

**Board of Education Regular Meeting
Monday, October 11, 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, October 11, 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. Student Board Representative Report
- VII. Invited Presentations and Discussions with Presenters
 - VII.A. Strategic Plan Progress Presentation and Discussion
 - VII.A.1. Presentation by Mrs. Cheryl Ferrero Regarding the School Improvement Process and the Upcoming Accreditation Visit.
- VIII. Board Committee Reports and Recommendations
- IX. Action Items
 - IX.A. Consent Agenda
 - IX.A.1. Minutes of Previous Meeting
 - IX.A.2. Bills
 - IX.A.3. Board Member Reports
 - IX.A.4. Reports and Correspondence Requiring No Action
 - IX.A.4.a. General Reports and Financial Reports
 - IX.A.4.b. Reports for Information Only
 - IX.A.5. Adoption of Policies on First Reading
 - IX.A.6. Adoption of Policies on Second Reading
 - IX.A.7. Approval of Contracts within Policy Guidelines
 - IX.B. Discuss, Consider, and Take All Necessary Action in Regard to a Request from the Bayard Education Association to be Recognized as the Exclusive Bargaining Agenda for the Teachers for the 2023-2024 contract year.
 - IX.C. Discuss, Consider, and Take All Necessary Action in Regard to Approval of a Resolution to Adopt an updated Multi-Jurisdictional Hazard Mitigation Plan Prepared by the North Platte Natural Resources District

- IX.D. Discuss, Consider, and Take All Necessary Action Regarding Appointment of a Delegate to the NASB Representative Assembly on November 19th
- IX.E. Discuss, Consider, and Take All Necessary Action in Regard to Consideration of Proposals for the Purchase of two 8 Passenger School Vehicles through the use of ESSER II (First Vehicle) and ESSER III Funds (Second Vehicle)
- X. Discussion Items
 - X.A. Review and Discussion of Negotiations Timeline and Collective Bargaining with the Bayard Education Association
 - X.B. Review and Discussion of Special Education (SPED) and High Ability Learner (HAL) Programs
 - X.C. Discussion Regarding Board Workshop Scheduling
 - X.D. Review and Discussion of Policies 4017 through 4026 in the 4000 series.
 - X.E. Review and Discussion of Statewide Assessment Results (If Released by NDE)
- XI. Reports
 - XI.A. Principals and District Administrators
 - XI.B. Superintendent
- XII. Set Next Meeting Date
- XIII. Adjournment

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



Student Board Representative
Board of Education Report
October 11, 2021
Submitted by: Nathaniel Barker
First Semester Student Board Representative

1. Student Activities:
 - a. Several people registered for the ACT here on October 23
 - b. Some students are concerned about losing credits for rodeos where we are the only school in the panhandle that doesn't count that excused absence as the same as sports
 - c. The FFA competed in land judging and Matthew Applegate got first place followed by Garret Hopkins, and Kierra Miller. 31 ribbons were awarded, and we got 25 of them
 - d. This week is Cross country districts and the last home football game

2. Other Pertinent Student Information/ Feedback from students
 - a. Some students have felt rushed during lunches and would like extended lunch

 - b. I would like to rename the auditorium in Mrs. Hoffman's honor. I ask the board to please consider this at next month's meeting

3. Progress on Student Board Representative Initiative
 - a. I figured out that I'm going to do a tutoring service
 - b. Had meetings with Dr. Rice on the future steps
 - c. Tutoring will for secondary level core curriculums
 - d. Sent out reference form to get who would be a tutor
 - e. Got several responses from core curriculum teachers

Board of Education Budget Hearing
Monday, September 13, 2021 6:30 PM
Mountain

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

Carolyn Applegate: Present
Joe Applegate: Present
Kim Burry: Present
Becky Henkel: Present
Kim Kildow: Present
Donna Stuart: Present
Present: 6.

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 06:34p.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 on September 1, 2021 in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Becky Henkel, Kim Kildow, Joe Applegate, Donna Stuart
Administrators present: Superintendent Miller

I.E. Status of Absent Board Members

II. Approval of Agenda

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

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea
Yea: 6, Nay: 0

III. Conduct Hearing on the 2021-2022 Budgets of Expenses (This hearing covers the General Fund, Depreciation Fund, Employee Benefit Fund, Activities Fund, School

Nutrition Fund, Bond Fund, Special Building Fund, Cooperative Fund, and Student Fee Fund)

Hearing opened at 6:35 p.m. Dr. Miller gave a presentation with key provisions of the budget and a comparison to prior years' budget.

Hearing closed at 6:45pm.

IV. Adjournment

Motion Passed: Motion for adjournment at 6:45p.m.passed with a motion by Donna Stuart and a second by Carolynn Applegate

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

Yea: 6, Nay: 0

Board of Education Special Hearing to Set
Final Tax Request
Monday, September 13, 2021 6:45 PM
Mountain

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 06:46p.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 on September 1, 2021 in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Becky Henkel, Kim Kildow, Joe Applegate, Donna Stuart Administrators present: Superintendent Miller and Principal McLaughlin.

I.E. Status of Absent Board Members

II. Approval of Agenda

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

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Becky Henkel: Yea, Kim Kildow: Yea, Donna Stuart: Yea
Yea: 6, Nay: 0

III. Conduct Hearing on the Property Tax Levy for 2021-2022 for the General Fund, Special Building Fund, and the Bond Fund

Hearing opened at 6:47p.m. Dr. Miller discussed the property tax levy for the 2021-2022 school year.

Hearing closed at 6:52p.m.

IV. Adjournment

Motion Passed: Motion for adjournment at 6:53p.m. passed with a motion by Kim Burry and a second from Donna Stuart

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

Yea: 6, Nay: 0

Board of Education Regular Meeting

Monday, September 13, 2021 7:00 PM

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Kildow at 07:01p.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. The Board President also advised of changes that name, name of organization, and address must be stated and that there is a new sign in form reflecting this.

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 on September 1, 2021 in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

I.D. Roll Call

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

I.E. Status of Absent Board Members

II. Approval of Agenda

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

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

III. Introduction of Guests

Dr. Miller introduced the following guests: Mr. Posey, Pastor Bill Ferrero, Mrs. Ferrero, 2021-2022 Student Board Representatives Nate Barker and Candace Wolfe.

IV. Public Comments

Pastor Bill Ferrero thanked the board for taking the time to write a letter in opposition to the state regarding the sex education standards. Bill asked the board to consider a stronger, drafted strategy for vigilance on these issues in the future. It takes vigilance to be in opposition to these things in the future.

V. Recognition of Student Achievements

The following Elementary students were recognized for completing their summer workbooks: Henry McLaughlin, Braylea Halverson, Emmalee Leonard, Grady Smith, Henry Deuker, Cutler Schmaltz, Livie Miller, Lexi Filipi, Isabel Nuss, and Brooklyn Leisy.

VI. Invited Presentations and Discussions with Presenters

VI.A. Strategic Plan Progress Presentation and Discussion

VII. Board Committee Reports and Recommendations

The budget committee met and the work from that committee is on tonight's agenda

VIII. Action Items

VIII.A. Consent Agenda

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

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

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

Motion Passed: Motion to approve Nate Barker for 1st Semester Student Board Representative and Candace Wolfe for the 2nd semester Student Board Representative passed with a motion by Becky Henkel and a second by Carolyn Applegate.

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

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

Mrs. Stuart administered the oath of office to Student Board Representative Nate Barker.

VIII.D. Student Board Representative Report

Nate Barker presented his report to the board. Student Activities: The following activities took place: Pep Rally, Homecoming Olympics, Homecoming Dance, Homecoming dress up days.

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

Motion Passed: Motion to adopt the 2021-2022 School Term Budget for the General Fund (\$8,198,881), Depreciation Fund (\$180,340), Employee Benefit Fund (\$164,717), Activities Fund (\$575,029), School Nutrition Fund (\$384,501), Bond Fund (\$387,843), Special Building Fund (\$927,821), Cooperative Fund (\$100,000), and Student Fee Fund (\$5000) Total of all Funds: \$10,924,132 passed with a motion by Kim Burry and a second by Donna Stuart.

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

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

Motion Passed: Motion to approve a resolution to set the property tax for the General Fund (\$3,062,626), Bond Fund (\$214,513), and Special Building Fund (\$60,606) passed with a motion by Kim Burry and a second by Donna Stuart.

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

IX. Discussion Items

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

Dr. Miller discussed the timeline of when a decision would be put on the agenda and to find out what the board needs to know. Mr. Posey was available to discuss questions the board had.

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

Dr. Miller discussed policies 4000 through 4008 in the 4000 series with the board.

X. Reports

X.A. Principals and District Administrators

Mr. McLaughlin provided his report to the board. Academics: Summer School hours: 400 aggregate hours were reported to the state for summer school funding this years. Enrollment: 152 Total Enrollment. Provided data on class sizes from area schools. The lowest school listed (Mitchell) on the graph has one grade level with three sections of 10 kids which drove their average down. The second graph show our class sizes when we use Ms. Anderson and Mrs. Nesbitt during the day, so this puts up below almost all other schools that I was able to get numbers from. Total class sizes are as follows: Kindergarten: 16, 1st: 15, 2nd: 19, 3rd: 19, 4th: 26 (2 sections of students), 5th: 32 (2 sections of students), 6th: 25. NWEA data was sent home last week, we are

trying to front load our conferences with content that people can understand and use at home to support their child. Data at a glance: Discussion on scatter plots and instructional planning taking place, to address those needs. Leadership: Leader in Me is going well across the board, lessons are going, goal setting is happening, but we still have room for improvement, especially connecting the dots between the little daily behaviors that end up making a big difference in their overall abilities over time. Data Folders are in place, and the staff is working to set realistic goals for students. Student council Members are in place with Mrs. Martinez and Ms. Binder leading the group. Engagement: We have a parent night coming up in the preschool, and our plan is to use some of the students who were trained last year to provide child care at that event. Our focus this year needs to be engaging our families toward academic success, we want to know, and respond to the needs of all of our students and to do this we have begun developing processes to make sure that each child is getting what they need, when they need it. Intervention groups in 4-6th grade are off and running like never before thanks to the work of our teams to make it happen. 2-3 grade is working with small groups on a daily basis as well to build off the momentum that we have seen in student learning from k-1. The key has to be relationships, and focusing our time in school where the kids need it the most. Community: Our boys in 3-6th grade are participating in Carpenter Center Football. The first home matches of the year were very successful, we have noticed more people at the events, and that's been great to see. We have had a lot of compliments on Striv even in our building.

Dr. Rice provided her report to the board. Academics: 400 aggregate hours were reported to the state for summer school funding this year. NWEA Testing is finished. Here is a link that shows a plot chart of our student progress at the secondary school. https://docs.google.com/presentation/d/1-7RXHSWRgSQWgmr0OgqQpnJzv_xXNyMOfZNe3AQi_c/edit?usp=sharing PLC teams met last Tuesday to begin looking at data and identifying students that need assistance with academics, behaviors, or both. The John Baylor test prep is up and running and our core teachers will be working with students to ensure students are prepared for the October test date. We are still currently looking for an additional para as well as an accompanist for the choir. If you know of any potential candidates, please contact me at your earliest convenience. Current Enrollment: 12th-25, 11th-32, 10th-31, 9th-34, 8th-27, 7th-25. Leadership: I would like to commend Mrs. Rafferty and Mrs. White for working with our students to organize Homecoming week. Students enjoyed all of the festivities and had a great time dressing up each day. If you have not seen our new artwork as you enter the gym doors, please take time to view. I would like to commend Theresa Shiavonne, Harmony Robinson, Steph Edmunds, and Dennis Romisch for giving of their time and talent. Engagement: There was a great turn out for our first Community Coffee at the Vault. Please thank Mrs. Ehler for organizing this important work! The senior FFA members once again assisted the City in setting up for Pioneer Days. The FFA Auction was another great success. 59 students were sold for an average of \$283 for a total of \$17,020. Desserts were also auctioned and brought in an additional \$2160. I would like to commend Mr. Rafferty and the Bayard FFA for their continued leadership. Community: Mr. Kezsler and the Broadcasting team are to be commended for their efforts to stream the games and provide live play by play. They are also in the process of gaining advertisements from area businesses and creating commercials that can be played during a time-out or half-time. We have various fundraisers planned to assist the Choir with their trip to Washington DC in March. If you are interested in assisting, please contact Mrs. Pilkington. I would like to commend our Choir students for their performance of "My Country 'Tis of Thee" at the Homecoming Game on Friday. They did an amazing job. Ms. Tonniges provided her report to the board. Academics: Each week the eligibility list is checked, and

so far, every student has been working hard to maintain their grades so they can participate. So far, all students have been trying to excel to the best of their abilities by working with teachers during intervention time. Leadership: Facilities: I appreciate our custodial staff working hard to ensure facilities are well-kept and safe. Jeff, Connie, and Roberto did a great job getting the football field prepared for our Homecoming game. If you get the chance, please thank them for all that they do to provide a quality environment for our scholar-athletes. Football: 18 players on the roster. Varsity right now is 1-1, and hoping to have J.V. games, but right now, it's been tight with numbers and injuries. Due to the number of athletes, Kimball has canceled both J.V. and Varsity, so parents' night is moved to October 15 against Sutherland. J.H. Football has 17. Volleyball: 26 players on the roster. Even though it was parents' night, September 9, we will do managers and seniors night on October 18, the last triangular. Since managers missed out on parents' night, we would like to honor them with the seniors. J.H. volleyball there are 21 students participating. XC: 16, and JH XC has eight on the roster. Gering XC Meet September 3 Results: Zach HS 5th, Hunter 8th Jacob JH 10th, and H.S. Boys won Division II. Golf: 1 Golfer is out—total score from the Chadron Meet total score 176. Additional Activity (Softball Proposal) – Mr. Posey has conducted a survey regarding softball participation. We anticipate results being shared in the future. The NSAA registration fee is \$60.00 per activity. The NSAA deadline for Softball registration is due before January 1, 2022. If we were to consider adding softball, we would have to purchase uniforms, helmets or the athletes purchase their own catcher's equipment, bats, and game balls. Some students do buy their equipment when it comes to softball, so they don't have to use the team's (e.g., gloves, bats, etc.). We would need to have a bit of extra equipment in case someone forgets or needs equipment. I know Mr. Posey said he would provide some equipment. One concerned with donated equipment is ensuring it is up to date and is it certified with U.S.A. softball 2021. Cost if we need everything to start with under \$10,000, but to do this, we would have to do lots of fundraising to help out and sometimes get sponsorship to cut the cost back. Also, we can look at grants to help as well with that, along with support. These cost estimates assume we would be able to use one of the public fields. Football does cost more because of all of the equipment, but softball should be slightly under since it will have equipment as well. An additional consideration is to think of the cost of paying umpires. It's very similar to paying V.B. Officials and F.B. Officials. Total varsity rosters allow up to 20 players. Most games will be played on Tuesday, Thursday and Saturday tournaments. If we consider the travel, we will have to go a couple of times out of state or central/eastern state to compete because they have many A, B, and C teams. If there is additional information you would like me to gather as you consider the proposal to add softball, please let me know soon so I will have time to compile accurate information. Engagement: Kierra Miller: Student Advisory Council has been doing great with staff, students, etc., by having like at Volleyball game introduced all of the little kid's baseball and softball players. Whoever wore their jersey got a \$1 coupon for popcorn or whatever they may choose. Also, on September 3, Friday night's football game did a thank you to all military veterans, and students wrote thank you cards and handed them out to the vets. Bus Evacuations: We will start practicing in the next couple of weeks, doing practice drills for students from Elementary and JH/SR High School. If something were to occur, students and staff could be ready, including all activities. Elementary R.O.A.R.S.: Mr. McLaughlin and I went around all of the classrooms to introduce me to students and talk about R.O.A.R.S. about safety, sportsmanship, respect, etc. Also, we went to LoGoZ to consider getting polos for our students to look nice when going to outside competitions or everyday wear. Community: Fall Posters: I went around with student leaders Kierra Miller and Tayley Streeks to put up athletic fall posters

downtown the business area and to introduce myself. We are trying to raise money for all activities. We will start selling at athletic events/parents' nights to help raise money for activities. If these posters go well, maybe we can start doing some in winter or spring and can be used in athletics and outside activities. Trying to find ways to help support our communities with the support from our students/facility.

Mrs. McKibbin provided her report to the board. Academics: The Special Education count as of Friday, September 10 is 68. Each time a student enrolls in our district there are multiple steps that must be taken within tight timeframes. SPED staff are working hard to accomplish the beginning of the year regular requirements, keeping up with current evaluation and IEP meetings, as well as transfer-in special education requirements. We are continuing to have meetings with transition IEPs to meet the deadline for LB 527. Leadership: I am excited to have Jessica Radford as our School Psychologist. Since the Psych Intern is not able to work with us this year, she will cover the Special Education Evaluations. Jessica is working with us from Colorado. She has been very well organized and has been in communication with our district often. I have been meeting with Bobbie Stuart to prepare for SPEDFERS reporting. I have also been involved with Webinars related to SPEDFERS reporting to continue learning the process. I attended the evaluation training in early September to prepare for giving teachers and paras valuable feedback when doing their evaluations. Engagement: My staff works hard at building relationships with parents so they feel comfortable when issues arise. We had some staff members attend CPI (crisis prevention training) this past week and will have more attending in October. There have been challenges with the state department getting the GOLD Teaching Strategies website up and running for the preschool. Community: Our students attended the Homecoming festivities throughout the past week and had a great time being involved in things.

