

**Board of Education Regular Meeting
Monday, September 13, 2021 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, September 13, 2021 at 7:00 PM in the Bayard High School Library located at 726 4th Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4th Avenue, Bayard, NE 69334.

AGENDA

- I. Opening the Meeting
 - I.A. Call to Order
 - I.B. Open Meetings Act
 - I.C. Notice of Meeting
 - I.D. Roll Call
 - I.E. Status of Absent Board Members
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Recognition of Student Achievements
- VI. Invited Presentations and Discussions with Presenters
 - VI.A. Strategic Plan Progress Presentation and Discussion
- VII. Board Committee Reports and Recommendations
- VIII. Action Items
 - VIII.A. Consent Agenda
 - VIII.A.1. Minutes of Previous Meeting
 - VIII.A.2. Bills
 - VIII.A.3. Board Member Reports
 - VIII.A.4. Reports and Correspondence Requiring No Action
 - VIII.A.4.a. General Reports and Financial Reports
 - VIII.A.4.b. Reports for Information Only
 - VIII.A.4.b.a. Report on 2021 Summer School
 - VIII.A.5. Adoption of the Following Policies on Second Reading: Proposed Policy 1200 - Anti-Discrimination, Proposed Revised POLICY NO.2111 - PRINCIPAL QUALIFICATIONS, RECRUITMENT, APPOINTMENT, Proposed Revised POLICY NO. 4003 - ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION, Proposed POLICY NO. 4003A – NOTICE OF NONDISCRIMINATION, Proposed POLICY NO. 4003B – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION, Proposed POLICY NO. 5401 – ANTI-DISCRIMINATION, ANTI-HARASSMENT, AND ANTI-RETALIATION, Proposed POLICY NO. 5401A – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION, Proposed POLICY NO. 6111 – CLASSROOM ENVIRONMENT, Proposed Revised POLICY NO. 6212 - ASSESSMENTS – ACADEMIC CONTENT STANDARDS, Proposed Revised POLICY

NO. 8474 – MISSION STATEMENT AND VISION STATEMENTS,
Proposed Revised POLICY NO. 9006 – STUDENT BOARD
REPRESENTATIVE,

- VIII.A.6. Approval of Contracts within Policy Guidelines
- VIII.B. Appoint Student Board Representatives for the 2021-2022 School Year
- VIII.C. Administer Oath of Office to Student Board Representative for Fall of 2021
- VIII.D. Student Board Representative Report
- VIII.E. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the 2021-2022 School Term Budget for the General Fund, Depreciation Fund, Employee Benefit Fund, Activities Fund, School Nutrition Fund, Bond Fund, Special Building Fund, Cooperative Fund, and Student Fee Fund
- VIII.F. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Tax Request Resolution for the 2020-2021 School Term for the General Fund, Bond Fund, and Special Building Fund for Morrill County School District 21
- IX. Discussion Items
 - IX.A. Discussion Regarding Student Request for Addition of a Softball Program to the School's Sponsored Activities
 - IX.B. Review and Discussion of Policies 4000 through 4008 in the 4000 series.
- X. Reports
 - X.A. Principals and District Administrators
 - X.B. Superintendent
- XI. Set Next Meeting Date
- XII. Adjournment

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

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Bayard Public Schools (62-0021) in Morrill County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 13th day of September, 2021 at 6:30 o'clock, P.M., at Bayard High School Library for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2019-2020 (1)	2020-2021 (2)	2021-2022 (3)			
General	\$ 6,240,241.00	\$ 6,502,495.00	\$ 8,198,881.00	\$ 400,000.00	\$ 5,566,881.00	\$ 3,062,626.00
Depreciation	\$ 96,399.00	\$ 98,849.00	\$ 180,340.00		\$ 180,340.00	
Employee Benefit	\$ 69,699.00	\$ 86,148.00	\$ 164,717.00		\$ 164,717.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 246,044.00	\$ 226,513.00	\$ 575,029.00	\$ -	\$ 575,029.00	
School Nutrition	\$ 243,351.00	\$ 272,838.00	\$ 384,501.00	\$ -	\$ 384,501.00	
Bond	\$ 211,630.00	\$ 1,456,840.00	\$ 387,843.00	\$ -	\$ 175,475.00	\$ 214,513.00
Special Building	\$ 225,486.00	\$ 101,699.00	\$ 927,821.00		\$ 867,821.00	\$ 60,606.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ -	\$ -	\$ 100,000.00	\$ -	\$ 100,000.00	
Student Fee	\$ -	\$ -	\$ 5,000.00	\$ -	\$ 5,000.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 7,332,850.00	\$ 8,745,382.00	\$ 10,924,132.00	\$ 400,000.00	\$ 8,019,764.00	\$ 3,337,745.00

Notice of Special Hearing To Set Final Tax Request

Bayard Public Schools (62-0021) in Morrill County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 13th day of, September 2021 at 6:45 o'clock P.M., at Bayard High School Library for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2020-2021	2021-2022	Change
Property Valuations	303,021,715	307,166,534	1%

Fund	2020/21 Budget Information			Property Tax Rate (2020-2021 Request Divided By 2021 Valuation)	2021/22 Budget Information			Change in Tax Rate	Change in Operating Budget
	2020-2021 Operating Budget	2020-2021 Property Tax Request	2020 Tax Rate		2021-2022 Operating Budget	2021-2022 Proposed Property Tax Request	Proposed 2021 Tax Rate		
General Fund	7,283,738.00	3,062,626.00	1.010695	0.997057	8,198,881.00	3,062,626.00	0.997057	-1%	13%
Bond Fund(s) K - 12	1,594,747.00	221,079.00	0.072958	0.071974	387,843.00	214,513.00	0.089836	-4%	-76%
Special Building Fund	535,038.00	111,111.00	0.036668	0.036173	927,821.00	60,606.00	0.019731	-46%	73%
Total	9,413,523.00	3,394,816.00	1.120321	1.105204	9,514,545.00	3,337,745.00	1.086624	-3%	1%

Board of Education – REGULAR MEETING
Bayard Public Schools Board Room

Notice is hereby given that a 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 at 7:00 p.m. Monday, September 13, 2021 in the Bayard High School Library located at 726 4th Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4th Avenue, Bayard, NE 69334.

AGENDA

I. Opening the Meeting

- I.A. Call to Order
- I.B. Open Meetings Act
- I.C. Notice of Meeting
- I.D. Roll Call
- I.E. Status of Absent Board Members

II. Approval of Agenda

III. Introduction of Guests

IV. Public Comments

V. Recognition of Student Achievements

VI. Invited Presentations and Discussions with Presenters

- VI.A. Strategic Plan Progress Presentation and Discussion

VII. Board Committee Reports and Recommendations

VIII. Action Items

VIII.A. Consent Agenda

VIII.A.1. Minutes of Previous Meeting

VIII.A.2. Bills

VIII.A.3. Board Member Reports

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

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

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

VIII.A.4.b.a. Report on 2021 Summer School

VIII.A.5. Adoption of the Following Policies on Second Reading: Proposed Policy 1200 - Anti-Discrimination, Proposed Revised POLICY NO.2111 - PRINCIPAL QUALIFICATIONS, RECRUITMENT, APPOINTMENT, Proposed Revised POLICY NO. 4003 - ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION, Proposed POLICY NO. 4003A – NOTICE OF NONDISCRIMINATION, Proposed POLICY NO. 4003B – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION, Proposed POLICY NO. 5401 – ANTI-DISCRIMINATION, ANTI-HARASSMENT, AND ANTI-RETALIATION, Proposed POLICY NO. 5401A – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION, Proposed POLICY NO. 6111 – CLASSROOM ENVIRONMENT, Proposed Revised POLICY NO. 6212 - ASSESSMENTS – ACADEMIC CONTENT STANDARDS, Proposed Revised POLICY NO. 8474 – MISSION STATEMENT AND VISION STATEMENTS, Proposed Revised POLICY NO. 9006 – STUDENT BOARD REPRESENTATIVE,

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

VIII.B. Appoint Student Board Representatives for the 2021-2022 School Year

VIII.C. Administer Oath of Office to Student Board Representative for Fall of 2021

VIII.D. Student Board Representative Report

VIII.E. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the 2021-2022 School Term Budget for the General Fund, Depreciation Fund, Employee Benefit Fund, Activities Fund, School Nutrition Fund, Bond Fund, Special Building Fund, Cooperative Fund, and Student Fee Fund

VIII.F. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Tax Request Resolution for the 2020-2021 School Term for the General Fund, Bond Fund, and Special Building Fund for Morrill County School District 21

IX. Discussion Items

IX.A. Discussion Regarding Student Request for Addition of a Softball Program to the School's Sponsored Activities

IX.B. Review and Discussion of Policies 4000 through 4008 in the 4000 series.

X. Reports

X.A. Principals and District Administrators

X.B. Superintendent

XI. Set Next Meeting Date

XII. Adjournment

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

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 and full contact information (in compliance with Nebraska State Statute) 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: _____	#1
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	
Name: _____	#2
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	
Name: _____	#3
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

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Name: _____	#4
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	
Name: _____	#5
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	
Name: _____	#6
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

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Name: _____	#7
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Name: _____	#8
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Name: _____	#9
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

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Name: _____	#10
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Name: _____	#11
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Name: _____	#12
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

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Name: _____	# _____
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Name: _____	# _____
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Name: _____	# _____
District Resident ___ Yes ___ No	
Address: _____	
City/State/Zip Code: _____	
Organization represented (if any): _____	
Agenda Item or topic to be addressed:	

Board of Education Regular Meeting

Monday, August 16, 2021 7:00 PM

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

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 07:01p.m. President Kildow noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

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

I.C. Notice of Meeting

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

I.D. Roll Call

The following members were present: Carolyn Applegate, Becky Henkel, Kim Kildow, Joe Applegate, Administrators present: Superintendent Miller, Principals McLaughlin and Rice, Directors Tonniges and McKibbin

I.E. Status of Absent Board Members

Motion Passed: Motion to approve the absence of Board Members Donna Stuart and Kim Burry passed with a motion by Becky Henkel and a second by Carolyn Applegate.

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

II. Approval of Agenda

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

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

III. Introduction of Guests

The following guests introduced themselves: Nathan, Haley, and Crystal Edmunds, Julie and Alan Fiscus, Bill Bennett, Mandie Larson, Stephanie and Nate Barker, Tayley Streeks, Laura Albro, Justin Rafferty, Candace Wolfe, Kadee Armstrong, Gage and Scarlett Norman, James Miller, Cathy Erdman, Kalena and Noah Perry, Candace Ehler, Lori Lake, Michael and Lauren Himes, Paul and Linda Safford, Cheryl Ferrero, Josh Schwartzkopf, Alex Wamboldt, Travis and Karen Petersen, Steven and Lili Posey, Tressa White, Marie and Olivia Brown, and Nikki Fields.

IV. Public Comments

Mr. Steven Posey represented his girls' softball team. Olivia Brown spoke about continuous progress asking for possibility to add Softball and asked for the Board's support. Scarlett Norman talked about softball scholarships being abundant. Scarlett asked for a fall softball team and asked the board for their consideration. Haley Edmunds advised their team felt like a family not just a team. Mr. Posey stated Volleyball has almost 30 girls out with limited opportunities for playing time and Softball would give more students more opportunities and research has shown that kids involved do better in school.

Mandie Larson spoke to the board stating it is our duty to allow students to expand their horizons beyond what we know and equip them to become the leaders of the next generation. Our duty to create a curriculum that teaches the merits of generosity and love. Love our neighbors as ourselves. Critical Race Theory is a way of teaching our history that does not teach love to our children. Decisiveness will set our community back and because of those reasons, CRT should not be taught in our school systems today. It is important for children to know the dangers of sexual activity not programs that promote an obsession in sexual pleasure. CSE puts a positive spin on something that is dangerous. Our children should be taught the truth not bits and pieces of the truth. We help them make informed decisions and hope they make the right ones for themselves. Teach our children and empower them with generosity, equality, acceptance, and love.

Julie Fiscus addressed the board and had a concern regarding the 10th grade reading list. One book did not have a summary and was of the origins of Black Lives Matter and the LGBTQ community. She has concerns if the list is being reviewed or are the teachers providing the list and she is concerned about that process.

Karen Petersen advised the board she was present to say no to CRT and CSE and was surprised she still has to be here since she was at last month's meeting. She asked the board what they were waiting for and that it is coming and it is here and that Mr. Erdman came and told the board that Mr. Blomstedt and NDE could not be trusted. Karen read a list of schools that have sent letters to NDE or signed resolutions. Karen again asked why the board was waiting and if we were on the list to write a letter or sign a resolution we can help people stand against the NDE and Mr. Blomstedt. Karen advised last she knew this was a Christian community and asked why we are not standing up writing a letter.

Cathy Erdman stated she comes as Cathy Erdman not the Senator's wife. She is a grandma, a friend, and a neighbor. She advised they have received hundreds of calls in her home due to their accessibility and she is the one answering the calls. It is one more thing to add to children's anxiety. She hears it all across the state because she answers the phone. Please give this some serious consideration. The Senator is overwhelmed, the world is a mess. Cathy has no respect for Blomstedt or NDE because she has watched them. These are spiritual battles we are in and we have to come together or the enemy wants to divide us so he can conquer.

James Miller thanked the board for listening to everyone and to him speaking as a community member. James stated everyone has a voice and an opinion. Equitable opportunities for the elementary to be successful are needed. Emphasis on day to day operations of elementary as much as the secondary have been neglected. A lot of time is spent critiquing the Secondary and he would like to see the School Board take an emphasis in the Elementary just as much as the Secondary. This is a strong community with a lot of people who are passionate

about our schools. For that, you need to listen. Parents are willing to voice their opinions and they voted for you. You are elected by the people in this room.

Gage Norman read the CSE. First was way to pointed and the second was far too broad. Gage has traveled all over the country and the country is trying to burn down. We need to stay good people and stay together as a community. It is our responsibility to educate our children not the State's. CSE and CRT are divisive and not for here.

V. Recognition of Student Achievements

The following students were recognized:

Theresa Schiavone

Honored with her artwork being featured in a recent publication.

Jessica Whitebear

Grand Champion FFA Beef Showman
Grand Champion FFA Breeding Beef

Hallie Cochran

Reserve Champion FFA Beef Showman
Grand Champion FFA Market Steer

Lexi Fiscus

Reserve Champion FFA Market Heifer

Laura Albro

Reserve Champion FFA Market Sheep

Nate Barker

Grand Champion FFA Rabbit Showman
Grand Champion FFA Rabbit

Carli McKibbin

Reserve Champion Swine FFA Showman

Leah Nesbitt

Grand Champion FFA Market Swine

VI. Tour of School District Buildings

The Board took a tour of the facilities to view the summer improvements. The tour ended at 8:29p.m.

VII. Invited Presentations and Discussions with Presenters

VII.A. Strategic Plan Progress Presentation and Discussion

VII.B. Presentation by Mrs. Candace Ehler, Family Liaison, Regarding Goals for the Year, Community Contacts and Partnerships, and Job Duties of the Family Liaison

Mrs. Ehler presented to the board regarding the goals for the year, community contacts and partnerships, and job duties of the Family Liaison. Mrs. Ehler discussed her goals for this year.

VIII. Board Committee Reports and Recommendations

IX. Action Items

IX.A. Consent Agenda

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

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

IX.A.1. Minutes of Previous Meeting

IX.A.2. Bills

IX.A.3. Board Member Reports

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

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

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

IX.A.4.b.a. Safety and Security Self-Assessment

IX.A.5. Adoption of the Following Policies on First Reading: Proposed Policy 1200 - Anti-Discrimination, Proposed Revised POLICY NO.2111 - PRINCIPAL QUALIFICATIONS, RECRUITMENT, APPOINTMENT, Proposed Revised POLICY NO. 4003 - ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION, Proposed POLICY NO. 4003A – NOTICE OF NONDISCRIMINATION, Proposed POLICY NO. 4003B – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION, Proposed POLICY NO. 5401 – ANTI-DISCRIMINATION, ANTI-HARASSMENT, AND ANTI-RETALIATION, Proposed POLICY NO. 5401A – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION, Proposed POLICY NO. 6111 – CLASSROOM ENVIRONMENT, Proposed Revised POLICY NO. 6212 - ASSESSMENTS – ACADEMIC CONTENT STANDARDS, Proposed Revised POLICY NO. 8474 – MISSION STATEMENT AND VISION STATEMENTS, Proposed Revised POLICY NO. 9006 – STUDENT BOARD REPRESENTATIVE,

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

IX.A.6.a. Johnson Controls Service Agreement

IX.B. Discuss, Consider, and Take All Necessary Action in Regard to Bayard Chapter FFA Request to Attend the National FFA Convention and Expo in Indianapolis, Indiana October 27-30, 2021

Motion Passed: Motion to approve the Bayard Chapter FFA to attend the National FFA Convention and Expo in Indianapolis, Indiana October 27-30, 2021 passed with a motion by Carolyn Applegate and a second by Becky Henkel.

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

IX.C. Conduct Hearing Regarding Amending the Bond Fund Budget

Hearing opened at 9:02p.m

Hearing closed at 9: 04p.m.

IX.D. Discuss, Consider, and Take All Necessary Action in Regard to Amending the Bond Fund Budget to Reflect the Refinancing of School District Bonds

Motion Passed: Motion to amend the budget for the bond fund to \$1,594,747 to reflect bond refinancing to provide savings of \$29,478 to the property tax payers of the school district over the remaining life of the bond. passed with a motion by Carolyn Applegate and a second by Becky Henkel.

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

IX.E. Discuss, Consider, and Take All Necessary Action in Regard to Authorization of Application for a Recreational Trails Grant through the Nebraska Game and Parks Commission Recreational Trails Program

Motion Passed: Motion to authorize application for a recreational trails grant through the Nebraska Game and Parks Commission Recreational Trails Program passed with a motion by Joe Applegate and a second by Carolyn Applegate.

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

IX.F. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Mrs. Linda Pilkington as Vocal Music Teacher

Motion Passed: Motion to approve the employment of Mrs. Linda Pilkington as Vocal Music Teacher passed with a motion by Becky Henkel and a second by Carolyn Applegate.

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

IX.G. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Extra Duty Assignments

Motion Passed: Motion to approve the extra duty assignments passed with a motion by Carolyn Applegate and a second by Becky Henkel.

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

IX.H. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Continuity of Learning Plans for the 2021-2022 School Year

Motion Passed: Motion to approve the Continuity of Learning Plans for the 2021-2022 school year passed with a motion by Joe Applegate and a second by Becky Henkel.

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

IX.I. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the School District's Emergency Operations Plans for the 2021-2022 School Term

Motion Passed: Motion to approve the school district's Emergency Operations Plans for the 2021- 2022 school term passed with a motion by Carolyn Applegate and a second by Becky Henkel.

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

IX.J. Discuss, Consider, and Take All Necessary Action in Regard to Replacement of the HVAC Unit Servicing the High School Auditorium

Motion Passed: Motion to approve Johnson Control's bid in the amount of \$137,233.13 for replacement of the HVAC unit servicing the High School Auditorium passed with a motion by Joe Applegate and a second by Becky Henkel.

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

IX.K. Discuss, Consider, and Take All Necessary Action in Regard to Authorizing Payment of Bills and Authorizing Transfers to the Depreciation Fund, School Lunch Fund, Activity Fund, and Employee Benefit Fund Through the End of August 2021

Motion Passed: Motion to authorize payment of bills and authorize transfers of up to \$100,000- Depreciation, \$ 110,000- Activity, and \$60,000 – Employee Benefit funds passed with a motion by Joe Applegate and a second by Becky Henkel.

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

X. Discussion Items

X.A. Discussion Regarding Patron Request for the Board to Consider Adopting a Resolution in response to the State Board of Education's Proposed Health Standards

The Board discussed the patron requests for the Board to consider adopting a resolution in response to the State Board of Education's proposed health standards. President Kildow spoke to the following: Knowing that we would not be a full board tonight and wanting to be responsive to our patrons' concern about the proposed health education standards, we felt it was important to have a discussion regarding what we currently know. In Nebraska, there are not currently any approved health education standards. On August 6th, the State Board of Education met to discuss the revised second draft of the health education standards, and around 120 people signed up to speak regarding the revised standards. The State Board of Education has not discussed or voted on the second draft of the standards yet, and according to the Omaha World Herald last week, this fall was the only timeline used as guidance on when the standards would be discussed and possibly put to a vote.

Around 47 out of the approximate 244 school districts in Nebraska have either signed a resolution and/or wrote a letter to the Nebraska Department of Education and/or the State Board of Education regarding the proposed health education standards. As school board members, we know that we are not required to implement any part of health education standards that the State Board of Education approves, as they are not standards in one of the four core areas of English Language Arts, Math, Science, and Social Studies. As a Board of Education, we are being proactive regarding this concern by adjusting board policy 6212 Assessments Academic Content Standards, which is on the agenda for first reading tonight. This is to further clarify that our Board of Education will only adopt standards from the State Board of Education in the four core areas. At this time, there is no plan to change or revise our current health education curriculum in our school district, and as a board we know that our state funding is not tied to any decision or action that we take regarding our health education curriculum. As a board and school district, we will continue to monitor the proposed health education standards and the work of the Nebraska Department of Education and the State Board of Education.

X.B. Review and Discussion of Policies 3001 through 3570 in the 3000 series.

Dr. Miller discussed policies 3001 through 3570 in the 3000 series with the board.

XI. Reports

XI.A. Principals and District Administrators

Mr. McLaughlin provided his report to the board. Academics : Teachers have a plan for all intervention times, and have done an excellent job of getting their rooms ready for the year. K-1 Will be Taught with Mrs. Batt and Mrs. Rafferty as the homeroom teachers. K-1 will have Mrs. Nesbitt teach reading and math to reduce instructional group sizes throughout the day in math and reading. 2-3 will be taught with Mrs. Tavenner and Mrs. Ferrero as the homeroom teachers. 2-3 will have Ms. Anderson teach reading and math, as well as interventions to reduce instructional group sizes throughout the day in the subject area of. 4-6 will have Mrs. Barker and Ms. Martinez as fourth grade homeroom teachers, Mrs. Rife and Ms. Binder as 5th grade homeroom teachers, and Mrs. Reilly as the 6th grade homeroom teacher. Mrs. Rife will be covering 6th grade Math and Mrs. Binder will be covering 6th grade social studies. Other than those two changes, subject areas remain the same. First round of assessments will be determined shortly and we should be able to present information to the board on general assessment results in October. It's important to recognize that our staff have been working a lot of hours these past few weeks, they have been in the building as much as possible and this is a testament to their work ethic and dedication to making the school the best place possible. Leadership: Leader in Me met as a group this last month and came up with some great engagement items: monthly quick awards assemblies, student of the week additions, and leadership snapshot ideas. Our goal is to make this

program reach not only our students but to have structures in place to make it happen. Mrs. Cochran has stepped up and joined our team to not only learn the program but to lend us some tools that she has seen work in the past. Our goal is to become a lighthouse school, so we will be working as a team to identify the items to get better at as well as items to highlight. One area where we are doing great work is the instructional time we devote to Leader in me, and an area to improve upon our program is family education. Engagement: Herman and Jon are commended for the work they have done in order to get our building ready for students. Our teaching staff has begun talks on motivational tools for students to be engaged and ready for learning (AR parties, assessment rewards, attendance certificates, and more). We want to be able to promote learning and get our kids to work toward their goals. Herman and Jon worked hard over the summer in order for us to have a great building. Community: Family Liaison work to develop class meetings and the changed open house structure appeared to be very successful. Mrs. Ehler was able to coordinate with families during this time and she made sure our families were all signed up for Remind as well as Icampus. I think our teachers liked having the opportunity to meet families first, and our Lead Team at the High School is commended for their work in making sure the kids had a chance to play and enjoy the evening. Every year it is neat to see new faces. Part of our family liaison's position is to make contact with these students and their families early and often to ensure they are transitioning into our school community as seamlessly as possible. Peer Mentoring and home visitations are a component of this work. Enrollment Data by classroom day 1 Grade Students PreK (1 teacher 1 Para) 21 both sections K (1 teacher 1 para + Mrs. Nesbitt) 15, 1 (1 teacher + Mrs. Nesbitt) 16, 2 (1 teacher + Ms. Anderson) 20, 3 (1 teacher + Ms. Anderson) 20, 4 (2 teachers math and science) 27, 5 (two teachers social studies and reading) 31, 6 (1 teacher reading) 24. Enrollment data by student population year Students enrolled 2021-2022 174, 2020-2021 181, 2019-2020 196, 2018-2019 216, 2017-2018 220.

Dr. Rice provided her report to the board. Academics: The first day of school was very successful. Our teachers are to be commended for how they engaged with students and began to develop relationships within each of their classrooms. Mrs. Ehler, Mrs. Rafferty and I will plan to meet next week to update our PLC practice to ensure it is consistent district wide. Leadership: Our leadership team held a Penny Carnival in conjunction with the Open House on August 10th. Mrs. Rafferty, Mrs. Gier, and Mrs. White are to be commended for their work organizing our students to run the event. An article highlighting the great work of our FFA program appeared in NPP's magazine. I would like to commend Mr. Rafferty and Laura Albro for their willingness to be interviewed and promote our FFA program. Theresa Schiavone had her artwork selected to appear in the "Mediums for Change" book that is published by the Nebraska Coalition to End Sexual and Domestic Violence. Engagement: A letter will be going out to patrons and businesses within the next two weeks to explain how to access the school calendar and stay connected to receive updated information. We will no longer send out paper copies of the calendar and lunch menu as they become inaccurate very quickly. Mrs. Ehler has already begun working with several families at the secondary level to ensure success this year. She is to be commended for her dedication to our families. Community: Roberto Gonzales, Jeff Erdman, and Connie Loutzenhiser are to be commended for their work. Our buildings and grounds look amazing! Ben from ESU has completed the first phase of camera installation. His dedication to ensure the system was up and running in time for school is to be commended. The door in the office has been installed to assist in securing the office during home activities. Thank you to Noah Perry for his great work. Our initial enrollment numbers are as follows: 2021-2022 175 students (Beginning of the year), 2020-2021 178 students (End of the year), 2019-2020 180 students (End of the year).

Ms. Tonniges provided her report to the board. Academics: Planning to work in partnership with coaches and teachers to implement academic intervention for students as needed. Work with students on the eligibility list in two or more subjects on prioritizing which subject or subjects to work on first. Leadership: Working with NSAA and other schools to schedule Jamboree opportunities for the volleyball team. Working to ensure that all coaches are up to date on certifications (cardiac arrest training, heat acclimatization training, etc.) Safety improvement: New Volleyball Boxes. Getting to know coaches and learning about the school and community. Identified safety improvements, Exploring replacement boxes/stands, working with football coaches to ensure equipment is sound, working with sports equipment rep to replace broken volleyball standard insert cover. Communication with NSAA: I received this email on July 29, 2021; The NSAA is preparing to begin the 2021 fall sports season as currently scheduled. First practices for football, volleyball, cross country, girl's golf, boy's tennis, and softball start on August 9. This past year the health and safety of our students, coaches, and officials was our priority as we worked to provide activities for our member schools. This will not change. If

modifications are needed, we will be in contact with you ASAP. As before, we ask you to please be understanding and flexible as we continue to navigate this pandemic. We will continue to work with the Governor's office, Nebraska Department of Education, and the local health departments to make the best decisions for your students and our member schools. We are planning to start the fall season with no restrictions. To be able to start our activities on time, we must be leaders when it comes to best practices; it is a recommendation of the NSAA that schools should: Work closely with your local health departments, Keep groups small and attendance recorded, Wash your hands regularly, Disinfect equipment regularly, Stay home if you don't feel well, Have a plan dealing with quarantining, Embrace the opportunities for vaccination. Our goal, once again, is to return to school to have a full, productive, healthy season and create a great experience for our students. Please, help us achieve this goal. Good luck to all! Jay Bellar Executive Director Nebraska School Activities Association 500 Charleston Street, Suite 1 Lincoln, NE 68508-1119 Engagement: NSAA Classifications: Football D-1, Volleyball C-2, Cross Country D, Girls Golf C, Classifications for winter and Spring Activities will be determined by NSAA after NDE Fall Enrollment Reporting is completed (end of October). Participation numbers: Fall Sports are in full swing, we currently have 2 girls out for Girls Golf and possibly end up with 6 total with Coach Roberts. We have 25 athletes out for Volleyball with Coach Unzicker and Coach Jobman. Have three JH managers that help out with high school. Football we have a total so far of 14 student-athletes out with Coach Stuart, Coach Horn, Coach Ehler, and Coach Mancaias.. Cross Country: We have a total of 22 and 2 managers with Coach Ehler and Coach Trevino. Upcoming Events: August 19: Volleyball Jamboree Home against Hyannis at 6 pm. August 20: FB Scrimmage 7:00 pm August 26: Bayard Golf 9:00 am, VB vs BP at 4:00 pm, XC at Riverview 3:00 pm August 30 JV FB @ Hemingford 5:00 pm August 31 XC @Kimball 9:00 am, JH FB and VB @ Garden County 4:00 pm, Girls' Golf at either Kimball or Scottsbluff (a choice will be made at a later date) 9 am Reminder all events are subject to change, please watch the school's activity schedule on the website. Bus Driver/Activity Sponsor training (2-hour state mandated training) completed. Partnering with Minatare to provide transportation for students to LifeLinks. Community: Hosted Concussion Awareness Training and Open House. Working with Kierra Miller, NSAA Student Advisory Committee Member, on her student-led initiatives. We have identified staff members to help support the efforts of her initiative.

Mrs. McKibbin provided her report to the board. Academics: The students became acquainted with the location of their classes which was an exciting and new experience for our six seventh graders. IEPs are being reviewed to make sure we are providing the services that are needed to make our students successful. Leadership: We have several new service providers whose pictures were shared with the building principals and staff so they would recognize them whenever they are serving kids in our buildings. Engagement: A Google calendar has been created to be used as a central document for IEP and MDT dates so hopefully meetings will not be scheduled on the same days. It is utilized by the special education staff and the building principals. A Letter will be sent to students affected by LB 527 to inform them how their child is affected. LB 527 (Senator Walz) Change provisions relating to transition services for students with a developmental disability LB 527 amends § 83-1225 by changing the age from no later than 16 to no later than 14 years of age for students with a developmental disability to whom a school district provides transition services. Community: Our Family Liaison has helped get supplies to students who have needed them. She is beginning to collaborate with people in the secondary building and families. Dr. Miller, Dr. Rice, and Mr. McLaughlin are commended for their support and their guidance in my new position. Special Education Numbers 2021-2022 School Year 2020-2021 (February) Birth-5 10 Still learning how to access prior years' data in SRS, Elementary 32/ 35, Secondary 27 /24, Meridian/ Panhandle New Beginnings 2/1and 2/1.

