In addition to the prior para role provide this individual will also engage in school security and be part of the safety team. This shift should allow for a more proactive approach to district needs.
4. We are advertising for a three quarter to full time Speech/Language Pathologist. We currently have these services contracted through the Service Unit. We can employ a full time Speech Language persons for less than the cost of a $\frac{3}{4}$ time position from the Unit. We will continue to need at least a $\frac{3}{4}$ time position in the future to meet our needs which are primarily at the PK-6 level. By having our own staff, we can also guarantee their schedule so that we avoid pulling student's for services during core instruction of English/Language Arts, Math and to a lesser extent Science and Social Studies.
5. Kristen Kersey is a library para will be taking a Human Relations course that will allow her to obtain a local substitute teaching certificate.
6. The District's school attorney, John Selzer, has finalized a lease agreement between Bayard Public Schools and Assumption Greek Orthodox Church concerning parking. This will allow for future parking on District property adjacent Assumption Church, for those attending functions at Assumption Greek Orthodox Church.

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

<p style="text-align: center;">NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522 https://nadc.nebraska.gov</p>	<h2 style="margin: 0;">POTENTIAL CONFLICT OF INTEREST STATEMENT</h2> <h3 style="margin: 10px 0 0 0;">NADC FORM C-2A</h3>	POSTMARK DATE 	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	

- Any public official of any political subdivision must file this form if he or she has a potential conflict of interest. Additionally, any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a potential conflict of interest.
Exception: Public officials required to file a Statement of Financial Interests (Form C-1) should file Form C-2.
- This form should be filed with the person who normally keeps records for the political subdivision. The form may be filed with the Nebraska Accountability and Disclosure Commission to request an opinion from the NADC.
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER
Name _____ Telephone No. _____ <div style="display: flex; justify-content: space-around; font-size: small;"> Last First Middle </div>	
Address _____ <div style="display: flex; justify-content: space-between; font-size: small;"> STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE </div>	

ITEM 2	TITLE, AGENCY, ADDRESS AND PHONE
Your Title _____ Agency _____	
Agency Address _____	
Agency Phone _____	

ITEM 3	DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)
Date action is to be taken or decision is to be made: _____	
Description of Potential Conflict: 	

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You
 Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. Any public official of any political subdivision, who is not required to file a Statement of Financial Interests (Form C-1), must file this form if he or she has a potential conflict of interest. Public officials who are required to file a Form C-1 should instead use Form C-2 if they have a potential conflict of interest.
- B. Any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a conflict of interest.

III. When and Where to File and Abstention:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision is to be made.
- B. This form should be filed with the person who normally keeps records for the governing body of the political subdivision. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form is not required to be filed with the Nebraska Accountability and Disclosure Commission.** However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest, he or she may send a copy of the form to the Commission along with a request for an opinion.
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest or until he or she has been notified by our office that there is no conflict.

IV. Enforcement - If a person required to file this form fails to do so, the NADC may find a violation of the Nebraska Political Accountability and Disclosure Act and assess a civil penalty.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm, partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

POLICY NO. 8001-A - STATEMENT OF EDUCATIONAL PHILOSOPHY

As a school corporation of Nebraska, the Bayard Public School District, acting through its School Board, is dedicated to promoting an equally opportunity for a quality public education to its students within the limitations of the school district's ability and willingness to furnish financial support to provide for students in cooperation with their parents and the school district community, the opportunity to develop a healthy social, intellectual, emotional, and physical self-concept in a learning environment that provides guidance to and encourages critical thinking in the students for a lifetime.

The board endeavors through the dedication of the school district's resources, to encourage students, who come to the school district from a variety of backgrounds, to look forward to the time when they will have jobs, homes, families, places in the school district community, and attain recognition as individuals. In order to achieve this goal, the board will seek qualified employees dedicated to development of their professional skills for the betterment of the educational program and for the expertise for educational productivity.

Instruction and curriculum are the key elements of a public education. Critical thinking and problem-solving skills that will assist the students' preparation for life shall be instructed as part of a sequentially coordinated curriculum. The school district strives to prepare students for employment, to discover and nurture creative talent and to prepare them to meet and cope with social change in an atmosphere conducive to learning.

The support and involvement of the home and the school district community are essential to achieve educational excellence in the school district. The school district strives to maintain an active relationship with the home and the school district community to create within the students an awareness of dignity and worth of the individual, civic responsibility and respect for authority.

Legal Reference: Neb. Statutes 79-526
79-701

Adopted: 8-17-76

Reviewed: 8-9-10

Revised: 9-13-10, 3-13-17

POLICY NO. 8002 - PURPOSE OF THE BOARD OF EDUCATION

The purpose of a Board of Education is to provide education of the highest feasible character for the residents of the district in which the board operates, taking into account the wishes of the people of the district and their ability and willingness to support such a program of education.

Adopted: 8-17-76

Reviewed: 8-9-10, 3-13-17

POLICY NO. 8003 - FUNCTIONS OF THE BOARD OF EDUCATION

Since the Board of Education is the governing body of the School District, with full control over all the many phases of the school program, its attention is necessarily directed to planning, evaluating, and policy-making. The following tasks are then included among its major functions:

- a) Personnel
 - Adoption of pay schedules
 - Election or rejection of new employees recommended by the executive officer
 - Adoption of such policies as leave provisions, promotional provisions, etc.
- b) Curriculum
 - Decisions as to the general scope and nature of educational offerings
 - Enforcement of the rules and regulations of the State Board of Education with respect to the instructional program.
- c) Financial
 - Approval and adoption of an annual budget
 - Approval of current expenditures
 - Adoption of regulations concerning accounting for school funds
 - Decisions as to time, size, and sale of bonds, and the investment of monies
 - Preparation of policies for the purchasing and distribution of supplies and equipment
- d) Plant
 - Decisions as to where, what, and how to build
 - Employment of architects
 - Purchasing, holding and sale of sites
 - Employment of contractors
 - Provision for custodial and maintenance services
 - Provision of adequate furnishings for buildings
- e) Public Relations
 - Representation of the school to the community and the community to the school
 - Upholding the schools before individuals and groups
 - Working for adequate financial support from all sources
 - Making buildings and facilities available to community groups
- f) Pupils
 - Determination of policies concerning age of entrance, requirements for graduation, health and personnel services, school lunches, and discipline.

- Fixing of tuition charges and terms of admission for non-resident pupils, and waiving of tuition if necessary for the welfare of child

g) General

- Determination of school calendar
- Determination of the years or grades to be taught
- Employment of an executive officer, auditor, and attorney, and evaluation of their services.
- Delegation of the interpretation of policy and the administration of regulations to the professional staff
- Requirement of frequent, thorough reports on the management and operation of the schools
- Annual revision of handbook of policies and procedures, during July or August.

Adopted: 8-17-76

Reviewed: 8-9-10, 3-13-17

POLICY NO. 8101 – COMMITTEE ON AMERICAN CIVICS

At the beginning of each calendar year a committee on American Civics shall be chosen from the Board.

Adopted: 8-17-76

Reviewed: 8-9-10, 3-13-17

Revised: 3-8-21

POLICY NO. 8201 - LIMITATIONS OF BOARD MEMBERS

The decisions and actions of a single member of the Board of Education cannot be binding on the entire Board. As an individual, he/she has no legal status. He/She has no right to commit the other members of the Board or the administration to any request made directly to him/her.

The Board can exercise its powers and duties only in properly called meetings where a majority of the Board constitutes a quorum to transact business.

Adopted: 8-17-76

Reviewed: 8-9-10, 3-13-17

Revised: 3-8-21

POLICY NO. 8202 - REIMBURSEMENT FOR TRAVEL EXPENSES

Recognizing that travel to certain educational conferences and conventions provides school personnel with an opportunity to keep abreast of the latest developments and trends in the field of education which ultimately result in an improved program of instruction for the local school system, and that in the course of conducting school business, certain expenses are incurred, the Board of Education authorizes the reimbursement of expenses incurred therein.

Reimbursement regulations shall be as follows:

A. Meals and Lodging

1. Cost of meals must be itemized by date
2. Hotel bills should be filed with expense report
3. Reimbursement for tips will be allowed

B. Transportation

1. When school representatives are attending a conference or conducting school business and a private car is used mileage will be allowed at the current IRS Mileage Rate.
2. Parking and storage charges will be allowed
3. Transportation by public carrier will be reimbursed at the actual cost of the fare minus the federal tax. (Travel or school district business by public carrier is exempt from Federal Tax.)

Adopted: 8-17-76

Revised: 1-14-80, 7-13-81; 9-13-10, 3-8-21

Reviewed: 8-9-10, 3-13-17

POLICY NO. 8203 - COMPLIMENTARY TICKETS TO BOARD MEMBERS

All past, present, and future Board of Education members and their spouses are given complimentary tickets to all school-sponsored events.