X.B. Superintendent

Dr. Miller provided his report to the board. 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. 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. 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. 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>

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.

XI. Set Next Meeting Date

XII. Adjournment

Motion Passed: Motion for adjournment at 8:44p.m. passed with a motion by Donna Stuart and a second by Becky Henkel

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

Secretary

Bayard Public Schools

10/6/2021

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
ACT	01 1100 610 001 001 1	School-Paid Vouchers	3,000.00
	Total		3,000.00
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monthly monitoring	28.95
	01 2620 352 001 001 1	ast monthly monitoring	28.95
	Total		57.90
BAYARD AUTOMOTIVE	01 2610 610 001 001 1	fan belt	13.82
	Total		13.82
BAYARD PUBLIC SCHOOLS - LUNCH	01 1160 610 000 000	sept 21 staff meals	1,108.60
	Total		1,108.60
Bayard Tiger Paws	01 2710 626 000 000	sept 21 fuel	2,928.44
	01 2710 626 000 000	discount	(58.57)
	01 2610 626 001 001 1	sept 21 fuel	81.21
	01 2610 626 001 001 1	discount	(1.62)
	Total		2,949.46
BAYARD TRANSCRIPT	01 2310 540 000 000 0	publications	190.25
	Total		190.25
BLACK HILLS ENERGY	01 2610 621 002 002 2	#462419 heating fuels	269.63
	01 2610 621 001 001 1	#242155 heating fuels	224.31
	01 2610 621 000 000 0	#267959 heating fuels	47.01
	Total		540.95
BUSINESS TELECOMMUNICATION SYSTEMS	01 2510 382 002 002 2	phone repairs	512.00
	Total		512.00
Capital One	01 6968 610 002 002 2	cooking club	34.84
	01 6968 610 002 002 2	cooking club gelatin toothpicks paperpla	11.93
	Total		46.77
CENTURY LINK	01 2510 382 002 002 2	#1510 telephone	151.05
	01 2510 382 002 002 2	#7931 telephone	210.49
	01 2510 382 001 001 1	#1785 telephone	572.62
	01 2510 382 001 001 1	#0450 telephone	174.94
	Total		1,109.10
CITY OF BAYARD	01 2610 621 002 002 2	#75600 electric	3,882.85
	01 2610 410 002 002 2	#75600 utilities	1,422.00
	01 2610 621 001 001 1	#75400 electric	10,121.52
	01 2610 410 001 001 1	#75400 utilities	1,948.50
	01 2610 621 000 000 0	#31200 electric	37.00
	Total		17,411.87
COACH MASTERS INC	01 2710 610 000 000 0	Air Conditioner Repair on charter	654.50
	Total		654.50
COMFORT INN - KEARNEY	01 2510 580 000 000 0	eha meeting lodging-stuart	109.95
	01 1100 580 002 002 2	eha meeting lodging-batt	109.95
	Total		219.90
CONNECTING POINT	01 1100 610 001 001 1	copier service contract	461.79
	01 1100 610 002 002 2	copier service contract	461.79
	Total		923.58
CULLIGAN WATER CONDITION	01 2620 610 001 001 1	sept 21 r/o	25.50
	01 2620 610 002 002 2	sept 21 r/o	105.90
	Total		131.40
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 000 000 0	aug 21 network	259.49
	Total		259.49
Docu-Shred	01 2510 810 000 000 0	shred service	90.00
	Total		90.00
DUEKER, NEAL	01 2710 332 000 000 0	mileage reimb	174.80
	Total		174.80
EDUCATIONAL SERVICE UNIT #13	01 2190 591 000 000 0	sept21 therapeutic behavior/mental health	300.00
	01 1200 591 003 001 1	panhandle beginnings sept 21	965.70
	01 1160 591 000 000 0	4th quarter valts	3,446.82
	01 1160 591 000 000 0	mips clerical service	245.00
	01 1200 330 003 000 0	mckibbin lb527 training	20.00
	01 1200 330 003 001 1	reish lb 527 training	20.00
	01 1100 382 001 001 1	sept 21 dl	757.00
	01 1100 382 001 001 1	sept 21 erate	350.00
	01 1160 591 000 000 0	sept 21 neva	708.33
	01 1200 591 003 000	sept 21 sped inservice	73.50
	01 1200 591 003 000	sept 21 sup of esu programs sa	603.07
	01 6408 591 004 000 0	meridian a	2,022.41
	01 6408 591 004 000 0	meridian b	3,914.82
	01 1200 591 003 002 2	sept 21 sup of elem ot	14.98
	01 1200 591 003 002 2	sept 21 sup of elem pt	3.60

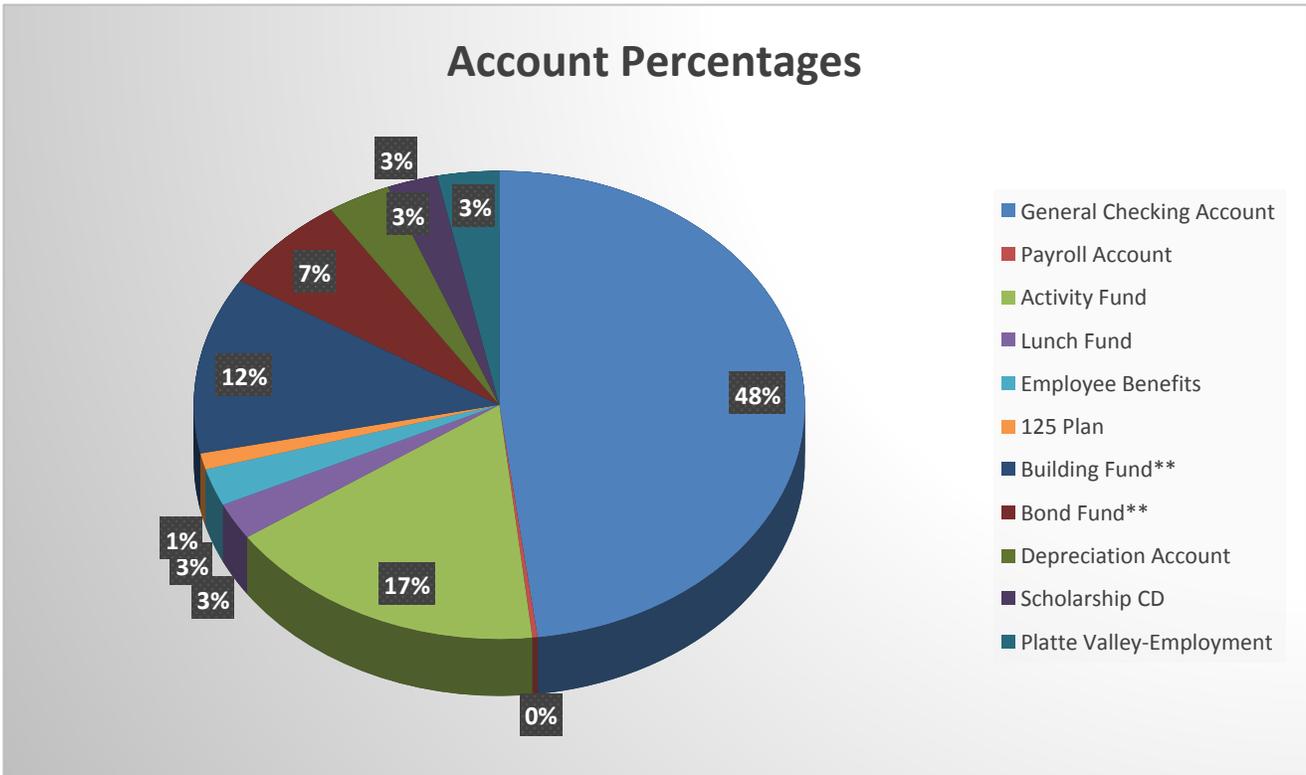
	01 1200 591 003 001 1	sept 21 sup of hs pt	7.20
	01 1200 591 003 002 2	sup summer elem speech	1.46
	01 1292 591 003 000 0	sept 21 sup 0-2 ot	19.22
	01 1292 591 003 000 0	sept 21 0-2 summer speech	21.90
	01 1292 591 003 000 0	sup of esu 0-2 programs	9.42
	01 1291 591 003 000 0	sup of esu programs 3-5	139.39
	01 1291 591 003 000 0	sup of 3-5 ot	24.62
	01 2141 591 003 002 2	elem psych	387.42
	01 2141 591 003 001 1	hs psych	3,745.08
	01 2161 591 003 002 2	elem ot	187.20
	01 2162 591 003 000	3-5 ot	307.80
	01 2171 591 003 002 2	elem pt	45.00
	01 2171 591 003 001 1	hs pt	90.00
	01 2153 591 003 000 0	0-2 summer speech	273.75
	01 2153 591 003 000 0	0-2 speech	117.78
	01 2163 591 003 000 0	0-2 ot	240.30
	01 2152 591 003 000 0	3-5 speech	1,742.32
	01 2151 591 003 002 2	elem speech	2,621.61
	01 2151 591 003 001 1	hs speech	710.74
	01 2151 591 003 002 2	elem summer speech	18.25
	Total		24,155.69
FIRST STUDENT INC	01 2712 340 003 000 0	SPED TRANSPORTATION	150.00
	01 2712 340 003 000 0	SPED TRANSPORTATION	450.00
	01 2712 334 003 002 2	transportation	600.00
	Total		1,200.00
HAMILTON SALES AND SERVICE LLC	01 1100 430 005 001 1	Fix tire machine/wheel balancer	1,180.30
	Total		1,180.30
HILTON GARDEN INN -	01 2320 580 000 000 0	miller lodqing	96.00
	Total		96.00
HOTSY EQUIPMENT CO.	01 1100 610 001 001 1	soap for hotsy 10 gal	170.00
	Total		170.00
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	mats rags rugs	373.46
	Total		373.46
IDEAL/BLUFFS FACILITY SOLUTIONS	01 2610 610 001 001 1	SQUEEGEE	164.00
	Total		164.00
INNOVATIVE OFFICE SOLUTIONS LLC	01 1100 610 001 001 1	sidewalk chalk	3.78
	Total		3.78
J W PEPPER & SON INC.	01 1100 610 001 001 1	band music	55.00
	01 1100 610 001 001 1	Music for Honor Choir	27.50
	01 1100 610 001 001 1	shipping	9.99
	01 1100 610 001 001 1	Honor Choir Music WTC	18.50
	01 1100 610 001 001 1	shipping	3.99
	01 1100 610 001 001 1	WTC Honor Choir Music	21.00
	01 1100 610 001 001 1	shipping	3.99
	01 1100 610 001 001 1	Honor Choir Music WTC	21.00
	01 1100 610 001 001 1	shipping	3.99
	01 1100 610 001 001 1	Christmas Messiah Music	13.90
	01 1100 610 001 001 1	shipping	3.99
	Total		182.85
JUNIOR LIBRARY GUILD	01 2220 640 002 002 2	Pp Category - Primary Plus	228.20
	01 2220 640 002 002 2	Ep Category - Easy reading plus	213.50
	01 2220 640 002 002 2	HEp Category - Humor Elemenatry Plus	207.20
	01 2220 640 002 002 2	GEp Category - Graphic Novels	238.70
	Total		887.60
KUSKIE OIL CO.	01 2710 626 000 000	sept 21 fuel	1,108.87
	Total		1,108.87
LIFE CONSEQUENCES	01 1100 330 001 001 1	student conference	400.00
	Total		400.00
LIFETRACK SERVICES	01 2410 610 001 001 1	surveys	362.50
	Total		362.50
LINGO COMMUNICATIONS	01 2510 382 000 000 0	sept 21 long distance	168.85
	Total		168.85
MATHESON TRI-GAS INC.	01 1100 610 001 001 1	Welding	280.48
	01 1100 610 001 001 1	Welding	279.64
	Total		560.12
MCI COMM SERVICE	01 2510 382 000 000 0	sept21 telephone	40.00
	Total		40.00
MENARDS	01 1100 610 001 001 1	supplies for stem cuttings	20.49
	01 1100 610 001 001 1	shop class supplies	1,834.15
	Total		1,854.64
MENTORING MINDS	01 6998 610 000 000 0	https://www.mentoringminds.	49.90
	Total		49.90
MORRILL COUNTY HOSPITAL	01 2710 340 000 000 0	bus driver physicals	172.00

	Total		172.00
NCS PEARSON, INC.	01 1200 610 003 000 0	Vineland - 3 Parent/Caregiver & Teacher shipping	365.00
	01 1200 610 003 000 0		21.90
	Total		386.90
NE COLORADO CELLULAR, INC	01 1100 382 001 001 1	sept 21 hudl and striv	236.92
	Total		236.92
NE COUNCIL OF SCHOOL	01 2900 330 000 000 0	ad training	100.00
	Total		100.00
PAUL REED CONSTRUCTION	01 2310 610 000 000 0	student rep project-wall decals	1,380.00
	Total		1,380.00
Pilkington, Linda	01 1100 810 001 001 1	Music Membership	135.00
	Total		135.00
Pyramid School Products	01 1100 610 001 001 1	paint markers	63.78
	Total		63.78
SCHOLASTIC INC.	01 1100 810 001 001 1	Science World Magazine	41.76
	01 1100 610 002 002 2	lets find out	130.90
	01 3540 610 002 002 2	my big world	139.15
	Total		311.81
SOAR PEDIATRIC THERAPY, LLC	01 2171 591 003 002 2	elem pt aug 21	1,407.52
	01 2172 591 003 000 0	3-5 pt aug 21	85.58
	01 2173 591 003 000 0	0-2pt aug 21	215.19
	Total		1,708.29
SOLIANT HEALTH	01 1200 591 003 000	school psych	2,460.00
	01 1160 591 000 000 0	school psych	2,460.00
	01 1160 591 000 000 0	school psych	3,280.00
	01 1160 591 000 000 0	school psych	3,239.00
	Total		11,439.00
STAPLES	01 1100 610 002 002 2	3 Ring Binder Navy	43.65
	01 1100 610 002 002 2	storage bin on wheels	63.98
	01 2510 610 000 000 0	cardstock	10.18
	01 1100 610 002 002 2	3 drawer desktop storage, black	49.98
	01 1100 610 002 002 2	3 ring binders	44.65
	Total		212.44
STAR-HERALD	01 1100 810 001 001 1	newspaper renewal #3201500	332.80
	Total		332.80
STERLING COMPUTERS CORP	01 2660 610 000 000	Academic VMware Carbon Black Cloud Endpo	2,330.00
	Total		2,330.00
SYNCB/AMAZON	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	18.42
	01 1100 610 001 001 1	Long Way Down by Jason Reynolds	13.56
	01 1100 610 001 001 1	The Giver by Lois Lowry	11.10
	01 1100 610 001 001 1	Hamlet by Shakespeare	7.95
	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	17.99
	01 1100 610 000 000 0	art supplies	55.49
	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	17.92
	01 1100 610 001 001 1	CNC Bits	55.82
	01 1100 610 001 001 1	Headphones	45.00
	01 1100 610 002 002 2	Roll Over Image to Zoom in Aleene's Tack	18.87
	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	18.49
	01 1160 610 000 000	Nasal clamps	8.99
	01 1160 610 000 000	CPR Keychain masks	62.95
	01 1160 610 000 000	Nampons for Nosebleeds	39.99
	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	17.91
	01 1100 610 000 000 0	art supplies	126.27
	01 2410 610 001 001 1	Book: The Hate U Give	25.96
	01 3535 610 000 000 0	Newport 20-ounce Unbreakable Plastic	15.99
	01 3535 610 000 000 0	Hulameda 28 Pcs Paint Tray Palettes Plas	14.44
	01 3535 610 000 000 0	Sargent Art (SARAD) 16oz Acrylic Paint A	46.49
	01 3535 610 000 000 0	Foeran Paint Brushes Set,30 Pcs Round	7.99
	01 3535 610 000 000 0	AROIC Flat Paint Brush Set,80pcs, Nylon	8.99
	01 1100 610 001 001 1	The Hate U Give by Anqie Thomas	25.96
	01 1100 610 001 001 1	Mop Sander	23.38
	01 3599 610 000 000 0	4x6x4 Downspout Adapter (Black)	40.74
	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	17.93
	01 1100 610 000 000 0	24 pencil sharpeners	14.99
	01 3599 610 000 000 0	Flex-Drain 54021 Flexible/Expandable	8.90
	01 2211 330 001 001 1	The 21 Irrefutable Laws of Leadership:	17.91
	01 1160 610 000 000	Black mediation key and combo	29.95
	01 2211 330 001 001 1	StrengthsFinder 2.0	150.92
	01 2211 330 001 001 1	The Principal: Three Keys to Maximizing	89.53
	01 2710 610 000 000 0	Telephone with headset	129.52
	01 1100 610 000 000 0	art supplies	229.35
	01 1160 610 000 000	Locked medication box with combination.	16.99
	Total		1,452.65