XI.B. Superintendent

Dr. Miller provided his report to the board. We are looking forward to a productive and engaging 2021-2022 school year. We worked hard to provide teachers with time to prepare classrooms during recent in-service, along with making sure we are addressing some of the various requirements/training mandated by the State of Nebraska. I have attached a 3-page document put together by the ESUCC last year that provides a summary/overview of various required and recommended training and policies for schools and school employees. I would like to commend Madison Oliverius on her work as a student board representative helping

to improve the school climate and pride through her project. I would like to thank the Board for a successful Board/Staff Steak Fry and Recognition Dinner. The following members of our team are recognized for years of service: 5 Years: Amanda Anderson, Dana Korell, and Amanda Reilly. 10 Years: Renee Harter, Shawna Reish. I would like to commend our custodial/maintenance staff on getting the buildings ready for the school year. Their hard work makes a big difference in our ability to offer a quality learning environment for our students. The bond refinance process was completed on July 18th (when the old bonds are paid off). Documentation of the Budget Amendment will be sent to NDE, the State Auditor's Office, and the County Clerks for the 4 counties associated with our school district. We are getting closer to being fully staffed for the school year. We are pleased to welcome the following new members of our team of classified staff: Isaias Mancias (Spanish and music para and coach), Adya White (special education para), Gracie Franklin (special education/pathfinders para), Brandi Rowe (special education/pathfinders para). We are awaiting paperwork to be able to complete the hiring process for a cook. The concrete project at the elementary school and the security project in the high school office are both nearing completion. Supply chain issues continue to be problematic in a variety of industries. Several components of the replacement walk-in freezer were delivered today. We look forward to getting the new freezer installation completed. The NASB Area Membership meeting is scheduled for August 24th in Gering. I have the entire board registered to attend. If you cannot make it, please let me know so I can cancel your registration. I would like to commend the policy committee for their recent work adjusting to changes from the most recent legislative session. Their work led to the many proposed policies on first reading. I am looking forward to meeting with the Budget Committee on August 23rd. We should have actual data from the counties on August 20th. As you can imagine, the calendar gets pretty busy with closing out the current fiscal year on August 31st, and preparing the coming year's budget for adoption after the start of the next fiscal year on September 1st. We have appreciated the participation of those community members/patrons who helped collaborate and provide feedback on our return to learn/continuity of learning plan. We continue to seek input on ESSER III funding opportunities. Board members, staff, parents, students, and members of the public are encouraged to provide ideas at the following link: <https://www.bayardpublicschools.org/vnews/display.v/ART/609ad1924a98b>. Communications is major area of concern in our community right now with unreliable access through the Verizon cellular network over the past few weeks. I have been in contact with Verizon, have filed a complaint with the Nebraska Public Service Commission, and have contacted Senator Erdman, Senator Stinner, Governor Ricketts, Senator Sasse, Senator Fischer, Congressmen Smith and each of the members of the Transportation and Telecommunications Committee of the Nebraska Legislature. In addition to the personal frustration of missing phone calls, having calls dropped, text messages not being sent, etc., I am also concerned about educational access to information for students and teachers in our community when they are not at school. I also have safety concerns regarding the possible inability to summon fire and rescue, law enforcement, etc. in the event of any sort of emergency on our bus routes or other locations where there is not an available landline. I would like to thank Craig Henkel for volunteering his time and equipment to re-grade the parking lots at the schools. His contribution is greatly appreciated. I appreciate the efforts of our entire team to start the school year on a positive note. Our team is focused on providing a quality teaching and learning environment for each student. Our team of teachers and administrators will need continued support from our board and school community to be our best during the upcoming year. Stress levels are high amongst educators and administrators across the country. When we all work as a team, the work can be sustainable. When we are not working together as a team, it becomes much more difficult.

XII. Set Next Meeting Date

Next meeting set for September 13, 2021 at 7:00p.m.

XIII. Adjournment

Motion Passed: Motion for adjournment at 10:15p.m. passed with a motion by Joe Applegate and a second by Carolyn Applegate.

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

Secretary

Board of Education Special Meeting

Monday, August 30, 2021 4:30 PM

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

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 04:31p.m. President Kildow noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

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

I.C. Notice of Meeting

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

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Kim Kildow, Joe Applegate, and Donna Stuart Administrators present: Superintendent Miller and Director McKibbin.

I.E. Status of Absent Board Members

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

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

II. Statement of Purpose of the Meeting: To Discuss, Consider, and Take All Necessary Action in Regard to Consideration of Patron Request for the Board to take a Formal Position Opposing the State Board of Education's Proposed Health Standards

III. Discuss, Consider, and Take All Necessary Action in Regard to Consideration of Patron Request for the Board to take a Formal Position Opposing the State Board of Education's Proposed Health Standards

Motion Passed: Motion to send letter to state board of education that shows our formal opposition to the proposed health standards and to adopt a position statement in opposition to those standards passed with a motion by Donna Stuart and a second by Joe Applegate.

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

IV. Adjournment

Motion Passed: Motion for adjournment at 4:46p.m. passed with a motion by Donna Stuart and a second by Carolyn Applegate.

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

Secretary

Bayard Public Schools

9/13/2021

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
AMPLIFY	01 6212 610 057 002 2	workbooks	1,068.04
	Total		1,068.04
ARBORETUM	01 3599 610 000 000 0	Beyond School Bells grant Plants	1,280.00
	Total		1,280.00
BAYARD AUTOMOTIVE	01 2610 610 001 001 1	batteries for boost floor scrubber	1,018.65
	Total		1,018.65
BAYARD PUBLIC SCHOOLS - LUNCH	01 1160 610 000 000	aug 21 staff meals	754.15
	Total		754.15
Bayard Tiger Paws	01 2320 580 000 000 0	fuel	16.39
	01 2712 626 000 000 0	aug21 fuel	46.99
	01 2712 626 000 000 0	discount	(0.94)
	01 2610 626 001 001 1	fuel	171.27
	01 2610 626 001 001 1	discount	(3.43)
	Total		230.28
BAYARD TRANSCRIPT	01 2310 315 000 000 0	publications	581.71
	Total		581.71
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 621 000 000 0	# 267959 aug 21 heating fuels	48.15
	01 2610 621 001 001 1	#242155 aug 21 heating fuels	163.86
	01 2610 621 002 002 2	#462419 aug 21 heatinf fuels	120.03
	Total		332.04
BUREAU OF EDUCATION & RESEARCH INC	01 1100 330 002 002 2	cathcing students up behind in reading	259.00
	Total		259.00
Cadwallader, Deb	01 1292 591 003 000 0	aug 21 resource teacher 0-2	153.51
	01 1291 591 003 000 0	aug 21 resource teacher	130.50
	Total		284.01
CAERT, INC.	01 1100 610 001 001 1	Aq curriculum	1,800.00
	Total		1,800.00
CANNON FINANCIAL SERVICES	01 1100 610 001 001 1	copier rental	129.50
	01 1100 610 002 002 2	copier rental	129.50
	Total		259.00
CARDMEMBER SERVICE	01 3535 151 000 000 0	Eqqs 18 pk-hal	5.25
	01 3535 151 000 000 0	Reversal: Eqqs 18 pk-hal	(5.25)
	01 3535 610 000 000 0	Correction: Eqqs 18 pk-hal	5.25
	01 3535 610 000 000 0	Membership Renewal	119.00
	01 3535 610 000 000 0	Parent Membership	59.00
	01 6996 610 000 000 0	13" MacBook Air 256GB pack of 5	4,395.00
	01 1160 610 000 000	Emer. kits Elem/HS	23.95
	01 1100 610 002 002 2	False Prince Novel Study Workbook	8.50
	01 1100 610 002 002 2	Westing Game Novel Study Workbook	8.50
	01 1100 610 002 002 2	Escape from Lemoncello's Library Novel S	8.50
	01 2410 610 001 001 1	Strengths Assessment codes	638.87
	01 3599 610 000 000 0	Beyond School bells plans outdoor. Fort	525.24
	01 2510 382 000 000 0	1 mo cell phone	36.96
	01 3599 610 000 000 0	Beyond School Bells grant- signs to iden	62.70
	01 6998 610 000 000 0	V-Tech digital 5in video monitor	85.19
	01 1100 955 000 000 0	Medical exam stool, exam table stool pil	1,567.10
	01 3540 330 002 002 2	Early Childhood training for PARA	200.00
	01 1160 610 000 000	Futon Chair, grey waiting room charis	358.87
	01 1100 610 001 001 1	Quizlet Subscription	35.99
	01 2510 810 000 000 0	mail chimp	9.99
	01 2320 580 000 000 0	meals and fuel	239.27
	01 2410 610 001 001 1	inservice hospitality	87.71
	01 1100 610 000 000 0	new teacher orientation	120.44
	01 1100 610 000 000 0	chromebook keys	11.74
	01 1100 610 000 000 0	kami	99.00
	01 2320 810 000 000 0	journal star	9.99
	Total		8,716.76
CENGAGE LEARNING	01 1100 640 001 001 1	Algebra 2 Textbooks and Online Access	3,120.00
	Total		3,120.00
CENTER FOR EDUCATION & EMPLOYMENT	01 2670 330 000 000 0	21/22 renewal Safety & Security Alert	149.00
	Total		149.00
CENTURY LINK	01 2510 382 001 001 1	#0450 telephone	174.94
	01 2510 382 001 001 1	#1785 telephone	572.62
	01 2510 382 002 002 2	#1510 telephone	151.05
	01 2510 382 002 002 2	#7931 telephone	210.49
	Total		1,109.10

CHIMNEY ROCK GOLF COURSE	01 2310 340 000 000 0	employee appreciation dinner	2,023.20
	Total		2,023.20
CITY OF BAYARD	01 2610 410 001 001 1	#75400 utilities	2,365.50
	01 2610 621 001 001 1	#75400 electric	8,835.48
	01 2610 621 002 002 2	#75600 electric	3,315.53
	01 2610 410 002 002 2	#75600 utilities	1,791.00
	01 2610 621 000 000 0	#31200 electric	37.00
	Total		16,344.51
Cochran, Julie	01 2410 580 002 002 2	mileage reimb-pick up McLaughlin	25.76
	Total		25.76
CONNECTING POINT	01 1100 610 001 001 1	COPIER SERVICE CONTRACT	220.23
	01 1100 610 002 002 2	COPIER SERVICE CONTRACT	220.23
	01 2410 610 001 001 1	staples	51.24
	01 2410 610 002 002 2	staples	51.24
	01 1100 610 001 001 1	service contract copiers	397.77
	01 1100 610 002 002 2	service contract copiers	397.76
	Total		1,338.47
CPM EDUCATIONAL PROGRAM	01 1100 640 001 001 1	student ebook license 1 yr	160.00
	01 1100 640 001 001 1	teacher ebook license 1 year	75.00
	Total		235.00
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	sept 21 r/o	25.50
	01 2610 610 002 002 2	sept 21 r/o	105.90
	Total		131.40
DENNIS SUPPLY CO.	01 2620 610 001 001 1	locker room thermostats	172.20
	Total		172.20
DUEKER, NEAL	01 2710 332 000 000 0	aug 21 mileage	122.36
	Total		122.36
DYNA-TECH ELECTRIC	01 1100 610 001 001 1	receptacle for tv monitor	105.00
	Total		105.00
EDUCATIONAL SERVICE UNIT #13	01 1292 591 003 000 0	sup 0-2 ot	46.80
	01 1292 591 003 000 0	sup 0-2 speech	35.04
	01 1291 591 003 000 0	sup 3-5 speech	5.84
	01 2153 591 003 000 0	0-2 speech	438.00
	01 2163 591 003 000 0	0-2 ot	585.00
	01 2152 591 003 000 0	3-5 speech	73.00
	01 1100 382 001 001 1	aug21 dl	747.00
	01 1100 382 001 001 1	aug21 erate	350.00
	01 1160 610 000 000	aug21 neva	708.33
	01 1100 610 001 001 1	tech supplies	50.66
	Total		3,039.67
EDWARD TAFOYA, EXCAVATING	01 3599 610 000 000 0	dirt work- elementary beyond school bell	1,100.00
	Total		1,100.00
Erdman, Jeff	01 2610 580 002 002 2	mileage reimb	25.76
	Total		25.76
FRANK PARTS COMPANY	01 2710 610 000 000 0	Brake Pads and wiper blades	264.06
	01 2710 610 000 000 0	Front Brake rotors	186.98
	01 2710 610 000 000 0	parts and supplies	150.69
	Total		601.73
FranklinCovey	01 6212 330 063 002 2	custom coaching days	7,000.00
	Total		7,000.00
Gordon-Rushville High School	01 1100 382 001 001 1	perosnal finance and child development	2,100.00
	Total		2,100.00
HAND 2 MIND INC	01 1100 610 002 002 2	soil	18.99
	01 1100 610 002 002 2	soil	15.99
	Total		34.98
Hershey Public Schools	01 1100 111 001 001 1	spanish teacher contract 21-22	28,656.25
	01 1100 221 001 001 1	spanish teacher contract 21-22	2,192.21
	01 1100 231 001 001 1	spanish teacher contract 21-22	2,802.58
	01 1100 211 001 001 1	spanish teacher contract 21-22	5,490.63
	Total		39,141.67
HI-TECH AUTO SERVICE	01 2710 610 000 000 0	Front wheel repair	216.43
	Total		216.43
Home Depot, The	01 2620 733 001 001 1	Lawn Mower	399.00
	Total		399.00
HULLINGER GLASS & LOCKS INC.	01 2620 610 000 000 0	keys	33.50
	01 2620 610 000 000 0	keys	71.00
	01 2620 610 001 001 1	door handle	395.00
	Total		499.50
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	mops rugs rags	401.38
	01 2610 610 002 002 2	mops rugs rags	373.46
	Total		774.84
IDEAL/BLUFFS FACILITY SOLUTIONS	01 2610 610 001 001 1	Grit Screens	583.96
	01 2610 610 001 001 1	Grit Screens	291.98

	01 2610 610 001 001 1	Grit Screens	968.94
	01 2610 955 000 000 0	XL vinly gloves powder free	207.98
	01 2610 955 000 000 0	Bleach	179.94
	01 2610 955 000 000 0	NABC	551.88
	01 2610 955 000 000 0	Germicidal Bowl Cleanse	267.00
	01 2610 955 000 000 0	Foamy Cranberry Ice	245.97
	01 2610 955 000 000 0	Bar Mop 16"x 19" (Towels)	51.96
	01 2610 610 001 001 1	24 oz cotton mop heads	141.36
	01 2610 610 001 001 1	Toilet Tissue	319.92
	01 2610 610 001 001 1	Paper Towels	350.97
	01 2610 610 001 001 1	delivery fee	3.00
	01 2610 610 001 001 1	glass cleaner	288.00
	01 2610 610 002 002 2	toilet bowel cleaner, tissue, towels, li	1,854.08
	01 2610 955 000 000 0	extension wand for electrostatic sprayer	74.50
	01 2610 955 000 000 0	extension wand for electrostatic sprayer	74.50
	Total		6,455.94
J W PEPPER & SON INC.	01 1100 610 000 000 0	band sheet music	499.18
	01 1100 610 001 001 1	Sheet Music	95.22
	01 1100 610 001 001 1	show choir music	193.79
	Total		788.19
James, Steven	01 2710 810 000 000 0	reimburse cdl license fee	60.90
	Total		60.90
JIRDON AGRI CHEMICALS INC.	01 2620 610 001 001 1	football fertilizer	263.50
	Total		263.50
KUSKIE OIL CO.	01 2710 626 000 000	aug 21 fuel	1,131.70
	Total		1,131.70
LAND, CHRISSEY	01 3599 610 000 000 0	asclepias tuberosa plants- beyond school	33.00
	01 3599 610 000 000 0	callirhoe involucrata-beyone school	27.50
	01 3599 610 000 000 0	delivery fee for all plants-beyond schoo	145.60
	Total		206.10
LEARNING A-Z	01 1100 610 002 002 2	Vocabulary A-Z licenses	540.00
	Total		540.00
LINGO COMMUNICATIONS	01 2510 382 000 000 0	aug21 long distance	164.83
	Total		164.83
MATH LEARNING CENTER, THE	01 6212 610 057 002 2	Math workbooks	118.00
	Total		118.00
MCGRAW-HILL	01 6212 610 057 002 2	online student accounts	2,566.68
	Total		2,566.68
MCI COMM SERVICE	01 2510 382 000 000 0	aug 21 telephone	36.09
	Total		36.09
MENARDS	01 2610 610 001 001 1	custodial supplies	171.18
	01 2620 610 001 001 1	press box furniture supplies	1,236.87
	01 2620 610 001 001 1	press box furniture supplies	(107.99)
	01 2620 610 001 001 1	press box furniture supplies	107.98
	01 2610 610 002 002 2	electrical outlet covers wasp spray kit	19.92
	Total		1,427.96
MOBYMAX, LLC	01 1100 735 002 002 2	Mobymax subscription renewal	3,495.00
	Total		3,495.00
NATIONAL ART & SCHOOLS SUPPLIES, INC.	01 1100 610 000 000 0	school supplies annual buy	337.53
	Total		337.53
NATIONAL BUSINESS FURNITURE LLC	01 2220 733 001 001 1	Midland L-shaped desk 72"W78"D	901.13
	01 2220 733 001 001 1	SHIPPING	164.00
	01 6998 733 000 000 0	-office desk	429.00
	01 6998 733 000 000 0	shipping	107.00
	Total		1,601.13
NAVIGATE360 LLC	01 2660 610 000 000	21-22 behavioral threat assessment	1,500.00
	01 2660 610 000 000	21-22 emergency preparedness	1,500.00
	Total		3,000.00
NE COLORADO CELLULAR, INC	01 1100 382 000 000 0	striv/hudl	236.92
	Total		236.92
NEBRASKA ASSOCIATION OF SCHOOL	01 2510 810 000 000 0	stuart-NAEP dues	35.00
	01 2310 330 000 000 0	board area membership meeting	300.00
	01 2320 330 000 000 0	board area membership meeting	75.00
	Total		410.00
NEIN PHARMACY	01 1160 610 000 000	Albuterol Nebulizer	8.50
	Total		8.50
NORTH PLATTE NRD	01 3599 610 000 000 0	beyond school bells -plumbing parts	60.37
	Total		60.37
NORTHWEST PIPE FITTINGS, INC OF	01 2620 610 001 001 1	sprinkler supplies	35.87
	Total		35.87
PEACEFUL PRAIRIE NURSERY INC	01 3599 610 000 000 0	plants-beyond school bells	76.00
	Total		76.00
PRINT EXPRESS INC.	01 1100 610 000 000 0	nameplates-pilkington	13.57

	01 1100 610 001 001 1	nameplates ehler keszler tonniges	40.74
	01 2410 610 001 001 1	nameplates rice	13.57
	01 6998 610 000 000 0	nameplate-cochran	13.58
	01 1200 610 003 000 0	nameplate-mckibbin	13.58
	01 1160 610 000 000	nameplate-jobman	13.58
	01 6968 610 002 002 2	nameplate maaq	13.58
	01 1100 610 000 000 0	shipping	9.46
	01 2510 810 000 000 0	fc	1.41
	Total		133.07
SCHOOL SPECIALTY LLC	01 1100 733 001 001 1	science desk	2,073.20
	Total		2,073.20
SOAR PEDIATRIC THERAPY, LLC	01 2172 591 003 000 0	3-5 pt aug 21	101.11
	01 2173 591 003 000 0	0-2 pt aug 21	425.76
	Total		526.87
SOLIANT HEALTH	01 1160 591 000 000 0	school psych services	2,460.00
	01 1160 591 000 000 0	school psych	2,460.00
	01 1160 591 000 000 0	school psych	2,460.00
	Total		7,380.00
STATE FIRE MARSHAL AGENCY/BOILER	01 2620 340 001 001 1	annual boiler certificate	54.00
	01 2620 340 002 002 2	annual boiler certificate	54.00
	Total		108.00
STEMFINITY LLC	01 3535 610 000 000 0	https://stemfinity.com/products/classvr-	2,999.00
	01 3535 610 000 000 0	https://stemfinity.com/products/classvr-	399.00
	01 3535 610 000 000 0	SHIPPING	305.82
	Total		3,703.82
STERLING COMPUTERS CORP	01 2660 733 000 000 0	Fortinet Network Firewall	3,003.90
	Total		3,003.90
STUDENT ASSURANCE SERVICES, INC.	01 1100 810 001 001 1	student insurance	301.50
	01 1100 810 002 002 2	student insurance	301.50
	Total		603.00
SYNCB/AMAZON	01 1200 733 003 000 0	4 drawer locking filing cabinet	245.99
	01 3599 610 000 000 0	Quick connectors for hoses	22.99
	01 6998 733 000 000 0	Office Chair for Mrs. Cochran	44.99
	01 1100 610 002 002 2	Corruqated cardboard boxes	18.99
	01 1200 610 003 000 0	whiteboard	32.50
	01 2620 610 001 001 1	AOWESM Stainless Steel Swivel Eye	33.98
	01 2620 610 001 001 1	2 Lb. Depot Wide Shower Curtain Rings	26.86
	01 1100 610 002 002 2	The False Prince, THE WESTING GAME,	31.49
	01 2510 610 000 000 0	storage for blueprints	51.16
	01 2510 733 000 000	file cabinets	1,432.82
	01 1100 610 000 000 0	DA65NM190 P86F USB C 65W AC	131.94
	01 2710 610 000 000 0	Fire blanket	22.09
	01 3599 610 000 000 0	timer for hose	60.22
	01 1100 955 000 000 0	2000 facemasks	799.60
	01 1100 610 002 002 2	heavy coated paper 24"x100'	140.90
	01 1100 610 000 000 0	Samsung Chromebook 3 XE500C13	57.98
	01 1100 610 001 001 1	What Happened to Cass McBride by Gail	41.97
	01 1100 610 001 001 1	Hate List by Jennifer Brown	23.67
	01 1100 610 001 001 1	extra savings	(3.54)
	01 3599 610 000 000 0	Hose storage containers	97.98
	Total		3,314.58
TIME MANAGEMENT SYSTEMS	01 2510 610 000 000 0	sept 21 timeclock	162.50
	Total		162.50
TREE TOP PRODUCTS	01 3599 610 000 000 0	Beyond School Bells outdoor classroom	2,077.70
	01 3599 610 000 000 0	shipping	234.10
	Total		2,311.80
U.S. POSTAL SERVICE (QUADIENT-POC)	01 2510 531 000 000 0	postage for meter machine	1,000.00
	Total		1,000.00
CARDMEMBER SERVICE	01 3599 610 000 000 0	hose for outdoor classroom	15.98
	Total		15.98
VOYAGER SOPRIS LEARNING	01 6212 610 057 002 2	Acadience booklets	31.50
	Total		31.50
ZANER-BLOSER	01 6212 610 057 002 2	Handwriting Workbooks	80.77
	01 1100 610 002 002 2	Handwriting books	134.62
	Total		215.39
Ziegler, Herman	01 2610 580 002 002 2	reimb mileage	25.76
	Total		25.76
JOHNSON CONTROLS	03 4700 720 000 000	band room unit repairs	1,930.45
	03 4700 720 000 000	fan in locker rooms	2,186.31
	Total		4,116.76
NS PERRY CONSTRUCTION LLC	03 4700 720 000 000	install door remove mailboxes fix wall	7,108.57
	Total		7,108.57
OREGON TRAIL PLUMBING & HEATING	03 4700 720 000 000	fix plumbing leak	240.00

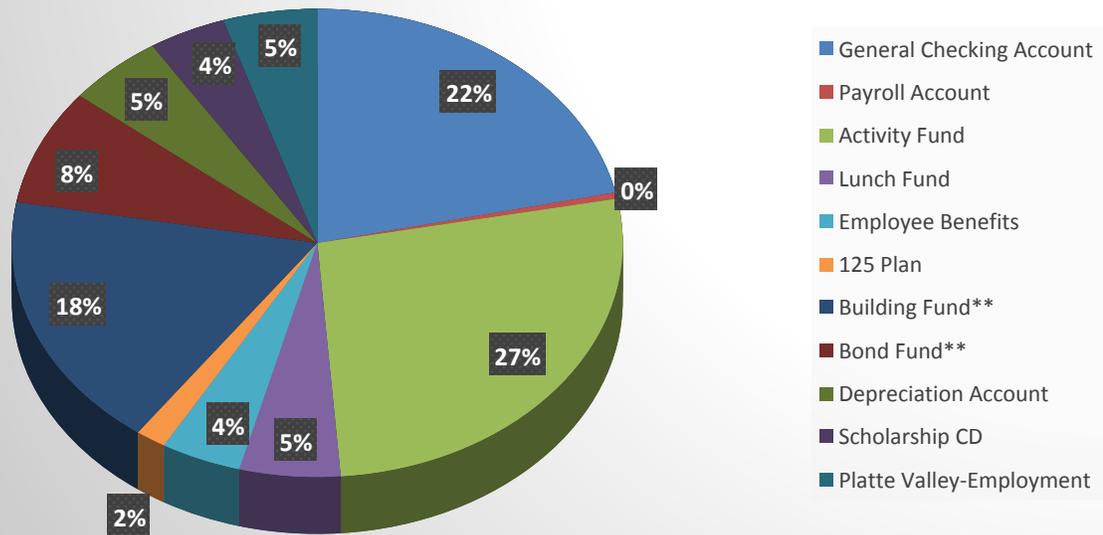
Total

	<u>240.00</u>
General Fund Total	\$144,245.35
Building Fund	\$11,465.33
Payroll	\$425,574.29

BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of August 31, 2021

General Checking Account	\$	346,080.33	
Payroll Account	\$	6,880.66	
Activity Fund	\$	430,845.25	
Lunch Fund	\$	85,802.83	
Employee Benefits	\$	68,455.04	
125 Plan	\$	25,930.36	
Building Fund**	\$	286,321.99	
Bond Fund**	\$	128,888.18	
Depreciation Account	\$	82,057.91	
Scholarship CD	\$	65,720.87	
Platte Valley-Employment	\$	80,053.43	
	\$		1,607,036.85

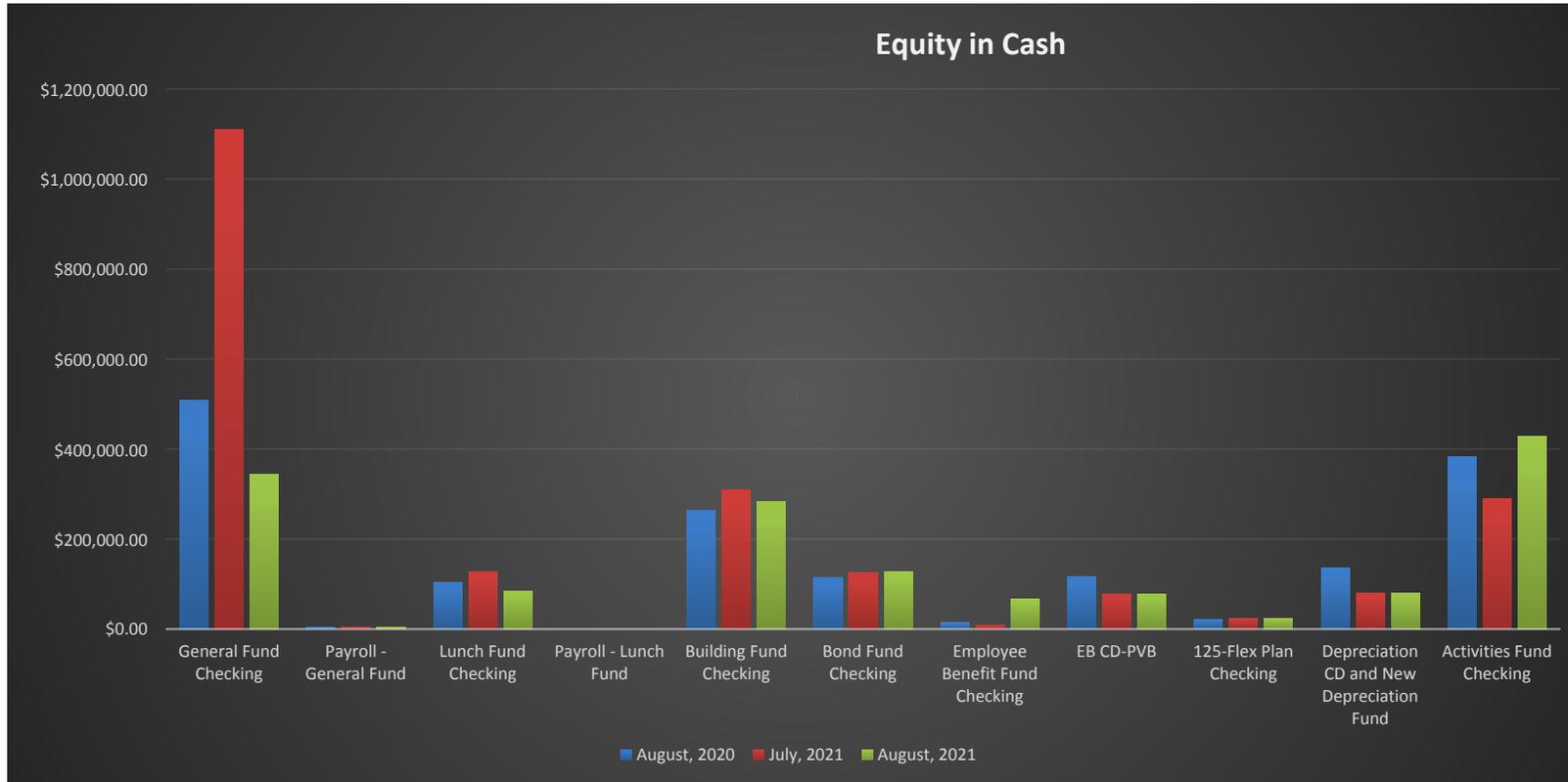
Account Percentages



Bayard Public Schools

Equity in Cash August 31, 2021

Fund	Fund #	August, 2020 PRIOR YEAR BALANCE	July, 2021 PRIOR MONTH BALANCE	August, 2021 REVENUES	August, 2021 EXPENSES	August, 2021 ENDING BALANCE
General Fund Checking	01-101	\$509,313.52	1,111,424.89	87,376.99	(852,721.55)	\$346,080.33
Payroll - General Fund	01-104	\$6,315.63	6,879.72	377,719.29	(377,718.35)	\$6,880.66
Lunch Fund Checking	02-101	\$106,743.97	130,414.66	1,141.97	(45,753.80)	\$85,802.83
Payroll - Lunch Fund	02-104	\$0.00	0.00	1,297.52	(1,297.52)	\$0.00
Building Fund Checking	03-101	\$266,011.20	310,973.45	1,230.48	(25,881.94)	\$286,321.99
Bond Fund Checking	04-101	\$116,536.49	126,836.07	2,052.11	0.00	\$128,888.18
Employee Benefit Fund Checking	05-101	\$16,898.18	9,593.06	61,833.62	(2,971.64)	\$68,455.04
EB CD-PVB	05-106-1000	\$119,589.07	80,053.43	0.00	0.00	\$80,053.43
125-Flex Plan Checking	05-107	\$24,377.65	26,641.21	3,588.34	(4,299.19)	\$25,930.36
Depreciation CD and New Depreciation Fund	06-101	\$137,189.32	81,932.21	125.70		\$82,057.91
Activities Fund Checking	07-101	\$384,780.31	291,199.70	160,374.37	(20,728.82)	\$430,845.25
Scholarship CD	07-114	\$72,461.30	73,141.73	229.14	(7,650.00)	\$65,720.87
TOTAL		\$1,760,216.64	\$ 2,249,090.13	\$ 696,969.53	\$ (1,339,022.81)	\$1,607,036.85