Adopted: 8-17-76

Reviewed: 8-9-10, 3-13-17

POLICY NO. 8204 - MEALS, PLAQUES, CERTIFICATES OF ACHIEVEMENT, AND ITEMS OF VALUE

Recognizing that Board of Education member participation in committee meetings and recognition events provides the Board of Education with an opportunity to keep abreast of the latest developments in the district and promotes harmonious relations between the Board and school personnel, the Board of Education authorizes the expenditure of funds for the following purposes:

Meals:

1. Provision of meals and nonalcoholic beverages to individuals attending committee meetings and work sessions of the Board of Education,
2. Provision of meals and nonalcoholic beverages to individuals attending school personnel meetings such as professional development workshops,
3. Provision of up to one recognition dinner (such as the traditional Board/Staff steak fry) each year held for elected and appointed officials, employees, or volunteers of the local government. The maximum cost per person for such dinner shall not exceed twenty-five dollars.

Plaques, Certificates of Achievement, or Items of Value:

1. Provision of plaques, certificates of achievement, or items of value awarded to elected or appointed officials, employees, or volunteers, including persons serving on local government boards or commissions. The maximum cost per person of any plaque, certificate of achievement, or item of value to be awarded shall not exceed two-hundred dollars.

This policy, following its initial adoption, shall not be amended or altered more than once in any twelve-month period.

Legal reference: Neb. Rev. Stat 13-2203

Adopted: 7-9-12

Reviewed: 3-13-17

POLICY NO. 8301 - FORMULATION OF POLICIES

The Board of Education shall reserve to itself the function of providing guides for the discretionary action of those to whom it delegates authority. These guides for discretionary action shall constitute the policies governing the operation of the school system. They shall be recorded in writing.

The formulation and adoption of these written policies shall constitute the basic method by which the Board of Education shall exercise its leadership in the operation of the school system. The study and evaluation of reports concerning the execution of its written policies shall constitute the basic method by which the Board of Education shall exercise its control over the operation of the school system.

The formal adoption of policies shall be recorded in the minutes of the Board of Education. Only those written statements so adopted and so recorded shall be regarded as official Board Policy.

Adopted: 8-17-76

Reviewed: 8-9-10, 3-13-17

POLICY NO. 8305 - GRIEVANCES AND COMPLAINTS

Grievance or complaint procedures for certificated and classified employees are found in the negotiated agreement for certificated employees and other board policy as applicable. In the absence of a grievance or complaint procedure in a negotiated agreement or other board policy which applies to a particular employee in a particular situation, the employee shall use the grievance procedure set forth in Policy 8305-A.

Cross Reference: Policy 4003 Anti-Discrimination, Anti-Harassment, Anti-Retaliation

Policy 8473 Sexual-Ethnic Harassment

Policy 4111 Sexual-Ethnic Harassment

Adopted: 8-17-76

Reviewed: 8-9-10, 4-10-17

Revised 2-8-16

POLICY NO. 8305-A - GRIEVANCE PROCEDURES FOR EMPLOYEES

Explanations

1. **Grievance** - A grievance is a dispute or difference of opinion raised by an employee or group of employees involving the meaning, interpretation or application of established district policies; and/or civil rights legislation such as Title IV of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973.
2. **Grievant** – Any employee or group of employees of the district submitting a grievance in their own behalf.
3. **Days** – Days shall consist of all workdays, Monday through Friday.

Due Process

1. **Right to Representation** – Grievant(s) have the right to be represented.
2. **Right to present Witnesses 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 a grievance within the specified time limit shall permit the grievant(s) to appeal the decision to the next step within the specified time limits. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. Time limits may be extended by mutual agreement.
4. **Right to Information** – Unless state laws and right-to-privacy laws apply, all relevant records with names and identifying information must be available to the grievant(s) for use as evidence in the grievance issue.
5. **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 personnel file(s) or used to

affect equal opportunity in employment.

6. ***Advanced Step Filing:*** The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

Procedure

Informal Level: The grievant shall first, through informal communications, attempt to resolve the problem with the supervisor or administrator whose decision gave rise to the grievance.

Formal Level: If a grievance remains unresolved after a meeting at the informal level, then the grievance shall be processed through the step by step process as set forth below. The formal grievance shall be presented at the appropriate step in writing. The written grievance shall indicate (a) a description of the grievance; (b) a list of facts giving rise to the grievance, including names of the persons who made decisions giving rise to the grievance and the dates of the facts giving rise to the grievance; (c) all potential witnesses who need to be interviewed related to the grievance; (d) the grievant's desired result; and (e) a description of the efforts the grievant made to resolve the grievance at the informal level. If a grievant wishes to change his or her written grievance, he or she must re start the step-by-step formal grievance process.

Step 1: The grievant shall present the grievance in writing to the employee's supervisor. A hearing shall be held within five (5) working days after the grievance is presented. Within five (5) working days of the hearing the supervisor shall provide a written answer to the grievance.

Step 2: If not resolved at Step 1, the grievant may appeal the decision to the Superintendent within five (5) working days after the decision rendered in Step 1. The Superintendent shall arrange for a hearing with the grievant within five (5) working days of the Superintendent's receipt of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The superintendent will have five (5) working days from the date of the hearing to provide the grievant and the Association a written decision. If the grievance involves a matter in which could be an issue at a hearing which the Board of Education may be required to conduct under Nebraska law, then the Superintendent's decision on the grievance shall be final and the grievant shall have the right to skip to Step 4. Otherwise, the grievant shall proceed to Step 3.

Step 3: If the grievance is not resolved at Step 2, and an appeal to the Board is allowed, then the grievant may appeal the grievance in writing to the Board president within five (5) working days after the decision rendered in Step 2. Within ten (10) working days from the date the appeal is received, the Board president shall schedule a hearing on the grievance before the Board of Education. The hearing shall be held not later than forty-five (45) days from the Board President's receipt of the appeal. Each party shall have the right to call such witnesses, as it

deems necessary to develop facts pertinent to the grievance, provided that the facts and witnesses presented by grievance were set forth in the grievant's written grievance. If the grievant wishes to present additional evidence or witnesses, the Board may require the grievant to restart the grievance procedure allowing administration to resolve the grievance with such additional facts and evidence, or the

Board may, in its discretion allow additional evidence or witnesses to be presented at the hearing. The Board shall have ten (10) working days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.

Step 4: If the grievant is not satisfied with the disposition of the grievance in Step 3 (or Step 2 as applicable), the grievant may proceed through the appropriate legal channels.

Adopted: 8-8-94

Reviewed: 8-9-10. 4-10-17

Revised: 2-8-16

POLICY NO. 8450 - EXTRA-CURRICULAR ACTIVITIES

The Bayard Board of Education will develop and support a program of extra-curricular activities. The programs will provide equal opportunities for self-development of the individual student in areas outside the academic classroom. These activities will be developed and supported for the well being of the students. The activities should nurture leadership, sportsmanship, cooperation, self-responsibility, communication skills, pride, self-confidence and self-discipline. However, at no time or under any circumstance will the activity program be allowed to detract from or erode support from the academic programs.

Adopted: 8-11-86

Reviewed: 8-9-10, 4-10-17

POLICY NO. 8460 - AIDS EDUCATION

AIDS education shall be included in the Bayard School Health Curriculum at all grade levels K-10. (Information and materials will be age and grade appropriate.) Suggested curriculum guides issued by the Nebraska Department of Education and the U.S. Department of Health and Human Services Center for Disease Control will be used as guides in developing AIDS educational plans.

Adopted: 8-8-88

Reviewed: 8-9-10, 4-10-17

Revised: 9-13-10

POLICY NO. 8470 - DRUG AND ALCOHOL EDUCATION AND PREVENTION PROGRAM

PURSUANT TO P.L. 101-226 AND 34 C.F.R., PART 86

It shall be the policy of Bayard Public School District to provide age appropriate, developmentally based drug and alcohol education and prevention program for all students of the schools. It shall be the policy of the District to require instruction at each grade level concerning the adverse effects resulting from the use of illicit drugs and alcohol. Such instruction shall be designed by affected classroom teachers or as otherwise directed by the Board to be appropriate to the age of the student exposed to such instruction. Such instruction should be described in any curriculum guides of the District and should have as one of its primary objectives preventing the use of illicit drugs and alcohol by such students. It shall further be the policy of the District to encourage the use of outside resource personnel such as law enforcement officers, medical personnel, and experts on the subject of drug and alcohol abuse, so that its economic, social, educational, and physiological consequences may be made known to the students of the district.

It shall further be the policy of the district through the instruction earlier herein referred to as well as by information and consistent enforcement of the Board's policy pertaining to a student conduct as it relates to the use of illicit drugs and the unlawful possession and use of alcohol, that drug and alcohol abuse is wrong and is harmful both to the student and the District, and its educational programs.

Adopted: 8-13-90

Reviewed: 8-9-10, 4-10-17

POLICY NO. 8471 - INFORMATION TO STUDENTS

It shall be the policy of Bayard Public School District to provide each student of the District a copy of the standards of conduct for student behavior in the District which prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as a part of any of the school's activities. Such standards of conduct and the District's policy of disciplinary sanctions that may be taken for violation of such standards of conduct shall be given to each student and his or her parent or parents or guardian prior to the commencement of each school year on a form to be developed by the administration.