TEACHING STRATEGIES LLC	01 3540 610 002 002 2	Teaching Strategies	<u>418.25</u>
	Total		418.25
TIME MANAGEMENT SYSTEMS	01 2510 610 000 000 0	timeclock	<u>162.50</u>
	Total		162.50
VERIZON	01 2710 610 000 000 0	sept 21 gps	<u>210.47</u>
	Total		210.47
VOYAGER SOPRIS LEARNING	01 1100 610 002 002 2	Acandience renewal materials and	<u>758.07</u>
	Total		758.07
GALI MASONRY	03 4700 720 000 000	repairs to mortar on bricks	<u>18,300.00</u>
	Total		18,300.00
JOHNSON CONTROLS	03 4700 720 000 000	replace contractor 6b	373.00
	03 4700 720 000 000	3b rtu not working	<u>460.00</u>
	Total		833.00
SNELL SERVICES INC	03 4700 720 000 000	repair fitting for hot water	<u>300.36</u>
	Total		300.36
		General Fund Total	\$84,163.83
		Building Fund	\$19,433.36
		Payroll	\$441,623.27

BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of September 30, 2021

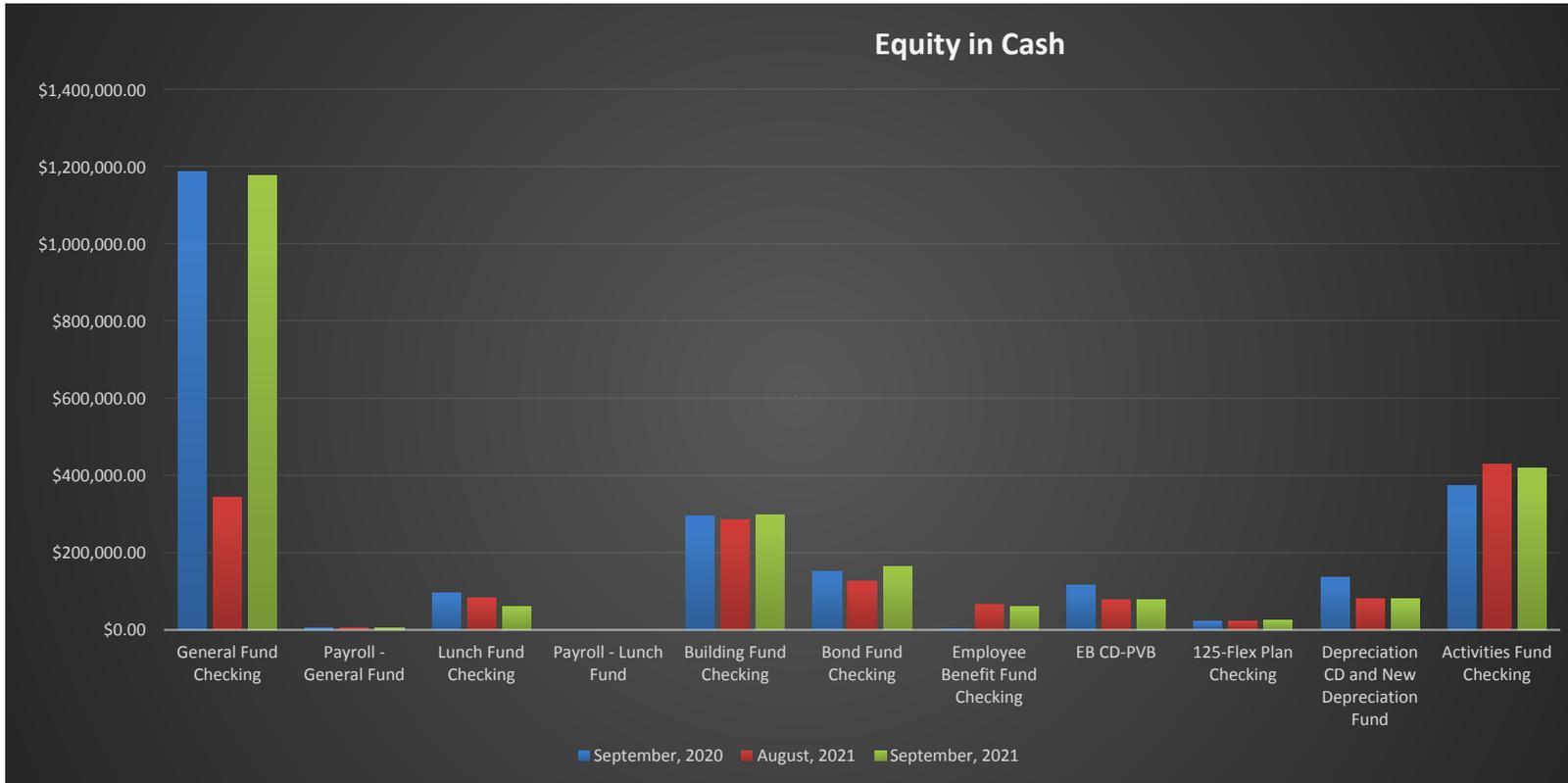
General Checking Account	\$	1,177,294.55	
Payroll Account	\$	6,882.06	
Activity Fund	\$	421,189.12	
Lunch Fund	\$	62,289.26	
Employee Benefits	\$	63,165.91	
125 Plan	\$	27,372.74	
Building Fund**	\$	300,038.55	
Bond Fund**	\$	166,894.37	
Depreciation Account	\$	82,175.94	
Scholarship CD	\$	65,720.87	
Platte Valley-Employment	\$	80,053.43	
	\$		2,453,076.80



Bayard Public Schools

Equity in Cash
September 30, 2021

Fund	Fund #	September, 2020 PRIOR YEAR BALANCE	August, 2021 PRIOR MONTH BALANCE	September, 2021 REVENUES	September, 2021 EXPENSES	September, 2021 ENDING BALANCE
General Fund Checking	01-101	\$1,187,187.71	346,080.33	1,420,761.88	(589,547.66)	\$1,177,294.55
Payroll - General Fund	01-104	\$6,316.33	6,880.66	417,722.57	(417,721.17)	\$6,882.06
Lunch Fund Checking	02-101	\$98,677.31	85,802.83	1,727.66	(25,241.23)	\$62,289.26
Payroll - Lunch Fund	02-104	\$0.00	0.00	7,853.12	(7,853.12)	\$0.00
Building Fund Checking	03-101	\$297,380.99	286,321.99	25,181.89	(11,465.33)	\$300,038.55
Bond Fund Checking	04-101	\$153,597.63	128,888.18	38,006.19	0.00	\$166,894.37
Employee Benefit Fund Checking	05-101	\$5,977.35	68,455.04	1,926.83	(7,215.96)	\$63,165.91
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	\$25,666.78	25,930.36	4,493.32	(3,050.94)	\$27,372.74
Depreciation CD and New Depreciation Fund	06-101	\$137,386.65	82,057.91	118.03		\$82,175.94
Activities Fund Checking	07-101	\$376,399.64	430,845.25	25,174.39	(34,830.52)	\$421,189.12
Scholarship CD	07-114	\$72,461.30	65,720.87	0.00	0.00	\$65,720.87
TOTAL		\$2,480,640.76	\$1,607,036.85	\$1,942,965.88	\$(1,096,925.93)	\$2,453,076.80





NASB Monthly Update for Board Meetings Agenda Item

October 2021

View the Monthly Update in video form at:

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

(www.NASBonline.org – 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

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

- *Your 2021 Advocacy Handout is Now Posted*
 - *Needs - Resources Workshops: Understanding How the State Funds Your District*
 - *AMM's: 1,842 miles down ... 310 to go*
 - *School Board Member of the Year Nominations Due This Week*
 - *The Search is On*
 - *Surviving Disruption at the Board Meeting*
 - *State Conference Update: Moderators & Students Needed*
 - *Teacher/Administrator Negotiations Made Easy*
 - *... And Much More!*
-

State Conference Registration is now LIVE!

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

(www.NASBonline.org – Events – State Education Conference)

"NASB Update – Annual Board Calendar Summary"

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

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

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

MISSION, VISION & GOALS

- Strategic Plan Update; District Goals Update;

POLICY GOVERNANCE

- Review, update, and adopt policy;

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Review Statewide Assessment Results
- **District Assurance Statement.** On or before November 1, the school district must submit their Rule 10 Accreditation Assurance Statement to NDE.
- **ESU Assurance Statement.** On or before November 1, the ESU must submit their Rule 84 Assurance Statement to NDE.
- **Fall Membership Report.** On or before November 1 the superintendent of each school district shall submit to the Commissioner of Education a report described as the annual financial report showing
 - (i) the amount of money received from all sources during the year and the amount of money expended by the school district during the year,
 - (ii) the amount of bonded indebtedness,
 - (iii) such other information as shall be necessary to fulfill the requirements of the Tax Equity and Educational Opportunities Support Act and section 79-1114, and
 - (iv) such other information as the Commissioner of Education directs. § 79-528
- **Fall Membership Report (Failure to meet deadline).** If a school district fails to submit the fall membership report by November 1, the commissioner shall, after notice to the district and an opportunity to be heard, direct that any state aid granted pursuant to TEEOSA be withheld until such time as the report is received by the department. § 79-528

ADVOCACY

- *Appoint Your Local Board Representative for the NASB Delegate Assembly at State Conference*

DISTRICT/ESU RESOURCES [BUDGET]

- **Superintendent file Financial Report.** On or before November 1, all superintendents must submit to the Commissioner of Education, an Annual Financial Report. § 79-528
- **Authorize School District Audit.** On or before November 5, a copy of the Audit Report shall be filed with the Commissioner of Education and Auditor of Public Accounts. § 79-1089
- **Collective Bargaining.** On or before November 1 negotiations shall begin. No fewer than four negotiations meetings between the certificated and instructional employees' collective-bargaining agent and the board's bargaining agent. § 48-818.01

REPORTS

- Board Committees; Superintendent; Administrators;
- **Educational Service Unit Yearly Report.** On or before November 1, each ESU is required to publish a Report of Yearly Activities of the ESU Board. § 79-1228
- **Review Annual Emergency Safety Plan**

NASB's Video Resources:

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

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

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

Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

- **Area Membership Meetings – August to October**
 - October 5 – La Vista
 - October 6 – Nebraska City
 - **Needs – Resources: Understanding How the State Funds Your District**
 - October 26 - Ogallala
 - October 27 - Alliance
 - November 2 - Bartley
 - November 3 – 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**
-

NASB Member Zooms

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

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

- **Previous Member Zooms Available to Watch Include:**
 - **NEW - Tough Times & Tough Meetings: The Board's Role in Navigating Hot Button Issues**
 - NASB Member Zoom w/ UNMC – Back to School Guidance, Decoupling, Infection Rates Among Children, Myths, & Q&A
 - NASB Member Zoom w/ NDE – The Local Board's Role in ESSER Investments
 - NASB Member Zoom w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC
 - NASB Member Zoom w/ Bryce Wilson of NDE – Cares Act Funds Q&A for School Boards
 - And More ...
-

Advocacy/2021-22 Legislative Session

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

(www.NASBonline.org – Government Relations)

- The 2021 legislative session has wrapped, and the 2022 Session begins in January. Keep tabs with all things pertinent to your school at NASB's Govt Relations.
- Has your Legislative District changed or moved completely? Check out the new maps on the NASB Government Relations page.
- The annual **NASB Delegate Assembly will be Friday, November 19** at the CHI Center in Omaha during the State Education Conference. Select your Board's Delegate now, and download the Advocacy Handout with this year's proposed changes to NASB's Bylaws, Standing Positions & Legislative Resolutions now at:
 - <http://members.nasbonline.org/index.php/advocacy-handbook>
 - (www.NASBonline.org – Government Relations – NASB Advocacy Handbook)

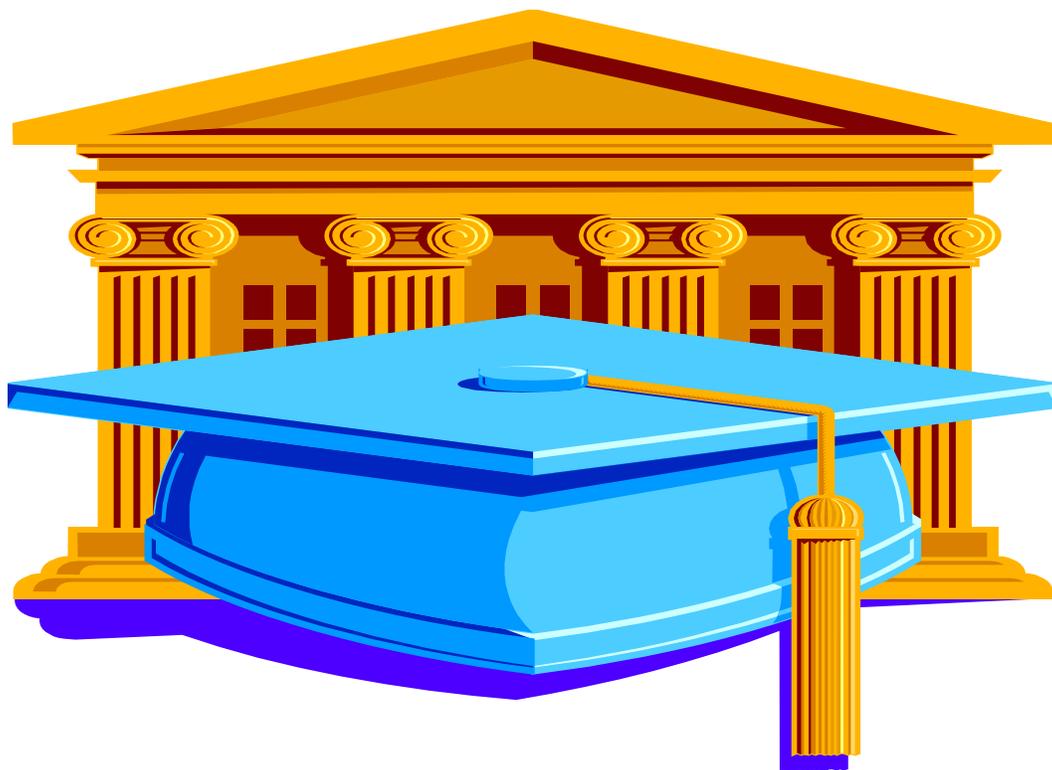
Follow NASB on twitter at www.twitter.com/NASBOnline using the hashtag #liveNASB
and on Facebook at www.facebook.com/NASBOnline

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>
(www.NASBOnline.org – News & Resources – Videos)

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



Bayard High School



Culminating Survey Class of 2016

Prepared by:

LifeTrack Services, Inc.
1271 Port Drive, Clarkston, WA 99403
1-800-738-6466

SURVEY SUMMARY

AS OF 10/06/2021

MAILING SUMMARY

GRADUATES MAILED TO	23
MAIL RETURNED UNDELIVERABLE:	4

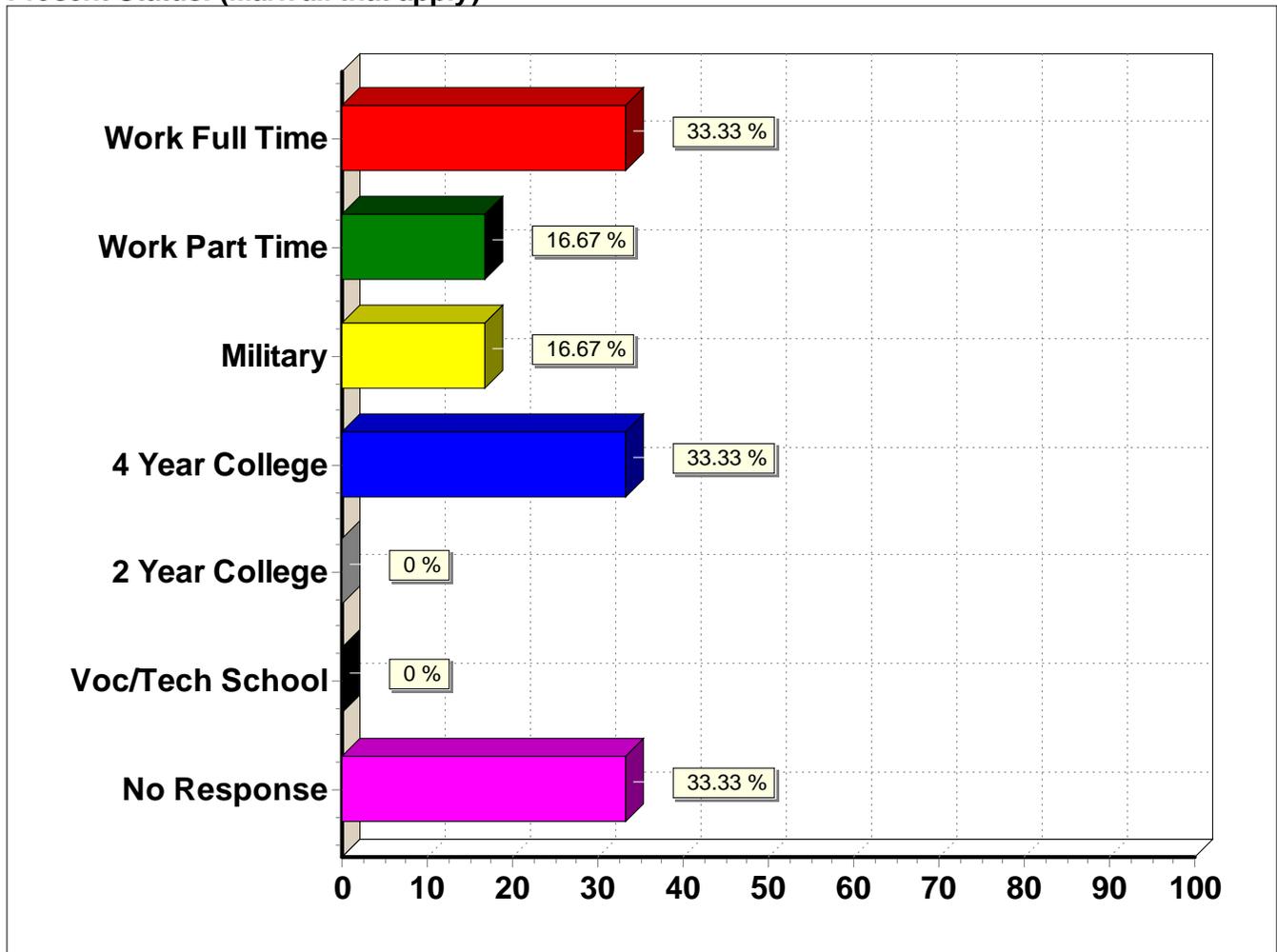
FOLLOW-UP CALL SUMMARY

GRADUATES:	26
DISCONNECTED PHONE NUMBERS:	4
NO PHONE NUMBERS:	3
WRONG NUMBERS:	5
GRADUATE FOLLOW-UP CALLS	14

SURVEY RESULTS

TOTAL RESPONSES TO SURVEY:	6
% RESPONDING TO SURVEY:	23.1%

Present Status: (Mark all that apply)