Year	Grant	Amount Award	Current Expenditures	Received Reimbursement	Amount Left to be reimbursed	Pending Reimbursements	Amount to Rollover
18/19	Solar and Wind Energy (Teacher Evaluation)	\$18,748.32	\$18,748.32	\$18,748.00	\$0.00	\$0.00	
18/19	SFT (S) 1st yr grant	\$542,000.00	\$449,487.00	\$436,246.00	\$105,134.00	\$0.00	\$85,154.00
19/20	FEMER #1	\$100,453.00	\$100,451.00	\$100,451.00	\$0.00	\$0.00	
19/20	FEMA #1	\$9,350.55	\$9,350.55	\$9,350.55	\$0.00	\$0.00	
19/20	FEMA #2	\$3,149.70	\$3,149.70	\$7,316.45	(\$4,166.75)	\$0.00	
19/20	Diesel Mitigation Bus Grant	\$42,000.00	\$42,000.00	\$42,000.00	\$0.00	\$0.00	
19/20	EdQuest 5yr	\$20,000.00	\$0.00	\$1,400.00	\$18,600.00	\$0.00	\$0.00
19/20	Afterschool Equip grant	\$15,841.90	\$9,333.66	\$0.00	\$15,841.90	\$9,333.66	\$0.00
19/20	FEMA Generator	\$180,000.00	\$22,854.12	\$17,140.59	\$152,855.41	\$0.00	\$0.00
20/21	Title I	\$142,285.00	\$142,285.00	\$142,285.00	\$0.00	\$0.00	
20/21	21st Century Pathfinders	\$50,000.00	\$50,000.00	\$0.00	\$50,000.00	\$50,000.00	\$50,000.00
20/21	Early Childhood	\$11,474.00	\$11,474.00	\$11,474.00	\$0.00	\$0.00	
20/21	IDEA 646S	\$75,785.00	\$75,785.00	\$75,785.00	\$0.00	\$0.00	
20/21	IDEA 647S	\$1,023.00	\$1,023.00	\$1,023.00	\$0.00	\$0.00	
20/21	SFI Year 3	\$385,451.00	\$305,833.80	\$259,046.12	\$135,404.88	\$0.00	\$0.00
20/21	REAP	\$23,683.00	\$23,683.00	\$23,683.00	\$0.00	\$0.00	
20/21	ESSERS #2 (pending)	\$382,767.00	\$46,448.09	\$46,448.09	\$336,318.91	\$0.00	\$0.00
20/21	Voice Outreach Grant	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00	\$0.00	
20/21	HAL	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00	\$0.00	
20/21	Flex	\$4,411.70	\$4,411.70	\$0.00	\$4,411.70	\$0.00	
20/21	PEAK	\$17,523.00	\$17,721.85	\$0.00	\$17,523.00	\$0.00	
20/21	HAUSA	\$1,633.50	\$1,633.50	\$1,750.00	\$116.50	\$0.00	
20/21	RUS	\$200.00	\$200.00	\$200.00	\$0.00	\$0.00	
20/21	Beyond School Bells - Summer Innovation (pending)	\$8,953.12	\$0.00	\$0.00	\$8,953.12	\$0.00	
21/22	ESSERS III (pending)	\$14,351.00	\$13,443.30	\$14,351.00	\$0.00	\$0.00	
20/21	Cares After School Grant	\$860,241.00	\$23,046.85	\$14,351.00	\$860,241.00	\$0.00	
20/21	Albertson's Grant (Nutrition)	\$8,550.00	\$8,550.00	\$0.00	\$8,550.00	\$0.00	
21/22	Cares Afterschool Grant #2	\$3,000.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00	
21/22	REAP	\$5,550.00	\$0.00	\$5,550.00	\$0.00	\$0.00	
21/22	Healthy Schools Mimi Grant	\$19,981.00	\$0.00	\$0.00	\$19,981.00	\$0.00	
21/22	IDEA	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$0.00	
21/22	IDEA ARP	\$74,332.00	\$0.00	\$0.00	\$74,332.00	\$0.00	
21/22	CSI YR 4	\$17,262.00	\$0.00	\$0.00	\$17,262.00	\$0.00	
21/22	FEMA #3 Covid	\$153,000.00	\$1,217.54	\$0.00	\$153,000.00	\$0.00	
21/22	Early Childhood	\$71,380.00	\$0.00	\$0.00	\$71,380.00	\$0.00	
21/22	21st Century Pathfinders	\$50,000.00	\$13.58	\$0.00	\$50,000.00	\$0.00	
Totals		\$3,315,069.09	\$1,384,006.56	\$1,237,997.80	\$2,077,071.29	\$59,333.66	\$85,154.00

Total Awarded Grants
 Total money spent toward grants \$3,315,069.09
 Grant Reimbursement Received \$1,384,006.56
 Pending Reimbursements \$1,237,997.80
 Expired Funds Not yet claimed \$59,333.66
 \$86,675.10

NASB Monthly Update for Board Meetings Agenda Item:

September 2021

View the Monthly Update in video form at:

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

REMINDER: According to the Superintendent Pay Transparency Act, any new contract, changes to an existing contract, or automatic renewals shall be posted on the school's website and submitted to NDE by August 1st.

Latest 'Board Notes' – Monthly Newsletters

- ALICAP Returning \$2.75 Million to its Members
 - School Board Member of the Year Nominations Due
 - How Well Do You Know Your Board's Policies?
 - At The Board Table - Board Meetings – A Meeting Held in Public, not a Public Meeting
 - An Update from the State Board of Education
 - How Nebraska Schools Can Overcome Budget Shortfalls in 2021
 - ... And Much More!
-

"NASB Update – Annual Board Calendar"

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

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

MISSION, VISION & GOALS

- Strategic Plan Update; District Goals Update;

POLICY GOVERNANCE

- Review Annual District Report; Review, update, and adopt policy;

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Review Summer School Programs; Review ACT Results;
- **Review Certified Staff Professional Development Calendar and Budget;**
- **Review School Improvement Plan;**
- **District Membership Report.** On or before **October 15**, of each year, the superintendent of each school district shall file with the commissioner the fall school district **membership report**, which report shall include the number of children from birth through twenty years of age enrolled in the district on October 1 of a given school year. The report shall enumerate (i) students by grade level, (ii) school district levies and total assessed valuation for the current fiscal year, (iii) students enrolled in the district as option students, resident students enrolled in another district as option students, students enrolled in the district

as open enrollment students, and resident students enrolled in another district as open enrollment students, and (iv) such other information as the Commissioner of Education directs.

- Pending in Legislature - Distance Education Incentives Denial Appeal – Due October 1

DISTRICT/ESU RESOURCES [BUDGET]

- Negotiations contract dispute decision (year of contract, if needed); Due September 15
- **Collective Bargaining Timeline.** On or before **September 1** of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as bargaining agent. The governing board shall respond to such request not later than the following October 1.
- **Collective Bargaining Mediation Decision.** On or before **September 15**, the commission will render a decision on any contract dispute in regard to a non-agreed upon agreement that was due March 25. Negotiations board must respond to agent request; Due October 1
- **Elementary site allowance; calculation.** On or before **October 15**, each school district who qualifies for an elementary site allowance to submit the applicable form to the NDE.
- **Tax Request Hearing for Fund Levies.** On or before **October 13**, it is required that a school board, ESU, or the learning community council, setting the tax request at a different amount than the prior year, to hold a special public hearing, provide proper notice at least five days prior to the hearing, pass by a majority vote a resolution or ordinance increasing the tax amount and to certify and submit the resolution to the county clerk.
- **ESU Audit.** On or before **January 31**, the ESU Audit Report will be presented to the ESU board for review.

REPORTS

- Board Committees; Superintendent; Administrators;
- Annual Emergency Safety Plan – Annual Adoption

LEARNING COMMUNITY

- On or before **October 15**, the learning community levies, and total assessed valuation are due

NASB's Video Resources: <http://members.nasbonline.org/index.php/news-resources/videos>

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

Networking & Events ... Register Now: <http://members.nasbonline.org/index.php/events>

- **Area Membership Meetings – August to October**
 - Aug 24 – Gering Aug 25 – North Platte Aug 31 – Valentine Sept 1 – Norfolk
 - September 8 – Kearney
 - September 15 – York
 - September 29 – Fremont
 - October 5 – La Vista
 - October 6 – Nebraska City



-
- **Facilities & Construction Workshop – September 9 – Kearney**
 - **Needs – Resources: Understanding How the State Funds Your District**
 - September 21 - Wakefield
 - September 22 - O’Neill
 - October 26 - Ogallala
 - October 27 - Alliance
 - November 2 - Bartley
 - November – Grand Island
 - December – Broken Bow
 - **Labor Relations Conference – October 12-13 – Lincoln**
 - **5th Annual Sparq Tailgate Party – October 30 – Embassy Suites - Lincoln**
 - **State Education Conference – November 17-19 – CHI Health Center, Omaha**
-

Advocacy/2021 Legislative Session:

- The 2021 legislative session has wrapped. Keep tabs with all things pertinent to your school at NASB’s Govt Relations page at <http://members.nasbonline.org/index.php/government-relations>
-

Follow NASB on twitter at www.twitter.com/NASBOnline using the hashtag #liveNASB and on Facebook at www.facebook.com/NASBOnline

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

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



Family Liaison 2021-22

GOALS

Academics

Our commitment to the pursuit of academic success for every student, every day.

- ★ Weekly Attendance meetings and completed plans with parents
- ★ NWEA Proficiency Data- Identify students in the “Supports Needed” Category
 - Refer to SAT
 - Develop Watchlist for Junior High and High School students and interventions to address current struggles
 - NWEA/AR Celebration Events
 - First Quarter AR- Ends October 13, Party 14
 - Second Quarter AR- Ends December 16, Party 17
 - NWEA Celebration- January 28
 - Third Quarter AR-Ends March 10, Party 11
 - NWEA Celebration- May 11
 - Fourth Quarter AR- Ends May 13, Party 16
- ★ Develop after school opportunities- Academic Intervention to replace Homework Club for all students who are behind or failing
- ★ Communication
 - Specials teachers utilize Remind instead of going through classroom teachers

Leadership

Our commitment to an organizational culture of leadership, empowerment, and excellence for all.

- ★ Leadership Snapshots- Powtoons created for Students of the Week and Employees of the Month
- ★ Hope Squad
 - Year 2 Implementation
- ★ Work with School Counselor, School Psychologist, LMHP to coordinate services

Engagement

Our commitment to the intentional and effective use of resources to optimize the educational experience of students, staff, families, and community members.

- ★ Open House/Penny Carnival- August 10, 2021
- ★ Preschool Parent Night- September 16, 2021 6pm- Sarah Ochoa
- ★ “Ask Anything Tech” Night- October 19, 2021 6-7 Jenny Gier
- ★ Preschool Event- Nutrition with Nurse Justine Jobman- November 9, 2021 6pm
- ★ Scholastic Book Fair- November 15-19, 2021
- ★ Soup Supper/ Family Game Night - November 18, 2021 5-7pm
- ★ Preschool Daytime Event- December 16, 2021

- ★ Preschool Family Event Night- February 28, 2022- Ross VanAmburg “Sensory”
- ★ Bingo Night- March 14, 2022
- ★ Preschool Daytime Event- April 12, 2022 Include opportunities for registration for PreK 22-23
- ★ Student Showcase- May 3, 2022
- ★ Elementary Talent Show- May 17, 2022
- ★ ACT Registration

Community

Our commitment to programs and services that support the growth and development of the whole child (academic, social, emotional, physical, and nutritional).

- ★ Community Coffee
- ★ BPS Pathway
- ★ NSAA Project with Kierra Miller- looking into possible food box deliveries for local families
- ★ Early Childhood- partnering with SPED program and Preschool to introduce Dolly Parton’s Imagination Library to young children in our community

AUGUST

Academics

Our commitment to the pursuit of academic success for every student, every day.

- ★ Weekly Attendance meetings with secretaries
- ★ PLC Format developed with Mrs. Rafferty and Dr. Rice
 - Grade level and content based PLC groups formed
 - Focus areas for meetings established
 - September meetings scheduled
- ★ NWEA Proficiency Data
 - Watchlist created for K-12 Students
 - NWEA/AR Celebration Events scheduled
 - First Quarter AR- Ends October 13, Party 14
 - Second Quarter AR- Ends December 16, Party 17
 - NWEA Celebration- January 28
 - Third Quarter AR-Ends March 10, Party 11
 - NWEA Celebration- May 11
 - Fourth Quarter AR- Ends May 13, Party 16

Leadership

Our commitment to an organizational culture of leadership, empowerment, and excellence for all.

- ★ Hope Squad
 - Year 2 Implementation

- ★ Work with School Counselor, School Psychologist, LMHP to coordinate services

Engagement

Our commitment to the intentional and effective use of resources to optimize the educational experience of students, staff, families, and community members.

- ★ Open House/Penny Carnival- August 10, 2021- Had a great turnout, approximately 220 parents/students served
- ★ Family Events scheduled and on school calendar
 - Preschool Parent Night- September 16, 2021 6pm- Sarah Ochoa
 - “Ask Anything Tech” Night- October 19, 2021 6-7 Jenny Gier
 - Preschool Event- Nutrition with Nurse Justine Jobman- November 9, 2021 6pm
 - Scholastic Book Fair- November 15-19, 2021
 - Soup Supper/ Family Game Night - November 18, 2021 5-7pm
 - Preschool Daytime Event- December 16, 2021
 - Preschool Family Event Night- February 28, 2022- Ross VanAmburg “Sensory”
 - Bingo Night- March 14, 2022
 - Preschool Daytime Event- April 12, 2022 Include opportunities for registration for PreK 22-23
 - Student Showcase- May 3, 2022
 - Elementary Talent Show- May 17, 2022
- ★ Current totals of interactions: 31 Parent/Family, 5 Businesses, 3 Resource Organizations

Community

Our commitment to programs and services that support the growth and development of the whole child (academic, social, emotional, physical, and nutritional).

- ★ Community Coffee
 - September 8- The Vault
 - October 13- Bayard Public Schools
 - November 10- Bayard City Library
 - December 8- Bobbi Jo’s Branding Iron
 - January 12- Bayard Public Schools
 - February 9- City Office
 - March 9- Chimney Rock Golf Course
 - April 13- Bayard Public Schools
- ★ BPS Pathway
- ★ NSAA Project with Kierra Miller- looking into possible food box deliveries for local families

POLICY NO. 1200 – ANTI-DISCRIMINATION

A. Elimination of Discrimination.

The policy of Bayard Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Bayard Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Bayard Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The Superintendent shall be the Coordinator for anti-discrimination laws (including Title VI, Title IX; the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

B. Preventing Harassment and Discrimination of Employees and Students.

1. **Purpose:** Bayard Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Bayard Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an

intimidating work, instructional or educational environment.

- b. Age harassment has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment has been defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures:**

- a. Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.
- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, please report your complaint to the Superintendent of Bayard Public Schools.

- c. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be processed to the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, etc., may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.

Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.

Section 504 of the Rehabilitation Act of 1973 (Section 504)

Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)

Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.

Neb. Rev. Stat. Sec. 79-2,115, et seq

Adopted:

Reviewed:

Revised:

POLICY NO. 4003A – NOTICE OF NONDISCRIMINATION

Notice of Nondiscrimination

The Bayard Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.

Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Adopted:

POLICY NO. 4003B – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION

Complaint Form Discrimination, Harassment or Retaliation

The Bayard Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.

Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325

Name: _____

Date: _____

(1) Description of the complaint: _____

_____.

(2) Names of any witnesses to the matter being complained about: _____

_____.

(3) Identify and attach any document supporting the complaint: _____

_____.

(4) Confidentiality: I ___ do___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____.

(5) Relief requested (what I want done in response to this complaint):

_____.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature: _____

Received by: _____ Date: _____

Adopted:

POLICY NO. 5401 – ANTI-DISCRIMINATION, ANTI-HARASSMENT, AND ANTI-RETALIATION

A. Elimination of Discrimination.

The Bayard Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Bayard Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.

Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

The Bayard Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or

- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial

investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation (“discrimination”) to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s)

of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the

Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted,

5. Training:

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure

discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.

- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Date of Adoption:

POLICY NO. 5401A – COMPLAINT FORM – DISCRIMINATION, HARASSMENT OR RETALIATION

Complaint Form Discrimination, Harassment or Retaliation

The Bayard Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.

Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325

Name: _____

Date: _____

(1) Description of the complaint: _____

_____.

(2) Names of any witnesses to the matter being complained about: _____

_____.

(3) Identify and attach any document supporting the complaint: _____
_____.

(4) Confidentiality: I ___ do___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____.

(5) Relief requested (what I want done in response to this complaint):

_____.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature: _____

Received by: _____ Date: _____

Adopted:

POLICY NO. 6111 – CLASSROOM ENVIRONMENT

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

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

Adopted:

POLICY NO. 6212 - ASSESSMENTS – ACADEMIC CONTENT STANDARDS

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

English Language Arts standards that were adopted by the State Board in September, 2014;

Mathematics standards that were approved by the State Board in September, 2015;

Science standards that were adopted by the State Board in ~~November, 2010~~ September, 2017; and

Social Studies standards that were adopted by the State Board in ~~December, 2012~~ November, 2019.

~~Unless other action is taken, the Board of Education adopts the standards of the State Board as such standards are subsequently adopted or amended by the State Board.~~

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

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

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

Adopted: 6-14-10

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

POLICY NO. 8474 – MISSION STATEMENT AND VISION STATEMENTS

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.

~~BAYARD PUBLIC SCHOOLS~~

~~BAYARD, NEBRASKA~~

~~—— The mission of the Bayard Public Schools is to empower the students to prepare for a successful and productive future by stimulating interests, promoting positive accomplishments, and developing a solid educational foundation in order that they may function socially, economically, and politically in a global society.~~

Adopted: 1-11-93

Adopted: 1-11-93

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

POLICY NO. 9006 – STUDENT BOARD REPRESENTATIVE

I. PURPOSE

The Bayard Board of Education believes that the views, insights, and suggestions of a student board representative on the Board of Education can provide great value in the decision making process regarding educational policies and programs that affect all students. The purpose of this participation is to help the Board of Education gain greater insight into student activities, programs, and needs; to encourage student involvement in school district governance activities; to provide greater awareness and understanding of mutual issues among students, school staff, and community; to provide for the active involvement of students in their education; and to foster inquiry so students may freely express their views and listen to and evaluate the opinions of others. The purpose of this policy is to define the selection and term of office and the rights and responsibilities of the student board representative on the Board of Education.

II. SELECTION AND TERM OF OFFICE

1. Student representation to the Board of Education is open to all students in grades 9-12 at Bayard Public Schools who are in proper academic standing equivalent to participation in athletics or other student activities and maintain proper academic standing throughout their term of office.
2. The term of office will be one semester. The first semester will start in September and end in December. The second semester will start in January and end in April.
3. Students must complete the Google form application in full by May 15th ~~August 31st~~ to be considered. The Bayard Board of Education will review the applications and select one student board representative for the first semester to be sworn in at the September Board of Education meeting, and one student representative for the second semester to be sworn in at the January Board of Education meeting. If no student applications are received by the deadline, then the Board of Education will work with the Secondary Principal to appoint a student representative for each semester.
4. The student board representative serves at the discretion of the Bayard Board of Education. The Board of Education may remove a student board representative for failure to fulfill his or her duties, for failure to maintain academic standards, or for behaviors that the Board determines unacceptable as a student board representative.

III. RIGHTS AND RESPONSIBILITIES

1. Following the student board representative's selection, they will attend an orientation session with the Superintendent and the Board of Education President. This session will be held prior to the student board representative's first Board of Education meeting.
2. The student board representative will attend and sit on all regular meetings of the Board of Education during their semester term and can be appointed to Board committees at the discretion of the Board of Education President.
3. The student board representative will dress and act appropriately while serving on the Board of Education in a manner consistent with the Board Member Code of Ethics, and follow all the rules, policies, and regulations that the Board of Education follows.
4. The student board representative will not have the right to make or second motions or vote on agenda items before the Board.
5. The student board representative will not be permitted to participate in Board of Education meetings from which the general public is excluded to include: executive/closed sessions, negotiations sessions, or personnel portions of the regular meetings of the Board of Education.
6. The student board representative will receive all regular meeting agendas, minutes, and other pertinent information, excluding any confidential materials.
7. The student board representative will communicate with fellow students to obtain input and keep students informed on pertinent issues before the Board of Education in a manner approved by the Secondary Principal.
8. The student board representative will work to represent opinions of all students and not solely their own personal opinions.
9. The student board representative will be required to submit a monthly report to the Board of Education regarding student activities and other pertinent student information.
10. The student board representative will be required to develop an initiative for the betterment of the school district to be approved by the Secondary Principal prior to being presented to the Board of Education for consideration.

11. The student board representative will be required to submit a written summary of their experience on the Board of Education at the completion of their semester term.

Adopted: 9-14-20

Reviewed:

Revised:

POLICY NO.2111 - PRINCIPAL QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board shall employ building principals in addition to the superintendent, to assist in the daily operations of the school district.

The board shall consider applicants who meet or exceed the standards set by the Nebraska Department of Education and the qualifications established in the job description for the position. In employing a principal the board shall consider the qualifications, credentials, and records of the applicants without regard to race, color, religion, sex, national origin, age or disability. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing a principal, the board shall also consider the school district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board for filling a principal position based on the requirement stated in this policy. The board shall act only on the superintendent's recommendation.

The board may contract for assistance in the search for principals.

~~—The elementary and secondary principals shall be appointed or not appointed in December of each year at the regular board meeting.~~

Adopted: 8-17-76

Revised: 3-8-10

Reviewed: 10-12-20, 7-12-21

POLICY NO. 4003 - ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION

A. Elimination of Discrimination.

The [Name] Public Schools hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The [Name] Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.

Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

The [Name] Public Schools is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere

with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect

or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

5. Training:

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.

- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.

Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.

Section 504 of the Rehabilitation Act of 1973 (Section 504)

Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)

Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.

Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: [Insert Date]

~~A. Elimination of Discrimination~~

~~—The Bayard Public School district hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assurance compliance with such laws against any prohibited form of discrimination.~~

~~—The Bayard Public School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquires regarding the non-discrimination policies:~~

~~—Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.~~

~~—Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325~~

~~—Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114, (816) 268-0550 (voice) , or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.~~

~~B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and~~

~~Others.~~

~~—1. Purpose:~~

~~—The Bayard Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.~~

~~—Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's race, color, national origin, religion, disability, age, sex, or other protected category, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:~~

- ~~a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or~~
- ~~— b. Requiring an individual to endure the offensive conduct as a condition of continued~~
~~— employment or educational programs or activities, including the receipt of aids,~~
~~— benefits, and services.~~

~~— Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.~~

~~— Discriminatory harassment because of a person's race, color, national origin, religion, disability, age, sex, or other protected category, may include, but is not limited to:~~

- ~~— a. Name calling,~~
- ~~— b. Teasing or taunting,~~
- ~~— c. Insults, slurs, or derogatory names or remarks,~~
- ~~— d. Demeaning jokes,~~
- ~~— e. Inappropriate gestures,~~
- ~~— f. Graffiti or inappropriate written or electronic material,~~
- ~~— g. Visual displays, such as cartoons, posters, or electronic images,~~
- ~~— h. Threats or intimidating or hostile conduct,~~
- ~~— i. Physical acts of aggression, assault, or violence, or~~
- ~~— j. Criminal offenses~~

~~— The following examples are additional or more specific examples of conduct that may constitute sexual harassment:~~

- ~~— a. Unwelcome sexual advances or propositions,~~
- ~~— b. Requests or pressure for sexual favors,~~
- ~~— c. Comments about an individual's body, sexual activity, or sexual attractiveness,~~
- ~~— d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,~~
- ~~— e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,~~
- ~~— f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or~~
- ~~— g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex stereotyping, but not involving conduct of a sexual nature.~~

~~— If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District~~

determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate.

If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

~~— All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).~~

~~— 2. **Anti-Retaliation:**~~

~~— The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.~~

~~— The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.~~

~~— 3. **Grievance (or Complaint) Procedures:**~~

~~— Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).~~

~~— Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.~~

~~— District employees, supervisors and administrators must immediately report any complaints, reports, observations, or other information of alleged discrimination to the designated coordinator, even if that District employee is investigating the alleged discrimination as part of the District's student or employee disciplinary process, and provide the complainant with information for filing~~

~~a complaint of discrimination, including a complaint form if requested, and contact information for the District's designated coordinator. If the District uses its disciplinary procedures to investigate and resolve an alleged discrimination complaint, those disciplinary procedures will comply with the District's standards for a prompt and equitable grievance procedure outlined in section B.2., below.~~

~~Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.~~

~~**(i). Level I (Investigation and Findings):**~~

~~Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.~~

~~The District will investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.~~

~~The District will complete its investigation ***within ten (10) working days*** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. Extenuating circumstances do not include summer vacation, and if a designated compliance coordinator or investigator is unavailable, another coordinator or trained employee will be designated to conduct the investigation. If extenuating circumstances exist, the extended time frame to complete the investigation will ***not exceed ten (10) additional working days without the consent of the complainant***. Periodic status updates will be given to the parties, if necessary.~~

~~The District's investigation will include, but is not limited to:~~

- ~~a. Providing the parties with the opportunity to present witnesses and provide evidence.~~
- ~~b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.~~
- ~~c. For allegations involving harassment, some of the factors the District will consider~~

_____ include:

- _____ 1) the nature of the conduct and whether the conduct was unwelcome,
 - _____ 2) the surrounding circumstances, expectations, and relationships,
 - _____ 3) the degree to which the conduct affected one or more students' education,
 - _____ 4) the type, frequency, and duration of the conduct,
 - _____ 5) the identity of an relationship between the alleged harasser and the suspect or suspects of harassment,
 - _____ 6) the number of individuals involved,
 - _____ 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment,
 - _____ 8) the location of the incidents and the context in which they occurred,
 - _____ 9) the totality of the circumstances, and
 - _____ 10) other relevant evidence.
- _____ d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, it is more likely than not that discrimination, harassment, or retaliation occurred?)

_____ The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- _____ a. A summary of the facts,
- _____ b. An analysis of the appropriate legal standards applied to the specific facts,
- _____ c. findings regarding whether discrimination occurred, and
- _____ d. If a finding is made that discrimination occurred, the recommended remedy or remedies necessary to eliminate discrimination, including harassments and retaliation, prevent its recurrence, and remedy its effects, if applicable.

_____ If someone other than the designated compliance coordinator conducted the investigation the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made (see the Remedies section, below, for additional information about remedies). The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

_____ The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint **within ten (10) working days** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C§11232g; 34 C.F.R. Part 99, permits the District to disclose to a student who was discriminated against or harassed (victim), information about the sanction imposed upon as a student who was found to have engaged in discrimination or harassment (student who discriminated) when the sanction directly was discriminated) when the sanction directly relates to

the victim. This includes an order that the student who discriminated stay away from the victim, or that the student who discriminated is prohibited from attending school for a period of time, or transferred to other classes.

ii Level 2 (Appeal the Superintendent):

— If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **ten (10) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board].

iii Level 3 (Appeal to the Board):

— If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within ten (10) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at the next scheduled Board meeting to present his or her appeal. The Board will issue a written determination about the appeal **within thirty (30) working days** after receiving the appeal. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Remedies:

— If the District knows or reasonably should know about possible discrimination, including harassment or violence, the District will take immediate, interim action or measures to protect the alleged victim, ensure the safety of the school community, and prevent further potential discrimination, harassment, or retaliation during the District's pending investigation. These interim measures will be prompt, age-appropriate, effective, and tailored to the specific situation, and may include a change in the student's seating assignment or class, a change in the employee's work area prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation, and other remedies, such as those listed below.

— The District will minimize any burden on the alleged victim and when taking interim measure. For instance, the District generally will not remove the alleged victim from his or her class or work area and allow the alleged harasser to remain. In addition the District will ensure that the complainant is aware of his or her Title IX rights, including a strong prohibition against retaliation for reporting discrimination or harassment or cooperation with any investigation or proceeding, and any available resources, such as counseling, health, and mental health services, and the right to file a complaint with local law enforcement, if applicable.

— If the District determines that unlawful discrimination or harassment occurred, the District will take prompt and effective action to eliminate the discrimination or harassment, prevent its recurrence, and remedy its effects on the complainant and others, if appropriate. The remedies

will be tailored to the specific allegations and facts of each situation, including, but not limited to, the following remedies:

- a. Providing an escort to ensure the complainant can move safely between classes and activities.
- b. Ensuring the complainant and alleged harasser do not attend the same classes.
- c. Moving the alleged harasser to another school or work area within the District.
- d. Providing counseling services or reimbursement, if appropriate.
- e. Providing medical services or reimbursement, if appropriate.
- f. Providing academic support services, such as tutoring.
- g. Arranging for the complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes does not adversely affect the complainant's academic record.