Adopted: 8-13-90

Reviewed: 8-9-10, 4-10-17

POLICY NO. 8472 - STANDARDS OF STUDENT CONDUCT PERTAINING TO THE UNLAWFUL POSSESSION, USE, OR DISTRIBUTION OF ILLICIT DRUGS OR ALCOHOL ON SCHOOL PREMISES OR AS A PART OF ANY OF THE SCHOOL'S ACTIVITIES

It shall be the policy of Bayard Public School District, in addition to standards of student conduct elsewhere adopted by board policy or administrative regulation, to absolutely prohibit the unlawful possession, use, or distribution of illicit drugs or alcohol on school premises or as a part of any of the school's activities. This shall include such unlawful possession, use, or distribution of illicit drugs and alcohol by any student of the District during regular school hours or after school hours at school sponsored activities on school premises, at school sponsored activities off school premises.

Conduct prohibited at places and activities as hereinabove described shall include, but not limited to, the following:

1. Possession of any controlled substance, possession of which is prohibited by law.
2. Possession of any prescription drug in an unlawful fashion.
3. Possession of alcohol on school premises or as a part of any of the school's activities.
4. Use of any illicit drug.
5. Distribution of any illicit drug.
6. Use of any drug in an unlawful fashion.
7. Distribution of any drug or controlled substance when such distribution is unlawful.
8. The possession, use, or distribution of alcohol.

It shall further be the policy of the District that violation of any of the above prohibited acts will result in disciplinary sanctions being taken within the bounds of applicable law, up to and including short term suspension, long term suspension, expulsion, and referral to appropriate authorities for criminal prosecution.

Adopted: 8-13-90

Reviewed: 8-9-10, 4-10-17

POLICY NO. 8473 - SEXUAL/ETHNIC HARASSMENT POLICY

The Bayard Public School's Board of Education strongly endorses, and will comply with the provisions of Title VII of the Civil Rights Act of 1972, as amended; Title IX of the Education Amendments of 1972; and the Nebraska Equal Opportunity and Education Act. Therefore, it is the policy of the Bayard Public Schools to prohibit any and all discrimination based on race, color, sex, or national origin.

Sexual/ethnic harassment of any employee, certificated or non-certificated, or student by an individual under the jurisdiction of the Bayard Public Schools is, therefore, strictly prohibited. Persons determined to have engaged in either "Quid Pro Quo" sexual harassment or "Hostile Environment" sexual/ethnic harassment shall be subject to disciplinary sanctions as set forth herein.

Regarding school district employees, unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature shall constitute "Quid Pro Quo" sexual harassment when:

1. Submission to sexual conduct is made either explicitly or implicitly a term or condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

It is also prohibited for any school district employee or student to verbalize on school district property any racial, ethnic, or gender harassing jokes or stories, or to bring or store on school property any sexual, racial, or ethnic epithets or jokes. School district employees and students are also prohibited from defacing any school district property with any racial, ethnic or sexual epithets or jokes.

If an individual's conduct, epithets, or jokes are so excessive, severe, or pervasive so as to create a threatening or uncomfortable working environment, and it adversely affects the ability of another employee to accomplish their work, that employee(s) shall have created and can be responsible for creating a "Hostile Environment" when:

1. The individual harassed belongs to a protected class;

2. The individual was subjected to unwelcomed sexual/ethnic harassment;
3. The harassment was based upon sex, race, or national origin; or
4. The harassment affected a term, condition, or privilege of employment.

Regarding students, unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual/ethnic nature shall constitute sexual/ethnic harassment when:

1. Submission of such conduct is made either explicitly or implied a term or condition of an individual's enrollment, participation, or affiliation with a course, activity, or other school-sanctioned program.
2. Submission to or rejection of such conduct by individuals is used as a basis for any decision that may affect the educational standing of that individual.
3. Such conduct has the purpose or effect of unreasonable interfering with an individual's educational performance or creating an intimidating, hostile or offensive environment.

RESPONSIBILITY

All Bayard Public School employees and students shall have the responsibility of keeping school administrators informed, through the most confidential and direct means possible, of any alleged acts and/or complaints of sexual/ethnic harassment. It is the responsibility of each school district administrator, principal, department head, and supervisor to provide a working and academic environment free of sexual/ethnic harassment or sexual/ethnic intimidation. The school district will take prompt action to investigate an act upon all reported instances of alleged sexual/ethnic harassment.

All complaints and allegations of either sexual or ethnic harassment will be thoroughly investigated by a member of the Bayard Public Schools administrative team. The team shall consist of: Administrators, Principals and Assistant Principals and the Superintendent.

The Bayard Public Schools will utilize a three phase process to investigate all allegations of sexual or ethnic harassment:

PHASE I: COMPLAINT

Any individual who believes that he or she has been either sexually or ethnically harassed, or any individual having knowledge of any incident of alleged sexual or ethnic harassment (hereinafter referred to as “complainant”), should notify a member of the administrative team. Such notification shall be by the most direct means possible and will be considered confidential. The complaint should be made as soon as possible after the alleged incident.

The administrative team member who received a report of alleged sexual/ethnic harassment shall notify the Superintendent, unless the Superintendent is alleged to be the school district employee engaged in sexual/ethnic harassment. If the complaint is made against the Superintendent, the information is to be brought to the attention of the President of the Board of Education. He/she shall, in turn, contact the school district’s attorney to conduct an investigation of the allegation.

If the complaint is made by a student, his or her parent(s) or legal guardian(s) shall be notified immediately in writing, by certified mail, by the individual assigned to conduct the investigation. If the person accused of sexual/ethnic harassment is a student, that student’s parent(s) or legal guardian(s) will be notified both telephonically and in writing, by certified mail, of the alleged complaint, and they shall be present when the accused student is interviewed.

PHASE II: INVESTIGATION

Every effort shall be made to maintain full confidentiality throughout the entire investigation. The investigation phase will be directed towards securing signed statements about the complaint itself. Minimally, it shall include the name(s) of the complainant(s) and person(s) accused of sexual/ethnic harassment; the date(s), time(s), location(s), description of the incident(s), witness(es), and the respective signed statement(s).

Additionally, signed statement(s) by the person(s) accused of sexual/ethnic harassment shall be obtained where possible. The person(s) accused of sexual/ethnic harassment will be advised of due process rights at the time of being informed of the allegation. The intent of this phase is to investigate all of the facts and to corroborate evidence either for or against the complaint.

PHASE III: ACTION TAKEN

In determining whether conduct constitutes sexual/ethnic harassment, the individual conducting the investigation will examine the record as a whole and the totality of the

circumstances, such as the nature of the alleged sexual advancements and the context in which the alleged incident occurred. The determination will be on case-by-case basis. The individual conducting the investigation will review all information with the Superintendent. The Superintendent may take whatever disciplinary action is deemed appropriate. In any case where the disciplinary action of a school employee or student is subject to the due process procedures set forth in law, they will be followed as required.

If the Superintendent is the alleged individual, the school district's attorney will provide the evidence to the Board of Education, and they will determine the action to be taken.

The Superintendent will inform all parties of any disciplinary action taken by the Superintendent. The record of the investigation will be kept in a confidential file. If the complaint involves the Superintendent, the file will be kept in the office of the school attorney. A simple statement indicating that a complaint has been filed and the action taken, if any, will be placed in the individual's personnel/student file. However, where the complaint is found to be without merit, the complaint will be placed in a separate sexual/ethnic harassment file, which shall be confidential and not placed in the individual's personnel/student file.

If deemed necessary, the academic or employment situation of the complainant may be changed to provide for a non-intimidating or non-hostile atmosphere. These changes may occur but are not limited to: a transfer of work situation, change of instructor, and, if pertinent, waiver of academic requirements. Decisions concerning such action must consider that the complainant is not to be inadvertently or otherwise punished because he or she has allegedly been sexually/ethnically harassed.

Any employee who is found to have engaged in sexual/ethnic harassment of a subordinate, co-worker, or student will be subject to disciplinary sanctions, which may include, but are not limited to: written reprimand, probation, demotion, transfer, required professional counseling, or termination of employment. Where required by law any disciplinary action taken shall be subject to the due process procedures set forth in Sections 79-12, 107 to 79-12, 121, as amended.

A student, who is found to have engaged in sexual/ethnic harassment against either an employee or another student, will be subject to disciplinary sanctions which may include, but is not limited to: written reprimand, disciplinary probation, suspension, and/or expulsion. Where required by law any disciplinary action taken shall be subject to the due process procedures set forth in the Student Suspension or Expulsion Act, Sections 79-4, 170 to 79-4, 205, as amended.

If the complainant or accused is not satisfied with final action taken by the Superintendent, they may request that the Board of Education review the decision and action taken by placing it on the regular Board of Education meeting agenda as a personnel/student matter. Such a request will be held in executive Session unless the accused individual chooses otherwise. The decision by the Board of Education will be the final administrative act. Likewise, any person accused of

sexual/ethnic harassment may appeal the Superintendent's disciplinary action taken by filing a grievance through the established grievance procedures of the Bayard Public Schools as specified in Board Policy.