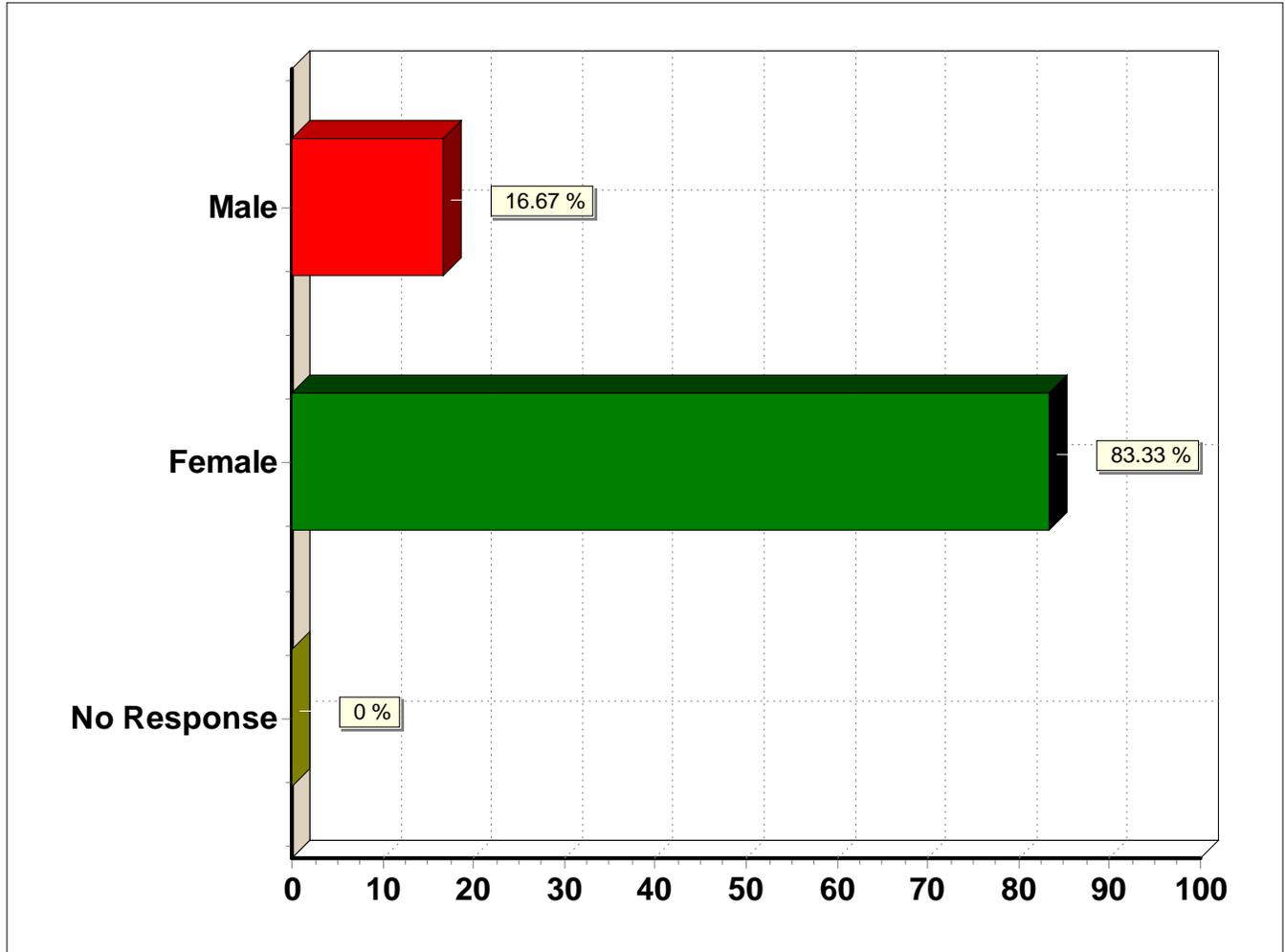


Present Status: (Mark all that apply)

Response (n = 6)	Frequency	Percent
Work Full Time	2	33.3%
Work Part Time	1	16.7%
Military	1	16.7%
4 Year College	2	33.3%
2 Year College	0	0.0%
Voc/Tech School	0	0.0%
No Response	2	33.3%

** Percentage may exceed 100% as graduates can mark multiple responses. **

Gender:



Gender:

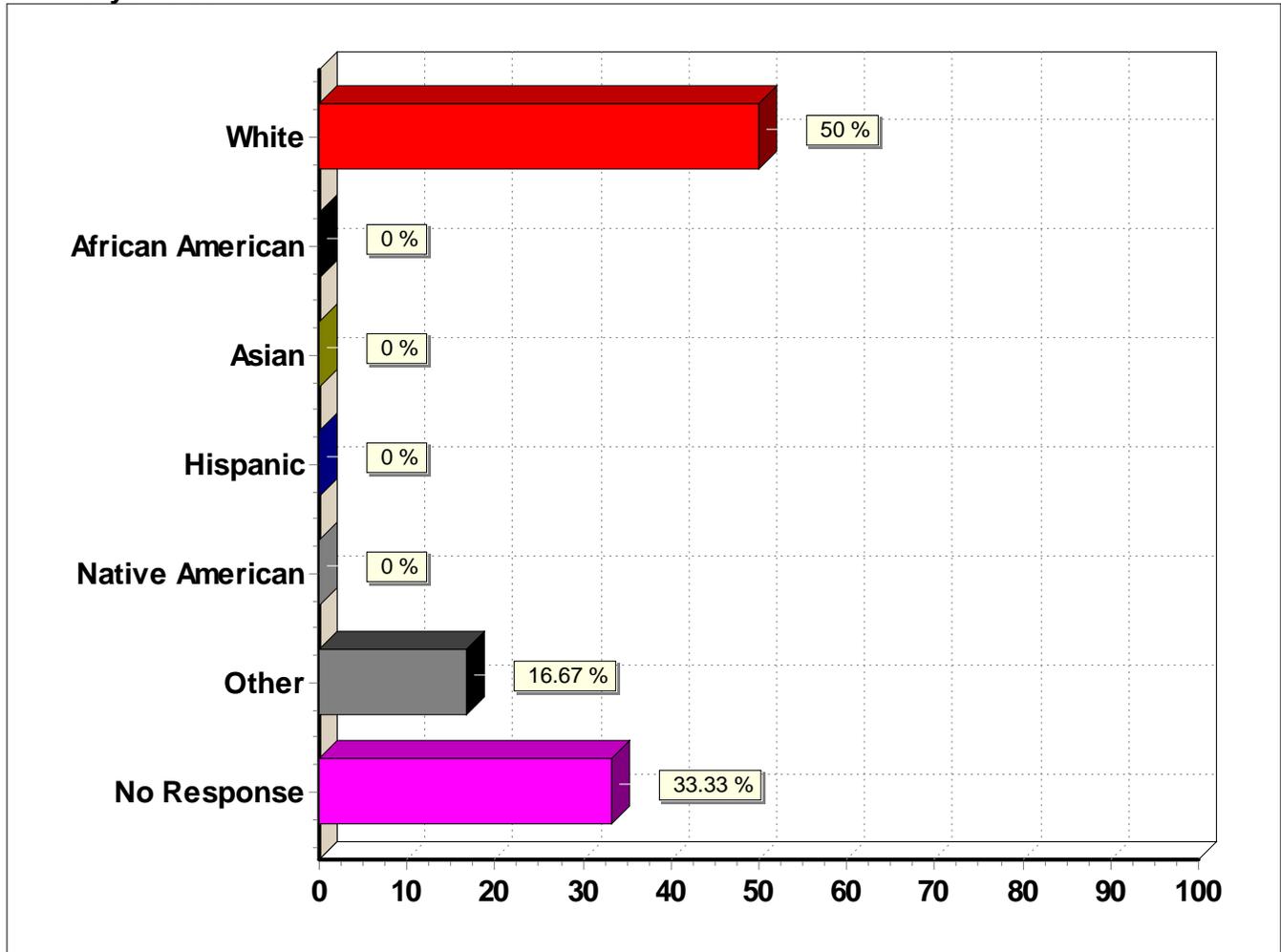
Response (n = 6)	Frequency	Percent
Male	1	16.7%
Female	5	83.3%
No Response	0	0.0%

Question disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		Gender:			
		Male	Female	No Response	Total (Row)
Ethnicity / Race:	White	1 33.3%	2 66.7%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	2 100.0%	0 0.0%	2 100.0%
	Total (Column)	1 -	5 -	0 -	6 -
Count (n) 6					

Frequency Row Percent		Ethnicity / Race:							Total (Row)
		White	African American	Asian	Hispanic	Native American	Other	No Response	
Gender:	Male	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Female	2 40.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 20.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	3 -	0 -	0 -	0 -	0 -	1 -	2 -	6 -
	Count (n) 6								

Ethnicity / Race:



Ethnicity / Race:

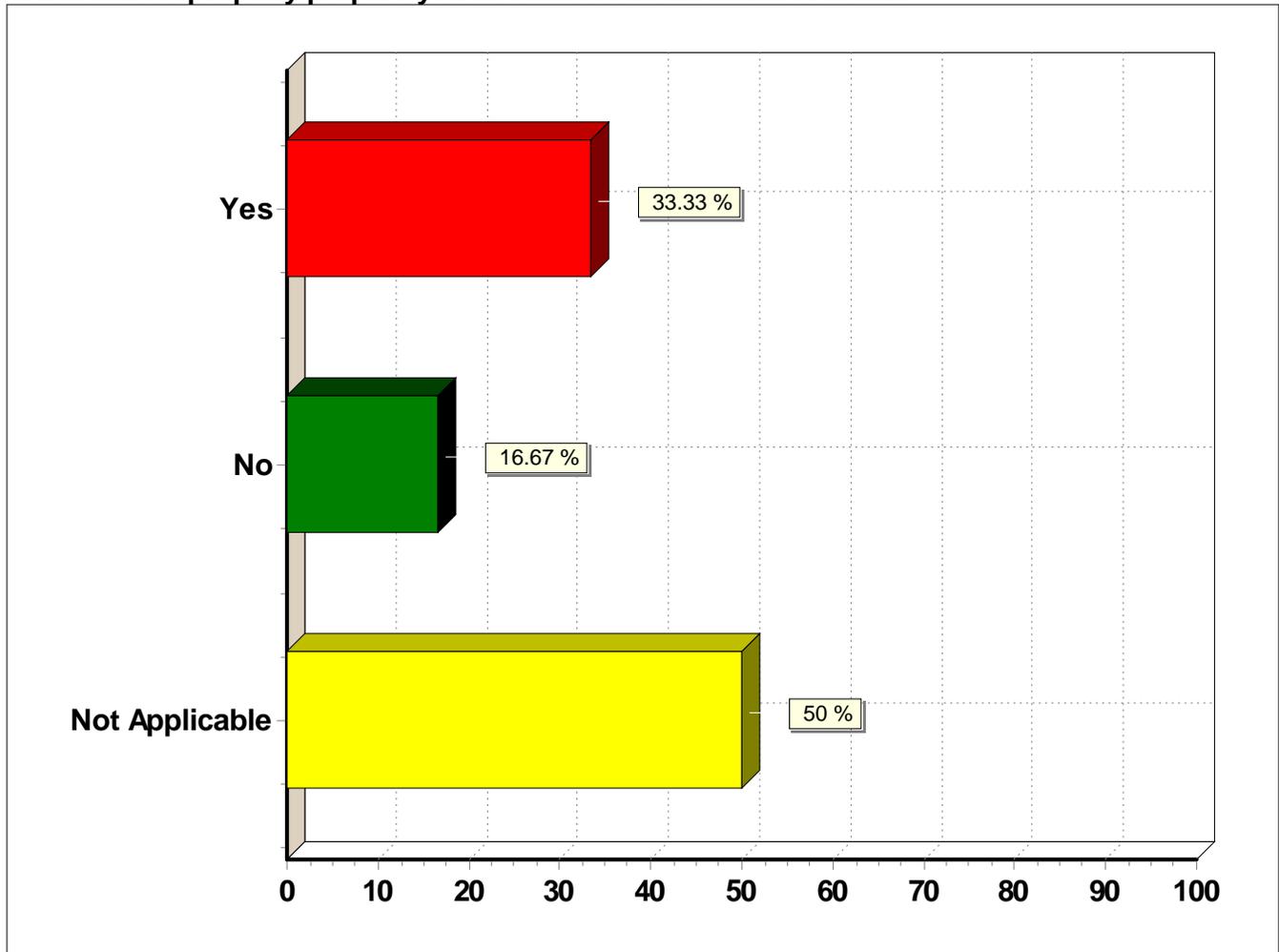
Response (n = 6)	Frequency	Percent
White	3	50.0%
African American	0	0.0%
Asian	0	0.0%
Hispanic	0	0.0%
Native American	0	0.0%
Other	1	16.7%
No Response	2	33.3%

Question disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		Gender:			
		Male	Female	No Response	Total (Row)
Ethnicity / Race:	White	1 33.3%	2 66.7%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	2 100.0%	0 0.0%	2 100.0%
	Total (Column)	1	5	0	6
	Count (n)	6			

Frequency Row Percent		Ethnicity / Race:							
		White	African American	Asian	Hispanic	Native American	Other	No Response	Total (Row)
Gender:	Male	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Female	2 40.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 20.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	3	0	0	0	0	1	2	6
	Count (n)	6							

1. Did school properly prepare you to succeed in the world of work?



1. Did school properly prepare you to succeed in the world of work?

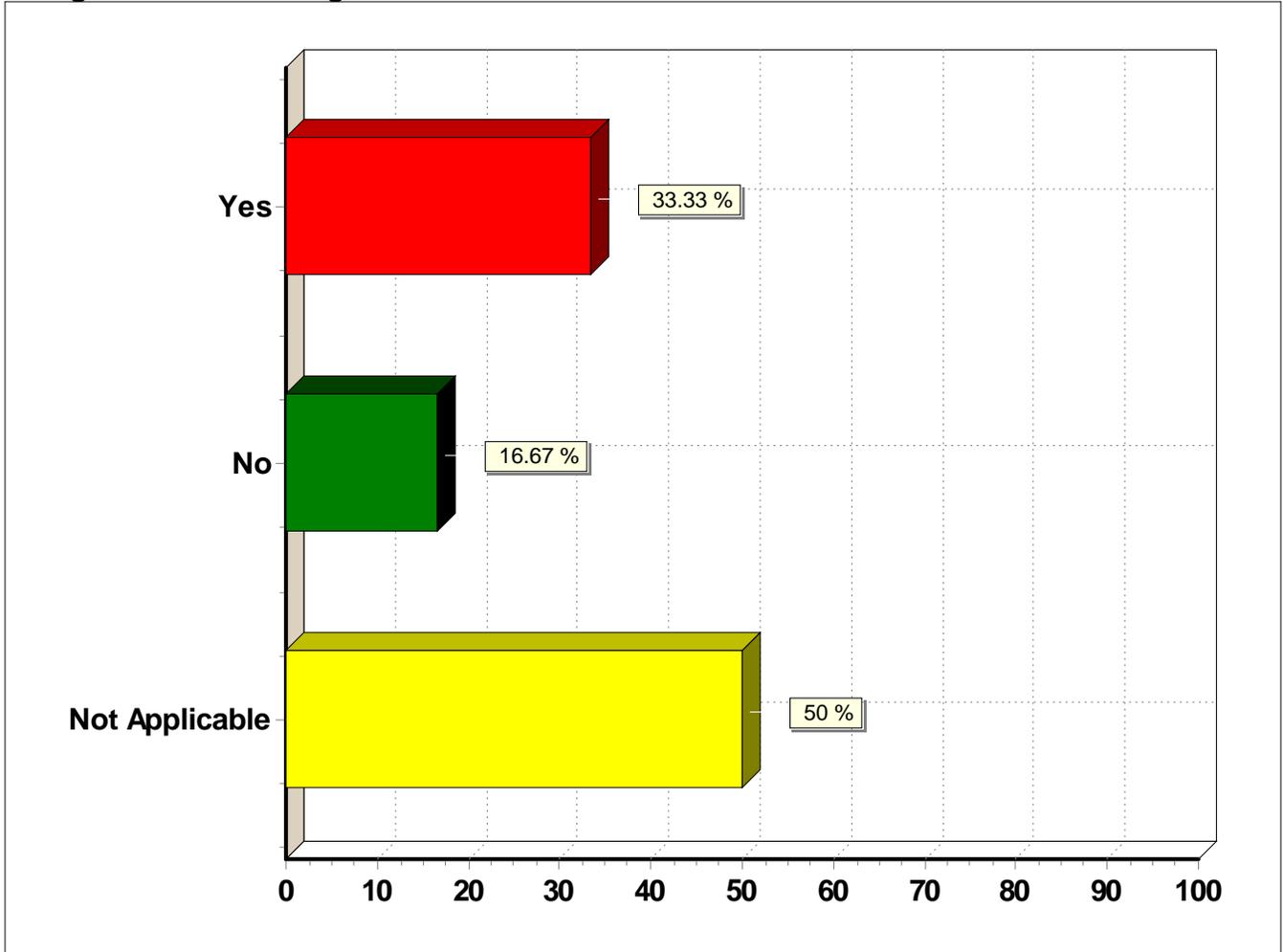
Response (n = 6)	Frequency	Percent
Yes	2	33.3%
No	1	16.7%
Not Applicable	3	50.0%

Question 1 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		1. Did school properly prepare you to succeed in the world of work?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Female	2 40.0%	0 0.0%	3 60.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	2	1	3	6
	Count (n)	-	-	-	-
Count (n) 6					

Frequency Row Percent		1. Did school properly prepare you to succeed in the world of work?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	1 33.3%	1 33.3%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	2	1	3	6
	Count (n)	-	-	-	-
Count (n) 6					

2. Did you have to take English or math classes in order to meet college requirements before taking a course for college?