The District may provide remedies for the broader student population as well, including but not limited to:

- a. Offering counseling, health, mental health, or other holistic and comprehensive victim services to all students or employees affected by sexual harassment or sexual violence, and notifying students and employees of campus and community counseling, health, mental health, and other student services.
- b. Designating an individual from the District's counseling center to be "on call" to assist victims of sexual harassment or violence whenever needed.
- c. Providing additional training to the District's designated compliance coordinator and other employees who are involved in addressing, investigating or resolving complaints of discrimination, harassment, and retaliation, to better respond to specific types of harassment and violence.
- d. Informing students and employees of their options to notify proper law enforcement authorities, including school and local police, and the option to be assisted by District employees in notifying those authorities.
- e. Creating a committee of students or employees and District officials to identify strategies for ensuring that students and employees:
 - i. Know the school's prohibition against discrimination, harassment, and retaliation.
 - ii. Recognize acts of discrimination, harassment (including acts of violence), and retaliation when they occur.
 - iii. Understand how and to whom to report any incidents of discrimination.
 - iv. Know the connection between alcohol and drug abuse and harassment or violence based on sex or other protected characteristics.
 - v. Feel comfortable that District officials will respond promptly and

equitably to reports of discrimination, harassment (including violence) and retaliation.

f. Conducting periodic assessments of student or employee activities to ensure that the practices and behavior of students or employees do not violate the District's policies against anti-discrimination, anti-harassment, and anti-retaliation.

g. Conducting in conjunction with students or employees, a "climate check" to assess the effectiveness of efforts to ensure that the District is free from discrimination, harassment (including violence), and retaliation, and using the resulting information to inform future proactive steps that will be taken by the District.

In addition to these remedies, the District may impose disciplinary sanctions against the student or employee who discriminated, harassed, or retaliated against the complainant up to and including possible expulsion or termination or cancellation of employment.

5. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not to be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

At the same time, the District will evaluate a confidentiality request in the context of its responsibility to provide a safe and nondiscriminatory environment for all students. Thus, the District may weigh the confidentiality request against factors such as: the seriousness of the alleged harassment, the complainant's age; whether there have been other harassment complaints about the same individual and the alleged harasser's rights to receive information about the allegations if the information is maintained by the District as an "education record" under

FERPA. In some cases, the District may be required to report alleged misconduct or discrimination, such as sexual harassment involving sexual violence, to local law enforcement or other officials, and the District may not be able to maintain the complainant's confidentiality. The District will inform the complainant that it cannot ensure confidentiality, if applicable.

~~6.~~

Training:

~~The District will ensure that District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to the appropriate District officials or employees. This training will include, at minimum, the following areas:~~

- ~~a. The current legal standards and compliance requirements of anti-discrimination, anti-harassment, and anti-retaliation federal, state, and any local laws and regulations, including several specific examples of discrimination, harassment, (including acts of violence because of a person's sex or other protected characteristics), and retaliation.~~
- ~~b. The District's current anti-discrimination, anti-harassment, and anti-retaliation notice, policies, grievance procedure, and discrimination complaint form, including the specific steps and timeframes of the investigative procedures, and the District's disciplinary procedures.~~
- ~~c. Identification of the District's designated compliance coordinators and their job responsibilities.~~
- ~~d. Specific examples and information regarding how to report complaints or observations of discrimination, harassment, or retaliation to appropriate District officials or employees. In addition, the District will emphasize that employees, students, third parties, and others should not be deterred from filing a complaint or reporting discrimination. For instance, if a student is the victim of sexual violence, a form of sexual harassment, but the student is concerned that alcohol or drugs were involved, school staff should inform the student that the District's primary concern is student safety, that any other rules violations will be addressed separately from the sexual violence allegation, and that the use of alcohol or drugs never makes the victim at fault for sexual violence.~~
- ~~e. Potential consequences for violating the District's anti-discrimination, anti-harassment, and anti-retaliation policies, including discipline.~~
- ~~f. Potential remedies, including immediate, interim remedies, to eliminate the the discrimination, harassment, and retaliation, prevent its recurrence, and remedy its effects.~~
- ~~g. A description of victim resources, including comprehensive victim services, to address acts of discrimination and harassment, including acts of violence because of a person's sex or other protected characteristics, and a list of those resources for distribution to trainees.~~

~~— In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.~~

~~— 7. Designated Compliance Coordinators:~~

~~— Designated compliance coordinators will be responsible for:~~

- ~~— a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.~~
- ~~— b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.~~
- ~~— c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).~~
- ~~— d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.~~
- ~~— e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.~~
- ~~— f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.~~
- ~~— g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.~~
- ~~— h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.~~
- ~~— i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.~~
- ~~— j. Recommending changes to this policy and grievance procedure.~~

~~———— k. ——— Performing other duties as assigned.~~

~~———— The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.~~

~~———— **8. Preventive Measures:**~~

~~———— The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate and employ an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas~~

~~(B.6.a-g) identified in the Training section, above.~~

~~———— The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school night, if recent incidents or allegations warrant additional education to the school community.~~

Adopted: 7-11-11



Student Board Representative
Board of Education Report
September 13, 2021
Submitted by: Nathaniel Barker
First Semester Student Board Representative

1. Student Activities:
 - a. Pep rally and homecoming Olympics
 - b. Homecoming dance
 - c. Homecoming dress up days

2. Other Pertinent Student Information/ Feedback from students
 - a. Many students are upset about the cell phone policy and believe it should be up to teacher discussions
 - b. Some students have felt rushed during lunches
 - c. Some students want a later start

3. Progress on Student Board Representative Initiative
 - a. I figured out that I'm going to do a tutoring service

This is my first board meeting of this year. I would like to thank all of you for this opportunity.

USEFUL INFORMATION

Note to MAC Users:

You can use a MAC to input information but there have been issues noted in printing from the MAC. The only solution that is known is to print via a PC.

MUST COMPLETE THIS PAGE - Basic Data Input Area

The Basic Data Input Area is designed to help common information flow throughout the Budget Form.

Cover Page - Page 1

The Total Property Tax Requirement is carried forward from Page 2; however, you will need to input how much of that tax request is for Principal and Interest on Bonds.

Outstanding Bonded Indebtedness - if you complete the worksheet pages this will fill in automatically. If you do not you will need to indicate your balances as of September 1.

Pages 2 through 4 (If you utilize the Worksheet Pages - Begin Inputting on Worksheet Pages)

These pages are currently completed with formulas which pull from the Worksheet Pages. **If you utilize the Worksheet Pages, Pages 2 through 4 will be completed automatically for you.** If you do not wish to utilize the worksheet pages you can simply type in your numbers on Pages 2 through 4. The only cells with formulas that cannot be over-written are those that provide an essential calculation (example - Total Resources Available).

A complete and accurate budget should have the prior year Balance Forward **equal** Total of Beginning Balances. We have built into the spreadsheet a comparison between these two numbers. If these two numbers **do not agree** a statement will appear indicating it must equal prior year balance forward.

We have also built in a comparison between the Total Requirement and Total Resources Available. If these two numbers **do not agree** in the budget you will receive the message "Budget Not Balanced".

Worksheet Pages - **FOR YOUR USE ONLY - NOT TO BE SUBMITTED TO THE STATE**

The last sheets of this file are worksheet (individual fund) pages. These pages are provided for your use; however, you do not have to use them. For more information about the worksheets, see the Budget Guidelines. **If you do utilize the Worksheet Pages, Pages 2 through 4 will be completed automatically for you.**

Moving From Page to Page:

There are several ways to move around your budget form. You can hold down the CTRL and hit either Page Down (Moves you ahead a sheet) or Page Up (Moves you to previous sheet). The other option is to use your mouse to click on the different sheet tabs.

I Want to See Descriptions on Left When Inputting Numbers in Budget Column:

On the "View" ribbon in the Window area there is an item called Freeze Panes. Freeze Panes allows you to tell the computer what columns and/or rows you wish to see at all times. Freeze Panes will freeze whatever rows are above your active cell and also whatever columns are to the left of your active cell. By choosing the option again it will turn the option off.

The Cell Is Locked:

UNDER NO CIRCUMSTANCES WILL PASSWORDS BE GIVEN OUT. Either the cell is locked because it contains a formula or you are trying to input information in the wrong cell.

You Note Any Errors Or Have Any Problems:

We have tested this spreadsheet through various methods to help identify any problem areas and to ensure formulas are correct. However, we cannot account for all the variables that occur with each individual budget. If you feel there is an error in a formula please contact us immediately so we can go over the problem(s) and if necessary correct the situation.

All of your comments or ideas to better the budget form are taken into consideration. Please feel free to [contact us at \(402\) 471-2111](#) with these items. We make this available to you to HELP in the budget process and wish to make any improvements that would make the spreadsheet more user friendly.

Checklist of Items to be Completed and Submitted

Due by September 20th:

- Budget Form
- Page 2, Total Resources Available (Column 4) agrees to Total Requirements (Column 9).
- Page 2, Total Beginning Balance (Column 1) agrees to Page 3 Total Ending Balance (Column 8).
- Page 3, Total Beginning Balance (Column 1) agrees to Page 4 Total Ending Balance (Column 8).
- Page 4, Total Beginning Balance (Column 1) agrees to the prior School District Budget Form, Page 4, Total Ending Balance (Column 8). If it does not agree, please provide explanation.
- Schedule B, shows the District is in compliance with State Statutes
- Proof of Publication for Notice of Budget Hearing (NBH).
- Schedules A, B, and D
- Certificate of Valuation(s). Total Certified Valuation was completed on Page 1.
- Lid Computation Form LC-2 and the Special Grant Fund List completed and submitted
- Joint Public Agency & Interlocal Agreements is indicated by checking the box. If school district answers YES, the Report of Joint Public Agency & Interlocal Agreements is due on or before September 20th. This report should detail interlocal agreements the District was involved in during the 2020-2021 year.

If your school district has held a successful election to override the levy limits, which is in effect for this budget year, you will also need:

- Election Ballot and Certified Election Results for the special election to override the levy limits.

Please Complete this **Basic Data Input** -It will put information consistently through

INPUT ↓

County-District #:	62-0021	
Name of School:	Bayard Public Schools	
Name of County:	Morrill	<i>Do not include the word "County"</i>
Class:	III	
Current Valuation		307,166,534
Prior Valuation		303,021,715
Prior Year Property Tax Request		3,394,816.00
Prior Year Levy Rate	1.120321	
Hearing Held On:		
Day of month:	13th	
Month:	September	
Year:	2021	
Time:	6:30	
A.M. or P.M.:	P.M.	
Location of Hearing:	Bayard High School Library	
Special Hearing to Set Final Tax Request Held On:		
Day of month:	13th	
Month:	September	
Year:	2021	
Time:	6:45	
A.M. or P.M.:	P.M.	
Location of Hearing:	Bayard High School Library	

**2021-2022
STATE OF NEBRASKA
SCHOOL DISTRICT BUDGET FORM**

County-District #: 62-0021 Class #: III
Bayard Public Schools
TO THE COUNTY BOARD AND COUNTY CLERK OF
Morrill County

This budget is for the Period **SEPTEMBER 1, 2021** through **AUGUST 31, 2022**

Upon Filing, The School Certifies the Information Submitted on this Form to be Correct:

AMOUNT OF PERSONAL AND REAL PROPERTY TAX REQUIRED FOR:	Principal and Interest on Bonds	All Other Purposes	TOTAL
General Fund	\$ -	\$ 3,062,626.00	\$ 3,062,626.00
Bond Fund(s) <i>[If More Than 1 Bond Fund - Total All Together]</i>	\$ 214,513.00		\$ 214,513.00
Special Building Fund	\$ -	\$ 60,606.00	\$ 60,606.00
Qualified Capital Purpose Undertaking Fund	\$ -	\$ -	\$ -
Total All Funds	\$ 214,513.00	\$ 3,123,232.00	\$ 3,337,745.00

Outstanding Bonded Indebtedness as of September 1, 2021
(Include Bond Fund(s) and Qualified Capital Purpose Undertaking Fund)

\$ 1,250,000.00	Principal
\$ 28,738.00	Interest
\$ 1,278,738.00	Total Outstanding Bonded Indebtedness

Total Certified Valuation (All Counties) \$ 307,166,534

*(Certification of Valuation(s) from County Assessor **MUST** be attached)*

Report of Joint Public Agency & Interlocal Agreements

Was this Subdivision involved in any Interlocal Agreements or Joint Public Agencies for the reporting period of July 1, 2020 through June 30, 2021?

YES NO

If YES, Please submit Interlocal Agreement Report by September 20th.

Report of Trade Names, Corporate Names & Business Names

Did the subdivision operate under a separate Trade Name, Corporate Name, or other Business Name during the period of July 1, 2020 through June 30, 2021?

YES NO

If YES, Please submit Trade Name Report by September 20th.

Has your School District held a successful election to override the levy limits provided in Statute 77-3442, which is in effect for 2021-2022 school fiscal year?

YES NO

County Clerk's Use Only

APA Contact Information

Auditor of Public Accounts
State Capitol, Suite 2303
Lincoln, NE 68509

Telephone: (402) 471-2111 FAX: (402) 471-3301

Website: www.auditors.nebraska.gov

Questions - E-Mail: Jeff.Schreier@nebraska.gov

Submission Information

Budget Due by 9-20-2021

Submit budget to:

1. Auditor of Public Accounts -Electronically on Website or Mail
2. County Board (SEC. 13-508), C/O County Clerk
3. Nebraska Dept. of Education -Upload to NDE Portal only

2021-2022 BUDGET ADOPTED									
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	NECESSARY CASH RESERVE (Column 8)	TOTAL REQUIREMENTS (Col 7 + Col 8) (Column 9)
General	984,340.00	5,566,881.00	3,032,000.00	8,598,881.00	800,000.00	7,398,881.00	8,198,881.00	400,000.00	8,598,881.00
Depreciation	80,340.00	180,340.00		180,340.00			180,340.00		180,340.00
Employee Benefit	134,717.00	164,717.00		164,717.00			164,717.00	-	164,717.00
Contingency	-	-		-			-		-
Activities	465,029.00	575,029.00		575,029.00			575,029.00	-	575,029.00
School Nutrition	68,001.00	384,501.00		384,501.00			384,501.00	-	384,501.00
Bond	175,475.00	175,475.00	212,368.00	387,843.00			387,843.00	-	387,843.00
Special Building	317,071.00	867,821.00	60,000.00	927,821.00			927,821.00		927,821.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-	-
Cooperative	-	100,000.00		100,000.00			100,000.00	-	100,000.00
Student Fee	-	5,000.00		5,000.00			5,000.00	-	5,000.00
				-					-
TOTAL ALL FUNDS	2,224,973.00	8,019,764.00	3,304,368.00	11,324,132.00	800,000.00	7,398,881.00	10,924,132.00	400,000.00	11,324,132.00

PERSONAL AND REAL PROPERTY TAX RECAP	General Fund	Bond Fund(s) [Total Of All Bond Funds]	Special Building Fund	Qualified Capital Purpose Undertaking Fund
PERSONAL AND REAL PROPERTY TAXES FROM COLUMN 3 (Line A)	3,032,000.00	212,368.00	60,000.00	-
COUNTY TREASURER'S COMMISSION 1% OF TAXES COLLECTED (Line B)	30,626.00	2,145.00	606.00	-
TOTAL PERSONAL AND REAL PROPERTY TAXES (Line A + Line B) (Line C)	3,062,626.00	214,513.00	60,606.00	-

CERTIFIED STATE AID	MOTOR VEHICLE TAXES
\$ 1,985,560.00	\$ 150,000.00

COUNTY TREASURER'S BALANCE, 9-1-2021			
500,000.00	50,000.00	50,000.00	-

2020-2021 ACTUAL/ESTIMATED								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	1,221,353.00	4,671,134.00	2,815,701.00	7,486,835.00	658,980.00	5,843,515.00	6,502,495.00	984,340.00
Depreciation	137,189.00	179,189.00		179,189.00			98,849.00	80,340.00
Employee Benefit	160,865.00	220,865.00		220,865.00			86,148.00	134,717.00
Contingency	-	-		-			-	-
Activities	459,025.00	691,542.00		691,542.00			226,513.00	465,029.00
School Nutrition	106,744.00	340,839.00		340,839.00			272,838.00	68,001.00
Bond	165,224.00	1,429,280.00	203,035.00	1,632,315.00			1,456,840.00	175,475.00
Special Building	297,813.00	306,424.00	112,346.00	418,770.00			101,699.00	317,071.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-
Cooperative	-	-		-			-	-
Student Fee	-	-		-			-	-
				-			-	-
TOTAL ALL FUNDS	2,548,213.00	7,839,273.00	3,131,082.00	10,970,355.00	658,980.00	5,843,515.00	8,745,382.00	2,224,973.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets

MOTOR VEHICLE TAXES	
\$	138,712.00

2019-2020 ACTUAL								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	1,231,318.00	4,576,274.00	2,885,320.00	7,461,594.00	441,938.00	5,798,303.00	6,240,241.00	1,221,353.00
Depreciation	189,329.00	233,588.00		233,588.00			96,399.00	137,189.00
Employee Benefit	227,736.00	230,564.00		230,564.00			69,699.00	160,865.00
Contingency	-	-		-			-	-
Activities	410,330.00	705,069.00		705,069.00			246,044.00	459,025.00
School Lunch	69,016.00	350,095.00		350,095.00			243,351.00	106,744.00
Bond	155,352.00	175,522.00	201,332.00	376,854.00			211,630.00	165,224.00
Special Building	368,508.00	389,780.00	133,519.00	523,299.00			225,486.00	297,813.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-
Cooperative	-	-		-			-	-
Student Fee	-	-		-			-	-
				-				-
TOTAL ALL FUNDS	\$ 2,651,589.00	6,660,892.00	3,220,171.00	9,881,063.00	441,938.00	5,798,303.00	7,332,850.00	2,548,213.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets

MOTOR VEHICLE TAXES
\$ 163,750.00

CORRESPONDENCE INFORMATION

ENTITY OFFICIAL ADDRESS

If no official address, please provide address where correspondence should be sent

NAME Bayard Public Schools

ADDRESS 726 4th Avenue

CITY & ZIP CODE Bayard, NE 69334

TELEPHONE 308-586-1325

WEBSITE www.bayardpublicschools.org

	<u>BOARD CHAIRPERSON</u>	<u>CLERK/TREASURER/SUPERINTENDENT/OTHER</u>	<u>PREPARER</u>
NAME	<u>Kim Kildow</u>	<u>Dr. Travis Miller</u>	<u></u>
TITLE /FIRM NAME	<u>Chairperson</u>	<u>Superintendent</u>	<u></u>
TELEPHONE	<u>308-631-0389</u>	<u>308-586-1325</u>	<u></u>
EMAIL ADDRESS	<u>kkildow@charter.net</u>	<u>travis.miller@bayardtigers.org</u>	<u></u>

For Questions on this form, who should we contact (please one): Contact will be via email if supplied.

- Board Chairperson
- Clerk / Treasurer / Superintendent / Other
- Preparer

SCHEDULE A GENERAL FUND LID EXCLUSIONS

County-District #

62-0021

Bayard Public Schools

Line No.		2021-2022 Amount Budgeted To Spend
1	Repairs to Infrastructure Damaged by a Natural Disaster: (List repair)	
2		
3		
4		
5		
6		
7		
8		
9	Total Repairs to Infrastructure Damaged by a Natural Disaster (Lines 1 through 8)	\$ -
10	Judgments: (List the types of judgments obtained against your School District to the extent such judgment is not paid by liability insurance)	
11		
12		
13		
14		
15		
16		
17	Total Judgments (Lines 11 through 16)	\$ -
18	Distance Education Courses	
19	Amounts eligible as exclusion for Voluntary Termination Agreements	
20	Retirement Contribution Increase	
21	Native American Impact Aid	
22	Total General Fund Lid Exclusions - To LC-2 Form (Line 9 + Line 17 to 21)	\$ -

Bayard Public Schools
Schedule B - Levies

Levy Limit Compliance

NOTE: The Schedule portion below is to determine if the School District has met the levy limitations.

Line No.		General Fund (Column A)	Bond Funds (Column B)	Special Building Funds (Column C)	Qualified Capital Purpose Undertaking Funds (Column D)
1	Total Personal and Real Property Taxes -Cover Page	3,062,626.00	214,513.00	60,606.00	-
2	Exclusions:				
3	Bonded indebtedness secured by a levy on property (Includes Co. Treasurer Comm.)	-	214,513.00		-
4	Judgments not paid by liability insurance	-			
5	Voluntary termination agreements with certificated staff / employees occurring prior to 9/1/17	-			
6	Voluntary termination agreements with certificated Teachers 9/1/17 and after	-			
7					
8					
9					
10					
11					
12	Total Exclusions (Line 3 + Line 11)	-	214,513.00	-	-
13	Total Personal and Real Property Tax Requirement Subject to the Levy Limitation (Line 1 minus Line 12)	3,062,626.00	-	60,606.00	-
14	Assessed Valuation	307,166,534	307,166,534	307,166,534	307,166,534
15	Levy Subject to Limitation ((Line 13 / Line 14) x 100)	0.997057	0.000000	0.019731	0.000000
16	Total Levy for Compliance	1.016788			

If the **total** levy on Line 16 is \$1.05, or less, the levy limitation per State Statute Section 77-3442 has been met.

If Total of Line 16 is greater than \$1.05 and you **did not** hold a successful election to override the levy, you are in violation of the levy lid. The school district **must reduce property taxes** to meet the levy limitation.

If Total of Line 16 is greater than \$1.05 and you **held** a successful election to override the levy, which is in effect for the you must **attach a copy of the election ballot and the certified election returns** to your budget.

Qualified Capital Purpose Undertaking Fund levy. A district may only exceed the maximum levy of five and one-fifth cents per one hundred dollars of taxable valuation in any year if (i) the taxable valuation of the district is lower than the taxable valuation in the year in which the district last issued capital purpose undertaking bonds or (ii) such maximum levy is insufficient to meet the annual principal and interest obligations for all capital purpose undertaking bonds. Projects beginning after April 19, 2016 can only have a maximum levy of three cents per one hundred dollars of taxable valuation in any year. (Statute 79-10,110 & 79-10,110.02).

Special Building Fund levy. Limit on Building Fund levy of 14 cents (Statute 79-10,120)

REMINDER: School districts that have combined levies greater than \$1.20 or the combined levies that exceeded the maximum levy approved at a special election may be subject to petitions for the free holding of territory. Combined levies do not include levies for bonded indebtedness approved by the voters of a school district or levies for the refinancing of such bonded indebtedness.

Voluntary Termination Exclusions

Line 5 Amounts to pay for current and future sums agreed to be paid by a school district to certificated employees in exchange for a voluntary termination of employment occurring prior to 9/1/17

Line 6 Amount levied by school district at maximum levy to pay for current and future qualified voluntary termination incentives for certificated teachers pursuant to statute. Payments cannot exceed \$35,000, must be paid within 5 years, will result in savings to the school, were not included in a collective bargaining agreement

Line 7 Amounts levied by school district at maximum levy to pay for 50% of the current and future sums agreed to be paid to certificated employees in exchange for voluntary termination between 9/1/18 to 8/31/19 as a result of collective bargaining agreement in force on 9/1/17

Levies Expected to be Set by County

NOTE: The Schedule portion below is to assist with the Levy setting process.

Fund	Property Taxes	Valuation	Expected Levy
------	----------------	-----------	---------------

General Fund	\$ 3,062,626.00	\$ 307,166,534	0.997057
Special Building Fund	\$ 60,606.00	\$ 307,166,534	0.019731
Bond Fund	\$ 214,513.00	\$ 307,166,534	0.069836
Bond Fund	\$ -	\$ 307,166,534	0.000000
Bond Fund	\$ -	\$ 307,166,534	0.000000
QCPUF Fund	\$ -	\$ 307,166,534	0.000000
QCPUF Fund	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
	\$ -	\$ 307,166,534	0.000000
Total	\$ 3,337,745.00		\$ 1.086624

Must agree to Cover

Superintendent Pay Transparency Notice—Proposed Contract (*Name of current or new superintendent*)

Notice is hereby given that _____ Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on _____, 20__ at ___ am/pm at the _____ Room in _____, Nebraska.

After the 2021/22 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2021/22 year and future years are listed below:

	2021/22 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 144,460.00	\$ 288,920.00	\$ 433,380.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 300.00	600	\$ 900.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 27,574.00	\$ 55,148.00	\$ 82,722.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,500.00	\$ 3,000.00	\$ 4,500.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>	\$ 2,000.00	\$ 4,000.00	\$ 6,000.00
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 175,834.00	\$ 351,668.00	\$ 527,502.00

RESOLUTION SETTING THE PROPERTY TAX REQUEST

RESOLUTION NO. 2021-1

WHEREAS, Nebraska Revised Statute 77-1601.02 provides that the Governing Body of Bayard Public Schools passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, the Governing Body of Bayard Public Schools resolves that:

- 1. The 2021-2022 property tax request be set at:

General Fund:	\$	3,062,626.00
Bond Fund:	\$	214,513.00
Special Building Fund:	\$	60,606.00
Qualified Capital Purpose	\$	-
Undertaking Fund:		

- 2. The total assessed value of property differs from last year’s total assessed value by a decrease of 1.37 percent.
- 3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 1.105204 per \$100 of assessed value.
- 4. Bayard Public Schools proposes to adopt a property tax request that will cause its tax rate to be 1.086624 per \$100 of assessed value.
- 5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Bayard Public Schools will increase last year’s budget by 1.07 percent.
- 6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 13, 2021.

Motion by _____, seconded by _____ to adopt Resolution # _____.

Voting yes were:

Voting no were:

Dated this _____ day of _____, 2021

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Bayard Public Schools (62-0021) in Morrill County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 13th day of September, 2021 at 6:30 o'clock, P.M., at Bayard High School Library for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2019-2020 (1)	2020-2021 (2)	2021-2022 (3)			
General	\$ 6,240,241.00	\$ 6,502,495.00	\$ 8,198,881.00	\$ 400,000.00	\$ 5,566,881.00	\$ 3,062,626.00
Depreciation	\$ 96,399.00	\$ 98,849.00	\$ 180,340.00		\$ 180,340.00	
Employee Benefit	\$ 69,699.00	\$ 86,148.00	\$ 164,717.00	\$ -	\$ 164,717.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 246,044.00	\$ 226,513.00	\$ 575,029.00	\$ -	\$ 575,029.00	
School Nutrition	\$ 243,351.00	\$ 272,838.00	\$ 384,501.00	\$ -	\$ 384,501.00	
Bond	\$ 211,630.00	\$ 1,456,840.00	\$ 387,843.00	\$ -	\$ 175,475.00	\$ 214,513.00
Special Building	\$ 225,486.00	\$ 101,699.00	\$ 927,821.00		\$ 867,821.00	\$ 60,606.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ -	\$ -	\$ 100,000.00	\$ -	\$ 100,000.00	
Student Fee	\$ -	\$ -	\$ 5,000.00	\$ -	\$ 5,000.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 7,332,850.00	\$ 8,745,382.00	\$ 10,924,132.00	\$ 400,000.00	\$ 8,019,764.00	\$ 3,337,745.00

Notice of Special Hearing To Set Final Tax Request

Bayard Public Schools (62-0021) in Morrill County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 13th day of, September 2021 at 6:45 o'clock P.M., at Bayard High School Library for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2020-2021	2021-2022	Change
Property Valuations	303,021,715	307,166,534	1%

2020/21 Budget Information

2021/22 Budget Information

Fund	2020-2021 Operating Budget	2020-2021 Property Tax Request	2020 Tax Rate	Property Tax Rate (2020-2021 Request Divided By 2021 Valuation)	2021-2022 Operating Budget	2021-2022 Proposed Property Tax Request	Proposed 2021 Tax Rate	Chang e in Tax Rate	Change in Operating Budget
General Fund	7,283,738.00	3,062,626.00	1.010695	0.997057	8,198,881.00	3,062,626.00	0.997057	-1%	13%
Bond Fund(s) K - 12	1,594,747.00	221,079.00	0.072958	0.071974	387,843.00	214,513.00	0.069836	-4%	-76%
Special Building Fund	535,038.00	111,111.00	0.036668	0.036173	927,821.00	60,606.00	0.019731	-46%	73%
Total	9,413,523.00	3,394,816.00	1.120321	1.105204	9,514,545.00	3,337,745.00	1.086624	-3%	1%

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District # **62-0021**

Line No.	GENERAL FUND	Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	All Instruction Except Special Education Instructional Programs	1000's	2,841,744.00	2,861,591.00	2,998,881.00
3	Special Education Instructional Programs (Include Pre-School)	1200's	426,949.00	521,724.00	625,000.00
4	Support Services - Pupils (SPED Related)	2100's		133,430.00	150,000.00
5					
6	Support Services - Pupil (Non-SPED Related)	2100's	171,704.00	81,962.00	80,000.00
7	Support Services - Instructional	2200's	107,500.00	111,749.00	115,000.00
8					
9	Board of Education	2310	125,027.00	137,242.00	160,000.00
10	Executive Administration Services	2320	165,958.00	172,087.00	180,000.00
11	District Legal Services	2330	7,241.00	10,385.00	25,000.00
12	Office of the Principal	2410	389,924.00	398,575.00	360,000.00
13	General Administration - Business Services	2500	287,036.00	231,394.00	250,000.00
14	Maintenance and Operation of Building(s) & Site(s)	2600's	581,658.00	608,151.00	675,000.00
15	Vehicle Acquisition & Maintenance	2650			350,000.00
16	Regular Pupil Transportation	2710 / 2720 / 2730 / 2790	154,856.00	155,625.00	200,000.00
17	Special Education Pupil Transportation (Include Pre-School)	2712 / 2713 / 2722 / 2723 / 2732 / 2733 / 2792 /	14,989.00	3,826.00	25,000.00
18	Other Support Services	2900	22,845.00	21,342.00	100,000.00
19	Community Services	3300	425.00	797.00	5,000.00
20	Categorical Grant from Corporation	3400		13,271.00	
21	State Categorical Programs	3500's	78,434.00	108,565.00	125,000.00
22	Debt Services	5000			
23	Federal Programs	6000's	700,537.00	696,462.00	450,000.00
24	ESSER				500,000.00
25	Transfers to _____ Fund	8000	142,000.00	212,000.00	300,000.00
26	Interfund Loan/Repayment to _____ Fund				
27	Summer School	1300	21,384.00	22,317.00	25,000.00
28	Other		30.00		
29	COPS Grant (Anticipated Possibility)				500,000.00
30	Total Disbursements & Transfers (Including SPED)		6,240,241.00	6,502,495.00	
31	Total Special Education Disbursements	1200 + 2100 + 27X2	441,938.00	658,980.00	800,000.00
32	Total Non-Special Education Disbursements & Transfers		5,798,303.00	5,843,515.00	7,398,881.00
33	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS (Including SPED)				8,198,881.00
34	NECESSARY CASH RESERVE				400,000.00
35	TOTAL REQUIREMENTS				8,598,881.00