Adopted: 1-11-93

Reviewed: 8-9-10, 4-10-17

POLICY NO. 8474 - MISSION STATEMENT AND VISION STATEMENT

MISSION STATEMENT

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

VISION STATEMENT

Bayard Public Schools will effectively provide and adapt its programs to meet the needs of its students, today and in the future.

Adopted: 1-11-93

Reviewed: 8-9-10, 4-10-17

Revised: 9-13-21

9000 Series – Board By-Laws

POLICY NO. 9001- NUMBER OF MEMBERS AND TERMS OF OFFICE

The Board of Education shall consist of six members who shall serve for terms of four years. The term shall be overlapping, three members being elected each two years. The term of the members shall begin with the second Monday in January succeeding their election.

Adopted: 8-17-76

Reviewed: 10-11-10

AUDITS AND DUTIES OF THE AUDITOR

An auditing firm shall be retained at the close of each fiscal year for the purpose of auditing and making necessary reports to the board and the Nebraska Department of Education (NDE). The superintendent shall arrange with the firm for an audit examination of all financial, transportation, food service and attendance records of the district, in accordance with state law. Confidential and privileged communications between the district and its auditor, including all auditor work products, are hereby closed to the extent permitted by statute.

The audit examination shall be made in accordance with generally accepted auditing standards, to include such reviews and tests of the accounting system, books and records, and other underlying data as are necessary to come to an informed opinion as to the financial affairs of the district. The audit report shall include the requirements as enumerated in statute.

Each member of the board shall receive a copy of the audit report, and copies shall be furnished to the Commissioner of Education and the Auditor of Public Accounts no later than November 5. A copy of the auditor's letter to management, resulting from the audit, and the district's responses to that letter shall be filed with the Commissioner of Education no later than January 31. The Superintendent shall be responsible for filing copies of the audit with the proper authorities.

School District will comply with the Governmental Accounting Standards Board (GASB) statement issued on March 11, 2009, GASB #54 Fund Balance Reporting and Governmental Fund Type Definitions.

The following are fund definitions from GASB #54

Fund Balance

Fund Balance is the difference between assets and liabilities in governmental funds (i.e. general fund special revenue funds, capital project funds, debt service funds).

Nonspendable Fund Balance

Describes the amount of the fund balance that cannot be spent because it is either not in spendable form or there is a legal or contractual requirement for the funds to remain intact.

Restricted Fund Balance

The restricted fund balance category includes the portion of the fund balance that reflects constraints on spending because of legal restrictions stipulated by outside parties, constitutional provisions, and enabling legislation including any legal restrictions based on state statutes or grant requirements placed on the use for specific purposes

At the end of the fiscal year, the School District will report Restricted Fund Balances for amounts that have applicable legal restrictions. As per Nebraska State Statute, the fund balances of the Depreciation Fund, the Special Building Fund, the Employee Benefit Fund and the Bond Fund are restricted by purpose and will be reported as Restricted Fund Balances.

Committed Fund Balance

The committed fund balance classification includes the portion of the fund balance that reflects constraints that the School District imposed upon itself by a formal action of the School Board. This constraint must be imposed prior to year end but the amount can be determined at a later date.

At the end of the fiscal year, the School District will report the Lunch Fund Balance as Committed Fund Balance. The Lunch Fund Balance is constrained by the creation of the fund, and also constrained by purpose through approving a yearly budget for the Lunch Fund.

Assigned Fund Balance

The assigned fund balance is the portion of the fund balance that reflects funds intended to be used by the School District for specific purposes. The authority to assign fund balance is delegated to the Superintendent.

At the end of the fiscal year, the School District will report any fund balance whose intent has been designated by the Superintendent as Assigned Fund Balance.

Unassigned Fund Balance

The unassigned fund balance is the residual classification for the School District's General Fund and includes all remaining amounts not contained in the other classifications and, therefore, is not subject to any constraints. Unassigned amounts are available for any purpose.

At the end of the fiscal year, the School District will report any General Fund Balance that has not been assigned to other fund balance classifications as Unassigned Fund Balance.

DUTIES OF THE AUDITOR

The duties of the independent auditor shall be as follows:

1. To examine the balance sheet of the school district as at the close of its fiscal year and the related statements of transactions in the various funds for the fiscal year then ended.
2. To conduct such examinations in accordance with generally accepted auditing standards and to include such tests of the accounting records and such other auditing procedures as are necessary in the circumstances.
3. To render an opinion on the financial statements prepared as at the close of the fiscal year.
4. To prepare such financial statements for publication when directed.
5. To make such recommendations to the Board concerning its accounting records, procedures, and related activities as may appear necessary or desirable.
6. To perform such other related services as may be requested by the Board.

Legal Reference: Neb. Statute 79-1089
 NDE Rule 1

Adopted: 8-17-76
Reviewed: 10-11-10
Revised: 11-14-11

DUTIES OF THE COUNSEL

It shall be the responsibility of the board to employ legal counsel to assist the board and the administration in carrying out their duties with respect to the numerous legal issues confronting the school district. The board may appoint legal counsel on an annual basis.

The superintendent and board president shall have the authority to contact the board's legal counsel on behalf of the board when the superintendent or board president believes it is necessary for the management of the school district. The board's legal counsel may attend regular or special school board meetings upon the request of the board or the superintendent. Other board members may contact the legal counsel upon the approval of a majority of the board. It shall be the responsibility of each board member to pay the legal fees, if any, of an attorney the board member consulted regarding matters of the school district unless the board has authorized the board member to consult an attorney on the matter in accordance with this policy.

It shall be the responsibility of the superintendent to keep the board informed of matters for which legal counsel was consulted, particularly if the legal services will involve unusual expense for the school district.

Adopted: 8-17-76
Revised: 11-08-10

APPEARANCE BEFORE LEGISLATIVE BODY

No one may appear before a legislative committee purporting to represent the Bayard Public Schools unless first cleared by the Bayard Board of Education. This policy is not to infringe in any way upon the individual's rights as a private citizen.

Adopted: 8-17-76

Reviewed: 4-12-10

**2025-2026 and 2026-2027
EMPLOYMENT CONTRACT BETWEEN THE
BAYARD BOARD OF EDUCATION
AND THE
BAYARD EDUCATION ASSOCIATION**

PREAMBLE

THIS CONTRACT is made and entered into on _____, 2025 by and between the Board of Education of Bayard School District No. 21, Morrill County, Nebraska (hereinafter referred to as the “Board”) and the Bayard Education Association (hereinafter referred to as the “Association”).

GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of Bayard is a joint responsibility, which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter in this Contract with mutual dedication, recognizing that the experience, creativity, and judgment of all parties are necessary to reach the educational needs of the community.

This Contract is not to be construed as discouraging the Board of Education, the administrators and the teachers from meeting and conferring for the purpose of improving the educational quality or of informally solving problems of the school system as long as solutions do not violate this contract or any rights given to the teacher or Association by law.

NEGOTIATIONS PROCEDURES

The two parties to this Contract believe the following basic procedures are necessary for good faith bargaining to occur:

- A. Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- B. Either party may request bargaining be opened by contacting the President, or Superintendent or spokesperson of the other party.
- C. Meeting dates and times will be scheduled by mutual consent of the two parties.
- D. Facts, opinions, proposals, and counter-proposals will be freely discussed in good faith during the meetings.
- E. All participants shall treat each other professionally and respectfully during the discussions and shall give due consideration to all proposals.
- F. The final contract shall be in writing and signed by both parties.
- G. By mutual agreement, the Superintendent of Schools will be allowed to attend the negotiating session to act as the recording secretary and provide information to both parties.

RECOGNITION

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District. Teacher shall mean all certificated personnel and other professional personnel employed by the district, excluding Administrators.

TEACHER RIGHTS

A. Nothing contained in this Contract shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.

B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, and/or participation in collective negotiations with the Board.

ASSOCIATION RIGHTS

A. Association Use of District Property: Representatives of the Association and its Affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program. The Association shall be allowed the use of the school buildings for meetings. To avoid scheduling conflict, the Association officers will inform the superintendent of all meetings held during regular school hours.

B. The Association shall be allowed the use of school equipment including typewriters, computers, duplicating machines, audio-visual equipment, and standard office equipment, provided that the Board may assess the Association a reasonable fee for expendable supplies consumed during such use. The Association shall be allowed to make reasonable use of the school's communication system, including teachers' mailboxes, Internet, teacher bulletins, etc. Such use shall not cause unnecessary interruption of the education program of the school.

BOARD OF EDUCATION RIGHTS

The Board of Education is recognized as having the right to operate the schools, to hire employees, to develop policy, and to have general supervision and control over employees and students as related to the Bayard Public Schools.

The Board of Education expect from their certified employees, as professional educators, those attributes of competence, dependability, punctuality and teaching excellence generally associated with the teaching profession.

GRIEVANCE PROCEDURE

A. Purpose

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to employment problems. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the District's employees. In the event this Grievance Procedure conflicts with any other applicable grievance procedure set forth in Board policy or an employee handbook, this Grievance procedure shall control, except that any Employee may at any time use the District's grievance, complaint, and reporting policies related to discrimination, harassment, and retaliation.