2. Did you have to take English or math classes in order to meet college requirements before taking a course for college?

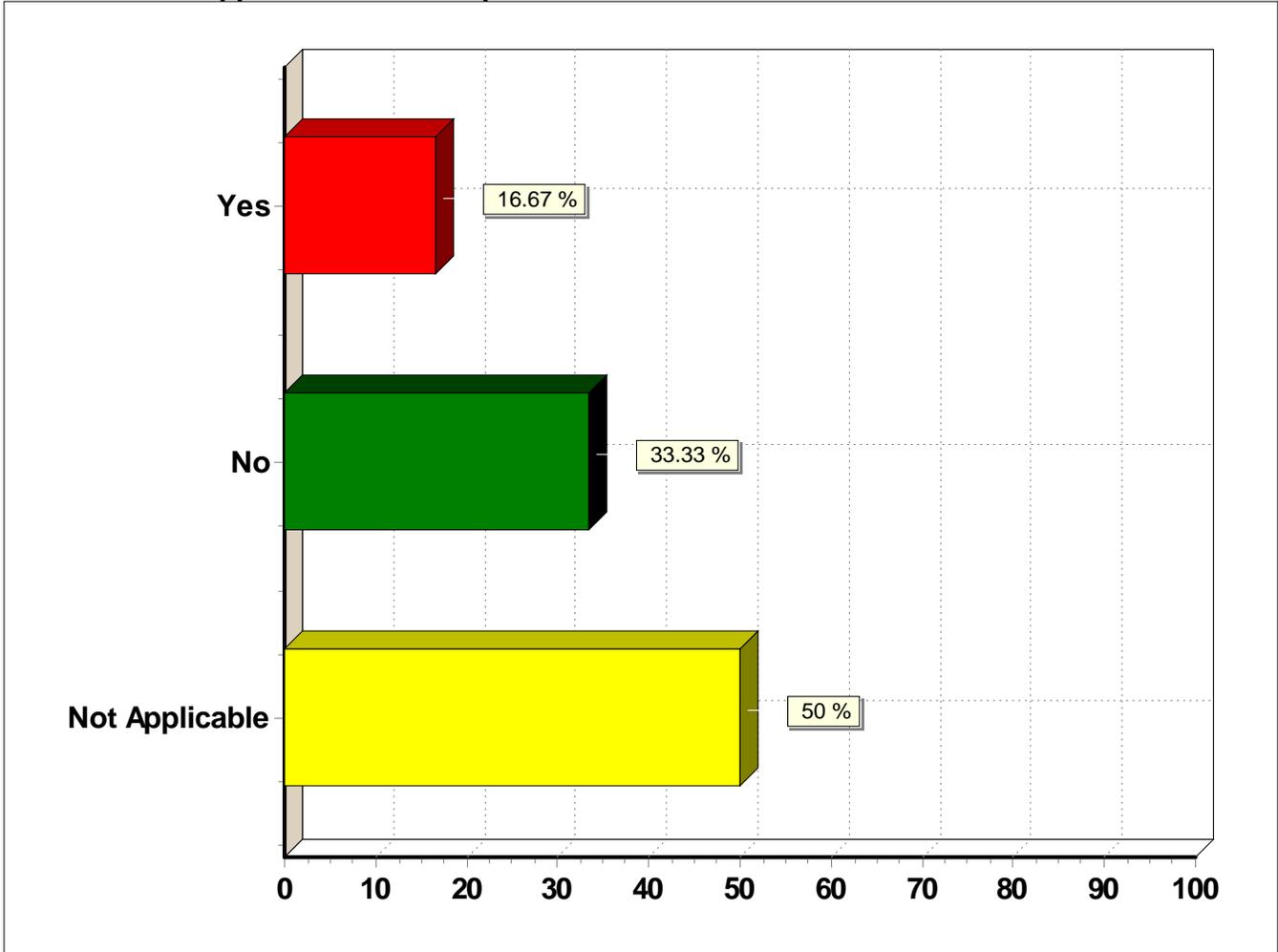
Response (n = 6)	Frequency	Percent
Yes	2	33.3%
No	1	16.7%
Not Applicable	3	50.0%

Question 2 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		2. Did you have to take English or math classes in order to meet college requirements before taking a course for college?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Female	1 20.0%	1 20.0%	3 60.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	2	1	3	6
	Count (n)	-	-	-	-

Frequency Row Percent		2. Did you have to take English or math classes in order to meet college requirements before taking a course for college?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	1 33.3%	1 33.3%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	2	1	3	6
	Count (n)	-	-	-	-

3. Were career days, outside resource people, and guest speakers helpful in learning about various career opportunities and requirements?



3. Were career days, outside resource people, and guest speakers helpful in learning about various career opportunities and requirements?

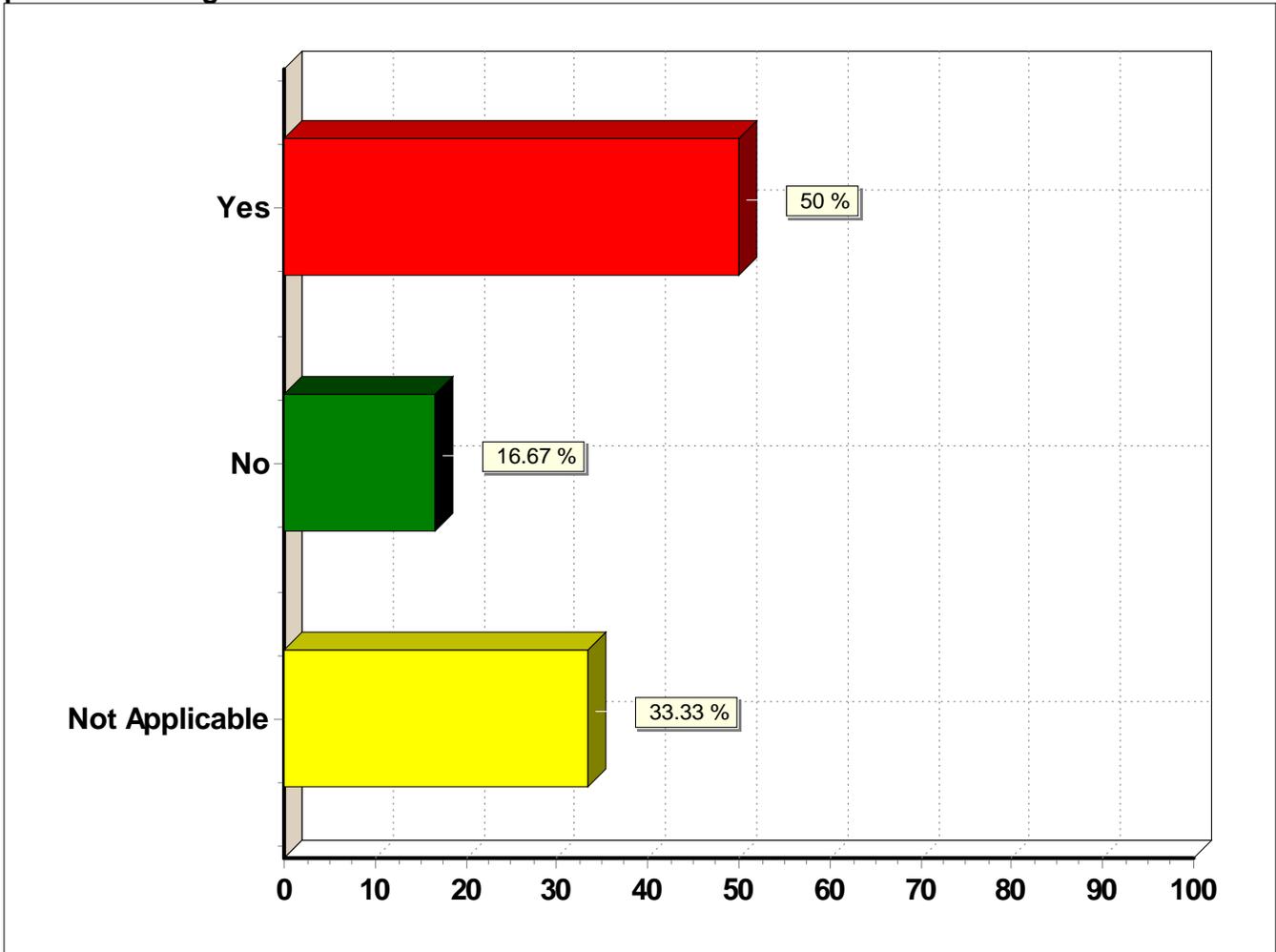
Response (n = 6)	Frequency	Percent
Yes	1	16.7%
No	2	33.3%
Not Applicable	3	50.0%

Question 3 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		3. Were career days, outside resource people, and guest speakers helpful in learning about various career opportunities and requirements?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	0 0.0%	1 100.0%	1 100.0%
	Female	1 20.0%	2 40.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	1	2	3	6
	Count (n)	6	-	-	-

Frequency Row Percent		3. Were career days, outside resource people, and guest speakers helpful in learning about various career opportunities and requirements?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	0 0.0%	2 66.7%	1 33.3%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	1	2	3	6
	Count (n)	6	-	-	-

4. Were you properly prepared in thinking skills such as creativity, decision making and problem solving?



4. Were you properly prepared in thinking skills such as creativity, decision making and problem solving?

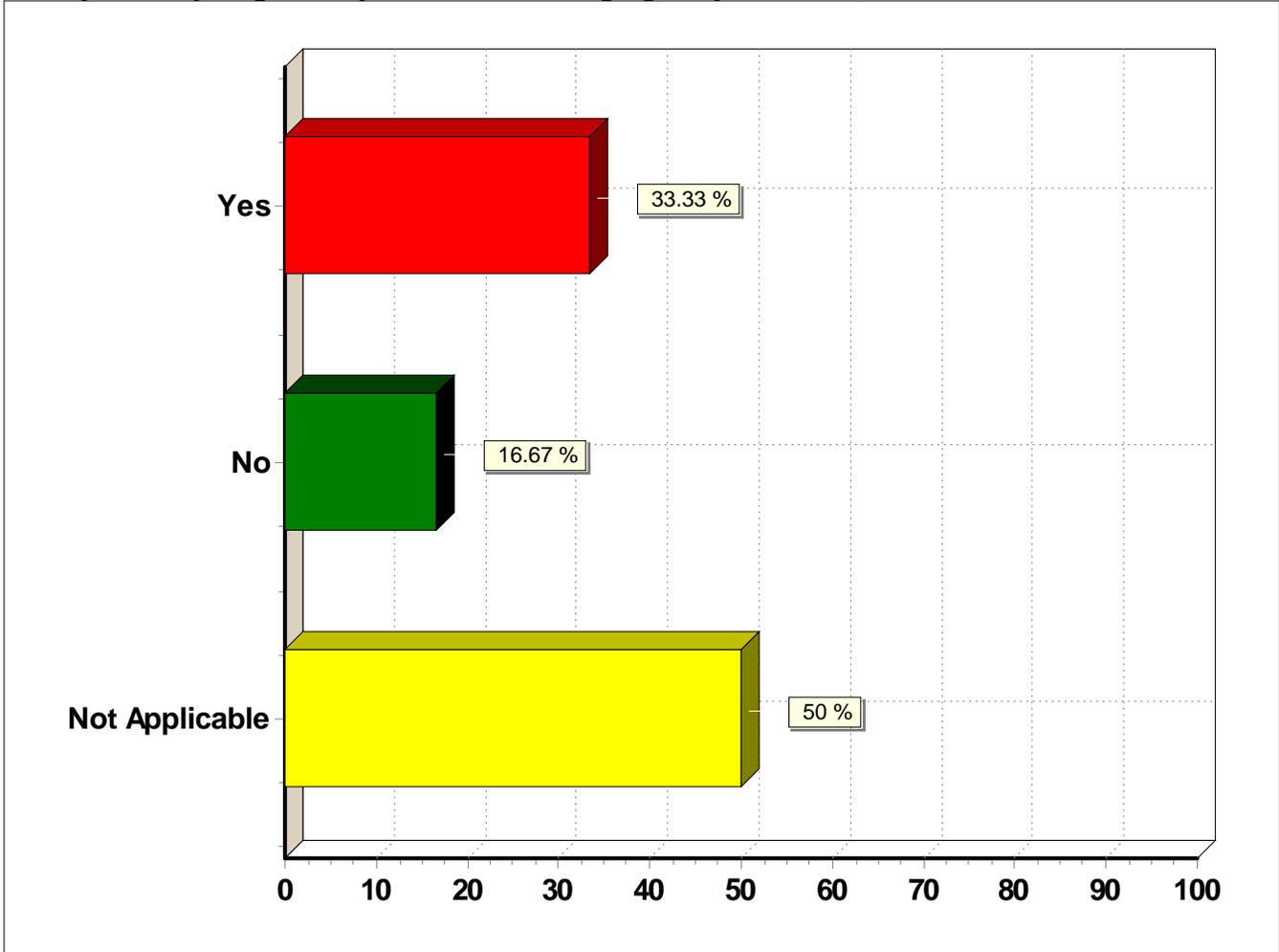
Response (n = 6)	Frequency	Percent
Yes	3	50.0%
No	1	16.7%
Not Applicable	2	33.3%

Question 4 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		4. Were you properly prepared in thinking skills such as creativity, decision making and problem solving?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Female	3 60.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	3	1	2	6
	Count (n)	-	-	-	-

Frequency Row Percent		4. Were you properly prepared in thinking skills such as creativity, decision making and problem solving?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 66.7%	1 33.3%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	3	1	2	6
	Count (n)	-	-	-	-

5. Do you feel you generally received challenging subject matter, and was it well-defined?



5. Do you feel you generally received challenging subject matter, and was it well-defined?

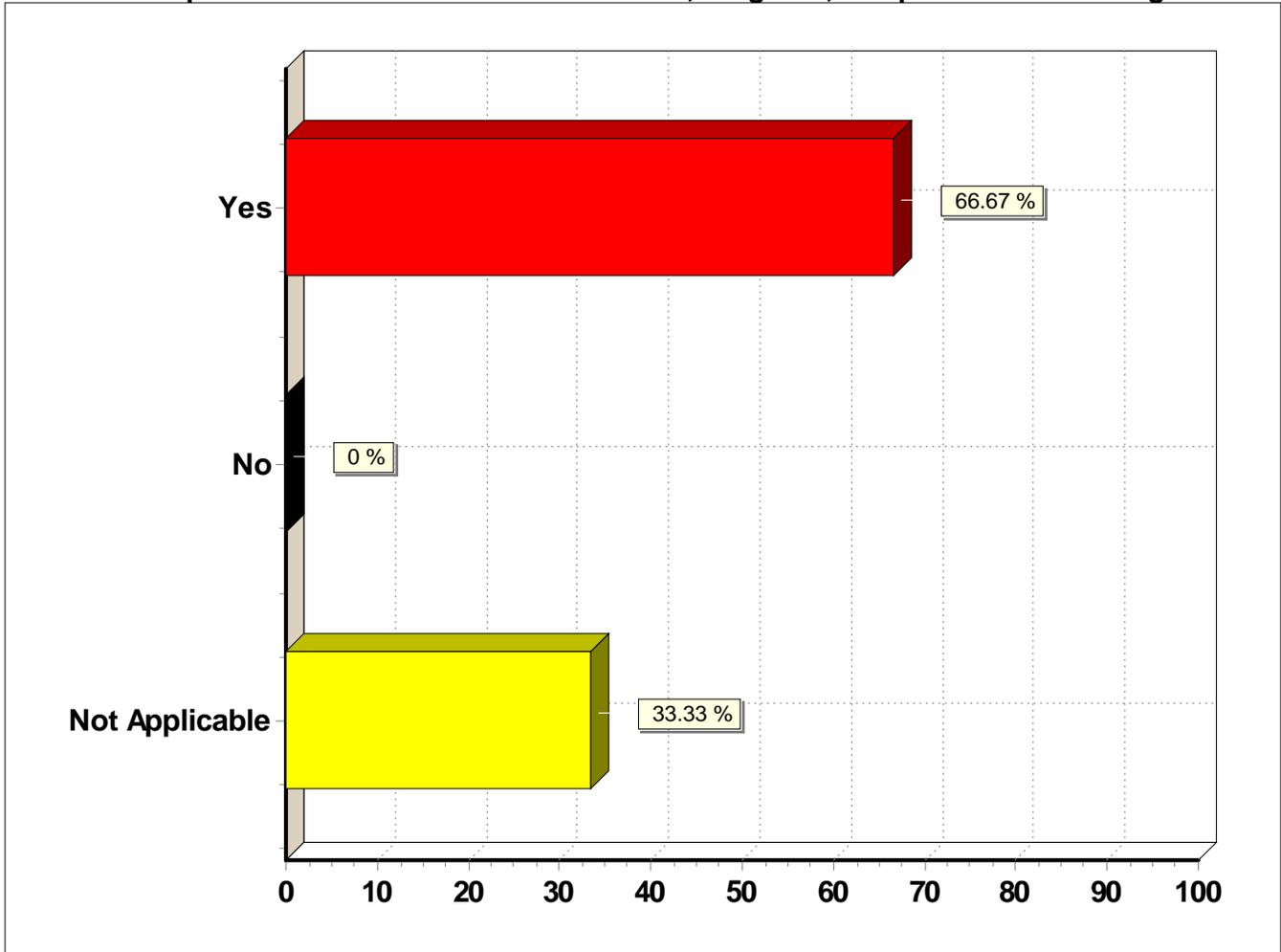
Response (n = 6)	Frequency	Percent
Yes	2	33.3%
No	1	16.7%
Not Applicable	3	50.0%