36					
37	BEGINNING BALANCES				
38	Cash Balance, 9-1		731,318.00	721,353.00	484,340.00
39	Investments, 9-1				
40	County Treasurer's Balance, 9-1		500,000.00	500,000.00	500,000.00
41	Total Beginning Balance		1,231,318.00	1,221,353.00	984,340.00
42					
43	RECEIPTS, & TRANSFERS				
44	LOCAL SOURCES				
45	Carline Tax	1115	19,461.00	20,939.00	20,000.00
46	Public Power District Sales Tax	1120	2,818.00		
47	Motor Vehicle Taxes	1125	163,750.00	138,712.00	150,000.00
48	Tuition Received from Other Districts	1321 / 1323 / 1335			
49	Tuition Received from Individuals	1311-13 / 1370	5,320.00	6,634.00	5,000.00
50	Other Tuition	1315 / 1320 / 1322 / 1330 / 1331 / 1340 / 1360			
51	Transportation Received from Individuals	1410-1411			
52	Transportation Received from Other Districts	1420-1440	272.00		
53	Interest	1510 / 1520	329.00	87.00	
54	Community Service Activities	1800			
55	Other Local Receipts	1910 / 1920 / 1990	26,886.00	24,607.00	20,000.00
56	Local License Fees/Court Fines	1911 / 1921			
57	Nameplate Capacity Tax	3133			
58	Categorical Grants from Corporations / Private	1925			
59	Postsecondary Receipts		1,458.00		500.00
60					
61					
62					
63					
64	COUNTY AND ESU SOURCES				
65	Fines and License Fees	2110	34,206.00	29,998.00	25,000.00
66	Other County Sources	2130			
67	ESU Receipts	2210	22,986.00	15,915.00	10,000.00
68					
69					
70	STATE SOURCES				
71	State Aid	3110	1,985,757.00	1,974,495.00	1,985,560.00
72	Special Education Programs	3120	144,585.00	169,297.00	150,000.00
73	Special Education Transportation	3125	4,426.00	31,306.00	15,000.00
74	Homestead Exemption	3130	53,636.00	46,058.00	

75	Payments for Wards of the State or Court	3160 / 3161			
76	Pro-Rate Motor Vehicles	3180	6,605.00	5,495.00	5,000.00
77	Payments for High Ability Learners	3535			
78	Other State Appropriations				
79					
80					
81					
82	High Ability Learners		4,748.00	4,745.00	4,000.00
83	Distance Education		10,142.00	14,473.00	6,300.00
84	State Apportionment	3400	52,018.00	42,808.00	40,000.00
85	Other				
86	State Categorical Programs	3500's	34,225.00	41,087.00	71,380.00
87	Other State Receipts	3990	42,000.00	66,904.00	
88	Property Tax Credit and Personal Property Tax Credit	3131 / 3132 / 3134	203,051.00	178,695.00	
89	FEDERAL SOURCES				
90	Title ESSA Programs (Includes ESSA Title I)	4500-4511		125,441.00	117,605.00
91	Title IV, 21st CCLC	4526-4528, 4531	55,459.00	50,000.00	50,000.00
92	Title I Comprehensive Support		283,930.00	172,916.00	400,000.00
93	Title II			22,118.00	21,697.00
94	IDEA Programs	4512-4523	128,590.00	108,682.00	73,237.00
95	IDEA ARP	4416-4418			17,262.00
96					
97	Medicaid in Public Schools	4708		16,736.00	10,000.00
98	Medicaid Administrative Activities in Public Schools	4709	24,616.00		10,000.00
99	Title 8 (Impact Aid)	4305			
100	Other Federal Non-Categorical Receipts	4524		33,807.00	
101	COPS Grant (Anticipated Possibility)				500,000.00
102	ESSER			100,454.00	850,000.00
103					
104	Vocational Education (Carl Perkins)	4525			
105	Other Federal Categorical Receipts	4530			
106					
107	Grants from Corporations & Other Private Interests	4710			
108	Title IV SSAE/REAP		33,682.00	7,372.00	25,000.00
109	NON-REVENUE SOURCES				
110	Tax Anticipation Notes	5150			
111	Long Term Loans	5400			
112	Insurance Adjustments	5301			
113	Sale of Property	5300			
114	Transfers from _____ Fund	5200			
115	Cash Balance from Dissolved/Merged Districts	5610			

116					
117	Other Non-Revenue Receipts	5690			
118	Learning Community Property Taxes				
119	Interfund Loan/Repayment From _____ Fund				
120	Total Available Resources Before Property Taxes		4,576,274.00	4,671,134.00	5,566,881.00
121	Personal and Real Property Taxes	1100	2,885,320.00	2,815,701.00	3,032,000.00
122	TOTAL RESOURCES AVAILABLE		7,461,594.00	7,486,835.00	8,598,881.00
123	Less: Disbursements & Transfers		6,240,241.00	6,502,495.00	
124	BALANCE FORWARD		1,221,353.00	984,340.00	

1. Tax from Line 121
2. Compute County Treasurer's Commission at 1% of tax collections.
3. Total Personal and Real Property Tax Requirement

PROPERTY TAX RECAP	
	3,032,000.00
	30,626.00
	3,062,626.00

Note: To present a balanced budget, **TOTAL RESOURCES AVAILABLE** on line 122 must agree with **TOTAL REQUIREMENTS** on line 35 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	DEPRECIATION FUND	Object/Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Re-Appropriated Funds				180,340.00
3	Capital Outlay		96,399.00	98,849.00	
4					
5					
6					
7					
8					
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		96,399.00	98,849.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				180,340.00
14	TOTAL REQUIREMENTS				180,340.00
15	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
16	Cash Balance, 9-1		189,329.00	137,189.00	80,340.00
17	Investments, 9-1				
18	Total Beginning Balance		189,329.00	137,189.00	80,340.00
19	LOCAL SOURCES				
20	Interest	1510	2,259.00		
21					
22	NON-REVENUE SOURCES				
23	Transfers from General Fund	5200	42,000.00	42,000.00	100,000.00
24					
25					
26					
27	TOTAL RESOURCES AVAILABLE		233,588.00	179,189.00	180,340.00
28	Less: Disbursements & Transfers		96,399.00	98,849.00	
29	BALANCE FORWARD		137,189.00	80,340.00	

NOTE: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 27 must agree with TOTAL REQUIREMENTS on line 14 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	EMPLOYEE BENEFIT FUND	Object/Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Re-Appropriated Funds				
3	Employee Benefits		23,220.00	56,148.00	134,717.00
4	Retirement Incentive Plan Payments		46,457.00	30,000.00	30,000.00
5	Other Expenses		22.00		
6					
7					
8					
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		69,699.00	86,148.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				164,717.00
14	NECESSARY CASH RESERVE				
15	TOTAL REQUIREMENTS				164,717.00
16	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
17	Cash Balance, 9-1		227,736.00	160,865.00	134,717.00
18	Investments, 9-1				
19	Total Beginning Balance		227,736.00	160,865.00	134,717.00
20	LOCAL SOURCES				
21	Interest	1510	2,828.00		
22					
23	NON-REVENUE SOURCES				
24	Transfers from General Fund	5200		60,000.00	30,000.00
25					
26					
27					
28	TOTAL RESOURCES AVAILABLE		230,564.00	220,865.00	164,717.00
29	Less: Disbursements & Transfers		69,699.00	86,148.00	
30	BALANCE FORWARD		160,865.00	134,717.00	

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 28 must agree with TOTAL REQUIREMENTS on line 15 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	CONTINGENCY FUND	Object/Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Legal Services	2330			
3	Judgments/Settlements	820			
4					
5					
6					
7	Transfers to General Fund	8000-911			
8	Total Disbursements & Transfers		-	-	
9	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				-
10	TOTAL REQUIREMENTS				-
11	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
12	Cash Balance, 9-1				
13	Investments, 9-1				
14	Total Beginning Balance		-	-	-
15	LOCAL SOURCES				
16	Interest	1510			
17					
18	NON-REVENUE SOURCES				
19	Transfers from General Fund	5200			
20					
21	TOTAL RESOURCES AVAILABLE		-	-	-
22	Less: Disbursements & Transfers		-	-	
23	BALANCE FORWARD		-	-	

2021-2022 Budgeted Calculation of Maximum Total Disbursements & Transfers

$$\begin{array}{rcl}
 \$ & 8,198,881.00 & \times .05 = \\
 \text{(Total Budget of Disbursements \& Transfers-General Fund)} & & \underline{409,944.05} \\
 \text{[From General Fund Line 33]} & & \text{(Column 3, Line 9 may not exceed this amount)}
 \end{array}$$

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 21 must agree with TOTAL REQUIREMENTS on line 10 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	ACTIVITIES FUND	Object/Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Disbursements		246,044.00	226,513.00	575,029.00
3					
4					
5					
6					
7					
8					
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		246,044.00	226,513.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				575,029.00
14	NECESSARY CASH RESERVE				
15	TOTAL REQUIREMENTS				575,029.00
16	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
17	Cash Balance, 9-1		410,330.00	459,025.00	465,029.00
18	Investments, 9-1				
19	Total Beginning Balance		410,330.00	459,025.00	465,029.00
20	LOCAL SOURCES				
21	Interest	1510	893.00		
22	Activities Receipts	1790	193,846.00	122,517.00	
23	Admissions	1710			
24					
25	NON-REVENUE SOURCES				
26	Transfers from General Fund	5200	100,000.00	110,000.00	110,000.00
27					
28	TOTAL RESOURCES AVAILABLE		705,069.00	691,542.00	575,029.00
29	Less: Disbursements & Transfers		246,044.00	226,513.00	
30	BALANCE FORWARD		459,025.00	465,029.00	

NOTE: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 28 must agree with TOTAL REQUIREMENTS on line 15 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	SCHOOL NUTRITION FUND	Object/ Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Salaries	100's	57,279.00	55,206.00	70,000.00
3	Employee Benefits	200's	25,414.00	25,179.00	30,000.00
4	Purchased Services	300 / 400			
5	Supplies & Materials (Excluding Food)	610	7,319.00	5,846.00	10,000.00
6	Food	630	152,876.00	144,501.00	244,501.00
7	Capital Outlay (New & Replacement)	731, 733, 739	263.00	39,157.00	25,000.00
8	Other		200.00	2,949.00	5,000.00
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		243,351.00	272,838.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				384,501.00
14	NECESSARY CASH RESERVE				
15	TOTAL REQUIREMENTS				384,501.00
16	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
17	Cash Balance, 9-1		69,016.00	106,744.00	68,001.00
18	Investments, 9-1				
19	Total Beginning Balance		69,016.00	106,744.00	68,001.00
20	LOCAL SOURCES				
21	Interest	1510	23.00	9.00	
22	Sale of Lunches/Milk	1610-1650	63,702.00	13,859.00	
23			1,160.00	4,055.00	
24	STATE SOURCES				
25	State Reimbursement	3150	2,076.00	1,667.00	1,500.00
26					
27	FEDERAL SOURCES				
28	Federal Reimbursement	4210 / 4211	214,118.00	214,505.00	215,000.00
29					
30	NON-REVENUE SOURCES				
31	Transfers from General Fund	5200			100,000.00
32					
33	TOTAL RESOURCES AVAILABLE		350,095.00	340,839.00	384,501.00
34	Less: Disbursements & Transfers		243,351.00	272,838.00	
35	BALANCE FORWARD		106,744.00	68,001.00	

NOTE: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 33 must agree with TOTAL REQUIREMENTS on line 15 in the Adopted Column.

School Nutrition Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	BOND FUND	Object/ Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Bond - Refunded	831		1,250,000.00	
3	Bond - Principal	831	185,000.00	180,000.00	205,000.00
4	Bond - Interest	832	26,180.00	26,390.00	7,368.00
5			450.00	450.00	175,475.00
6	Transfers to General Fund	8000-911			
7	Interfund Loan/Repayment To _____ Fund				
8	Total Disbursements & Transfers		211,630.00	1,456,840.00	
9	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				387,843.00
10	NECESSARY CASH RESERVE				
11	TOTAL REQUIREMENTS				387,843.00
12	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
13	Cash Balance, 9-1		105,352.00	115,224.00	125,475.00
14	Investments, 9-1				
15	County Treasurers Balance, 9-1		50,000.00	50,000.00	50,000.00
16	Total Beginning Balance		155,352.00	165,224.00	175,475.00
17	LOCAL SOURCES				
18	Carline Tax	1115	1,073.00	1,022.00	
19	Interest	1510	234.00	14.00	
20					
21					
22	STATE SOURCES				
23	Homestead Exemption	3130	3,738.00	2,718.00	
24	Pro-Rate Motor Vehicle	3180	973.00	301.00	
25					
26	Property Tax Credit		14,152.00	10,001.00	
27	NON-REVENUE SOURCES				
28	Sales of Bonds (Re-funding)	5101		1,250,000.00	
29	Transfers from General Fund	5200			
30					
31	Interfund Loan/Repayment From _____ Fund				
32	Total Available Resources Before Property Taxes		175,522.00	1,429,280.00	175,475.00
33	Personal and Real Property Taxes	1100	201,332.00	203,035.00	212,368.00
34	TOTAL RESOURCES AVAILABLE		376,854.00	1,632,315.00	387,843.00
35	Less: Disbursements & Transfers		211,630.00	1,456,840.00	
36	BALANCE FORWARD		165,224.00	175,475.00	

PROPERTY TAX RECAP

212,368.00
2,145.00
214,513.00

1. Tax From Line 33
2. Compute County Treasurer's Commission at 1% of tax requirement.
3. Total Personal and Real Property Tax Requirement.

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 34 must agree with TOTAL REQUIREMENTS on line 11 in the Adopted Column.

Bond Fund

School District Total Debt Outstanding as of September 1, 2021

The district officers of any school district in Nebraska shall have power, on the terms and conditions set forth in sections 10-702 to 10-716, to issue the bonds of the district for the purpose of (1) purchasing a site for and erecting thereon a schoolhouse or schoolhouses or a teacherage or teacherages, or for such purchase or erection, or purchasing an existing building or buildings for use as a schoolhouse or schoolhouses, including the site or sites upon which such building or buildings are located, and furnishing the same, in such district, (2) retiring registered warrants, and (3) paying for additions to or repairs for a schoolhouse or schoolhouses or a teacherage or teacherages.

School districts also have the ability to issue bonds as set forth in State Statute Section 79-10,110 for the purpose of paying amounts necessary for the abatement of environmental hazards, accessibility barrier elimination, or modifications for life safety code violations, indoor air quality, or mold abatement and prevention.

The District has the following debt outstanding as of September 1, 2021:
(Include Bond fund(s) and Qualified Capital Purpose Undertaking Fund)

Fiscal Year	Principal	Interest	Total
2021-2022	\$ 205,000.00	\$ 7,368.00	\$ 212,368.00
2022-2023	\$ 210,000.00	\$ 6,275.00	\$ 216,275.00
2023-2024	\$ 205,000.00	\$ 5,540.00	\$ 210,540.00
2024-2025 and thereafter	\$ 630,000.00	\$ 9,555.00	\$ 639,555.00
Total All Years	\$ 1,250,000.00	\$ 28,738.00	\$ 1,278,738.00

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	SPECIAL BUILDING FUND	Object/ Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Purchased Services	400			
3	Supplies	600			
4	Capital Outlay (New Only)	700's			250,000.00
5	Site Acquisition & Improvements	710	42,723.00		
6	Building Acquisition & Improvement	720	182,763.00	101,699.00	377,821.00
7	Loan Repayment	831 / 832			
8	ESSER Covid-19 Mitigation Projects				300,000.00
9	Interfund Loan/Repayment To _____ Fund				
10	Total Disbursements & Transfers		225,486.00	101,699.00	
11	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				927,821.00
12	TOTAL REQUIREMENTS				927,821.00
13	BEGINNING BALANCES & RECEIPTS				
14	Cash Balance, 9-1		318,508.00	247,813.00	267,071.00
15	Investments, 9-1				
16	County Treasurer's Balance, 9-1		50,000.00	50,000.00	50,000.00
17	Total Beginning Balance		368,508.00	297,813.00	317,071.00
18	LOCAL SOURCES				
19	Carlline Tax	1115	1,015.00	812.00	500.00
20	Interest	1510	83.00	23.00	
21	Public Power Sales Tax		14.00		
22	NGPC Grant (Anticipated)		8,000.00		250,000.00
23	STATE SOURCES				
24	Homestead Exemption	3130	2,475.00	1,670.00	
25	Pro-Rate Motor Vehicles	3180	305.00	265.00	250.00
26					
27	Property Tax Credit	3131	9,380.00	5,841.00	
28	FEDERAL SOURCES				
29	Total Federal Receipts	4000's			300,000.00
30	NON-REVENUE SOURCES				
31	Sale of Bonds	5101			
32	Long Term Loans	5400			
33	Sale of Property	5300			
34	Learning Community Property Taxes				
35	Interfund Loan/Repayment From _____ Fund				
36	Total Available Resources Before Property Taxes		389,780.00	306,424.00	867,821.00
37	Personal and Real Property Taxes	1100	133,519.00	112,346.00	60,000.00
38	TOTAL RESOURCES AVAILABLE		523,299.00	418,770.00	927,821.00
39	Less: Disbursements & Transfers		225,486.00	101,699.00	
40	BALANCE FORWARD		297,813.00	317,071.00	

1. Tax From Line 37
2. Compute County Treasurer's Commission at 1% of tax requirement.
3. Total Personal and Real Property Tax Requirement.

PROPERTY TAX RECAP	
	60,000.00
	606.00
	60,606.00

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 38 must agree with TOTAL REQUIREMENTS on line 12 in the Adopted Column.

Special Building Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District # **62-0021**

Line No.	QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND	Object/ Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Building & Site Improvement	720			
3	Bond - Refunded	831			
4	Bond - Principal	831			
5	Bond - Interest	832			
6					
7	Interfund Loan/Repayment To _____ Fund				
8	Total Disbursements & Transfers		-	-	
9	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				-
10	NECESSARY CASH RESERVE				
11	TOTAL REQUIREMENTS				-
12	BEGINNING BALANCES & RECEIPTS				
13	Cash Balance, 9-1				
14	Investments, 9-1				
15	County Treasurers Balance, 9-1				
16	Total Beginning Balance		-	-	-
17	LOCAL SOURCES				
18	Carline Tax	1115			
18	Interest	1510			
20					
21	STATE SOURCES				
22	Homestead Exemption	3130			
23	Pro-Rate Motor Vehicle	3180			
24					
25	Property Tax Credit	3131			
26	FEDERAL SOURCES				
27	Total Federal Receipts	4000's			
28	NON-REVENUE SOURCES				
29	Qualified School Construction Bonds	5301			
30	Long Term Loans	5400			
31	Interfund Loan/Repayment From _____ Fund				
32	Total Available Resources Before Property Taxes		-	-	-
33	Personal and Real Property Taxes	1100			
34	TOTAL RESOURCES AVAILABLE		-	-	-
35	Less: Disbursements & Transfers		-	-	
36	BALANCE FORWARD		-	-	

PROPERTY TAX RECAP

	-
	-
	-

1. Tax From Line 33
2. Compute County Treasurer's Commission at 1% of tax requirement.
3. Total Personal and Real Property Tax Requirement.

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 34 must agree with TOTAL REQUIREMENTS on line 11 in the Adopted Column.

Qualified Capital Purpose Undertaking Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	COOPERATIVE FUND	Function/ Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS				
2	All Instruction	1000's / 1200's			100,000.00
3	Support Services - Pupils (SPED and Non-SPED Related)	2100's			
4	Support Services - Staff	2200's			
5	Executive Administration Services	2320			
6	Office of the Principal	2410			
7	General Administration - Business Services	2500			
8	Community Services	3300			
9	State Categorical Programs	3500's			
10	Federal Programs	6000's			
11					
12					
13					
14	Total Disbursements		-	-	
15	TOTAL BUDGET OF DISBURSEMENTS				100,000.00
16	NECESSARY CASH RESERVE				
17	TOTAL REQUIREMENTS				100,000.00
18	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
19	Cash Balance, 9-1				
20	Investments, 9-1				
21	Total Beginning Balance		-	-	-
22	LOCAL SOURCES				
23	Tuition Received from Districts	1321			100,000.00
24					
25	STATE SOURCES				
26	State Non-Categorical Programs				
27	State Categorical Programs	3500			
28					
29	FEDERAL SOURCES				
30	Federal Programs	4000's			
31					
32					
33	NON-REVENUE SOURCES				
34	Transfers from General Fund	5200			
35					
36	TOTAL RESOURCES AVAILABLE		-	-	100,000.00
37	Less: Disbursements		-	-	
38	BALANCE FORWARD		-	-	

NOTE: Pages should only be filled out by the school acting as the fiscal agent for the Cooperative. All schools show payment for services in the General Fund.

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 36 must agree with TOTAL REQUIREMENTS on line 17 in the Adopted Column.

Cooperative Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

62-0021

Line No.	STUDENT FEE FUND	Function/ Source Number	ACTUAL 9-1-2019 to 8-31-2020 (Column 1)	ACTUAL/ESTIMATED 9-1-2020 to 8-31-2021 (Column 2)	ADOPTED 9-1-2021 to 8-31-2022 (Column 3)
1	DISBURSEMENTS				
2	Extracurricular Activities				5,000.00
3	Postsecondary Education				
4	Summer or Night School				
5					
6					
7					
8					
9					
10					
11					
12					
13					
14	Total Disbursements		-	-	
15	TOTAL BUDGET OF DISBURSEMENTS				5,000.00
16	NECESSARY CASH RESERVE				
17	TOTAL REQUIREMENTS				5,000.00
18	BEGINNING BALANCES & RECEIPTS				
19	Cash Balance, 9-1				
20	Investments, 9-1				
21	Total Beginning Balance		-	-	-
22	LOCAL SOURCES				
23	Interest	1510			
24	Extracurricular Activities Fees	1741			5,000.00
25	Postsecondary Education Fees	1742			
26	Summer or Night School Fees	1743			
27					
28					
29					
30	NON-REVENUE SOURCES				
31					
32					
33					
34	TOTAL RESOURCES AVAILABLE		-	-	5,000.00
35	Less: Disbursements		-	-	
36	BALANCE FORWARD		-	-	

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 34 must agree with TOTAL REQUIREMENTS on line 17 in the Adopted Column.

RESOLUTION SETTING THE PROPERTY TAX REQUEST

RESOLUTION NO. 2021-1

WHEREAS, Nebraska Revised Statute 77-1601.02 provides that the Governing Body of Bayard Public Schools passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, the Governing Body of Bayard Public Schools resolves that:

1. The 2021-2022 property tax request be set at:

General Fund:	\$	3,062,626.00
Bond Fund:	\$	214,513.00
Special Building Fund:	\$	60,606.00
Qualified Capital Purpose	\$	-
Undertaking Fund:		

2. The total assessed value of property differs from last year's total assessed value by a decrease of 1.37 percent.
3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 1.105204 per \$100 of assessed value.
4. Bayard Public Schools proposes to adopt a property tax request that will cause its tax rate to be 1.086624 per \$100 of assessed value.
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Bayard Public Schools will increase last year's budget by 1.07 percent.
6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 13, 2021.

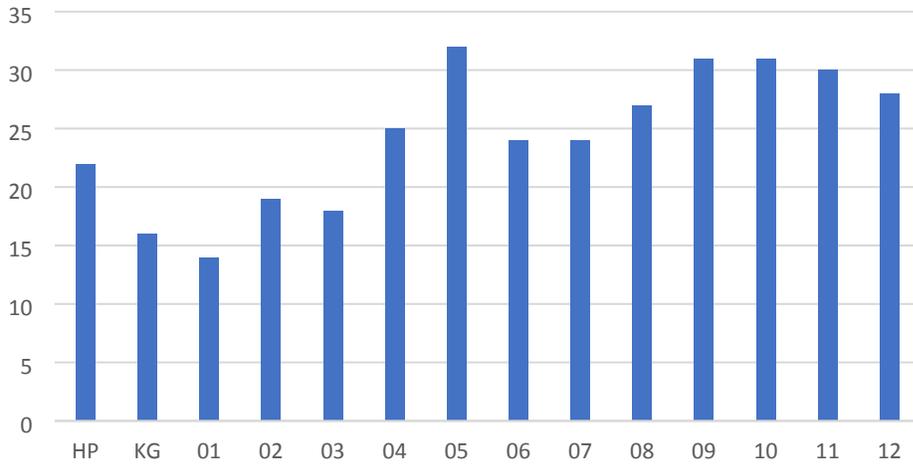
Motion by _____, seconded by _____ to adopt Resolution #_____.

Voting yes were:

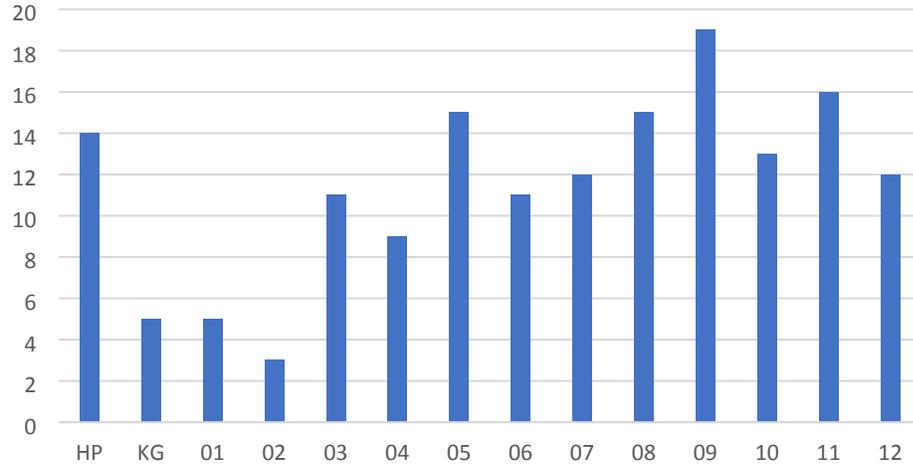
Voting no were:

Dated this _____ day of _____, 2021

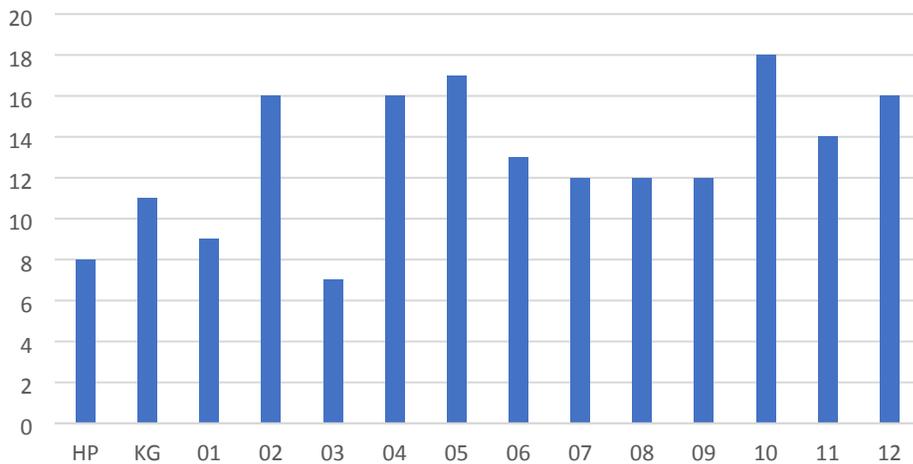
Total Enrollment as of 13 September 2021



Female Enrollment as of 13 September 2021



Male Enrollment as of 13 September 2021



4000 Series – Personnel

POLICY NO. 4000 - ROLE OF AND GUIDING PRINCIPLES FOR EMPLOYEES

This series of the board policy manual is devoted to the board's goals and objectives for employees in the performance of their jobs. Employees provided a variety of important services for the children of the school district community. They may be teaching or assisting in the classroom, working in the office, maintaining the facilities, driving or repairing the school buses, or cooking lunches. Each employee plays a vital role in providing an equal opportunity for a quality education for students commensurate with the students' individual needs. While the teachers have the most direct impact on the formal instruction of students, all employees have an impact on the school environment by their dedication to their work and their actions. As role models for the students, employees shall promote a cooperative, enthusiastic, and supportive learning environment for the students.

In striving to achieve a quality education program, the board's goal is to obtain and retain qualified and effective employees. The board shall have complete discretion to determine the number, the qualifications, and the duties of the positions and the school district's standards of acceptable performance. It shall be the responsibility of the superintendent to make recommendations to the board in these areas prior to board action. The board recognizes its duty to bargain collectively with duly certified collective bargaining units.

Board policies in this series relating to general employees, shall apply to employees regardless of their position as a certified employee, support staff, substitute or administrator. Board policies relating to certified employees shall apply to positions that require a teaching license or administrator's certificate or other professional license, certificate or endorsement, unless administrative positions are specifically excluded from the policy. Support staff policies included in this series shall apply to positions that do not fall within the definition of certified employees.

Approved: 8-12-02

Reviewed: 4-12-10

POLICY NO. 4000-A - EQUAL EMPLOYMENT OPPORTUNITY

The Bayard School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and affirmative action laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. The school district shall take affirmative action in major job categories where women, men, minorities and persons with disabilities are underrepresented. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies. Employees shall be given notice of this policy annually.

The Board shall appoint an affirmative action coordinator. The affirmative action coordinator shall have the responsibility for drafting the affirmative action plan. The affirmative action plan shall be reviewed by the board.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the Board, Administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion national or ethnic origin, sex, disability, age, marital status, or genetic background, veteran status, pregnancy, or childbirth or related medical condition. In keeping with the law, the Board shall consider the veteran status of applicants.

Advertisements and notices for vacancies within the district shall contain the following statement: "The Bayard School District is an equal employment opportunity employer." The statement shall also appear on application forms.

Inquires by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, shall be directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Bayard School District, Bayard, Nebraska 69334; or by telephoning (308) 586-1325.

Inquires by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, 10220 North Executive Hills Boulevard 8th Floor, Kansas City, MO 64153-1367, (816) 880-4200 or the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5th Floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112.

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and procedures for filing a complaint are available at the website of the Nebraska Equal Opportunity Commission, <http://www.neoc.ne.gov/comp/comp.htm>.