B. Definition

Grievance: Any claim or claims by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of any District policies covering terms and conditions of employment including but not limited to, the terms of this contract.

Grievant: A grievant is the person, persons, or the Association making the complaint. Every member of the bargaining unit shall have the right to present grievances in accordance with these procedures.

Time Limits: The time limits shall consist of all workdays Monday through Friday. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

Failure of the appropriate supervisor, administrator, or administrative body to render a decision within the specified time limits shall permit the grievant(s) to appeal the decision to the next step within the specified time limits.

The time limits specified may be extended by mutual agreement.

Representation: A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. When a grievant chooses not to have a representative assist them, the Association, at its discretion, may have representatives present for any meetings, appeals, or any other proceedings relating to a grievance which has been formally presented. Nothing in this procedure shall be construed as limiting the right of any employee to discuss his/her grievance informally with his/her immediate supervisor and having the grievance resolved informally.

Reprisals: No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.

Withdrawal of Grievance: An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party. Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedure.

Advanced Step Filing: The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

Cooperation of Board and Administration: The Board and the administration shall cooperate with the grievant in his or her investigation of any grievance, and further, shall furnish the grievant such information as is requested for the processing of any grievance.

C. Procedure

Informal Level: The grievant shall first, through informal communications, attempt to resolve the problem with the supervisor or administrator whose decision gave rise to the grievance.

Formal Level: If a grievance remains unresolved after a meeting at the informal level, then the grievance shall be processed through the step by step process as set forth below. The formal grievance shall be presented at the appropriate step in writing. The written grievance shall indicate (a) a description of the grievance; (b) a list of facts giving rise to the grievance, including names of the persons who made decisions giving rise to the grievance and the dates of the facts giving rise to the grievance; (c) all potential witnesses who need to be interviewed related to the grievance; (d) the grievant's desired result; and (e) a description of the efforts the grievant made to resolve the grievance at the informal level. If a grievant wishes to change his or her written grievance, he or she must re-start the step-by-step formal grievance process.

Step 1: The grievant shall present the grievance in writing to the employee's supervisor. A hearing shall be held within five (5) working days after the grievance is presented. Within five (5) working days of the hearing the supervisor shall provide a written answer to the grievance.

Step 2: If not resolved at Step 1, the grievant may appeal the decision to the Superintendent within five (5) working days after the decision rendered in Step 1. The Superintendent shall arrange for a hearing with the grievant within five (5) working days of the Superintendent's receipt of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The superintendent will have five (5) working days from the date of the hearing to provide the grievant and the Association a written decision. If the grievance involves a matter in which could be an issue at a hearing which the Board of Education may be required to conduct under Nebraska law, then the Superintendent's decision on the grievance shall be final and the grievant shall have the right to skip to Step 4. Otherwise, the grievant shall proceed to Step 3.

Step 3: If the grievance is not resolved at Step 2, and an appeal to the Board is allowed, then the grievant may appeal the grievance in writing to the Board president within five (5) working days after the decision rendered in Step 2. Within ten (10) working days from the date the appeal is received, the Board president shall schedule a hearing on the grievance before the Board of Education. The hearing shall be held not later than forty-five (45) days from the Board President's receipt of the appeal. Each party shall have the right to call such witnesses, as it deems necessary to develop facts pertinent to the grievance, provided that the facts and witnesses presented by grievance were set forth in the grievant's written grievance. If the grievant wishes to present additional evidence or witnesses, the Board may require the grievant to restart the grievance procedure allowing administration to resolve the grievance with such additional facts and evidence, or the Board may, in its discretion allow additional evidence or witnesses to be presented at the hearing. The Board shall have ten (10) working days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.

Step 4: If the grievant is not satisfied with the disposition of the grievance in Step 3 (or Step 2 as applicable), the grievant may proceed through the appropriate legal channels.

SALARIES

A. Salary Schedule

The salary of each teacher covered by this contract shall be determined by the salary schedule attached as Appendix A.

B. Initial Placement

Teachers will be placed on the column of their appropriate degree level and hours earned beyond the degree. Teachers with prior teaching experience coming into the system for the first time will be allowed to be placed on the schedule according to this experience. Experience must include years with a degree. If it becomes necessary to deviate from the salary schedule, the deviation must be limited to the current school year and must not be used for the following school term (new contract or not) unless agreed to by the Superintendent and the officers of the BEA.

C. Base Salary (Step 0, BA column)

The base salary shall be \$39,200.00 for the 2025-2026 school term. The base salary shall be \$39,300.00 for the 2026-2027 school term.

D. Horizontal Movement

For purposes of horizontal advancement on the salary schedule, the Board will recognize credit approved by the Superintendent and evidenced by a valid transcript from the institution where credit is earned, as further set forth below. Only one step vertically and horizontally will be granted yearly.

Graduate hours over and above the basic degree will be applied to horizontal column movement as stated the salary schedule. For the purposes of horizontal advancement on the salary schedule, only those graduate hours which have been approved in advance by the superintendent of schools may be utilized. Graduate hours for advancement on the salary schedule shall be from an accredited graduate level institution. Hours which may be approved by the superintendent of schools shall be graduate hours in the area of the teacher's current assignment or hours which have a direct relationship with improvement of the instructional program or additional areas of certification (e.g., school counseling, instructional technology, school administration, and additional endorsements). This gives the teacher the added incentive to further his/her educational background in a way that simultaneously benefits the District. Graduate hours earned to be used for horizontal advancement on the salary schedule must be approved by the superintendent prior to June 1 to be utilized for placement on the salary schedule for the subsequent school term. A written statement for hours approved will be signed by the superintendent and placed in the individual's personnel file and a copy will be given to the individual. Transcripts evidencing satisfactory completion of hours to be used for salary schedule advancement must be on file in the Superintendent's office by September 10. If transcripts are not available by September 10, written documentation from the college will suffice as temporary assurance that the coursework has been completed. The Superintendent will work with graduate schools due to mailing or handling problems. In the event that a teacher fails to so file a transcript as required by this paragraph, such teacher shall not be eligible for salary schedule advancement for such hours, and his or her salary will be adjusted accordingly, including proper adjustments to make up for overpaid amounts. Failure on the part of the teacher to document hours may result in the non-approval of such hours by the superintendent.

E. Vertical Movement

Teachers shall be credited on the proper vertical steps in accordance with their experience in the district plus credited prior teaching experience, as stated in Section B.

F. Advancement in the Absence of a Successor Contract

Each teacher employed by the District will receive vertical and horizontal advancement, if applicable in the event this contract continues for the following school year and no new contract is established in accordance with the provisions of the article DURATION OF CONTRACT.

G. Extra Duty

Where a contractual agreement has been reached between an individual teacher and the district relating to the performance of extra-curricular duties, the salary shall be in accordance with the provisions of the extra duty/extra curricular salary schedule attached as Appendix B.

H. Extended Contracts

Where a contractual agreement has been reached between an individual teacher and the district relating to employment beyond the annual employment period defined in the article TERMS OF EMPLOYMENT, the salary for that extended contract shall be a pro-rata extension of that teacher's daily rate of pay for the annual employment period.

I. Residency Incentive for Teachers in First Year of Employment

The District may provide a one-time residency incentive payment of \$1,500 to teachers in their first year of employment within the district provided that the new teacher lives within the Bayard School District at all times during the full first year of employment. Such payment will be made on or before August 20th of the beginning year of employment. If a teacher moves out of the school district during the first year of employment the employee will be required to repay the \$1,500 to the district. Prior to receiving the incentive payment, the teacher will be required to sign a separate repayment agreement with the District.

INSURANCE

A. Health Insurance

The Board shall provide health insurance equivalent to EHA Blue Cross/Blue Shield health and dental (A/B with 50% C) insurance, Option \$1,900 deductible. The Board shall pay 100% of the monthly premium for single, employee and spouse, employee and children, and family health coverage for each full time teacher. The Board shall pay 100% of the monthly premium for single dental coverage. When both spouses are employees of the District the employee dental insurance premium for the second spouse shall be applied to family dental coverage. For a teacher who is more than .5 FTE, the Board shall pay the percentage of the teacher's insurance premium based on the teacher's percentage of FTE. The Board will not pay the insurance premium for teachers with .5 FTE or less.

B. Complete Annual Coverage

For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

C. 125 Plan
Each teacher covered by this agreement shall have the option of participating in a 125 Flexible Benefit Plan. The administration and participation costs of this benefit shall be paid for by the Board/District. This fund shall be administered according to state law.

D. Long Term Disability (LTD)
Professional staff of the Bayard Public School District shall be provided a LTD plan. Certified staff shall purchase long-term disability income protection insurance through a carrier selected by the district. The district shall deduct the insurance premium for each staff member from their monthly salary. The district will add the annual cost of the premium to the staff member's yearly salary.

TERMS OF EMPLOYMENT

A. Teacher's Contract
Upon initial employment, District shall issue a written teaching contract to the employees not inconsistent with this Agreement.

B. Duty Free Lunch
As stated in the Nebraska State Statute 79-8,107, each teacher will have a 30-minute duty free lunch during the normal workday.