Question 5 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		5. Do you feel you generally received challenging subject matter, and was it well-defined?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	0 0.0%	1 100.0%	1 100.0%
	Female	2 40.0%	1 20.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	2 -	1 -	3 -	6 -
	Count (n)	6			

Frequency Row Percent		5. Do you feel you generally received challenging subject matter, and was it well-defined?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	1 33.3%	1 33.3%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	2 -	1 -	3 -	6 -
Count (n)	6				

6. Did school provide an environment that was safe, drug-free, and positive for learning?



6. Did school provide an environment that was safe, drug-free, and positive for learning?

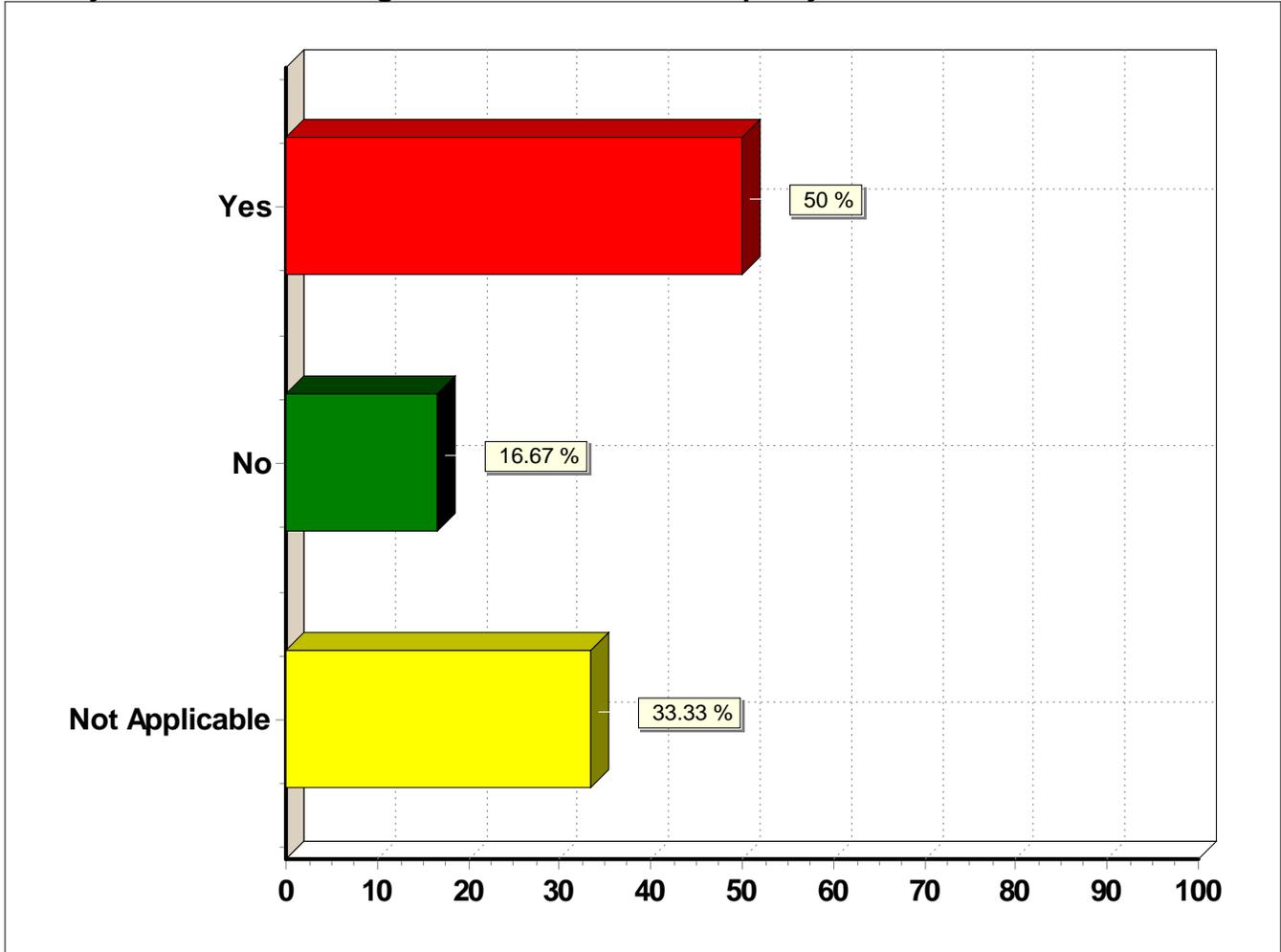
Response (n = 6)	Frequency	Percent
Yes	4	66.7%
No	0	0.0%
Not Applicable	2	33.3%

Question 6 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		6. Did school provide an environment that was safe, drug-free, and positive for learning?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Female	3 60.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	4 -	0 -	2 -	6 -
	Count (n)	6			

Frequency Row Percent		6. Did school provide an environment that was safe, drug-free, and positive for learning?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	3 100.0%	0 0.0%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	4 -	0 -	2 -	6 -
	Count (n)	6			

7. Did your teachers have high standards and demand quality work?



7. Did your teachers have high standards and demand quality work?

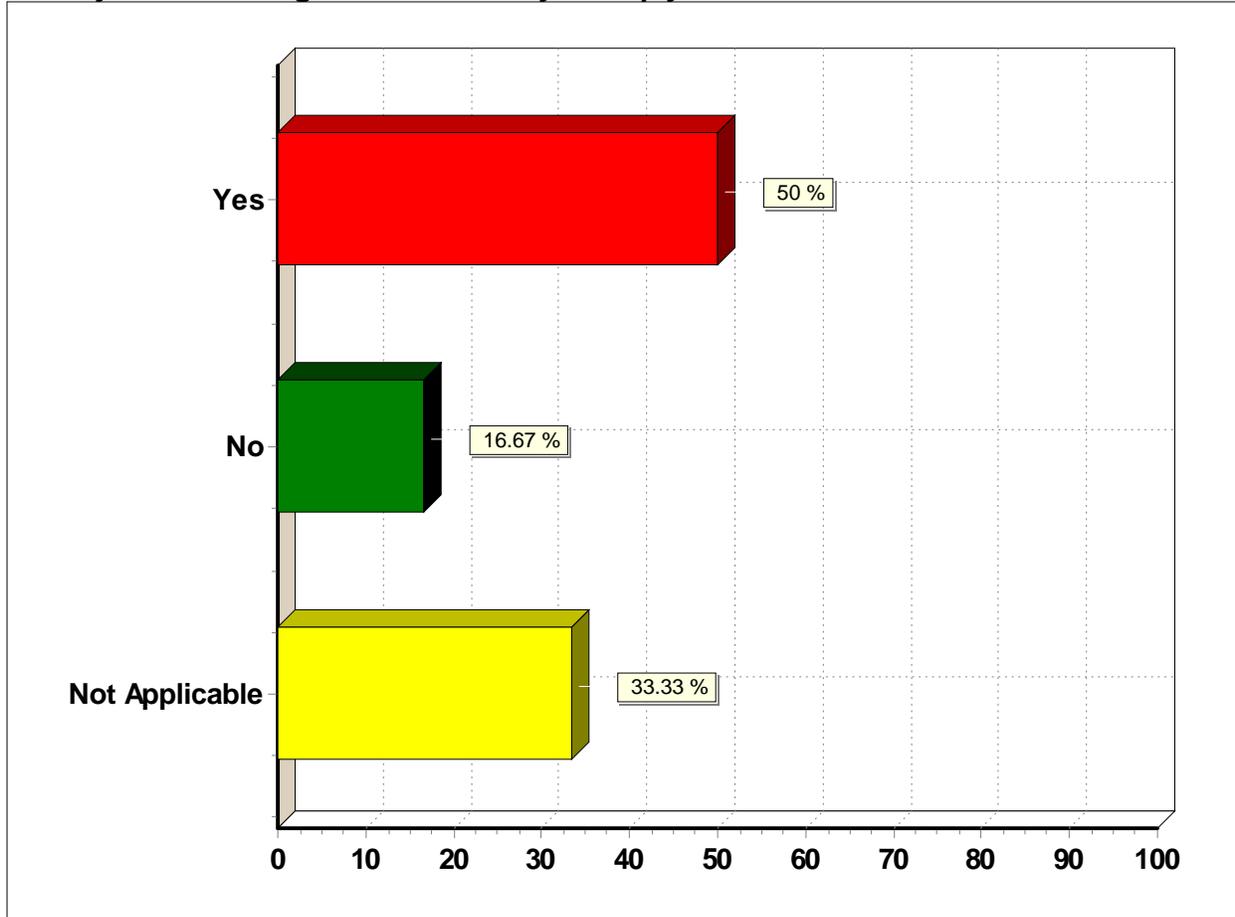
Response (n = 6)	Frequency	Percent
Yes	3	50.0%
No	1	16.7%
Not Applicable	2	33.3%

Question 7 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		7. Did your teachers have high standards and demand quality work?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Female	2 40.0%	1 20.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	3	1	2	6
	Count (n)	6	-	-	-

Frequency Row Percent		7. Did your teachers have high standards and demand quality work?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 66.7%	1 33.3%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	3	1	2	6
	Count (n)	6	-	-	-

8. Did your teachers go out of their way to help you succeed in school?



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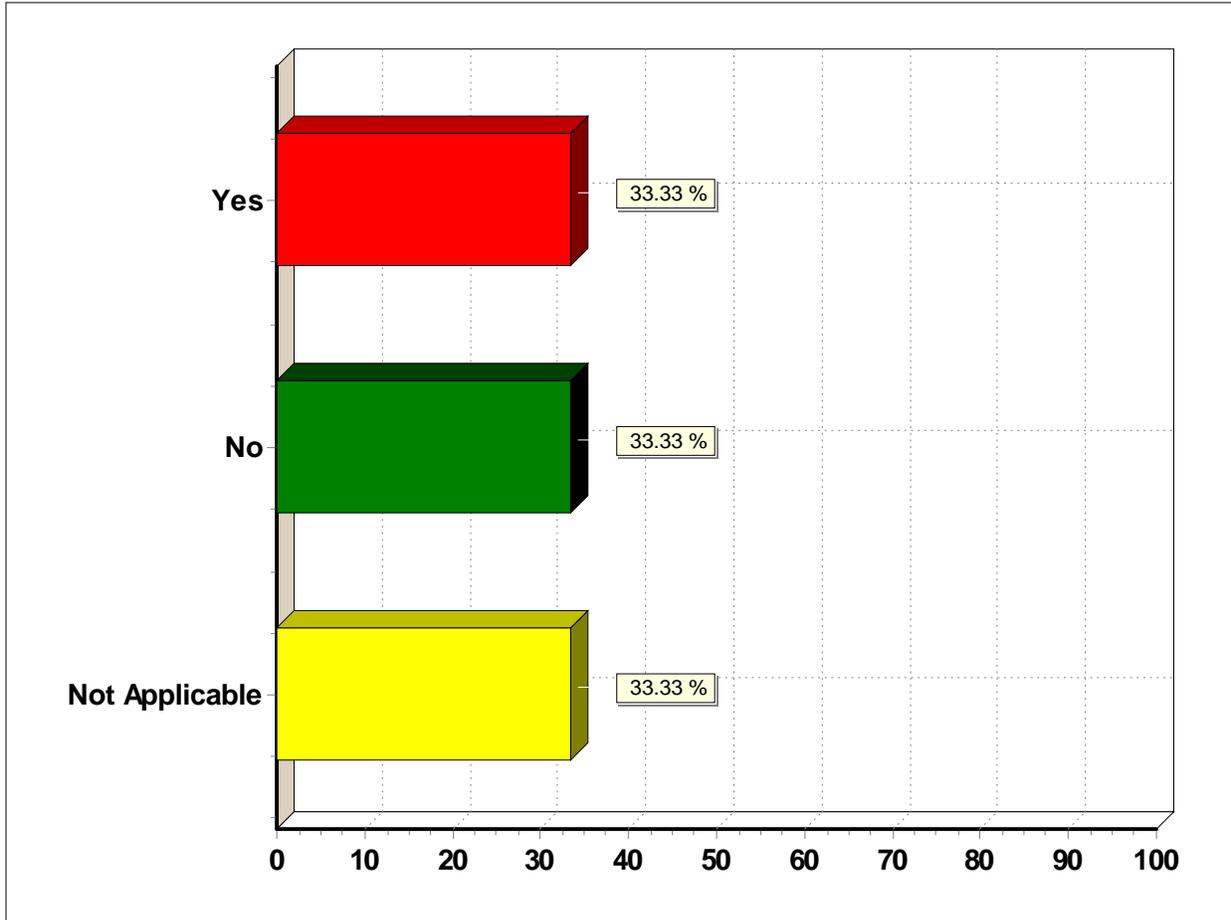
Response (n = 6)	Frequency	Percent
Yes	3	50.0%
No	1	16.7%
Not Applicable	2	33.3%

Question 8 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		8. Did your teachers go out of their way to help you succeed in school?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Female	3 60.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	3	1	2	6
	Count (n) 6	-	-	-	-

Frequency Row Percent		8. Did your teachers go out of their way to help you succeed in school?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 66.7%	1 33.3%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	3	1	2	6
Count (n) 6	-	-	-	-	

9. Did school prepare you to deal with the technological advances occurring in the real world?



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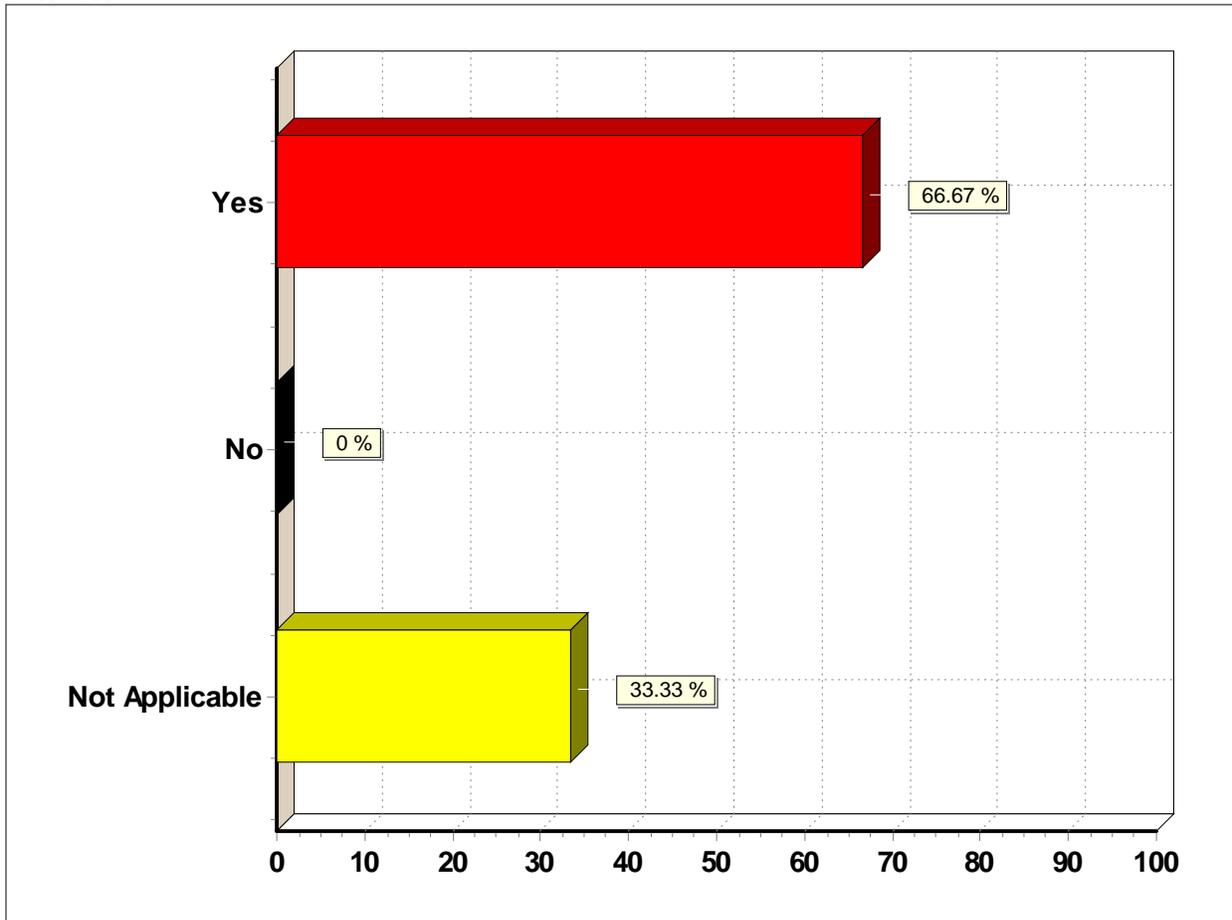
Response (n = 6)	Frequency	Percent
Yes	2	33.3%
No	2	33.3%
Not Applicable	2	33.3%