Legal Reference: 29 U.S.C. ** 621-634 (1994).

42 U.S.C. ** 2000e et seq. (1994).

42 U.S.C. ** 12101 et. seq. (1994).

Neb. Statute 48-1101 et seq. (Nebr. Fair Employment Practice Act)

Approved: 8-12-02

Reviewed: 4-12-10

Revised: 8-10-15

POLICY NO. 4000-B - EMPLOYEE RECORDS

The school district shall maintain personnel records on employees. The records are important for the daily administration of the educational program, for implementing board policy, for budget and financial planning, and for meeting state and federal requirements.

The record shall include, but not be limited to, records necessary for the daily administration of the school district, salary records, evaluations, applications for employment, references, and other items needed to carry out Board Policy. Employee personnel files are school district records and are considered confidential records and therefore are not generally open to public inspection or accessibility. Only in certain limited instances, when the employee has given a signed consent, will employee personnel records be accessible to individuals other than the employee or authorized school officials.

Employees may have access to their personnel files, with the exception of letters of reference, and copy items from their personnel files at a time mutually agreed upon between the Superintendent and the employee. The school district may charge a reasonable fee for each copy made. However, employees will not be allowed access to the employment references written on behalf of the employee. Board members will generally only have access to an employee's file when it is necessary because of an employee related matter before the board.

It shall be the responsibility of the Superintendent to keep employee's personnel files current.

It shall be the responsibility of the Superintendent to develop administrative regulations for the implementation of this policy.

Legal Reference: NE Statute 79-539

NE Statute 84-1201 et seq.

Adopted: 8-17-76

Revised: 8-10-98; 8-12-02

Reviewed: 4-12-10

POLICY NO. 4001 - CERTIFIED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a certificated position, other than administrative positions which will be employed in accordance with board policies in Series 200. "Administration," shall have an opportunity to apply and qualify for certificated positions in the school district without regard to age, race, creed, color, sex, national origin, religion or disability. Job applicants for licensed positions shall be considered on the basis of the following:

Training, experience, and skill;

Nature of the occupation;

Demonstrated competence; and

Possession of, or ability to obtain, state certificated or license if required for the position.

Announcement of the position shall be in a manner which the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from and completed application shall be returned to the school district administrative office. Whenever possible, the preliminary screening of applicants shall be conducted by the administrator who will be directly supervising and overseeing the person being hired.

In the initial employment process, including on the initial application, the applicant shall not be asked to disclose, orally or in writing, information concerning the applicants criminal record or history, until it has been determined that the applicant meets the minimum employment qualifications. This does not prohibit the requirement to disclose an applicant's criminal record or history relating to sexual or physical abuse. Following a determination that the applicant meets minimum employment qualifications, a criminal history information check and questions regarding the applicant's criminal record or history are allowed.

It shall be the general policy of the Board of Education to employ as teachers new to the system only those who hold a Bachelor's Degree, or above, granted by an accredited, standard college. The board shall employ certificated employees after receiving a recommendation from the superintendent. However, the superintendent shall have the authority to employ a certificated employee on a temporary basis until a recommendation can be made and action can be taken by the board on the position.

The requirement stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding qualifications, recruitment and selections of Such employees shall be followed.

Legal Reference: 29 U.S.C. **621-634 (1994); 42 U.S.C. **2000e et seq. (1994);
42 U.S.C. **12101 et seq.(1994).

Adopted: 8-17-76

Revised: 8-10-98, 8-12-02, 5-10-10, 8-11-14

POLICY NO. 4002 - PERMANENT PERSONNEL - CERTIFICATION

Each teacher must hold a Nebraska teacher certificate of the proper class for the position for which they have been employed. The certificate must be registered in the office of the Bayard Public Schools Superintendent of Schools before any salary will be issued. Any contract is subject to cancellation if these requirements are not met.

Adopted: 8-17-76

Revised: 8-13-01

Reviewed: 4-12-10

POLICY NO. 4003 - ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION

A. Elimination of Discrimination

The Bayard Public School district hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assurance compliance with such laws against any prohibited form of discrimination.

The Bayard Public School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquires regarding the non-discrimination policies:

Students: Secondary Principal, 726 4th Avenue, Bayard, NE 69334 (308) 586-1700.

Employees and Others: Superintendent, 726 4th Avenue, Bayard, NE 69334 (308) 586-1325

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114, (816) 268-0550 (voice) , or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

The Bayard Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's race, color, national origin, religion, disability, age,

sex, or other protected category, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's race, color, national origin, religion, disability, age, sex, or other protected category, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,

- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate.

If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-Retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation (“discrimination”) to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District’s website, and from the designated coordinators.

District employees, supervisors and administrators must immediately report any complaints, reports, observations, or other information of alleged discrimination to the designated coordinator, even if that District employee is investigating the alleged discrimination as part of the District’s student or employee disciplinary process, and provide the complainant with information for filing a complaint of discrimination, including a complaint form if requested, and contact information for the District’s designated coordinator. If the District uses its disciplinary procedures to investigate and resolve an alleged discrimination complaint, those disciplinary procedures will comply with the District’s standards for a prompt and equitable grievance procedure outlined in section B.2., below.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

(i). Level I (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District’s investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will complete its investigation ***within ten (10) working days*** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. Extenuating circumstances do not include summer vacation, and if a designated compliance coordinator or investigator is unavailable, another coordinator or trained employee will be designated to conduct the investigation. If extenuating circumstances exist, the extended time frame to complete the investigation will ***not exceed ten (10) additional working days without the consent of the complainant***. Periodic status updates will be given to the parties, if necessary.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include:
 - 1) the nature of the conduct and whether the conduct was unwelcome,
 - 2) the surrounding circumstances, expectations, and relationships,
 - 3) the degree to which the conduct affected one or more students' education,
 - 4) the type, frequency, and duration of the conduct,
 - 5) the identity of an relationship between the alleged harasser and the suspect or suspects of harassment,
 - 6) the number of individuals involved,
 - 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment,
 - 8) the location of the incidents and the context in which they occurred,
 - 9) the totality of the circumstances, and
 - 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, it is more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. An analysis of the appropriate legal standards applied to the specific facts,
- c. findings regarding whether discrimination occurred, and
- d. If a finding is made that discrimination occurred, the recommended remedy or remedies necessary to eliminate discrimination, including harassments and retaliation, prevent its recurrence, and remedy its effects, if applicable.

If someone other than the designated compliance coordinator conducted the investigation the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made (see the Remedies section, below, for additional information about remedies). The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint **within ten (10) working days** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C§11232g; 34 C.F.R. Part 99, permits the District to disclose to a student who was discriminated against or harassed (victim), information about the sanction imposed upon as a student who was found to have engaged in discrimination or harassment (student who discriminated) when the sanction directly was discriminated) when the sanction directly relates to the victim. This includes an order that the student who discriminated stay away from the victim, or that the student who discriminated is prohibited from attending school for a period of time, or transferred to other classes.

ii Level 2 (Appeal the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent **within ten (10) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within (10) working days** after receiving the appeal. The party

who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board].

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within ten (10) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at the next scheduled Board meeting to present his or her appeal. The Board will issue a written determination about the appeal **within thirty (30) working days** after receiving the appeal. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Remedies:

If the District knows or reasonably should know about possible discrimination, including harassment or violence, the District will take immediate, interim action or measures to protect the alleged victim, ensure the safety of the school community, and prevent further potential discrimination, harassment, or retaliation during the District's pending investigation. These interim measures will be prompt, age-appropriate, effective, and tailored to the specific situation, and may include a change in the student's seating assignment or class, a change in the employee's work area prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation, and other remedies, such as those listed below.

The District will minimize any burden on the alleged victim and when taking interim measure. For instant, the District generally will not remove the alleged victim from his or her class or work area and allow the alleged harasser to remain. In addition the District will ensure that the complainant is aware of his or her Title IX rights, including a strong prohibition against retaliation for reporting discrimination or harassment or cooperation with any investigation or proceeding, and any available resources, such as counseling, health, and mental health services, and the right to file a complaint with local law enforcement, if applicable.

If the District determines that unlawful discrimination or harassment occurred, the District will take prompt and effective action to eliminate the discrimination or harassment, prevent its recurrence, and remedy its effects on the complainant and others, if appropriate. The remedies will be tailored to the specific allegations and facts of each situation, including, but not limited to, the following remedies:

- a. Providing an escort to ensure the complainant can move safely between classes and activities.

- b. Ensuring the complainant and alleged harasser do not attend the same classes.
- c. Moving the alleged harasser to another school or work area within the District.
- d. Providing counseling services or reimbursement, if appropriate.
- e. Providing medical services or reimbursement, if appropriate.
- f. Providing academic support services, such as tutoring.
- g. Arranging for the complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes does not adversely affect the complainant's academic record.

The District may provide remedies for the broader student population as well, including but not limited to:

- a. Offering counseling, health, mental health, or other holistic and comprehensive victim services to all students or employees affected by sexual harassment or sexual violence, and notifying students and employees of campus and community counseling, health, mental health, and other student services.
- b. Designating an individual from the District's counseling center to be "on call" to assist victims of sexual harassment or violence whenever needed.
- c. Providing additional training to the District's designated compliance coordinator and other employees who are involved in addressing, investigating or resolving complaints of discrimination, harassment, and retaliation, to better respond to specific types of harassment and violence.
- d. Informing students and employees of their options to notify proper law enforcement authorities, including school and local police, and the option to be assisted by District employees in notifying those authorities.
- e. Creating a committee of students or employees and District officials to identify strategies for ensuring that students and employees:
 - i. Know the school's prohibition against discrimination, harassment, and retaliation.
 - ii. Recognize acts of discrimination, harassment (including acts of violence), and retaliation when they occur.
 - iii. Understand how and to whom to report any incidents of discrimination.
 - iv. Know the connection between alcohol and drug abuse and harassment or violence based on sex or other protected characteristics.
 - v. Feel comfortable that District officials will respond promptly and

equitably to reports of discrimination, harassment (including violence) and retaliation.

- f. Conducting periodic assessments of student or employee activities to ensure that the practices and behavior of students or employees do not, violate the District's policies against anti-discrimination, anti-harassment, and anti-retaliation.
- g. Conducting in conjunction with students or employees, a "climate check" to assess the effectiveness of efforts to ensure that the District is free from discrimination, harassment (including violence), and retaliation, and using the resulting information to inform future proactive steps that will be taken by the District.

In addition to these remedies, the District may impose disciplinary sanctions against the student or employee who discriminated, harassed, or retaliated against the complainant up to and including possible expulsion or termination or cancellation of employment.

5. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not to be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

At the same time, the District will evaluate a confidentiality request in the context of its responsibility to provide a safe and nondiscriminatory environment for all students. Thus, the District may weigh the confidentiality request against factors such as: the seriousness of the alleged harassment, the complainant's age; whether there have been other harassment complaints about the same individual and the alleged harasser's rights to receive information about the allegations if the information is maintained by the District as an "education record" under

FERPA. In some cases, the District may be required to report alleged misconduct or discrimination, such as sexual harassment involving sexual violence, to local law enforcement or other officials, and the District may not be able to maintain the complainant's confidentiality. The District will inform the complainant that it cannot ensure confidentiality, if applicable.

6.

Training:

The District will ensure that District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to the appropriate District officials or employees. This training will include, at minimum, the following areas:

- a. The current legal standards and compliance requirements of anti-discrimination, anti-harassment, and anti-retaliation federal, state, and any local laws and regulations, including several specific examples of discrimination, harassment, (including acts of violence because of a person's sex or other protected characteristics), and retaliation.
- b. The District's current anti-discrimination, anti-harassment, and anti-retaliation notice, policies, grievance procedure, and discrimination complaint form, including the specific steps and timeframes of the investigative procedures, and the District's disciplinary procedures.
- c. Identification of the District's designated compliance coordinators and their job responsibilities.
- d. Specific examples and information regarding how to report complaints or observations of discrimination, harassment, or retaliation to appropriate District officials or employees. In addition, the District will emphasize that employees, students, third parties, and others should not be deterred from filing a complaint or reporting discrimination. For instance, if a student is the victim of sexual violence, a form of sexual harassment, but the student is concerned that alcohol or drugs were involved, school staff should inform the student that the District's primary concern is student safety, that any other rules violations will be addressed separately from the sexual violence allegation, and that the use of alcohol or drugs never makes the victim at fault for sexual violence.
- e. Potential consequences for violating the District's anti-discrimination, anti-

- harassment, and anti-retaliation policies, including discipline.
- f. Potential remedies, including immediate, interim remedies, to eliminate the the discrimination, harassment, and retaliation, prevent its recurrence, and remedy its effects.
- g. A description of victim resources, including comprehensive victim services, to address acts of discrimination and harassment, including acts of violence because of a person's sex or other protected characteristics, and a list of those resources for distribution to trainees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

7. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.

- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

8. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas

(B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school night, if recent incidents or allegations warrant additional education to the school community.

Adopted: 7-11-11

POLICY NO. 4004 -PERMANENT PERSONNEL - PHYSICAL EXAMINATIONS

Physical examinations of teachers may be required at the option of the Board of Education to be paid for at the School District expense.

Adopted: 8-17-76

Revised: 8-10-98

Reviewed: 4-12-10

POLICY NO. 4005 - CONTRACT TERMINATION

The termination of contract, non-renewal of contract, cancellation of contract, amendment of contract or disciplinary actions less severe than cancellation, non-renewal, termination or amendment will be in accordance to Nebraska Statues 79-822 to 79-849.

Adopted: 8-17-76

Revised: 11-8-82; 8-14-00

Reviewed: 4-12-10

POLICY NO. 4005-A - CERTIFICATED EMPLOYEE REDUCTION IN FORCE

The Board of Education has the exclusive authority to determine the appropriate number of certificated employees. Reductions in force of certificated staff members may be required for reasons including but not limited to changes in the size or nature of the student population, limited financial resources, elimination or changing of programs, and staff realignment. Reduction in force may result in termination of employment or an amendment to the employee's contract.

Before a reduction in force occurs, the Board and the Administration shall present competent evidence demonstrating that a change in circumstances has occurred necessitating a reduction in force. Any change in circumstances must be specifically related to the employee or employees to be reduced and there shall be no other vacancies on the staff for which the employee to be reduced is qualified by endorsement or professional training to perform.

Due to the often intimate, confidential, and unique personal working relationship between the Administration and the Board, a certificated employee who is not serving in a predominantly administrative capacity at the time of a reduction in force shall have no rights under this policy to any administrative position within the District.

The selection of personnel to be terminated or otherwise reduced as a result of a reduction in force shall be based on the following criteria (not listed in the order of priority):

1. Certifications and endorsements;
2. Contributions to activity programs;
3. Special qualifications achieved from specific training and/or experience which will benefit the District;
4. The organizational and educational impact created by multiple part-time certificated employees;
5. Qualifications and competence based on past performance as determined by Administration through evaluations conducted pursuant to the District's Evaluation of Certificated Employee Policy, or any previous or successor policy in place at the time the evaluation was conducted, all of which are incorporated herein by this reference; and
6. Any other reasons which can be rationally related to the instruction in or administration of the school system.

If, after consideration of the above criteria, there is no difference between certificated employees being considered for reduction in force, then the employee with the shortest amount of service to the District shall be reduced.

POLICY NO. 4007 - PROFESSIONAL PERSONNEL RESIGNATIONS

Professional employees have a responsibility to the District and the students of the District to allow for a uniform transition in the event of resignation. Late resignations place the District at a disadvantage in hiring replacement personnel. Therefore, resignations received after May 1st for an upcoming school year will only be accepted when a qualified replacement has been employed by the District.

Adopted: 8-17-76

Revised: 8-12-85, 8-14-00, 8-12-02, 6-9-08

Reviewed: 4-12-10

POLICY NO. 4008 - EVALUATION OF CERTIFICATED EMPLOYEES

All certificated employees to be evaluated shall be notified annually in writing. A certified administrator, with the exception of the local Board of Education when it is evaluating the Superintendent, will observe and evaluate each probationary certified employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a Superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only. The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing. \

The school district will train administrators in evaluation annually through meetings with the Superintendent or other administrator, attendance at regional, state or national workshops, or any other method approved by the Superintendent.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certificated employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certificated employee in any activities in a classroom setting. When a certificated employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certificated employee performing activities that are typical of his or her position.

This policy and the evaluation instrument shall be included in the teacher handbook which will be distributed to staff members upon their employment and annually thereafter.

Adopted: 11-14-11

Sport-Tek PosiCharged Racer Mesh Polo



\$18.00 Done



Product Description

Thanks to our ultra-fine flat back RacerMesh, this polo has unparalleled breathability for superior cooling. PosiCharge technology locks in color and keeps logos crisp-making this value-priced essential a fan favorite all season long.

3.8-ounce, 100% polyester flat back mesh with PosiCharge technology

Tag-free label

Moisture-wicking

Flat knit collar

Taped neck

3-button placket with dyed-to-match buttons

Set-in, open hem sleeves

Sport-Tek Youth PosiCharged Racer Mesh Polo

\$15.00 Done



Product Description

Thanks to our ultra-fine flat back RacerMesh, this polo has unparalleled breathability for superior cooling. PosiCharge technology locks in color and keeps logos crisp-making this value-priced essential a fan favorite all season long.

3.8-ounce, 100% polyester flat back mesh with PosiCharge technology

Tag-free label

Moisture-wicking

Flat knit collar

Taped neck

3-button placket with dyed-to-match buttons

Set-in, open hem sleeves

Annual Report and School Improvement Profile

Bayard Public Schools



Updated August 10, 2021

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Strategic Planning and Improvement

Bayard Public Schools engages in strategic planning and continuous school improvement. Additionally, Nebraska Department of Education, Rule 10, requires that school districts prepare and distribute a report to the patrons of the district on an annual basis. The material included herein has been compiled to inform patrons about our work.

Description of the District

The legal description of the Bayard School District is District #21 Morrill County, Nebraska. The district covers 262 square miles and includes properties located in Morrill, Scotts Bluff, Banner and Box Butte Counties. The district is a Class III school, organized as a PK-6 elementary and a 7-12 secondary.

This report demonstrates a summary of the school district in a particular year and reflects the directions in which the district is headed in the future. Each district has a unique method for measuring quality education and success. To accurately assess the quality of any school district, diverse information such as student enrollment, staff, curriculum, facilities, financial statistics, budgeting, student achievement, and strategic climate must all be considered and reported objectively.

Accreditation and School Improvement

The Bayard Public Schools are fully accredited by the Nebraska Department of Education. The Bayard Public Schools continuously strive to meet all requirements for state and federal accountability. Both the elementary and secondary schools have been designated as being in need of improvement in making adequate yearly progress. Additional information about state and federal accountability is available from the Nebraska Education Profile which can be accessed on the official website of the Nebraska Department of Education at <https://nep.education.ne.gov>.

Locally, the district publishes this annual report and school improvement profile as an accountability and transparency procedure. This report allows community members access to school information, which citizens can then use as a basis for positive action within the community or school district.

The school improvement process is an on-going process at Bayard Public Schools. Most recently the process has focused on the development and implementation of the Strategic Plan of Bayard Public Schools.

Bayard Public Schools Strategic Plan

This Strategic Plan is a living document that provides strategic direction and guidance for Bayard Public Schools. The Bayard Public School District is committed to successfully implementing these objectives in our pursuit of fulfilling our vision, mission, and core covenants. It is with anticipation that the strategies presented in this plan will be completed by the end of the 2022-2023 school year.

To view the full Strategic Plan, please visit: <https://tinyurl.com/y6jnfl8p>. Progress on the strategic plan is reported to the board of education each month. These reports provide an opportunity for the community to learn about the important work occurring to achieve the objectives of the strategic plan.

Academics	Leadership	Engagement	Community
Continue to implement and refine a system of curriculum, instruction, and assessment, aligned to Nebraska State Standards that will enable every student to engage in challenging, rigorous, and creative learning experiences throughout the district.	Invest in professional development opportunities to support staff in every work area to become leaders in their field.	Utilize integrated technology to engage and inspire students in an effort to support efficacious instruction and growth of learning.	Identify and develop panhandle partnerships that will support safe community opportunities for youth (including but not limited to: summer camps, enrichment activities, arts, music, athletics, etc.).
Develop and support the implementation of individualized learning opportunities to enable each student to reach his or her potential.	Develop processes to identify and inspire the leadership potential, talents, and gifts in each child.	Support advancements in technology for students and staff by evaluating opportunities for technological investments, through the inventory of current resources and infrastructure, and by efficiently managing existing equipment.	Continue ongoing efforts regarding positive student behavior programs in an effort to support a quality learning environment for all staff and students.
Research and implement best practices and processes that will support effective student transitions (early childhood to preschool, preschool to grade school, grade school to middle school, middle school to high school, high school to college/career).	Continue to invest in student development by maximizing the leadership potential of the Pathfinders After-School Program.	Develop processes to ensure a positive and conducive environment for student learning.	Offer and support programs and services that effectively contribute to the wellbeing of all educational stakeholders, including students, staff, parents, and community members.
Engage parents, students, and staff with timely and relative feedback to improve instruction in student learning and achievement.	Continue to offer leadership opportunities for students through the Bayard Public Schools Community Emergency Response Team (CERT) Program, in addition to other programs and extracurricular activities.	Utilize effective communication systems to engage staff, students, parents, and community members in relationships that support student learning.	Provide effective college/career preparation to support the long-term success of all students districtwide.

Review and modify the district's lesson plan philosophy and best practices to ensure consistency and accountability for quality instruction district-wide.	Continue to maximize the impact of the Bayard Public Schools partnership with the FranklinCovey Institute, with a focus on professional development and the LEAD/Leader in Me Programs.	Research and implement strategies to mitigate the educational risks to students experiencing poverty and mobility.	
Evaluate, research, and implement practices that align grading and instruction to effective learning.			
Develop a system to evaluate the effectiveness of current curriculum, programs, and services.			

Governance and Direction

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.

Core Covenants

Focused on the Student

- Positive Interactions and Relationships
- Focus On Student Potential
- Diverse Opportunities
- Unconditional Acceptance

Attitude of Excellence

- Act With Integrity
- Expect To Be Great
- Accept Daily Challenges & Setbacks
- Think "Big Picture"

Community

- Support Each Other

Set Aside Self For Benefit Of The Group

Respect Everyone

Be A Wing, Not A Weight

Tiger Way!

Every Person, Every Day. It's a FACT!

Programs and Services

Bayard Public Schools provides a rich variety of programs and services to meet the educational needs of the community. These programs and services are both academic and extracurricular in nature. In offering a variety of opportunities to students of all ages the district seeks to provide a quality educational experience for every student.

Career Certifications

During the 2019-2020 school term students attending Bayard High School had the opportunity to engage in coursework leading to industry certifications. These opportunities included earning the para-educator certification necessary to serve in a Title I funded school and earning certifications in the Microsoft Word business software. Certifications earned were as follows:

2019-2020 Certifications Earned by Bayard High School Students	
Program	Number of Students
Project Para (UNL)	6

LEAD and Leader in Me

Bayard Public Schools partners with FranklinCovey, Inc. to provide leadership training and opportunities to students in all grades. At the elementary level, the Leader in Me program is integrated into the regular elementary education program, including designated periods of time each week during “TigerTime” which focuses on the development of each child as an individual.

At the Jr./Sr. High School, students participate in the LEAD curriculum, which is aligned to the same training Fortune 500 companies provide to their leadership teams. The following leadership sequence of courses are taught during the designated leadership period in the secondary school:

High School Courses

Leadership 1 LEADING SELF	Leadership 2 CAREER ESSENTIALS	Leadership 3 LEADING OTHERS	Leadership 4 COLLEGE READINESS
Be Proactive Begin with the End in Mind Put First Things First Think Win-Win Seek First to Understand Synergize Sharpen the Saw	Interview Skills Presentation Skills Listening Skills Using Feedback Interview Skills Emotional Control Resume Writing Digital Etiquette Creativity Conversations	4 Roles of Leadership Leading Projects Mentoring 1-on-1 Group Dynamics Meeting Management Group Decisions Leading Families Coaching Leading Work Teams	4 Disciplines College Test Prep Prep for College/Life Study Skills Weekly Planning Financial Literacy Away from Home Roommates Taxes Community Involvement Health and Fitness
7 Habits	Find Your Voice	Inspire Others	The Next Step

Curriculum Revision

In order to provide educational continuity to students during the ongoing global pandemic, the school district purchased online Social Science (History Alive/TCI) and Secondary English Language Arts Curricula (StudySync).

The school district recently implemented changes in the mathematics curriculum in grades K-6. This includes utilization of the Bridges math program in grades K-5 and the Big Ideas curriculum in grade 6, which aligns to the Jr. High math program.

In 2015-2016 the district implemented changes in the reading/language arts curriculum in grades K-6 in alignment with revised state standards in this area. The district is in the fourth year of implementing Reading Mastery (K-2) and Wonders (3-6) reading programs in the elementary grades. The school district is in the fifth year of implementing a new History Alive! Social Studies curriculum (published by Teacher Created Institute, TCI). The district is in the sixth year of implementing the Science Fusion curriculum for elementary science instruction.

The district recently implemented a new curriculum in mathematics in grades 7-9 and is in the process of conducting a curriculum review in anticipation of adopting new science curriculum. Alignment work will continue as state standards are updated in the other subject areas.

Academic Supports/Contracted Services

Special Services Contracted with Educational Service Unit #13, Scottsbluff, Nebraska: School Psychologist; Occupational Therapist; Deaf and Hard of Hearing Services; Alternative Education and Transitional Education Programs; Meridian, Life Links, Assistive Technology, and Vision Services

Distance Learning Courses are provided to students through the Western Nebraska Distance Learning Consortium in partnership with Educational Service Unit #13.

Student Transportation

Student transportation is provided in accordance with the regulations of the Nebraska Department of Education. The school currently has five regular bus routes to provide transportation to school students living outside the city limits of Bayard, including one route transporting students to special programs operated by Educational Service Unit #13.

Safe Routes to School

Additionally, the school provides crossing guards at the beginning and end of each school day for students crossing 8th Street. During the fall of 2014 the school added crossing guard service during student drop off in the mornings. The City of Bayard provides a crossing guard at the intersection of 8th Street and Main Street and the intersection of 8th Street and the Canal Road in the morning and afternoon to provide a monitored crossing site for students who walk to school.

School Nutrition Program

The Bayard Public Schools provides a school nutrition program that is operated according to state and federal guidelines. Students and parents can check the school breakfast and lunch menu via the school website at www.bayardpublicschools.org. During the summer of 2014 Bayard Public Schools received a grant to begin operation of a summer feeding program. Additionally, during the spring of 2014, the school piloted a "Grab and Go" Breakfast program where all students have the opportunity to eat breakfast in their first-period classroom. This program was in the fifth full year of operation during the 2018-2019 school term.

Summer Feeding

The school district offered a summer feeding program during the summer of 2016. This program provided both breakfast and lunch to any person under the age of 19 who attended. This program helps to provide proper nutrition to students attending summer school and also helps to mitigate food insecurity for families during the summer months when the regular school nutrition services program is not in operation.

Migrant School

The school district partnered with ESU#13 Migrant Education to provide 15 days of migrant school. This program included transportation for migrant students. Meals were served in partnership with the summer feeding program. Students and staff from Bayard Public Schools were featured in a short film from Nebraska Loves Public Schools. The film can be viewed at <http://nelovesps.org/story/binational-teacher-exchange-program/>.

Early Childhood Education Program

During the 2013-2014 school term, Bayard Public Schools was awarded a grant to establish a preschool at Bayard Elementary School. The Bayard Tiger Cubs Preschool completed an inaugural year of operation during the 2014-2015 school term.

Preschool Enrollment (3 and 4-Year Olds)	
School Year	Number of Students
2014-2015	33
2015-2016	39
2016-2017	28
2017-2018	24
2018-2019	32
2019-2020	29

Pathfinders Program (After School Program)

During the 2014-2015 school term, Bayard Public Schools was awarded a grant to establish a 21st Century Community Learning Center in partnership with Nebraska Extension/4-H at Bayard Elementary School. The Pathfinders Program completed an inaugural year of operation during the 2015-2016 school term.

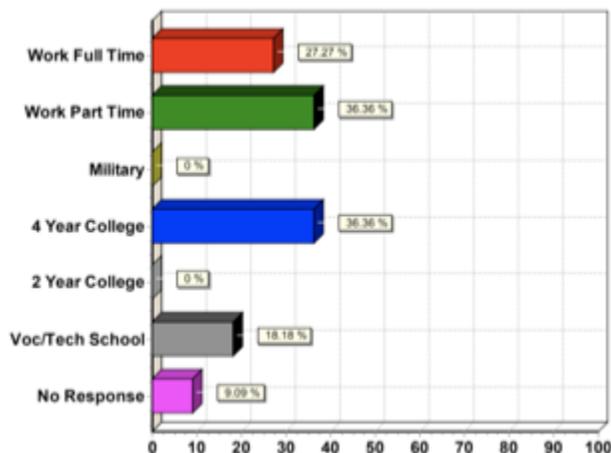
Students attending the Pathfinders Program have engaged in the following learning opportunities: Science Club; Cooking Club; Strategy Games Club; HERO (Help, Encourage, & Respect Others) Club; Babysitting Club; Woodworking Club; Gardening Club; World Art, Crafts, & Culture Club; Lego Club; Football Challenge Club; Basketball Challenge Club; Obstacle Course Club; Dance Video Creation; and Puzzle, Cards, & Cash Box Clubs.

Several organizations have shared their expertise with the Pathfinders students. These include: The Riverside Zoo; Chimney Rock Public Power; Western States Bank; The Bird Conservancy; Girl Scouts; Trendz Hair Salon; City of Bayard; UNL Extension.

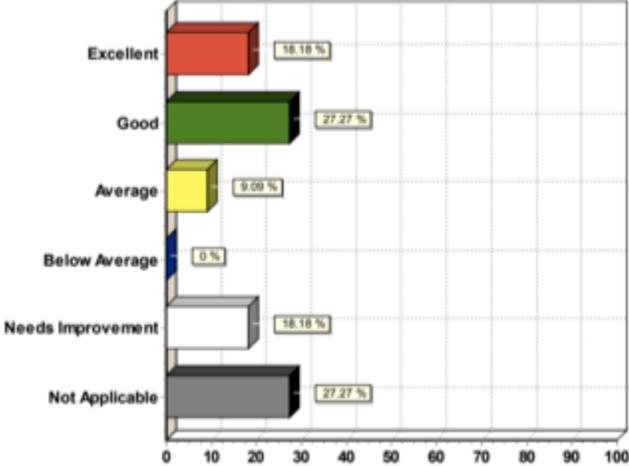
Extracurricular Activities Programs

Bayard Public Schools maintains membership in the Western Trails Conference and the Minuteman Activities Conference. Bayard High School offers interscholastic competition in football, volleyball, cross country, golf, play production, basketball, wrestling, speech, track and field, quiz bowl, and opportunities in vocal and instrumental music, The National FFA Organization (FFA), and Destination Imagination (DI).