C. Annual Employment Period
The annual employment period for each teacher shall be 185 contract days including days with students in attendance.

LEAVES

A. Paid Time Off ("PTO")
At the beginning of each school year, teachers will receive 12 paid days off.

At the end of each year, teachers may roll over unused PTO into their sick leave balance, with a maximum accumulation of 40 days.

Teachers may access their accrued sick leave at any time. Sick leave can only be used for personal illness or accidents, illness or accidents involving a family member, medical appointments for oneself or family members, or mental health needs.

For the 2024-25 school year, teachers will be compensated \$25 per day for any unused sick leave accumulated beyond 40 days.

Moving forward, payments for sick leave days exceeding 40 will be issued in October of the new employment year at a rate equivalent to 50% of the substitute teacher daily pay.

PTO leave may be used for any purpose, provided that the teacher's principal has given prior permission for the teacher to take the PTO leave. In the event of an emergency or sickness, the teacher shall request leave as soon as possible. Requests must be made in writing.

A teacher will not be required to use PTO leave days to attend conferences, seminars, or workshops or to perform other duties requiring the teacher's absence as long as the Superintendent directed the teacher to attend such conference, seminar, or workshop or perform such duties.

At the end of a teacher's last year of employment, the District will buy the teacher's accrued, unused PTO leave days at a daily rate of one half of the then current substitute teacher pay.

B. Sick Leave Bank

During the school year, each certified and non-certified employee may participate in the sick leave bank if he/she desires to do so and agrees to donate one PTO day per year. If a participating employee has exhausted his/her accumulated sick leave days the following process will occur:

Before the end of the school year, a written request to use the bank will be submitted to the Superintendent. The request will state the purpose and the number of days requested. The Superintendent and the Association officers will review each individual request which shall be submitted on a form mutually agreed upon by the Superintendent and Association. By mutual agreement of the Superintendent and the Association officers, individual requests for days will be granted or rejected.

The sick bank committee (Superintendent and Association officers) is authorized to establish guidelines and limitations to the use of the sick bank, provided that such limitations are approved by the Superintendent of Schools. The Bayard Education Association shall indemnify the Board for any costs and expenses, including attorney's fees, incurred by the District relating to claims, demands, and causes of action against the District in connection with the sick bank. Rules for use of the sick bank shall include a provision stating that no employee who is eligible for or receiving long term disability benefits may receive days from the sick bank. Contributing employees will sustain the sick bank. The Board of Education will not add days to the sick bank in the future.

C. Contingency

Teachers will be granted one (1) day of Contingency Leave each year. The Contingency Leave will only be granted under the following guidelines:

- a. The superintendent will grant contingency leave if steps 2 through 6 have been met.
- b. The faculty member must give the reason for the request.
- c. The request must be in writing.
- d. Leave will only be granted for conditions that can not be handled on weekends, before school or after school. (Contingency – unforeseen occurrence)
- e. Leave will not be granted the last day prior to a vacation or the first day after a vacation.
- f. Unused leave can not be carried over into the next school year.

D. Bereavement leave:

An employee may take up to 2 days of paid bereavement leave per year. Additional days may be granted at the discretion of the Superintendent. Paid bereavement leave may be used in the case of the death of the employee's:

- a. child (biological, adopted, foster child, stepchild, legal ward, child of an employee standing in place of a parent);
- b. spouse/registered domestic partner;

- c. parent (including step-parent, guardian, or mother/father-in-law);
- d. grandparent or great-grandparent;
- e. spouse's grandparent or great-grandparent;
- f. sibling (including a half, adopted, step-sibling, or brother/sister-in-law);
- g. son/daughter-in-law,
- h. grandchild;
- i. aunt, uncle, niece, nephew;
- j. the employee's spouse's aunt, uncle, niece, nephew.

MISCELLANEOUS PROVISIONS

A. Board Policy

This Contract constitutes Board policy for the term of said Contract, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy. The Board shall provide the Association and all of the teachers with copies of all Board policies through online publication of those policies.

B. Compliance Between Individual Contract and Master Contract

Any individual contract between the Board and an individual teacher shall be subject to and consistent with the terms and conditions of this Contract. If an individual contract contains any language inconsistent with the Master Contract, the Master Contract, during its duration, shall be controlling.

C. Severability

If any part of this Contract or any application of the Contract to any employee or group of employees shall be found contrary to law, then such provisions or applications shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Personnel File

Any teacher shall have the right, upon request, to review the contents of his/her personnel file(s) and to receive copies of any documents contained in the file. No material related to a teacher's conduct, service, character, performance or personality shall be placed in the teacher's personnel file unless the teacher has been provided a copy of such material and has had the prior opportunity to review the material. The teacher shall acknowledge that he/she had the opportunity to review such material by signing the copy of the document. It will be the express understanding that the signature in no way indicates agreement with the contents of the document. The teacher has the right to attach a written explanation to the document. The Board or the administration shall not establish any separate personnel file(s) that are not available for the teacher's inspection.

E. Coaches and Activities Sponsors Attendance at Clinics

Coaches and sponsors of activities listed in the Extra Duty Salary Schedule may be reimbursed for their reasonable expenses for attending clinics. To be eligible for reimbursement a coach or sponsor must receive approval from the Superintendent prior to attending the clinic and make a presentation to the Board of Education regarding the content of the clinic and the coach's or sponsor's plans for implementing improvements to the respective activity. Reimbursement will

be limited to \$500 per year per activity (not position), regardless of the number of coaches or sponsors that attend clinics for a particular activity in a given year.

F. Additional Teaching Assignments

The Superintendent of Schools may, at his or her sole discretion, pay a teacher for additional teaching assignments (e.g. night school, or zero hour). To be eligible for such pay, a teacher must obtain written approval from the Superintendent prior to performing the work.

G. Dual Credit Courses

The amount of any payments received by the School District from a post-secondary institution, due to a teacher teaching a dual credit course (for both the School District and the post-secondary institution) shall be added to that teacher's compensation within 60 days after receipt of the payment by the District, subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

H. Career Certification Incentive

The sponsoring teacher of an approved career certification program shall earn a bonus of \$200.00 per student who earns a career certification through such approved career certification program (the "Certification Incentive Payment"). "Approved career certification program" shall mean a career certification program which has been approved by the Board. The sponsoring teacher is responsible for providing to the Superintendent all information necessary to confirm that Certification Incentive Payment has been earned (i.e. documentation regarding each career certification earned). A Certification Incentive Payment shall be made to the teacher within 60 days after confirmation by the Superintendent that such Certification Incentive Payment has been earned by the teacher.

I. AQUESTT Incentive

Eligible teachers may receive a bonus, as set forth below, based on the District's AQUESTT rating by the Nebraska Department of Education. For a school year which the District is rated "great" under AQUESTT, each eligible teacher shall be paid a \$500.00 bonus. For a school year which the District is rated "excellent" under AQUESTT, each eligible teacher shall receive a \$1,000.00 bonus. Such bonuses, as applicable, shall be paid within 60 days after the District receives notification of the District's AQUESTT rating. An "eligible teacher" shall mean a teacher who (1) was employed as a teacher at the District during the school year for which the "great" or "excellent" rating was given resulting in the bonus and (2) remains employed by the District at the time the District receives notification of the "great" or "excellent" rating resulting in the bonus.

DURATION OF CONTRACT

This contract, and the terms and conditions contained herein, shall be effective for the 2023-2024 and 2024-2025 contract years. If executed after the commencement of such year, the terms shall be applied retroactively to the first day of the contract year. The terms of this Contract shall continue in effect until a separate contract for the next contract term is executed.

BAYARD SCHOOL DISTRICT NO. 21
BOARD OF EDUCATION

BY _____
Its President

BY _____
Its Chief Negotiator

BAYARD EDUCATION ASSOCIATION

BY _____
Its President

BY _____
Its Chief Negotiator

APPENDIX A

SALARY SCHEDULE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
0	1.000	1.045	1.090	1.135	1.180	1.225	1.270	1.315
1	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360
2	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405
3	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450
4	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
5	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540
6		1.315	1.360	1.405	1.450	1.495	1.540	1.585
7		1.360	1.405	1.450	1.495	1.540	1.585	1.630
8			1.450	1.495	1.540	1.585	1.630	1.675
9			1.495	1.540	1.585	1.630	1.675	1.720
10				1.585	1.630	1.675	1.720	1.765
11				1.630	1.675	1.720	1.765	1.810
12					1.720	1.765	1.810	1.855
13					1.765	1.810	1.855	1.900
14						1.855	1.900	1.945
15						1.900	1.945	1.990
16							1.990	2.035
17								2.08