Question 9 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		9. Did school prepare you to deal with the technological advances occurring in the real world?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Female	2 40.0%	1 20.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	2	2	2	6
	Count (n)	6			

Frequency Row Percent		9. Did school prepare you to deal with the technological advances occurring in the real world?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	2 66.7%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	2	2	2	6
	Count (n)	6			

10. Do you feel you had at least one connected and caring adult you could talk to in the school?



10. Do you feel you had at least one connected and caring adult you could talk to in the school?

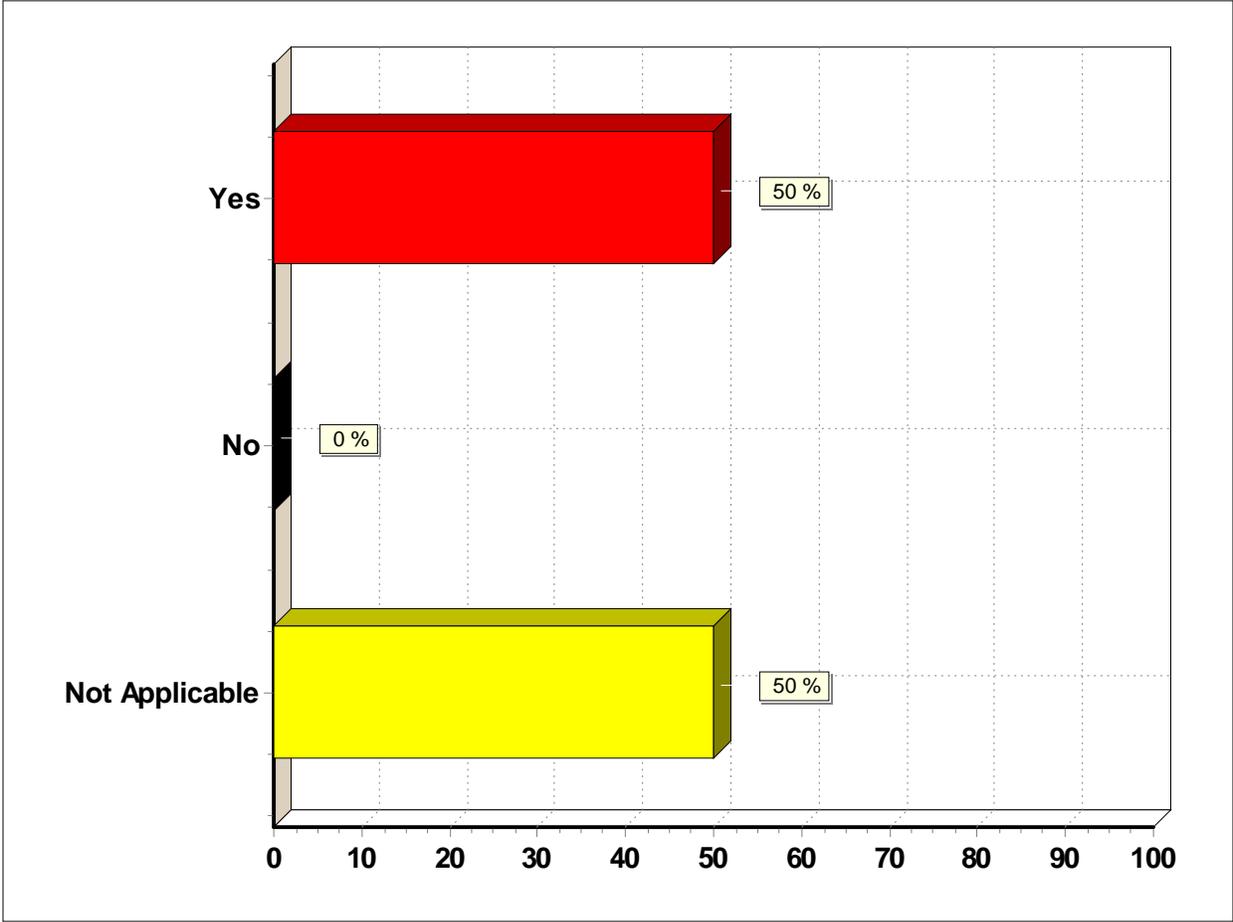
Response (n = 6)	Frequency	Percent
Yes	4	66.7%
No	0	0.0%
Not Applicable	2	33.3%

Question 10 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		10. Do you feel you had at least one connected and caring adult you could talk to in the school?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Female	3 60.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	4	0	2	6
	Count (n)	-	-	-	-
Count (n) 6					

Frequency Row Percent		10. Do you feel you had at least one connected and caring adult you could talk to in the school?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	3 100.0%	0 0.0%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	4	0	2	6
	Count (n)	-	-	-	-
Count (n) 6					

11. Do you feel you have been prepared properly to be a flexible, productive, and lifelong learner?



11. Do you feel you have been prepared properly to be a flexible, productive, and lifelong learner?

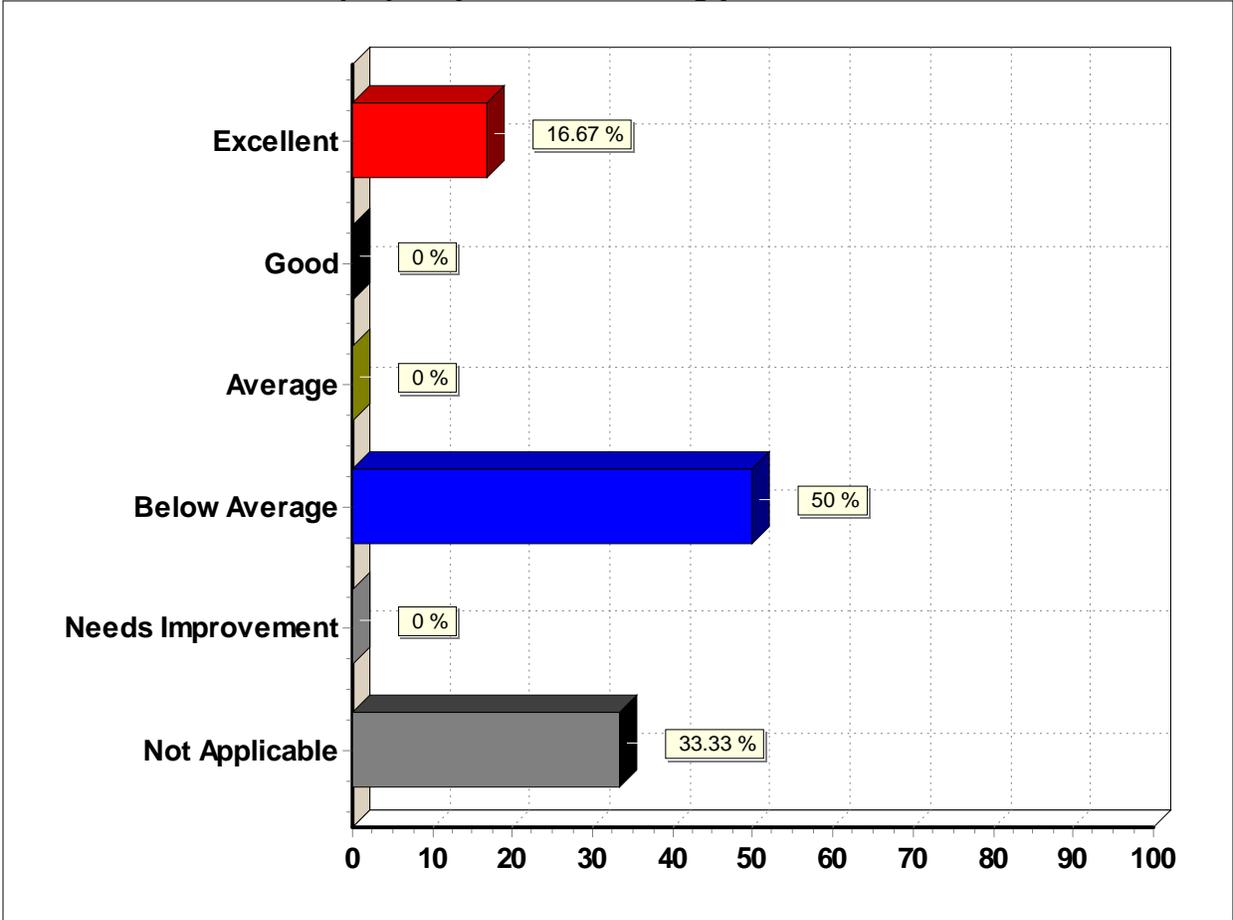
Response (n = 6)	Frequency	Percent
Yes	3	50.0%
No	0	0.0%
Not Applicable	3	50.0%

Question 11 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		11. Do you feel you have been prepared properly to be a flexible, productive, and lifelong learner?			
		Yes	No	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	0 0.0%	1 100.0%	1 100.0%
	Female	3 60.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	3 -	0 -	3 -	6 -
	Count (n)	6			

Frequency Row Percent		11. Do you feel you have been prepared properly to be a flexible, productive, and lifelong learner?			
		Yes	No	Not Applicable	Total (Row)
Ethnicity / Race:	White	2 66.7%	0 0.0%	1 33.3%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	3 -	0 -	3 -	6 -
	Count (n)	6			

12. How well did school prepare you for continuing your education?



12. How well did school prepare you for continuing your education?

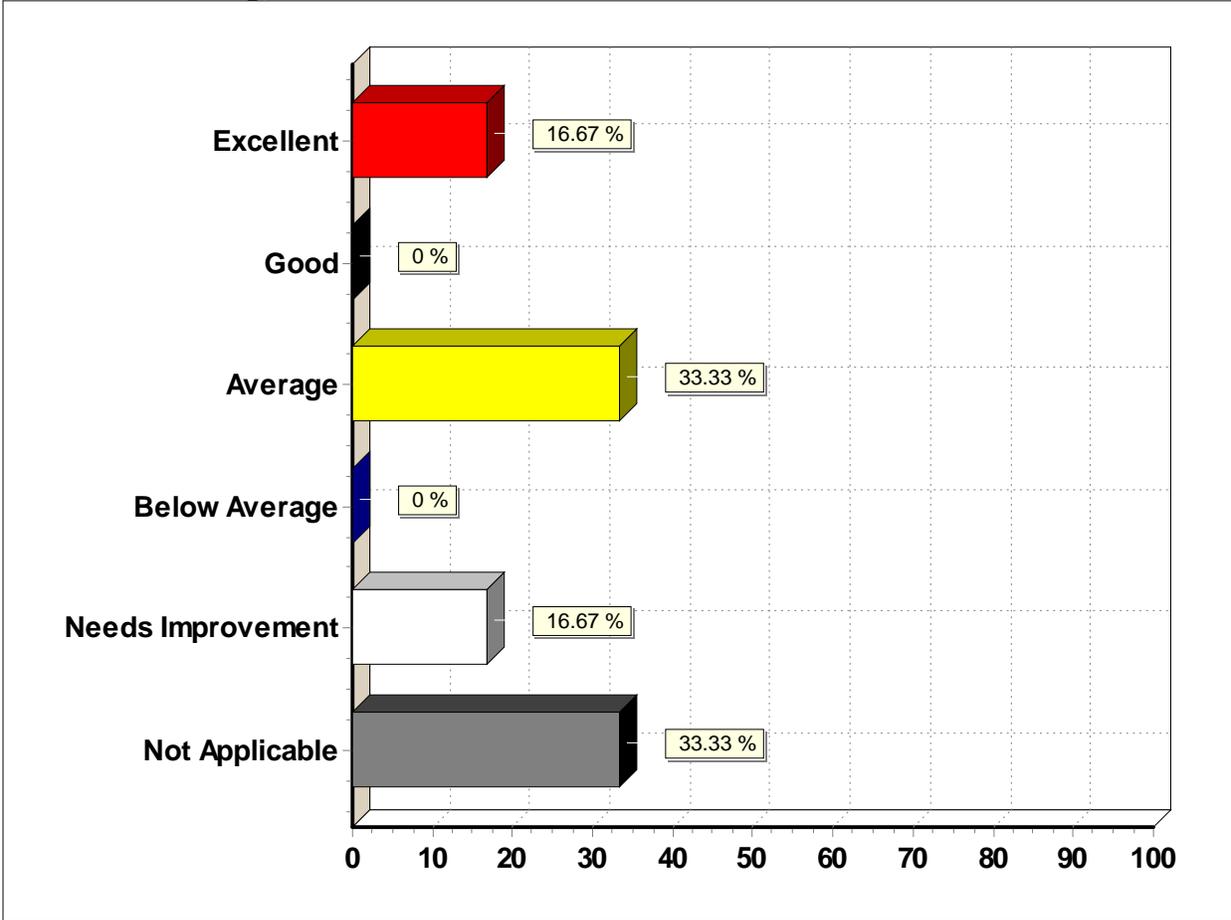
Response (n = 6)	Frequency	Percent
Excellent	1	16.7%
Good	0	0.0%
Average	0	0.0%
Below Average	3	50.0%
Needs Improvement	0	0.0%
Not Applicable	2	33.3%

Question 12 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		12. How well did school prepare you for continuing your education?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	Female	1 20.0%	0 0.0%	0 0.0%	2 40.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	1	0	0	3	0	2	6
	Count (n)	-	-	-	-	-	-	-

Frequency Row Percent		12. How well did school prepare you for continuing your education?						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	0 0.0%	0 0.0%	2 66.7%	0 0.0%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	1	0	0	3	0	2	6
	Count (n)	-	-	-	-	-	-	-

13. Give your school a grade based on how well you feel they prepared you for college, vocational training, or the world of work.



13. Give your school a grade based on how well you feel they prepared you for college, vocational training, or the world of work.