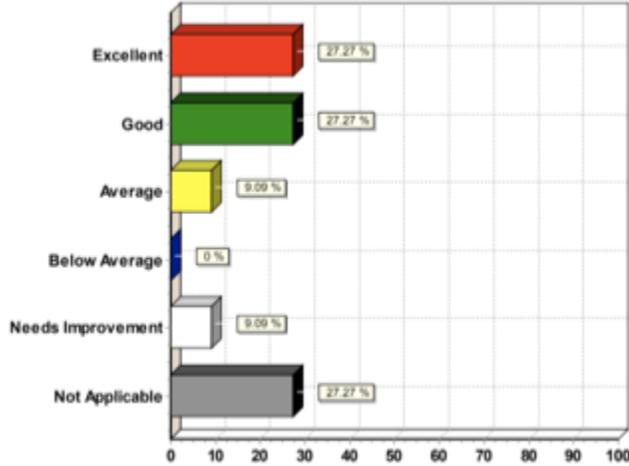
Graduate Follow-Up (Class of 2017, Status as of 2019):



How well did high school prepare you to enter the workforce? (Class of 2017)



How well did high school prepare you to continue your education? (Class of 2017)



Academic Offerings

Bayard Public Schools offers a comprehensive and diverse offering of courses to develop graduates who are prepared for both careers and post-secondary education opportunities.

Teachers utilize a variety of research-based instructional strategies including Explicit Direct Instruction and an emphasis on direct instruction of vocabulary within all subject areas and grade levels.

Students receive instruction in the core subjects and specials/electives at all grade levels. All students receive instruction from highly qualified and dedicated educators with favorable student to teacher ratios in all classes.

Academically, Bayard Public Schools provide a comprehensive curriculum in all areas, meeting or exceeding state requirements as set forth by Rule 10 of the Nebraska Department of Education.

The following courses, programs, and services are offered to the students in the Bayard Public Schools:

*Indicates Dual Credit Course

Elementary Offerings

Writing

Mathematics

Science

Social Studies

Vocal Music

Instrumental Music (5-6)

Physical Education

Technology Instruction

Library

Art

Keyboarding (5-6)

2nd Steps/Health/Life Skills

World Language

Spanish I

Spanish II

Consumer Education

Careers

Child Development

Junior High Offerings - 7th Grade

Language Arts 7

Math 7

Social Studies 7

Science 7

Industrial Arts 7

Band/Choir

Physical Education

Reading 7

Health 7

Life Skills 7

Leadership 7

Art 7

Vocational Agriculture

Intro to Ag. Science

Plant & Soil Science

Animal Science

Ag Power

Farm & Business Management

Junior High Offerings - 8th Grade

Language Arts 8

Math 8

Social Studies 8

Science 8

Agriculture 8

Band/Choir

Art 8

Keyboarding

Physical Education

Spanish 8

Leadership 8

Careers 8

Music Education

Band

Choir & 21st Century Singers

Art Education

Art I
Art II
Art III
Art IV

Computer Education

Comp Applications *
Broadcast Technology
Yearbook/Newspaper
Technology
Digital Design

Industrial Arts

Woods I
Woods II
Woods III
Woods IV
CNC Manufacturing

English/Language Arts

English I
English II
English III
English IV
English Composition*
Speech
Literature

Health & Physical Education

Health/Physical Education
Lifetime Sports
Strength and Conditioning
Health/Fitness
Independent PE

Social Sciences/Social Studies

World Geography
US History
World History
American Govt.
Decades
Economics
Psychology*
American History*

Computer Education

Computer Applications *
Broadcast Technology
Yearbook/Newspaper
Technology

Science Offerings

Physical Science
Biology
Chemistry
Physics
General Science
Anatomy and Physiology

Business

Personal Finance
Accounting I

Mathematics

Algebra I
Algebra II
Geometry
Math IV
Integrated Math I
Integrated Math II
Integrated Math III
College Algebra*

Odysseyware and Edgenuity

The school district offers a rich variety of additional electives and credit-recovery course opportunities through the Odysseyware and Edgenuity programs. These programs also provide enrichment opportunities at the elementary level. Additional information about these offerings is available through the secondary counselor's office.

Summer School

The school district offers summer school in both the elementary school and in the secondary school. Summer school is offered each year in May and June for 15 days. Students who attend in the secondary school are eligible for course credit recovery.

1:1 Program and eBooks

Bayard Public Schools operates a 1:1 mobile technology program. Through this program all students in grades K-12 are issued an iPad or Chromebook for educational purposes. (Students in grades 7-12 take the devices home each evening). Teachers and students exchange coursework interactively. At all grade levels, students are provided with access to electronic books and audiobooks through a consortium of Nebraska schools. Both school libraries also offer Kindle eReaders for students to checkout and read digital text.

Partnerships for Education

The school district has a variety of positive relationships with various organizations within the local and regional communities. Bayard Public Schools work closely with the following organizations to provide a high quality and cost effective education for all students.

These partnerships allow the Bayard Public School District to leverage its resources alongside other organizations to maximize learning opportunities for students.

Bayard Public Library

The Bayard Public Library has incorporated a Homework Hotspot and the Accelerated Reader program into the library's offerings to promote access and reading throughout the school year. The library and school also partner with the summer school program and summer reading programs. During the summer of 2021 the school earned a Beyond School Bells Grant that funded the installation of matching bicycle repair stations for Bayard Elementary School and the Bayard Public Library. During the 2020-2021 school year several students and staff provided help with a library renovation project. This included assistance from many students and staff during the annual Community Cleanup Day.

Bayard Public Schools Support Fund

The Bayard Public Schools Support Fund was established in partnership with the Oregon Trail Community Foundation. The purpose of this foundation is to receive tax-deductible contributions of cash, securities, property, bequests, other gifts, and grants in support of the current and long-term betterment of the Bayard Public Schools, including replacement of the track at the Bayard Public Schools Sports Complex.

Bridgeport Public Schools

Both schools have an interlocal agreement partnering to provide transportation to students who are enrolled in educational programming at ESU#13 through an inter-local agreement that also includes Garden County Schools. Additionally, the Bayard and Bridgeport schools share an inter-local agreement for the transportation of students to curricular and extra-curricular activities.

CJUMP

Bayard Public Schools is a member of the CJUMP (Choice Joint Utilities Management Program). This consortium of several regional schools through the Nebraska Association of School Boards works to secure natural gas purchasing at a volume discounted rate.

City of Bayard

Bayard Public Schools partners with the City of Bayard on mutually beneficial projects, including Community Cleanup Day and other efforts to engage students and citizens in active participation in a strong community. Additionally, the City of Bayard provides a crossing guard to promote safety for students walking to school.

Conference Affiliations

Bayard Public Schools shares in costs related to providing high-quality activities and competitions through the Western Trails Conference and the Minuteman Activities Conference.

Educational Service Unit #13

Multiple services, including staff development and occupational therapy are provided to Bayard Public Schools through a partnership with ESU#13.

Head Start (Educational Service Unit #13)

Provide services for early childhood learning at Bayard Tiger Cub Preschool.

Minatare Public Schools

Bayard Public Schools shares a Spanish teacher with the Minatare Public Schools. Both schools have an inter-local agreement partnering to provide transportation to students who are enrolled in educational programming at ESU#13 through an inter-local agreement. Additionally, the Bayard and Minatare schools share an inter-local agreement for the transportation of students to curricular and extra-curricular activities.

Nebraska Extension (University of Nebraska – Lincoln) and 4-H

Partnership to provide family and community engagement activities including development of the Pathfinders Program (21st Century Community Learning Center).

NEVA (Nebraska Educational Virtual Academy)

Online credit recovery and dual credit opportunities for high school students.

Panhandle Prevention Coalition

Bayard Public School partners with the Panhandle Prevention Coalition to provide a safe and effective school environment through combined efforts to engage students in healthy behaviors.

VALTS (Valley Alternative Learning and Transitioning School)

Alternative School in partnership with ESU#13 and other area schools.

Western Nebraska Distance Learning Consortium

Classes are provided to students over the regional distance learning network.

WNCC

Dual Credit courses in College Algebra, English Composition, Psychology, Medical Terminology, and Body Structure.

United Way of Western Nebraska

Provision of school supplies to students with needs.

Nondiscrimination in Education Programs and Activities

It is the policy of the Bayard Public Schools not to discriminate on the basis of race, color, national origin, creed, age, marital status, sex, or disability in its educational programs, activities, or employment policies, as required by Titles VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments, the Section 504 Rehabilitation Act of 1973, and the Nebraska Equal Educational Opportunity Act.

Any person who believes she or he has been discriminated against, denied a benefit, or been excluded from participation in any district education program or activity on the basis of sex, race, or handicap, in violation of this policy, may grieve such matters using the adopted grievance procedures of this district. Such procedures shall provide for prompt and equitable resolution of complaints alleging acts of discrimination.

Inquiries regarding compliance with Title IX, Section 504, Title VI of the Nebraska Equal Opportunity in Education Act may be directed to the High School Principal, Bayard High School, (308) 586-1700, or in the case of Title IX and Section 504 Rehabilitation Act, to the Director of the Region VII Office for Civil Rights, 10220 North Executive Hills Boulevard, 8th Floor, Kansas City, Missouri 64153, or call (816) 891-8026.

Contact Information

Bayard Public Schools

726 4th Avenue

PO BOX 607

Bayard, NE 69334

(308)586-1325

www.bayardpublicschools.org

For more information about all Nebraska schools, visit the Nebraska Department of Education web site at www.education.ne.gov.

Learning Climate and Stakeholders

Bayard Public Schools takes pride in providing a high quality learning environment. Students are served by a team of committed educators and support staff. Ongoing initiatives seek to continue to improve the learning climate experienced by staff and students alike.

Grab and Go Breakfast

The district provides a “Grab and Go” breakfast program in which students at all grades are offered a breakfast at the regular breakfast price upon entry into the school building. Students eat breakfast in the classroom during first period classes. Students are not required to take the meal, but are encouraged to eat a breakfast. If parents would like to send a breakfast from

home as an alternative to the school's offering, they are invited to do so, just like students are invited to bring their own lunches for the noon meal. Students are more effective learners when they have consumed a healthy and nutritious breakfast.

Coordinated School Health and School Health Index

During the 2014-2015 school year, Bayard Public Schools participated in a Coordinated School Health Institute sponsored by the Nebraska Department of Education. As part of that process, a team completed a "School Health Index" which is used to monitor the overall health of the school community. Ongoing initiatives to promote student and staff wellness continue as a result of the work of the Coordinated School Health Institute.

Bayard Elementary School

308-586-1211

Matthew McLaughlin -- Principal

Cortney Schuller -- Secretary

Julie Cochran -- Counselor

Candace Smith -- Family Liaison

Joy Rafferty -- Kindergarten

Jessica Nesbitt -- K-1 Teacher

Crystal Batt -- 1st Grade

Jennifer Tavenner -- 2nd Grade

Micki McKibbin -- 2nd Grade

Cheryl Ferrero -- 3rd Grade

Amanda Anderson-- 3rd Grade

Michelle Martinez -- 4th Grade

Vickie Grote -- 4th Grade

Kristyn Rife -- 5th Grade

Brittani Binder -- 6th Grade

Amanda Reilly -- 6th Grade

Laurie Bauer -- Librarian

Michael Simons -- Physical Education

Brandon Stuart -- Special Education

Jessica Scott -- Art

Stephanie Barker -- 4-6 Science and Keyboarding

Sarah Schmidt -- Music and Band

Martha Rawlings -- Vocal Music

Karen Andreas -- Para-educator

Deborah Rose -- Para-educator

Nicole Schmunk -- Para-educator

Dana Korell -- Para-educator

Ashley Deines-- Para-educator
Stacey Jones -- Para-educator
Lauren Himes -- Sign Language
Lacey James -- Behavioral Para
Tabitha Unzicker -- Special Education
School Health Service
Justine Jobman -- School Nurse
Nutrition Services
Renee Harter -- Head Cook
Connie Dickey -- Cook
Laura McLaughlin -- Cook
Sally Wright -- Cook
Student Transportation
308-586-1535
Garrett Schukei -- Transportation Director
Connie Leever -- Bus Driver
Matthew Rockwell -- Bus Driver
Kris Hopkins-- Bus Driver
Linda Safford -- Bus Driver
Alvin Salazar -- Bus Driver

Early Childhood Education

Shawna Reish-- Teacher
Stacey Jones -- Para-educator

Pathfinders (After School Program)

Kristin Maag -- Director (UNL Partnership)
Stacey Jones -- Para-educator
Kathy Ragland -- Para-educator
Ashley Deines -- Para-educator

Bayard Jr./Sr. High School

308-586-1700
Kelley Rice, Ph.D. -- Principal

Tencie Tonniges -- Activities Director
Cindy Korell -- Secretary
Linde Rafferty -- Counselor, Social Science
Sarah Schmidt -- Band
Martha Rawlings -- Vocal Music
Tyson Horn -- Social Science and P.E.
Kimberly Ferguson -- Social Science
Stephanie Barker -- Science, Technology
Laurie Bauer -- Librarian, Speech
Mykayla Torres -- English
Steven Posey -- Mathematics
Barbara Pieper -- Mathematics
Holly Nolte -- English
Mark Keszler -- Journalism
Eduardo Salazar -- Spanish
Randy McKibbin -- Physical Education
Dwight Malcolm -- Industrial Arts and P.E.
Zach Nesbitt -- Science and P.E.
Justin Rafferty -- Vocational Agriculture, FFA
Elliot Reish -- Special Education
James Roberts -- Science
Jessica Scott -- Art
Tressa White -- Para-educator
Jenny Posey -- Para-educator
Isaiah Mancinas -- Para-Educator
Jamie Sinks -- Accompanist

Custodial and Maintenance Services

Roberto Gonzales -- Head Custodian
Jon Coon -- Custodian
Connie Loutzenhiser -- Custodian
Herman Ziegler -- Custodian
Jeff Erdman -- Custodian

Central Administrative Office

308-586-1325
Travis W. Miller, Ed.D. -- Superintendent of Schools
Bobbie Stuart -- Secretary/Treasurer
Heather Oliverius -- Administrative Assistant
Jennifer Gier -- Technology Specialist
Kari Foreman -- Special Education Director

General Contact Information

School Website: www.bayardpublicschools.org

Facebook:

<https://www.facebook.com/BayardPublicSchools>

Twitter Handle: @BayardTigers

Twitter Hashtag: #BayardTigers

Address:

Bayard Public Schools

726 4th Avenue

PO Box 607

Bayard, NE 69334

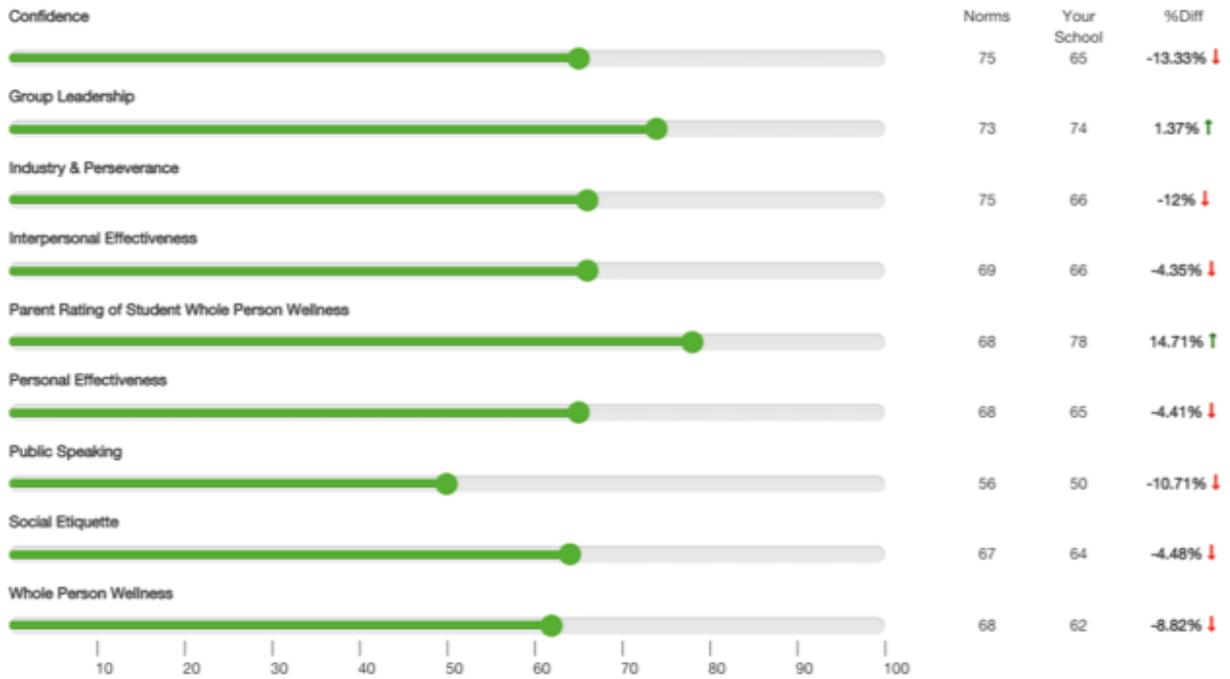
School Climate

School Learning Climate Data from Leader in Me Measurable Results Assessment Baseline Data

The following data displays show the baseline data (year 1) compared to the normative data for other schools (in various stages of implementation) within the Leader in Me network.

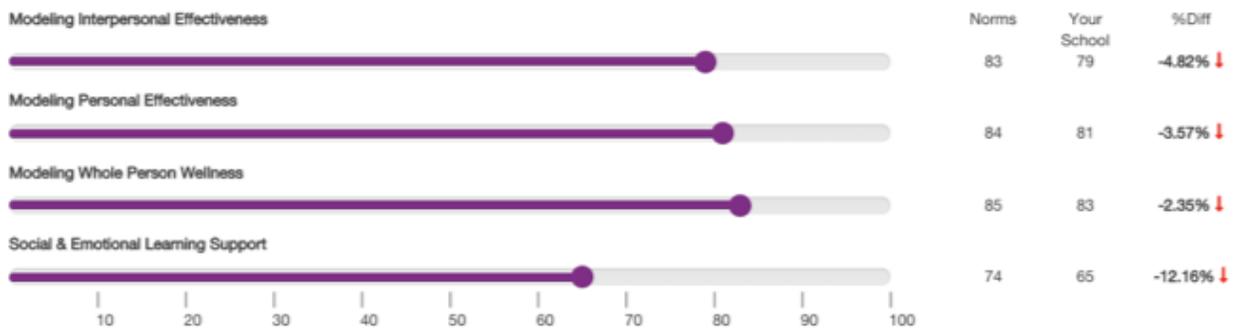
Student Leadership:

Student Leadership



Staff Social/Emotional Teaching Readiness

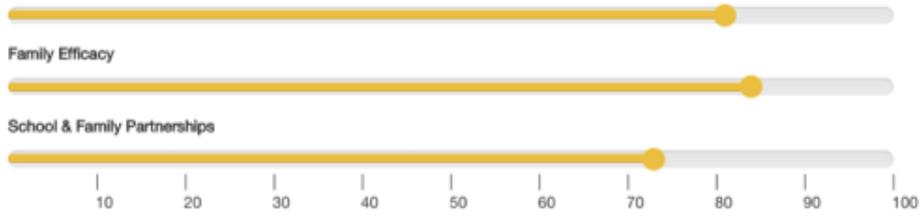
Staff Social/Emotional Teaching Readiness



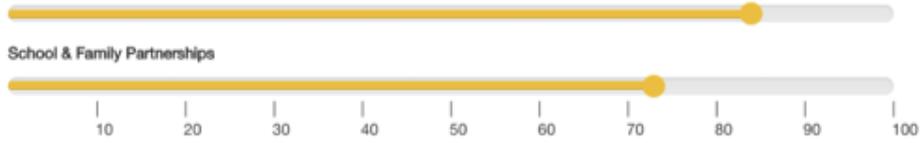
Family Involvement

Family Involvement

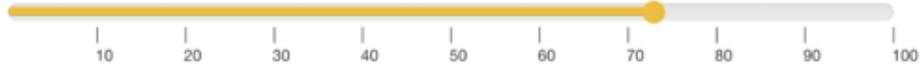
Barriers to Engagement



Family Efficacy



School & Family Partnerships



Student Engagement

Student Engagement

Learning Engagement



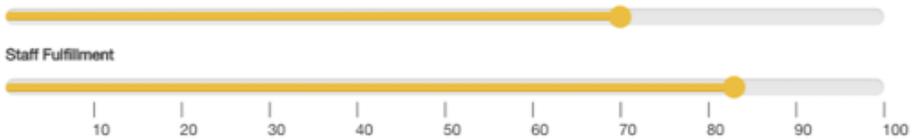
School Belonging



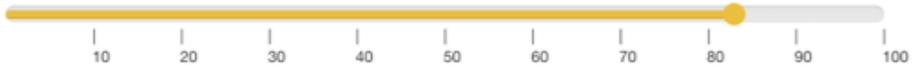
Staff Satisfaction

Staff Satisfaction

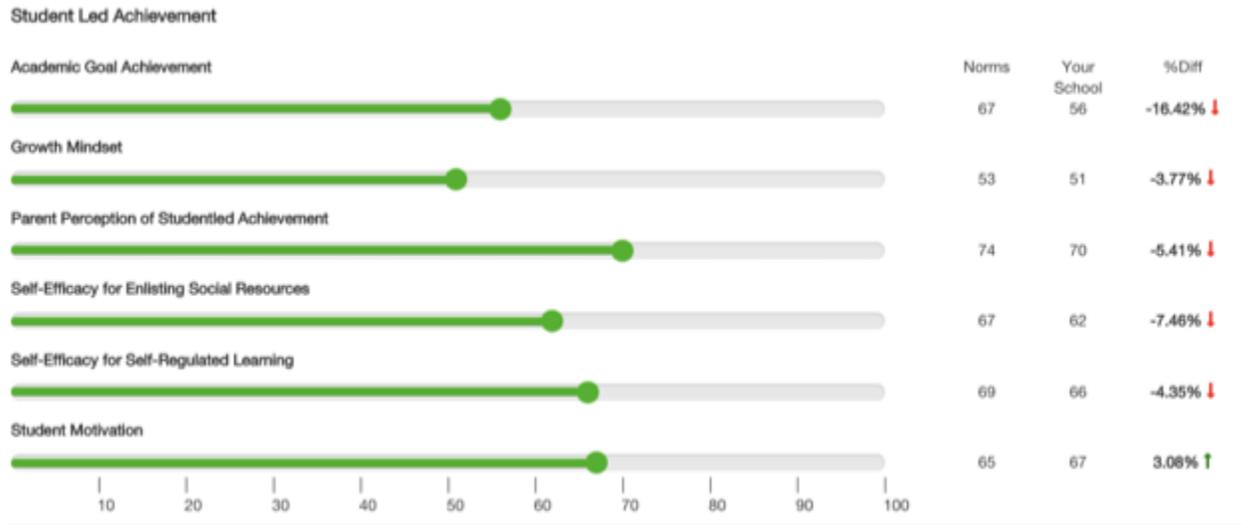
Staff Empowerment



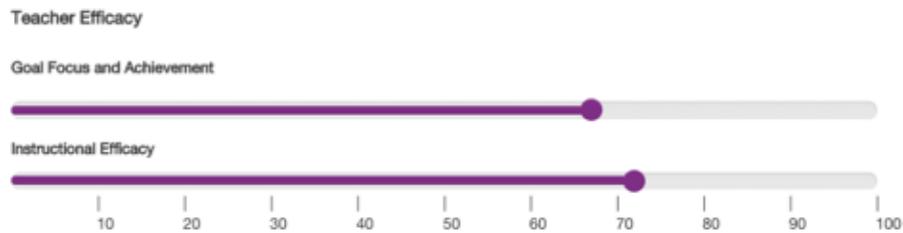
Staff Fulfillment



Student Led Achievement



Teacher Efficacy

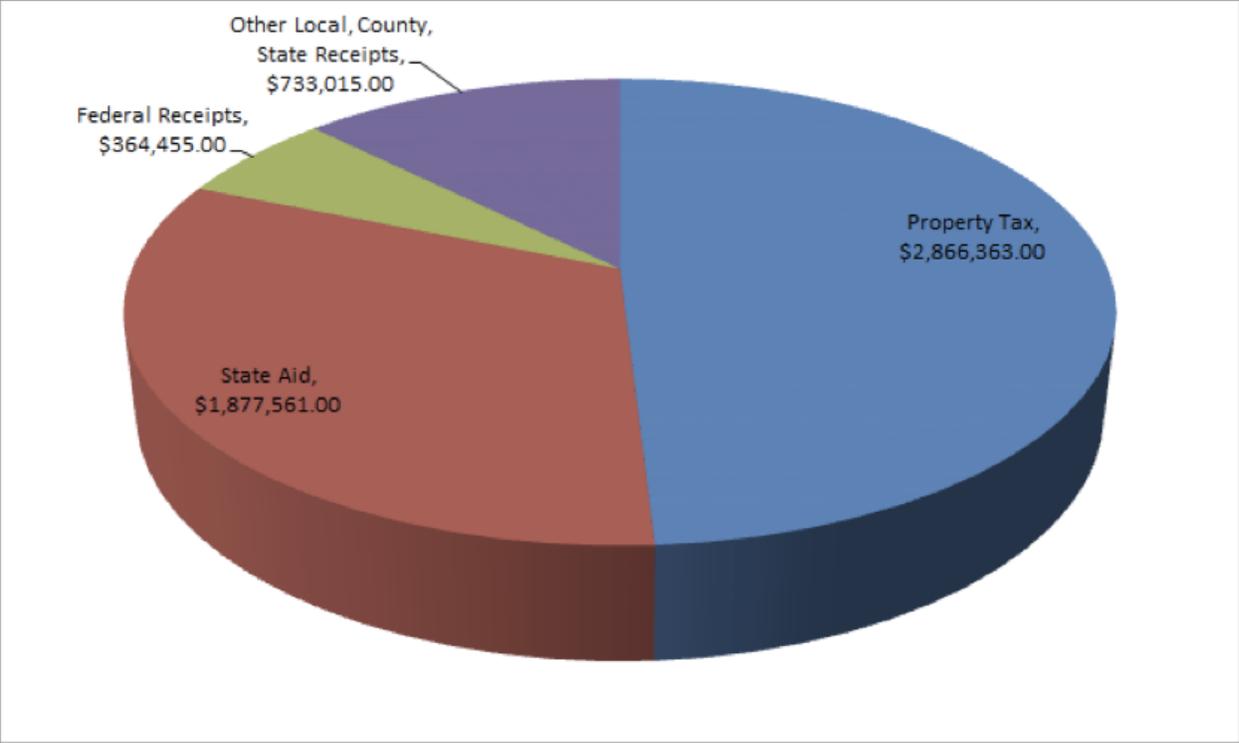


School District Financials

During the 2017-2018 fiscal year the district general fund receipts were \$5,841,394. The district general fund expenditures for the same fiscal year were \$5,767,693. The following pages show the major receipt and expenditure categories for the 2017-2018 fiscal year.