EXTRA DUTY SALARY SCHEDULE

POSITION	% OF BASE	2025-2026			2026-2027		
		EXPERIENCE	PERCENT		EXPERIENCE	PERCENT	
Head Boys Basketball	10	0	1	39,200	0	1	39,300
Head Football	10	1	1.045	40964	1	1.045	41068.5
Head Boys Golf	10	2	1.09	42728	2	1.09	42837
Head Boys Track	10	3	1.135	44492	3	1.135	44605.5
Head Boys Wrestling	10	4	1.18	46256	4	1.18	46374
Head Girls Basketball	10	5	1.225	48020	5	1.225	48142.5
Head Girls Golf	10	6	1.27	49784	6	1.27	49911
Head Girls Track	10	7	1.315	51548	7	1.315	51679.5
Head Girls Volleyball	10	8	1.36	53312	8	1.36	53448
Head Softball	10	9	1.405	55076	9	1.405	55216.5
Head Girls Wrestling	10	10	1.45	56840	10	1.45	56985
Head Cross Country	10	11	1.495	58604	11	1.495	58753.5
Head Speech - Debate	10	12	1.54	60368	12	1.54	60522
FFA Advisor	10	13	1.545	60564	13	1.545	60718.5
Band	9	14	1.63	63896	14	1.63	64059
Vocal	9	15	1.675	65660	15	1.675	65827.5
One Act Plays	8						
Annual	8						
Newspaper	6						
Student Council (Jr./Sr. High)	6						
Assistant Boys Basketball	6						
Assistant Football	6						
Assistant Boys Track	6	SPONSORS					
Assistant Boys Wrestling	6	7th Grade		\$50			
Assistant Girls Basketball	6	8th Grade		\$50			
Assistant Girls Track	6	9th Grade		\$75			
Assistant Girls Volleyball	6	10th Grade		\$100			
Assistant Softball	6	11th Grade		\$175			
Assistant Girls Wrestling	6	12th Grade		\$175			
Head DI	6						
Head 7-8 Boys Basketball	5						
Head 7-8 Football	5						
Head 7-8 Boys Track	5						

Head 7-8 Girls Basketball	5								
Head 7-8 Girls Track	5								
Head 7-8 Volleyball	5								
Head 7-8 Wrestling	5								
Assistant 7-8 Football	5								
Assistant 7-8 Volleyball	5								
Assistant 7-8 Basketball	5								
Webpage Coordinator	5								
School Improvement Coordinator	5								
HOSA (Health Occupations Students of America) Sponsor	5								
Educators Rising Sponsor	5								
High Ability Learner (HAL) Coordinator	4								
Elementary Leader in Me	4								
Elementary Homework Club	3								
Assistant DI	3								
Student Council Elementary	2								
Honor Society Advisor	2								
Quiz Bowl	2								

Bayard Public Schools Continuity of Learning and Reopening Plan



Proposed to Board of Education
Revision Date: January 13, 2025

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Mission Statement

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

Vision Statement

Bayard Public Schools will effectively provide and adapt its programs to meet the needs of its students, today and in the future.

Rationale and Background

In accordance with our mission and vision, Bayard Public Schools has developed this revised Continuity of Learning and Reopening Plan as we strive to provide a successful educational experience for our students during the global COVID-19 pandemic and as we comply with funding requirements from the Federal Government and the Nebraska Department of Education. The partnership of parents has been and will continue to be critical to the success of this joint effort. The content of this plan has been informed by the significant response of parents and staff to recent surveys conducted in partnership with the Nebraska Association of School Boards prior to the 2019-2020 school year and our shared experiences over the past 19 months. The challenges of education in a pandemic have greatly accelerated the pace by which our school continues to adapt to provide programs to meet the needs of students today and in the future.

This Continuity of Learning Plan is an extension of the Emergency Operations Procedures approved by the Bayard Public Schools Board of Education in March of 2020. This plan was updated in July of 2020, again in November of 2020, August of 2021, November 2021, August 2022, January 2023, August 2023, January 8, 2024, August 12 2024 and January 13 2025. The current revision is intended to provide additional details and direction to students, parents, employees, and patrons of the Bayard Public Schools Community for the remainder of the 2024-2025 school year (and beyond) in compliance with provisions of the American Rescue Plan.

Conditions related to the global pandemic change rapidly and the associated guidance for a response to the pandemic is continually adjusted. As such, we know the operational needs of the school district will require monitoring and adjustment moving forward. This plan is intended to be a guide. Effective implementation will require careful and thoughtful actions and adjustments by employees, students, parents, and community members. Bayard Public Schools will adjust plans and programs as conditions, guidance,

directives, and mandates change.

Statement of Personal Responsibility

Bayard Public Schools expects each student, parents, staff member, and patron to take personal responsibility for their health and the health of the people around them. Each person has an individual responsibility to take actions to reduce the risk of exposure to disease. Coordination with your medical provider is suggested when making determinations regarding the personal protective equipment, social distancing strategies, hygiene, and other behavioral factors that are implemented along with decisions about whether to participate in face-to-face learning or learning through online instruction opportunities.

Statement Regarding Treatment of Individuals Who Test Positive for COVID-19

Bayard Public Schools expects respectful treatment of every person every day. Bullying, intimidation, threats, and harassment of individuals who have tested positive for COVID-19 will not be tolerated. Please be kind, no one is immune to this virus. Modeling kindness for children is an important strategy to help lessen physical and emotional anxiety for the entire community.

Public Health/Agency Guidance and Operational Adjustments

As the level of risk or conditions change the operation of the school may need to be adjusted. The transition period between various modes of operation could be gradual or immediate, depending upon situational factors (such as rate of transmission, severity of illness, and hospital capacity), and guidance from public health and other agencies.

The Bayard Public Schools plan to be open for in-person instruction during the 2024-2025 school year. When authorized by the Principal for health or other reasons, students may be granted permission to attend class via electronic means.

There is currently no declared State of Emergency for Nebraska or Directed Health Measure (DHM) in effect that requires the District to mandate masks or other specific interventions.

District Procedures

Academic/Classroom Procedures Plan

- Hand sanitizer available to students and staff
- Seating charts recommended for academic purposes and if necessary, for close contact notifications.
- Students and staff assist in cleaning/wiping desks and frequently touched objects periodically.
- Use of outdoor spaces for class instruction is encouraged (in coordination with the building principal).
- Social distancing practices encouraged.

Specials

- Students transition to music, art, PE, and media as normal.
- Social distancing practices encouraged.

Special Education/504

- Students will be served as per their IEP/504 Plan.
- Revisit the IEP/504 with the team as needed or requested by parents to discuss, whether or not there are underlying student medical conditions that make school attendance impractical or undesirable to parents, should there be an increase in active virus transmission.
- Discuss whether or not continued attendance under the selected alternate learning schedule is feasible for the student, given any underlying health concerns.
- If school attendance is not possible or desirable, as it may pose a substantial health risk to the student, conduct an IEP, change the student's placement, and coordinate delivery of services through the IEP process.
- If school attendance is possible during elevated transmission of the virus, discuss with the IEP/504 team any additional supports or modifications that need to be made to the students plan during the time that the school is engaged in an alternate learning schedule.

Pathfinders (21st Century Community Learning Center)

- Hand sanitizer available to students and staff
- Seating charts recommended for academic purposes
- Students and staff assist in cleaning/wiping desks and frequently touched objects periodically.
- Use of outdoor spaces for class instruction allowed (in coordination with the building principal).
- Social distancing practices encouraged.
Pathfinders will follow the other components of the school plan regarding food service, and recess.

Early Childhood Education (Preschool)

- Hand sanitizer available to students and staff
- Seating charts recommended for academic purposes
- Students and staff assist in cleaning/wiping desks and frequently touched objects periodically.
- Use of outdoor spaces for class encouraged allowed (in coordination with the building principal).
- Social distancing practices encouraged.

Face Coverings and Social Distancing

- Face coverings allowed for all staff and students
- Social distancing practices encouraged.
- Plastic barriers/shields optional in high traffic areas such as offices.

Water Fountains/Bottle Fillers

- The water fountain is available for use.
- Bottle filler stations are available.
- Students are encouraged to use personal water bottles or disposable cups.
- Regular sanitation of water bottle fillers is performed by custodial staff.

Mobile Device Procedures

- K-6 students are assigned mobile devices specific to each student. Mobile devices remain at school.
- 1:1 program for students in grades 7-12

Screening/Temperature Checks

- Any student or staff member who has a temperature higher than 100° will be checked for a wrist temperature. If the wrist temperature is over 100° the individual will be escorted to a holding area for 15 minutes, then will be re-checked. If the temperature continues to be over 100°, parents will be called and the student will be sent home until fever free (without fever-reducing medications) for at least 24 hours.
- When authorized by the principal, students may attend school via virtual means during such time that they are experiencing fever or symptoms.
- Staff members will communicate with the building principal to determine whether work from home will be possible until fever-free (without fever-reducing medications) for at least 24 hours.

Cleaning/Disinfecting/Sanitizing/Ventilation

- Daily cleaning disinfecting/sanitizing procedures for all occupied locations in the schools according to CDC guidelines.
- Students and staff assist in cleaning/wiping desks and frequently touched objects when transitioning classrooms.
- Staff requests for additional custodial and maintenance needs are submitted to the principal.
- Air handling units adjusted to increase fresh air intake. When feasible, updating of HVAC Units to mitigate COVID-19, and replacement of non-functioning/outdated windows to allow for additional fresh air in school buildings.