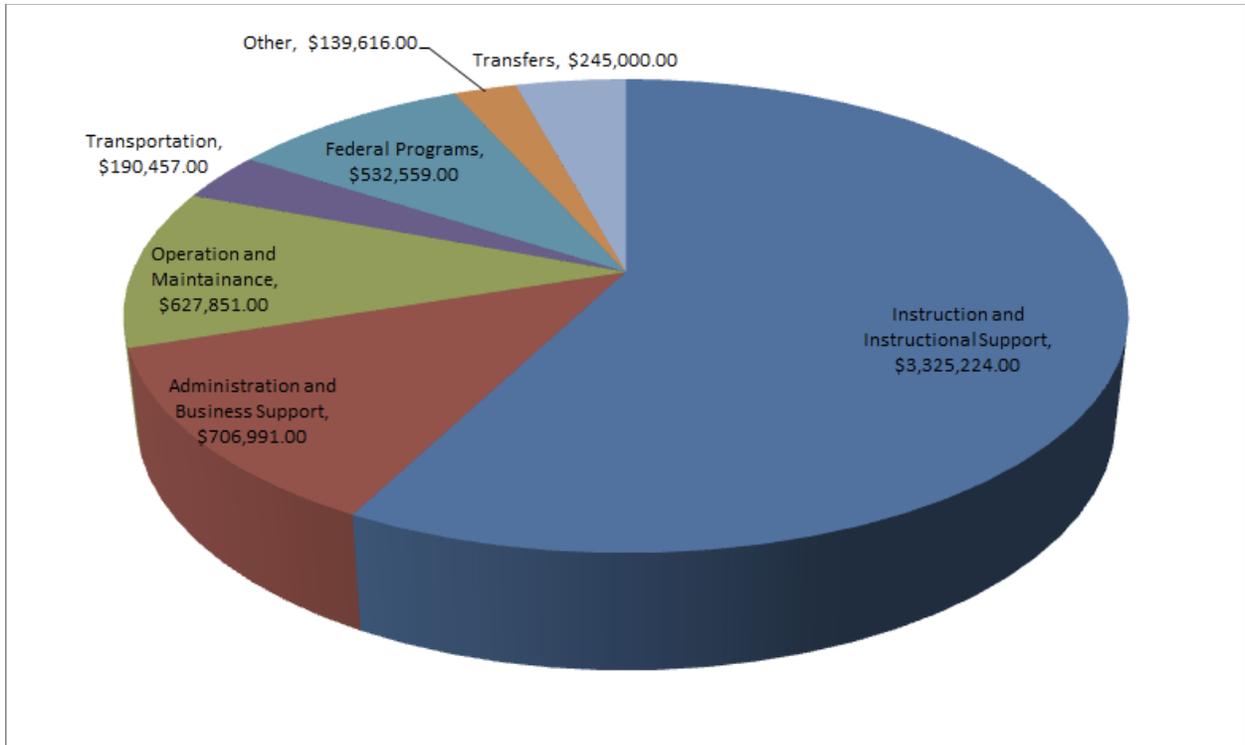
School District Financial Information (2017-2018 Audited Figures)

Receipts by Source:



School District Financial Information (2017-2018 Audited Figures)

Disbursements:



School Song

*We're here to boost you, Bayard High, here's to you.
 The school we love the best of all.
 Our colors proudly waving never fall,
 We'll carry on and fight, fight, fight, forever more.
 And when the victory you have won again,
 We will salute your loyal men.
 We'll rally 'round your colors, Bayard High,
 And always FIGHT, FIGHT, FIGHT.*

Graphs
Student Demographics

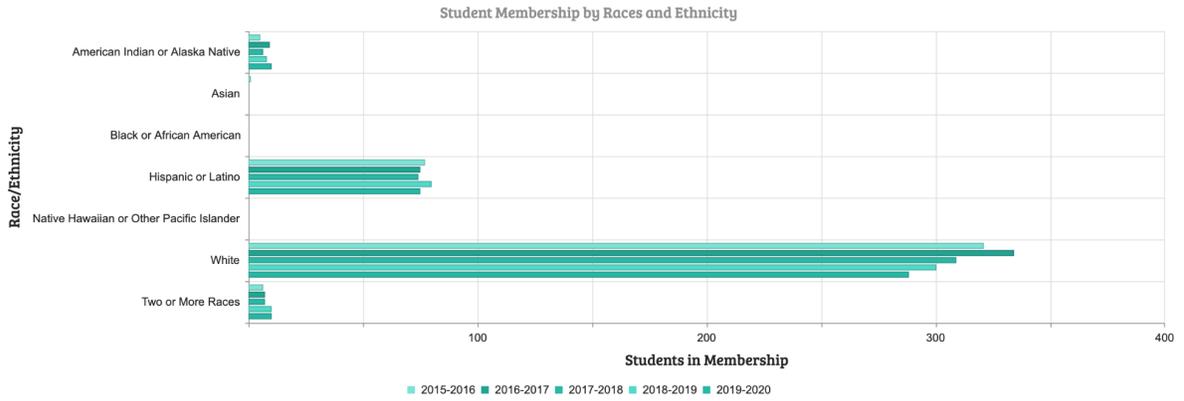


Data Years	PK	KG	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total
2019-2020	26	20	20	27	30	22	23	29	33	34	30	29	30	30	383
2018-2019	33	21	24	30	22	26	29	34	28	29	30	28	29	35	398
2017-2018	24	27	33	21	26	24	33	26	33	28	31	30	35	25	396
2016-2017	31	36	24	32	29	32	27	33	29	37	30	38	24	23	425
2015-2016	37	23	27	26	30	28	32	27	33	27	40	26	27	27	410
2014-2015	33	31	25	32	29	36	27	40	31	37	33	28	26	31	439
2013-2014	4	28	29	31	33	25	40	31	42	34	35	29	33	38	432
2012-2013	3	29	28	33	21	35	32	38	35	30	29	31	40	34	418
2011-2012	5	24	30	19	30	31	36	38	32	30	29	35	29	30	398
2010-2011	2	29	16	38	34	34	39	35	32	30	36	30	34	28	417
2009-2010	1	22	34	31	31	35	36	32	34	37	33	37	30	31	424
2008-2009	3	35	31	36	28	33	32	33	39	32	41	34	36	29	442
2007-2008	0	30	36	27	30	27	31	30	28	35	39	36	31	35	415
2006-2007	0	35	27	29	30	32	34	32	35	35	39	34	35	40	437
2005-2006	0	28	34	29	34	32	28	36	39	36	39	40	42	32	449

Student Race and Ethnicity

Student Race/Ethnicity

What percent of students fall in each race/ethnicity category?



Student Membership by Race and Ethnicity

Data Years	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races
2019-2020	10	0	0	75	0	288	10
2018-2019	8	0	0	80	0	300	10
2017-2018	6	0	0	74	0	309	7
2016-2017	9	0	0	75	0	334	7
2015-2016	5	1	0	77	0	321	6

Mobility

Highly Mobile

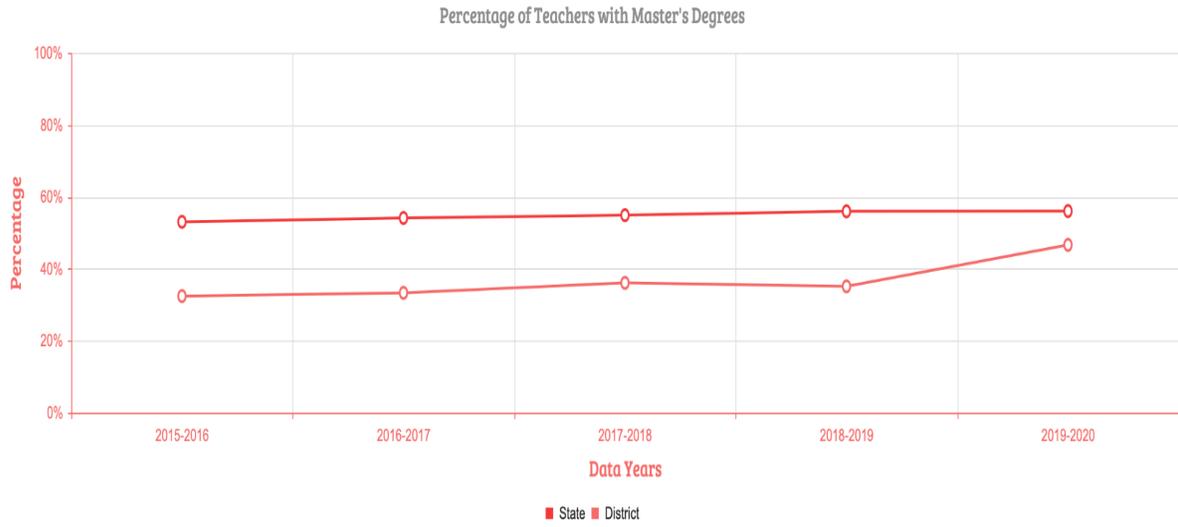
What percent of students attend two or more schools during one school year?



Data Years	PERCENTAGE	
	State	District
2019-2020	3.67%	5.71%
2018-2019	4.54%	8.06%
2017-2018	4.24%	13.06%
2016-2017	4.23%	3.87%
2015-2016	4.45%	9.03%

Teachers with Masters

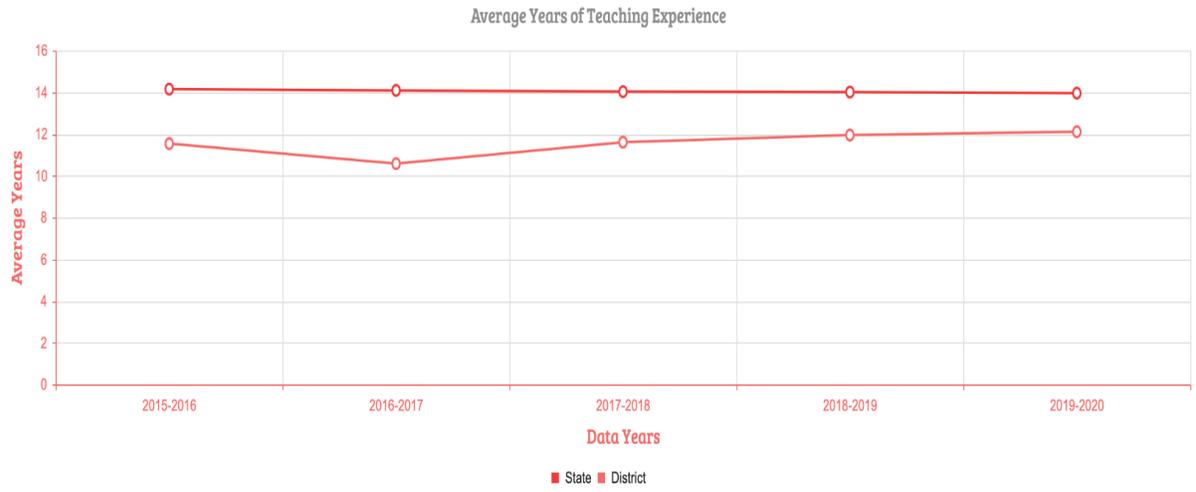
What percentage of teachers have a Masters degree?



Data Years	TOTAL TEACHER FTE		TOTAL TEACHER FTE WITH MASTER'S DEGREE		PERCENTAGE OF TEACHER FTE WITH MASTER'S DEGREE	
	State	District	State	District	State	District
2019-2020	23855.86	34.93	13373.79	16.30	56.06%	46.66%
2018-2019	23702.34	35.70	13570.00	13.00	55.99%	35.14%
2017-2018	23492.07	34.70	13199.00	13.00	54.92%	36.11%
2016-2017	23322.10	34.70	12922.00	12.00	54.14%	33.33%
2015-2016	23001.85	34.79	12491.00	12.00	53.07%	32.43%

Years of experience

How many years do teachers teach on average?

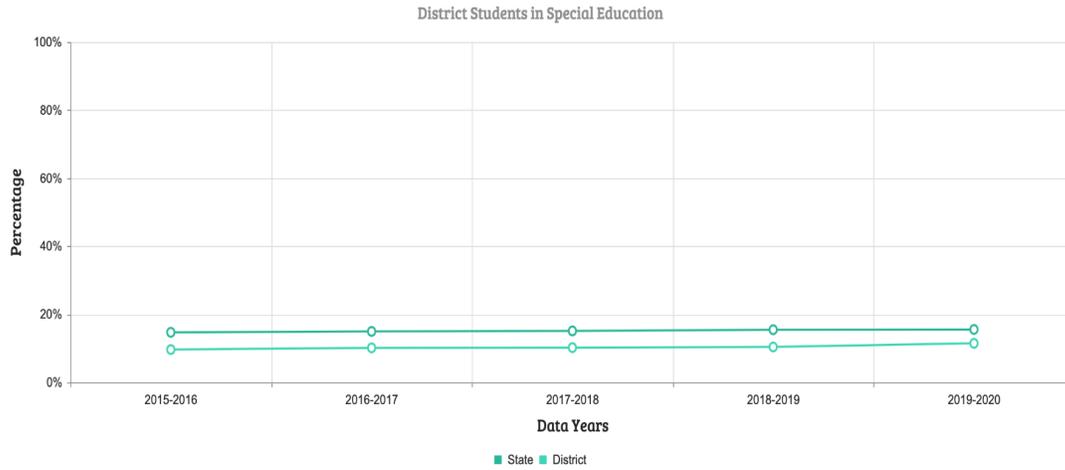


AVERAGE YEARS OF TEACHING EXPERIENCE		
Data Years	State	District
2019-2020	13.96	12.11
2018-2019	14.01	11.95
2017-2018	14.03	11.61
2016-2017	14.09	10.58
2015-2016	14.15	11.54

Special Education

Special Education

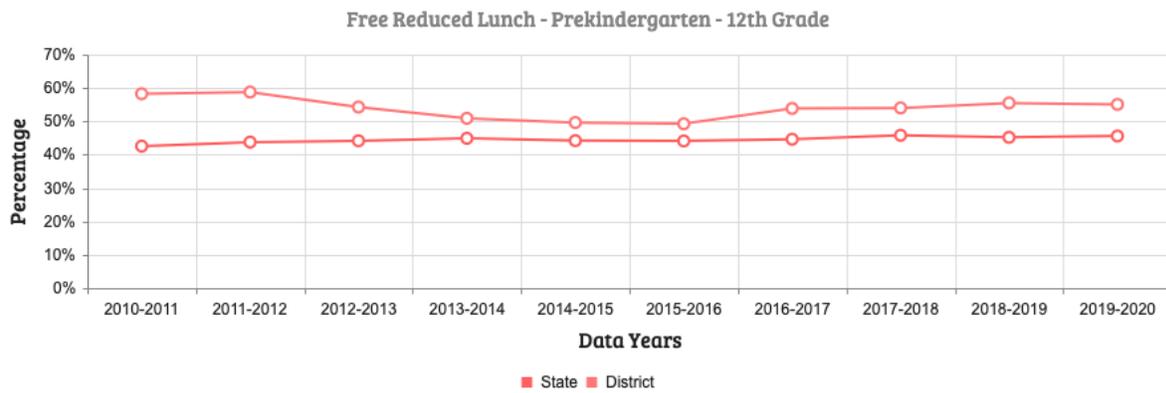
What percentage of students receive special education services?



Data Years	PERCENTAGE	
	State	District
2019-2020	15.56%	11.48%
2018-2019	15.48%	10.41%
2017-2018	15.12%	10.22%
2016-2017	14.97%	10.15%
2015-2016	14.71%	9.65%

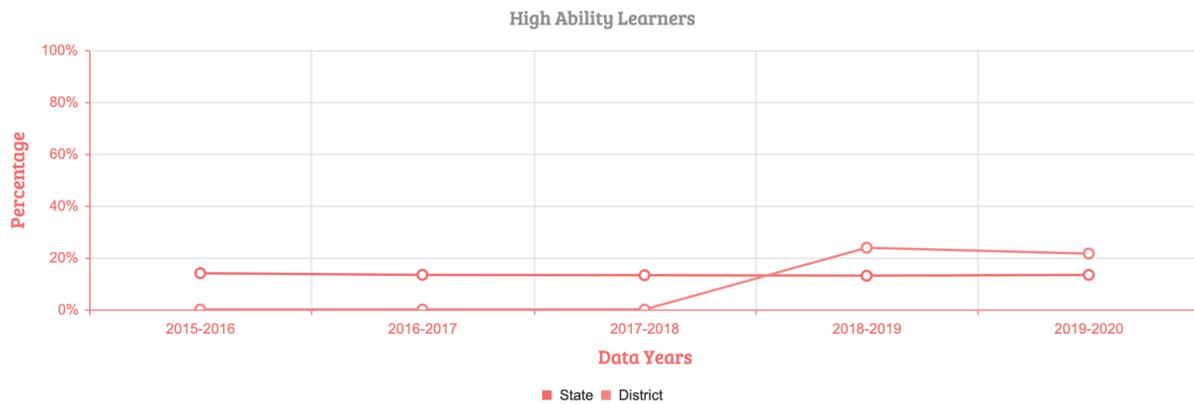
Free/Reduced Lunch

What percent of students are eligible for free/reduced price meals?



Data Years	PERCENTAGE	
	State	District
2019-2020	45.60%	55.09%
2018-2019	45.21%	55.53%
2017-2018	45.83%	54.04%
2016-2017	44.65%	53.88%
2015-2016	44.12%	49.27%
2014-2015	44.23%	49.66%
2013-2014	44.93%	50.93%
2012-2013	44.18%	54.31%
2011-2012	43.79%	58.79%
2010-2011	42.58%	58.27%
2009-2010	41.22%	63.21%
2008-2009	38.35%	59.95%
2007-2008	37.33%	64.34%
2006-2007	36.42%	61.78%
2005-2006	34.64%	64.14%

[Data Definitions for Free/ Reduced Price Meals](#)

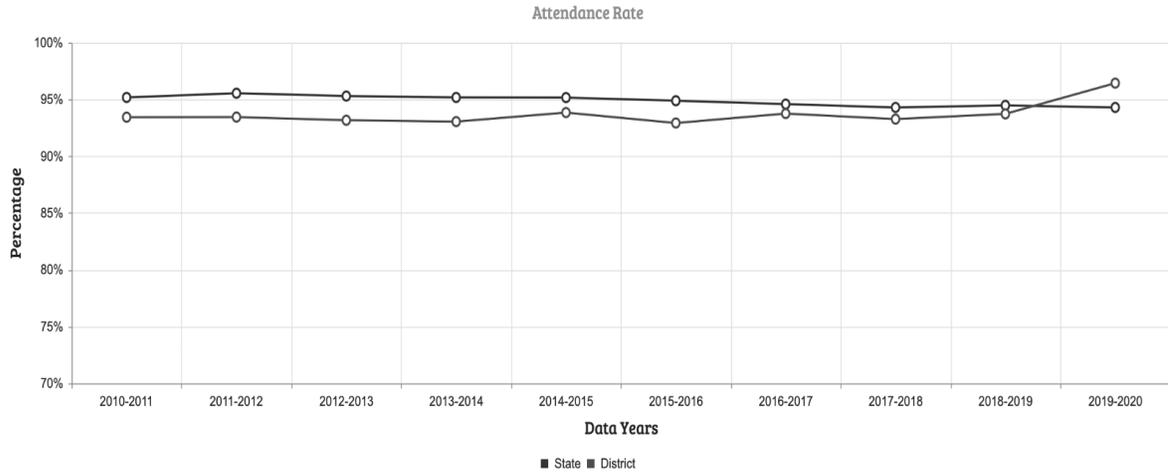


Data Years	PERCENTAGE	
	State	District
2019-2020	13.37%	21.57%
2018-2019	13.03%	23.84%
2017-2018	13.21%	*%
2016-2017	13.37%	*%
2015-2016	14.01%	*%

Attendance Rate

Attendance Rate

What percent of days do student attend school?



Data Years	PERCENTAGE	
	State	District
2019-2020	94.30%	96.44%
2018-2019	94.48%	93.73%
2017-2018	94.30%	93.27%
2016-2017	94.59%	93.76%
2015-2016	94.89%	92.93%
2014-2015	95.17%	93.85%
2013-2014	95.18%	93.05%
2012-2013	95.30%	93.17%
2011-2012	95.55%	93.45%
2010-2011	95.18%	93.44%

Graduation rates



Expected Graduation Year	Years to Graduate	STATE		DISTRICT	
		Graduation Rate	# Graduates	Graduation Rate	# Graduates
2016	4	89.27%	19668	100.0%	27
2017	4	89.11%	19931	87.50%	21
2018	4	89.03%	20546	100.0%	24
2019	4	88.42%	20491	88.57%	31
2020	4	87.51%	20690	82.76%	24
2015	5	91.59%	20036	96.67%	29
2016	5	91.32%	20149	100.0%	27
2017	5	91.55%	20502	87.50%	21
2018	5	91.26%	21053	100.0%	24
2019	5	90.49%	21000	91.43%	32
2014	6	92.78%	20215	93.94%	31
2015	6	92.47%	20250	96.67%	29
2016	6	92.32%	20380	100.0%	27
2017	6	92.40%	20715	87.50%	21
2018	6	92.09%	21247	100.0%	24
2013	7	92.73%	20358	90.63%	29
2014	7	93.42%	20364	93.94%	31
2015	7	93.08%	20419	96.67%	29
2016	7	93.11%	20566	100.0%	27
2017	7	93.23%	20906	91.67%	22

Perceptual Data: The data below is the aggregate data from all three groups surveyed; parents, staff and students.

Parent Survey Summary:

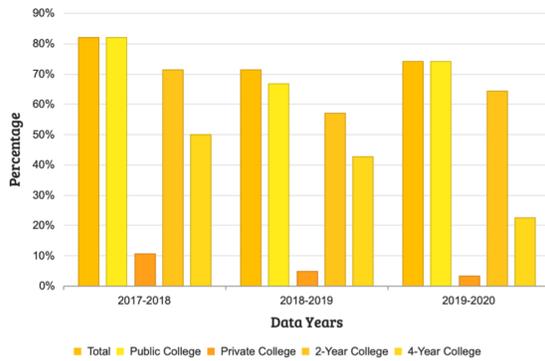
Overall, parents had a positive attitude towards

Student Survey Summary:

Staff Survey Summary:

Measure	Score	Number of Respondents
Leadership	69	
Family Involvement	69	44
Barriers to Engagement	75	58
Family Efficacy	75	58
School & Family Partnerships	59	15
Staff Social/Emotional Teaching Readiness	78	15
Modeling Interpersonal Effectiveness	77	15
Modeling Personal Effectiveness	80	15
Modeling Whole Person Wellness	82	15
Social & Emotional Learning Support	74	15
Student Leadership	62	16
Confidence	70	13
Group Leadership	70	37
Interpersonal Effectiveness	64	19
Personal Effectiveness	67	19
Public Speaking	56	13
Social Etiquette	57	7
Whole Person Wellness	65	15
Industry & Perseverance	53	7
Culture	67	
Staff Satisfaction	76	15
Staff Empowerment	71	15
Staff Fulfillment	82	15
Student Engagement	53	10
Learning Engagement	49	7
School Belonging	58	12
Supportive Environment	73	14
School Climate	76	15
School Events	74	15
Student Empowerment	71	13
Teacher Expectations	71	13
Academics	66	
Student Led Achievement	59	18
Academic Goal Achievement	50	7
Growth Mindset	51	7
Parent Perception of Student-led Achievement	69	58
Self-Efficacy for Enlisting Social Resources	74	13
Self-Efficacy for Self-Regulated Learning	48	12
Student Motivation	65	12
Teacher Efficacy	73	15
Goal Focus and Achievement	75	15
Instructional Efficacy	72	15

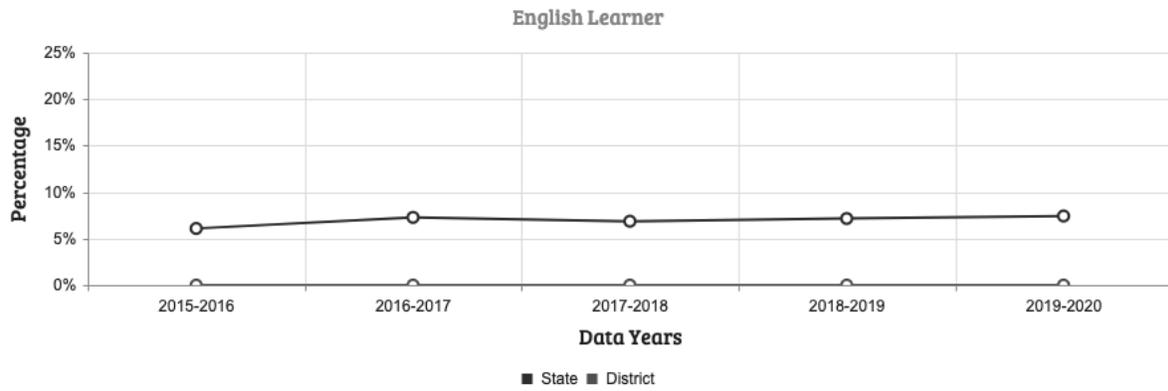
College Going Rate



Data Years	PERCENTAGE				
	Public School	Private School	2-Year College	4-Year College	Total Rate
2019-2020	74.19%	3.23%	64.52%	22.58%	74.19%
2018-2019	66.67%	4.76%	57.14%	42.86%	71.43%
2017-2018	82.14%	10.71%	71.43%	50.00%	82.14%

English Learners

What percent of students are learning the English language?



Data Years	PERCENTAGE	
	State	District
2019-2020	7.43%	*
2018-2019	7.16%	*
2017-2018	6.87%	*
2016-2017	7.28%	*
2015-2016	6.09%	*

[Data Definitions for English Learner](#)

* This website masks or hides data for groups with fewer than 10 students to protect confidential information about individual students as required by federal law.

Bayard Public Schools

How to Effectively Communicate with Our School Team:

When parents and community members need to work through questions or complex issues it is sometimes hard to know “who to talk to” or “where to start.” This document is intended to help students, parents, and community members find efficient resolution to the various questions or challenges that may arise in any given year. In each of these areas, please start with the person listed in position 1. Most issues or questions are best resolved at level 1. Ideally resolution can be found at that level. In the rare cases when that is not the case, then an appointment can be made with the person listed in position 2. If necessary, proceed with the person in position 3, etc.

Matters involving student schedules and course placement:

1. Classroom Teacher
2. School Counselor
3. Principal
4. Superintendent

Matters involving instruction/curriculum:

1. Classroom Teacher
2. Principal
3. Superintendent

Matters involving student activities:

(Please wait 24 hours after any activity-related concerns to contact the coach/sponsor).

1. Coach/Sponsor
2. Activities Director
3. Secondary Principal
4. Superintendent

Matters involving student discipline:

1. Classroom Teacher
2. Principal
3. Superintendent

Matters involving transportation:

1. Bus Driver
2. Transportation Director
3. Activities Director
4. Principal
5. Superintendent

Matters involving school nutrition:

1. Head Cook
2. Elementary Principal
3. Superintendent

Matters involving student physical health:

1. School Nurse
2. Building Principal
3. Superintendent

Matters involving student mental health:

1. School Counselor
2. Building Principal
3. Mental Health Professional (School Psychologist or LMHP)
3. Superintendent

Matters involving facilities:

1. Building Custodian
2. Head Custodian
3. Building Principal
4. Superintendent

Matters involving technology:

1. Classroom Teacher
2. Technology Coordinator
3. Building Principal
4. Superintendent

Matters involving attendance:

1. Classroom Teacher
2. Family Liaison
3. Building Principal
4. Superintendent

Matters regarding students in the SAT Process or 504 Plans:

1. Classroom Teacher
2. School Counselor
3. Family Liaison
4. Special Education Director
5. Principal
6. Superintendent

Matters regarding students with disabilities involving general (non-special) education:

1. Classroom Teacher or Special Education Teacher
2. Principal
3. Special Education Director
4. Superintendent

Matters regarding students with disabilities involving special education:

1. Classroom Teacher or Special Education Teacher
2. Special Education Director
3. Principal
4. Superintendent

Matters involving school safety/security:

1. Safety Committee Chair
2. Principal
3. Superintendent

Thank you in advance for partnering with our team to find effective ways to meet the educational needs of our students.

Superintendent's School Improvement Report
Presented to the
Board of Education of Bayard Public Schools
September 13, 2021

Vision, Culture, & Instructional Leadership

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

- Principals are utilizing the walkthrough process developed as part of our teacher evaluation redevelopment work from the past couple of years.
- I would like to thank Mrs. Rafferty, Mr. McLaughlin, and Dr. Rice for their work preparing for our school to again host the ACT test at no cost to our high school students.
- We are planning to take all of the high school students to Creek Valley High School (Chappell) on November 9th for a presentation by Ethan Fisher for all of the MAC Conference High School Students. Mr. Fisher's presentation is designed to encourage students to make positive choices and to avoid the use of drugs and/or alcohol. We are looking forward to giving our students the opportunity to hear this message alongside their peers from other schools.

Operations, Resource, & Personnel Management

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

- We are in search of additional bus drivers (especially substitute drivers). If you know of anyone who might be interested, please have them contact Mr. Richard Pieper and/or apply at the following link: <https://bayardpublicschools.tedk12.com/hire/index.aspx> We are still looking for a couple of para-educators, too.
- I would like to commend our custodial/maintenance staff on getting the gyms and football field prepared for our fall activities. Our students are fortunate to have quality facilities for their competitions and performances.
- We are getting closer to being fully staffed for the school year. We are pleased to welcome the following new member of our team of classified staff: Crystal Woods (cook) and Steven James (bus driver).
- The new walk-in freezer has been installed and is operational. We are awaiting delivery/installation of some shelving, then we will begin using the new unit.
- We have applied for grant funding from the Recreational Trails Program (Nebraska Game and Parks Commission). NGPC will be conducting site visits and over the next couple of months, along with some additional meetings as they begin the selection/grant awarding process.
- We are planning to include a request to a new large activity bus in our ESSER III application, along with a suburban. We have a suburban also included in our ESSER II application.

Board Governance & Policy

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

- I would like to thank the Budget Committee for taking the time to go through the budget in detail and to inform adjustments to the budget.
- I have attached a rough draft of the annual report and school improvement profile. We are revising this document in partnership with the school improvement team to include additional data. If board members have ideas about additional data we may want to include, please let me know.

Mission Statement:

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

Communication & Community Relations

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

- We have appreciated the participation of those community members/patrons who helped collaborate and provide feedback on our return to learn/continuity of learning plan.
- We continue to seek input on ESSER III funding opportunities. Board members, staff, parents, students, and members of the public are encouraged to provide ideas at the following link:
<https://www.bayardpublicschools.org/vnews/display.v/ART/609ad1924a98b>

Ethical Leadership

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

- I would like to commend Mrs. Cheryl Ferrero, Mrs. Jennifer Tavenner, Mrs. Candace Ehler, Mr. Steven Posey, Mr. McLaughlin, and Dr. Kelley Rice for their work with the NexGen Leadership Academy through the University of Nebraska at Kearney. This is a leadership academy to develop enhanced skillsets for teacher leaders and administrators.

Superintendent's Goals

Goal 1: Board and Superintendent Practices

- The NASB Area Membership meeting is scheduled for August 24th in Gering. Thank you to the members who were able to attend (Carolyn Applegate, Joe Applegate, Kim Burry, and Donna Stuart). The following board members are congratulated on being recognized through the NASB Awards of Achievement Program: Level 1 - Joe Applegate, Level 2 - Becky Henkel Level 7 - Kim Kildow.
- The Labor Relations Conference is scheduled for October 13th in Lincoln. Please let me know if you would like to attend.
- NASB will be putting on trainings related to state funding on October 26th in Ogallala and on the 27th in Alliance. Please let me know if you are able to attend one of these sessions and I will get you registered.
- Registration for the NASB/NCSA State Education Conference in Omaha will be opening soon. If you would like to attend this important conference, please let me know.
- The National Forum to Advance Rural Education will be held in Indianapolis November 11-12. If you would like to attend, please let me know and I will get you registered. Here is a link to more information on the forum: <https://www.nrea.net/2021-Convention-Research-Symposium>

Goal 2: Communication of Data and Information

- Please let me know what your thoughts are regarding the scatterplot format for sharing a “data snapshot” of growth and achievement by students in our school district. If this format is helpful, we will continue to provide updated information in this format after subsequent test administration.
- Professional Learning Community (PLC) meetings are being held in both buildings to provide opportunities for our staff to work on plans to help increase academic achievement for our students.
- Students in the high school have access to a variety of college credit and dual credit courses. The following courses are being taken by students in our high school this semester: Basic Nutrition, Business Law, US History I, World Civilization I, English Comp I, Body Structure and Function, Intro to Psychology, Principles of Microeconomics, College Algebra (Statistics to be offered 2nd Semester).

Mission Statement:

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

Goal 3: Culture and Engagement

- I have appreciated the feedback on the attached document “How to Effectively Communicate with Our Team” to help guide communication in the district. This document will be included in future communications and possible incorporation in future versions of the handbooks.
- I have been investigating options for conducting a culture audit. Options explored thus far range from conducting our own internal audit to contracting for the work with an educational consulting company.

Leave Log

- During the current term I have used 2 vacation days (7-16-21 and 7-30-21) and 1 $\frac{3}{4}$ sick days (contribution to sick leave bank, 9-8-21 $\frac{3}{4}$).

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