Visitors and Deliveries

- All visitors are required to sign-in and obtain a visitor pass to a specific location upon entering school buildings.
- Face coverings recommended for visitors and for those making deliveries.

Mental and Social Emotional Health

- Continue universal supports offered to all students through the school-wide MTSS Model
- Conduct universal screener of students as early in the year as possible, to help identify potential students in need of assistance.
- Increase staff awareness regarding the need to support the mental and social/emotional needs of students as they return to school.
- Provide staff self-care and resiliency strategies to staff.

Activities

- Activities and Athletics will be conducted in accordance with NSAA guidelines.
- Most activities will be streamed live, utilizing the school's Hudl page.
- Students attending school via the HyFlex educational model may participate in activities according to the eligibility criteria in the student handbook.

Lunch

- Lunch served in the cafeteria.
- All students expected to wash hands and/or use hand sanitizers before getting in the lunch line.

Recess

- Schools will continue to have recess as scheduled with hand sanitizer available upon entry and exit from the building to the playground area.

Hallways

- PK-6 students transition normally with staff support
- 7-12--Regular transitions with social distancing encouraged in hallway areas.

Responding to Positive Tests Among Staff and Students

- Individual will be excluded and allowed to return based upon current guidance from CDC at the time.

Busing/Student Transportation and Activities Transportation

- Hand sanitizer available to students and staff
- Seating charts recommended for safety and behavior management purposes are recommended
- Activity transportation provided in the regular manner
- Face coverings for students are recommended.

Vaccinations

- The school district will work with Panhandle Public Health District and local medical providers to share and disseminate information on vaccinations to students, staff, and the community.

Diagnostic Testing and Screening

- The school district will refer symptomatic students and staff to available community testing locations/resources.

Land Lease Agreement

This Land Lease Agreement (“Agreement”) is between the Board of Education of Morrill County School District No. 62-0021, commonly known as Bayard Public Schools (the “District”) and Assumption Greek Orthodox Church of Bayard, Nebraska (“Lessee”). The District and Lessee agree to the terms of this Agreement.

Recitals and Definitions:

- A. The “Premises” means Morrill County Parcel Nos. 100027991 and 100027886, as depicted on Attachment 1.
- B. The District owns the Premises. The Premises is not currently needed for school use or the other uses of the District, but may be needed for future uses of the District.
- C. Lessee owns Morrill County Parcel No. 10022744, as depicted on Attachment 1 (“Lessee’s Property”). Lessee desires to use the Premises for overflow parking for Lessee’s Property.

In consideration of the recitals above, and other good and valuable consideration which is acknowledged by the parties, the District and Lessee agree to the terms of this Agreement.

- 1. **Lease of Premises.** The District leases the Premises to Lessee (the “Lease”), on the terms and subject to the conditions of this Agreement.
- 2. **Term and Termination.** The initial term of the Lease is for approximately 25 years commencing on February 1, 2025 and ending on January 31, 2050. Thereafter, the Lease will continue on a year-to-year basis unless terminated in a manner set forth below.
 - a. Either party may terminate the Lease without cause at the end of a term by giving the other party written notice of termination of the Lease at least 30 days prior to the end of such term.
 - b. The District may terminate the Lease if the District determines that it needs the Premises for school purposes or other uses by the District by giving Lessee at least 90 days prior written notice of termination.
 - c. The District may terminate the Lease if the District sells the Premises. The effective date of termination will be the date of the closing of the sale. The District grants to Lessee a right of first refusal to purchase the Premises according to the following terms. Prior to selling the Premises to a third party, the District must provide to Lessee written notice of the District’s intent to sell and the terms and conditions of the sale (the “Sale Notice”). Lessee will have 30 days after receiving the Sale Notice to notify the District in writing that Lessee will exercise its right of first refusal. If Lessee exercises its right of first refusal, Lessee shall purchase the Premises on the same terms and conditions as set forth in the Sale Notice, except Lessee will not be required to close the purchase sooner than 60 days after receiving the Sale Notice. If Lessee does not give timely notice of its intent to exercise its right of first refusal or does not timely close the purchase, then the District may sell the Premises to the third party according to the terms and conditions in the Sale Notice.
 - d. Either party may terminate the Lease if the other party is in default under this Agreement and fails to cure such default within 30 days after written notice of default by the terminating party.

Upon termination of the Lease, Lessee’s right to occupy and use the Premises will terminate.

- 3. **Use of Premises.** Lessee can only use the Premises for parking.
- 4. **Rent.** Lessee must pay the District rent at the rate of \$12.00 per year. Rent must be received by the District on or before the first day of each year for which it is due.

5. **Lessee's Duties.** During the Lease, Lessee shall:
 - a. Maintain the Premises in a clean and safe condition and free of junk and debris;
 - b. Dispose from the Premises all rubbish, garbage, and other waste in a clean and safe manner;
 - c. Conduct itself and require all other persons on the Premises to conduct themselves in a manner that will not disturb or interfere with the surrounding property owners' and occupants' peaceful enjoyment of their property; and
 - d. Abide by, and require all others to abide by, all federal, state and local laws, regulations and ordinances relating to the Premises.
6. **Leasehold Improvements.** Lessee may not make any permanent alterations or improvements on or to the Premises without the prior written consent of the District and on terms acceptable to the District. All improvements will be and remain a part of the Premises at the termination of the Lease, and Lessee will not be entitled to reimbursement for any improvements.
7. **Condition of Premises.** Lessee is entering into this Lease based on Lessee's knowledge of the condition of the Premises and not on any representations or warranties, express or implied, made by the District.
8. **Cleaning and Maintenance.** During the Lease, Lessee is responsible for all general maintenance to the Premises including mowing, controlling weeds and other vegetation, and snow removal.
9. **Signage.** Lessee may place signs on the Premises to identify and designate parking areas. Prior to the termination or expiration of the Lease, Lessee will have the right to remove any signage subject to the requirement that the Lessee repair, at the Lessee's cost, any damage to the Premises caused by such removal.
10. **Insurance and Indemnification.**
 - a. During the term of the Lease, Lessee shall maintain and pay the premiums for general liability insurance covering the Premises providing limits of \$1,000,000.00 per occurrence, naming the District as an additional insured on a primary and noncontributory basis, and providing a waiver of subrogation against the District. Such insurance shall be procured from a responsible insurance company authorized to do business in Nebraska and shall be otherwise satisfactory to the District. In addition, such policy shall provide that the policy may not be canceled or altered except upon 10 days prior written notice to the District. Lessee shall provide a certificate of insurance to the District on or before the commencement of the Lease and at least 30 days prior to any annual renewal date for the insurance. If Lessee fails to obtain the insurance required of Lessee and to pay the premiums charged, or to properly maintain and keep in force that insurance, then the District shall have the right, at its sole option and without waiving any other available remedy, to procure that insurance and to pay the premiums charged. These amounts shall be deemed additional rent and shall be immediately due and payable by Lessee.
 - b. The District encourages Lessee to obtain property and casualty insurance for Lessee's improvements, fixtures, and other personal property on the Premises. The District shall not be liable for any damage or loss to Lessee's or its invitee's improvements, fixtures, or other personal property.
 - c. To the fullest extent permitted by law, Lessee shall indemnify, defend and hold harmless the District against, and reimburse the District on demand for, any payment, loss, cost, expense, or claim (including professional fees and reasonable costs of investigation incurred in defending against any such payment, loss, cost, expense, or claim) made or incurred by or asserted against the District as a result of or in connection with the negligence, willful misconduct, illegal act or default, performance, or nonperformance of any of Lessee's obligations under this Agreement by Lessee, its invitees, agents, or employees or any third party whose actions are attributable to Lessee.

11. General Provisions.

- a. Lessee may not assign the Lease nor sublet any part of the Premises without the District's prior written consent. This Agreement is binding upon and inures to the benefit of the parties and their respective successors and permitted assigns.
- b. No waiver of any breach of any provision of this Agreement will be deemed a waiver of any other breach of this Agreement. No extension of time for performance of any act will be deemed an extension of the time for performance of any other act.
- c. This Agreement contains the entire agreement of the parties regarding the subject matter in this Agreement. This Agreement may be amended only in writing signed by all parties.
- d. If any one or more of the provisions of this Agreement shall be held or deemed to be inoperative, unenforceable or invalid as applied to any particular case or in all cases, such circumstances shall not have the effect of rendering such provision invalid in any other case or of rendering any other provision of this Agreement inoperative, unenforceable or invalid.
- e. This Agreement may be executed in one or more counterparts and either manually or electronically. A copy of this document signed by all parties is enforceable as an original.

By signing below, the parties signify their agreement to the terms set forth above. This Agreement will become binding on all parties once each party has signed this Agreement.

Assumption Greek Orthodox Church of Bayard, Nebraska

By: _____
President

Date: _____

Printed Name: _____

Morrill County School District No. 62-0021

By: _____
Board President

Date: _____

Printed Name: _____



December 3, 2024

DISCLAIMER: This map is not intended for conveyances, nor is it a legal survey. The information is presented on a best-efforts basis, and should not be relied upon for making financial, survey, legal or other commitments.