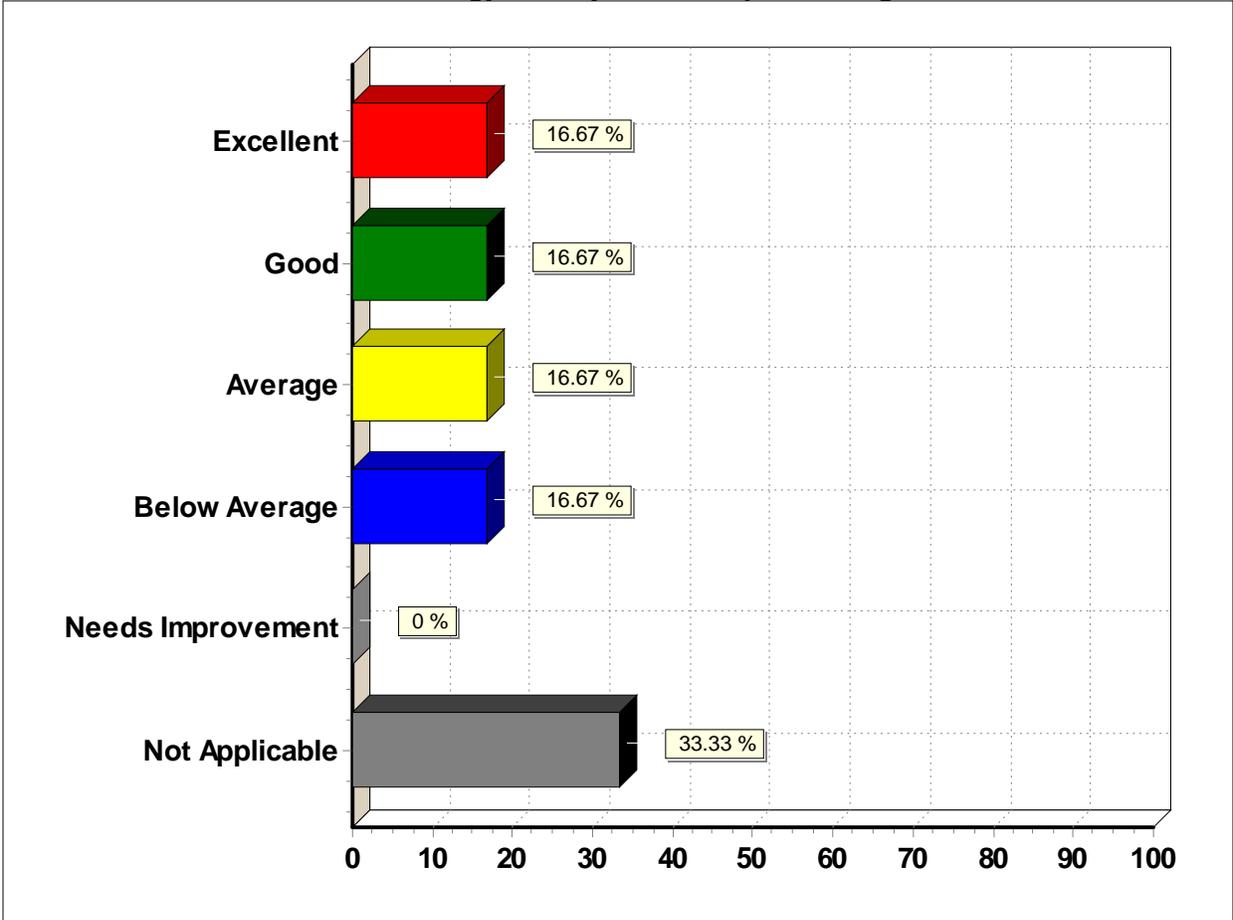
Response (n = 6)	Frequency	Percent
Excellent	1	16.7%
Good	0	0.0%
Average	2	33.3%
Below Average	0	0.0%
Needs Improvement	1	16.7%
Not Applicable	2	33.3%

Question 13 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		13. Give your school a grade based on how well you feel they prepared you for college, vocational training, or the world of work.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	1 100.0%
	Female	1 20.0%	0 0.0%	2 40.0%	0 0.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	1	0	2	0	1	2	6
	Count (n)	6	-	-	-	-	-	-

Frequency Row Percent		13. Give your school a grade based on how well you feel they prepared you for college, vocational training, or the world of work.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	0 0.0%	1 33.3%	0 0.0%	1 33.3%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	1	0	2	0	1	2	6
Count (n)	6	-	-	-	-	-	-	

14. Rate the educational technology skills you developed throughout school.



14. Rate the educational technology skills you developed throughout school.

Response (n = 6)	Frequency	Percent
Excellent	1	16.7%
Good	1	16.7%
Average	1	16.7%
Below Average	1	16.7%
Needs Improvement	0	0.0%
Not Applicable	2	33.3%

Question 14 disaggregated into cross tabulations by Ethnic Origin and Gender

Frequency Row Percent		14. Rate the educational technology skills you developed throughout school.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Gender:	Male	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	Female	1 20.0%	0 0.0%	1 20.0%	1 20.0%	0 0.0%	2 40.0%	5 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Total (Column)	1 -	1 -	1 -	1 -	0 -	2 -	6 -
	Count (n)	6						

Frequency Row Percent		14. Rate the educational technology skills you developed throughout school.						
		Excellent	Good	Average	Below Average	Needs Improvement	Not Applicable	Total (Row)
Ethnicity / Race:	White	1 33.3%	1 33.3%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	3 100.0%
	African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Asian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Native American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	Other	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
	No Response	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 100.0%	2 100.0%
	Total (Column)	1 -	1 -	1 -	1 -	0 -	2 -	6 -
	Count (n)	6						

Want More?

Additional copies of your bound report \$7.50 each

Want Even More???

Data Disaggregation:

Gender

Report showing only male responses and report showing only female responses

Generates 2 Reports \$30.00

Present Status:

Report showing responses for each of the following categories:

Work Full Time, Work Part Time, Military, 4 Year College, 2 Year College, Vocational / Technical School

Generates 6 Reports \$60.00

Ethnic Origin:

Report showing responses for each of the following categories:

White/Caucasian, African American, Asian, Hispanic, Native American, & Other

Generates 6 Reports \$55.00

Yes/No Question

Report showing responses for those answering a question "Yes" and a report showing those that answered "No" to the same question (you choose which yes/no question you want segregated)

Generates 2 Reports \$30.00

Excellent/Good/Average/Below Average/Needs Improvement Question

Report showing responses for those answering a question "Excellent", those answering "Good", those answering "Average", those answering "Below Average", and a report showing those that answered "Needs Improvement" to the same question (you choose which A/B/C/D/F question you want segregated)

Generates 5 Reports \$50.00

Customized Reports

You may customize your data segregation to focus on a group meeting specific criteria.

(For example: A report showing those attending a 4-Year College, answered "yes" to question #1 and answered question #10 with "Excellent".

Generates 1 Report Starting at \$25.00

Data File

A delimited text file emailed to you so you can manipulate the data at your leisure. ... \$25.00

Electronic Report (Acrobat PDF File)

An exact duplicate of your bound paper report emailed to you as a convenient pdf file which can be read with Acrobat Reader. Makes it easy to share your results with a group or cut and paste to other applications \$50.00

Actual shipping charges applied to all orders.

Thank You!

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to help you**



your graduates' success!

**Your patronage is
greatly appreciated!**

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1-800-738-6466**

**NEBRASKA DEPARTMENT OF EDUCATION
CONSOLIDATED DATA COLLECTION
SUMMER SCHOOL STUDENT UNIT
Summary of Data Submitted for the 2020-2021 School Year**

			GRADE	# Of Summer Sch. Students Enrolled In & Attending For At Least 12 Days For A Minimum of 3 hrs	Aggregate # Of Days Students Attended Summer Sch For At Least 3 Hrs But Fewer Than 6 Hrs	Aggregate # Of Days Students Attended Summer School For 6 Or More Hours Per Day	Duplicated Count Of Students In Remedial Math	Duplicated Count Of Students In Remedial Reading	Duplicated Count Of Students Eligible For Free Lunch/Free Milk At A Non-CEP School or Attending A CEP School		
Grades KG-12	BAYARD PUBLIC SCHOOLS (62-0021-000)										
	BAYARD SECONDARY SCHOOL (62-0021-001)										
				01	0	0	0	0	0	0	
				02	0	0	0	0	0	0	
				03	0	0	0	0	0	0	
				04	0	0	0	0	0	0	
				05	0	0	0	0	0	0	
				06	0	0	0	0	0	0	
				07	1	12	0	0	0	1	
				08	3	24	0	1	1	3	
				09	1	12	0	0	0	1	
				10	1	13	0	0	0	1	
				11	0	0	0	0	0	0	
				12	0	0	0	0	0	0	
				KG	0	0	0	0	0	0	
				Grades KG-12 School Total	6	61	0	1	1	6	
		BAYARD ELEMENTARY SCHOOL (62-0021-002)									
				01	0	0	0	0	0	0	
				02	4	54	0	4	4	4	
				03	6	81	0	6	6	6	

**NEBRASKA DEPARTMENT OF EDUCATION
CONSOLIDATED DATA COLLECTION
SUMMER SCHOOL STUDENT UNIT
Summary of Data Submitted for the 2020-2021 School Year**

			GRADE	# Of Summer Sch. Students Enrolled In & Attending For At Least 12 Days For A Minimum of 3 hrs	Aggregate # Of Days Students Attended Summer Sch For At Least 3 Hrs But Fewer Than 6 Hrs	Aggregate # Of Days Students Attended Summer School For 6 Or More Hours Per Day	Duplicated Count Of Students In Remedial Math	Duplicated Count Of Students In Remedial Reading	Duplicated Count Of Students Eligible For Free Lunch/Free Milk At A Non-CEP School or Attending A CEP School	
Grades KG-12	BAYARD PUBLIC SCHOOLS (62-0021-000)									
	BAYARD ELEMENTARY SCHOOL (62-0021-002)									
				04	5	71	0	5	5	5
				05	2	25	0	2	2	2
				06	3	42	0	3	3	3
				07	0	0	0	0	0	0
				08	0	0	0	0	0	0
				09	0	0	0	0	0	0
				10	0	0	0	0	0	0
				11	0	0	0	0	0	0
				12	0	0	0	0	0	0
				KG	4	57	0	4	4	4
				Grades KG-12 School Total	24	330	0	24	24	24
				Grades KG-12 District Total	30	391	0	25	25	30
PK Only	BAYARD PUBLIC SCHOOLS (62-0021-000)									
	BAYARD SECONDARY SCHOOL (62-0021-001)									
				PK	0	0	0	0	0	0
				PK Only School Total	0	0	0	0	0	0

**NEBRASKA DEPARTMENT OF EDUCATION
CONSOLIDATED DATA COLLECTION
SUMMER SCHOOL STUDENT UNIT
Summary of Data Submitted for the 2020-2021 School Year**

			GRADE	# Of Summer Sch. Students Enrolled In & Attending For At Least 12 Days For A Minimum of 3 hrs	Aggregate # Of Days Students Attended Summer Sch For At Least 3 Hrs But Fewer Than 6 Hrs	Aggregate # Of Days Students Attended Summer School For 6 Or More Hours Per Day	Duplicated Count Of Students In Remedial Math	Duplicated Count Of Students In Remedial Reading	Duplicated Count Of Students Eligible For Free Lunch/Free Milk At A Non-CEP School or Attending A CEP School	
PK Only	BAYARD PUBLIC SCHOOLS (62-0021-000)									
	BAYARD ELEMENTARY SCHOOL (62-0021-002)									
				PK	0	0	0	0	0	0
				PK Only School Total	0	0	0	0	0	0
				PK Only District Total	0	0	0	0	0	0
			DISTRICT TOTAL ALL GRADES	30	391	0	25	25	30	

MEMBERSHIP

School Year: 2021-2022

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

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

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

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

Grade	American Indian or Alaska Native		Asian	Black or African American		Hispanic		Two or More Races		White		Total	
	Female	Male	Female	Female	Male	Female	Male	Female	Male	Female	Male		
DISTRICT LEVEL (000)	HP			1			2	2	1		11	7	24
	KG							1			5	10	16
	01					1				1	3	10	15
	02						1	1	1	1	2	14	20
	03	1					5	1		1	5	5	18
	04						2	1		2	7	14	26
	05						5	3		1	10	13	32
	06						2	3			9	10	24
	07						4		1		7	12	24
	08				1		5	3			9	9	27
	09	1					3	2	1	1	14	9	31
	10	1					2	3		2	10	13	31
	11	1	1				3	4	1	1	11	8	30
	12						1	2			11	13	27
	<i>Total</i>	4	1	1	1	1	35	26	5	10	114	147	345

Month/Day, 2021

Bayard Public School
Board of Education

Bayard, NE 69334

Dear Negotiations Committee:

The Bayard Education Association requests that the school board of the Bayard Public Schools take action to recognize Bayard Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff to begin bargaining next fall for the 2023-24 contract year.

Please direct your response to the undersigned.

Sincerely,

Jennifer Tavenne (name)

BEA President (title)

Bayard Education Association

RESOLUTION NUMBER 21-0002

WHEREAS, the Federal Disaster Mitigation Act of 2000 was signed in to law on October 30, 2000, placing new emphasis on state and local mitigation planning for natural hazards and requiring communities to adopt a hazard mitigation action plan to be eligible for pre-disaster and post-disaster federal funding for mitigation purposes; and

WHEREAS, a Multi-Jurisdictional Hazard Mitigation Plan was prepared by the North Platte Natural Resources District, with assistance from JEO Consulting Group, Inc.

WHEREAS, the purpose of the mitigation plan was to lessen the effects of disasters by increasing the disaster resistance of the counties and participating jurisdictions located within the planning boundary by identifying the hazards that affect Bayard Public Schools and prioritize mitigation strategies to reduce potential loss of life and property damage from those hazards, and

WHEREAS, FEMA regulations require documentation that the plan has been formally adopted by the governing body of Bayard Public Schools in the form of a resolution and further requesting approval of the plan at the Federal Level; and

NOW, THEREFORE, the governing body of Bayard Public Schools does herewith adopt the most recent and FEMA approved version of the North Platte NRD Multi-Jurisdictional Hazard Mitigation Plan Update in its entirety; and

PASSED AND APPROVED this 11th day of October 2021.

President of Board

ATTEST:

Clerk



Bobbie Stuart <bobbie.stuart@bayardtigers.org>

2020 Ford Expedition Max

1 message

support@ove.com <support@ove.com>

Mon, Oct 4, 2021 at 4:26 PM

Reply-To: valleyautolocators@gmail.com

To: bobbie.stuart@bayardtigers.org, travis.miller@bayardtigers.org

Here is an example of a used 2020 Ford Expedition Max, 8 passenger with 41000 miles on it. Rated as a 4.6/5.0 this unit will be in near perfect condition. This unit is for sale across the nation, if it fits for you and you want to proceed, the delivered price would be \$65842. That covers all costs, of the vehicle, transportation home, serviced at our shop to ensure all is as expected. Miles will increase with driving unit home.

Thank you for reaching out to Valley Auto Locators and we would be most happy to assist in retrieving this Expedition Max for you.

Eric Anderson
Owner Valley Auto Locators
308-575-0610
valleyautolocators@gmail.com

2020 Ford Expedition Max

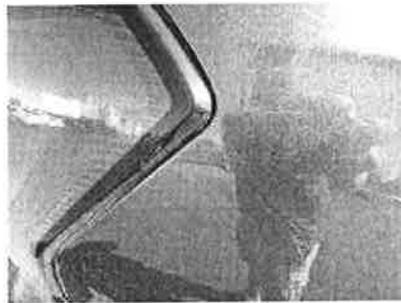
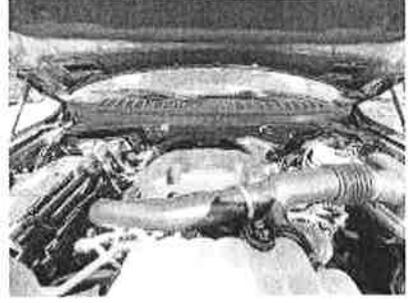


Vehicle Specifications

VIN:	1FMJK2AT5LEA40287
Odometer:	40,906
Transmission:	Automatic
Engine Cylinders:	6 Cylinder
Drive Train:	4 Wheel Drive
Fuel Used:	Gasoline
Exterior Color:	Gray
Interior Color:	Black
Interior Type:	Not Specified
Body Style:	Not Specified
Doors:	4
Audio:	Not Specified
Top Style:	Not Specified

Equipment Included

Additional Photos





Bobbie Stuart <bobbie.stuart@bayardtigers.org>

2021 Chevrolet Suburban/Valley Auto Locators

support@ove.com <support@ove.com>

Mon, Oct 4, 2021 at 4:14 PM

Reply-To: valleyautolocators@gmail.com

To: bobbie.stuart@bayardtigers.org, travis.miller@bayardtigers.org

Here is an example of a used 2021 Chevy Suburban, 8 passenger with 9100 miles on it. Rated as a 4.9/5.0 this unit will be in near perfect condition. Pictures do show 2 small scratches. This unit is for sale across the nation, if it fits for you and you want to proceed, the delivered price would be \$77896. That covers all costs, of the vehicle, transportation home, serviced at our shop to ensure all is as expected. Miles will increase with driving unit home.

Thank you for reaching out to Valley Auto Locators and we would be most happy to assist in retrieving this Suburban for you.

Eric Anderson
Owner Valley Auto Locators
308-575-0610
valleyautolocators@gmail.com

2021 Chevrolet Suburban

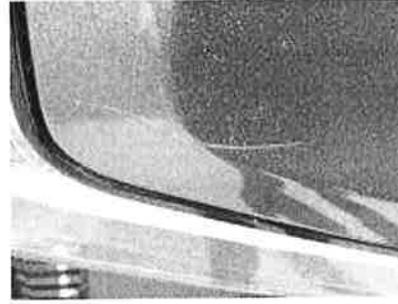
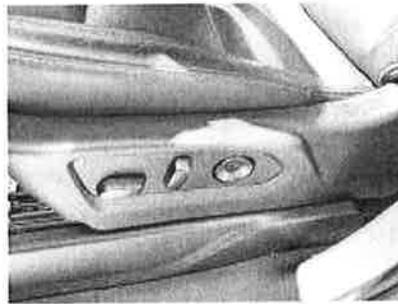
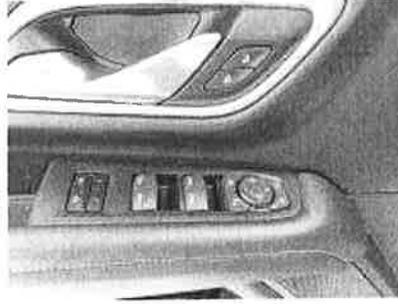


Vehicle Specifications

VIN: 1GNSKCKD3MR201582
Odometer: 9,131
Transmission: Automatic
Engine Cylinders: 8 Cylinder
Drive Train: 4 Wheel Drive
Fuel Used: Gasoline
Exterior Color: Blue
Interior Color: Black
Interior Type: Not Specified
Body Style: SUV
Doors: 4
Audio: Not Specified
Top Style: Not Specified

Equipment Included

Additional Photos





Bayard Public Schools

726 4th avenue

Bayard NE 69334

308-586-1325

Team Chevrolet is submitting a bid for 2-2022 Chevrolet Suburbans

This bid is based on the criteria provided to us by Bayard Public Schools

2022 Chevrolet Suburbans

MSRP	<u>\$62,595</u>
Team Discount	<u>\$6,300</u>
Best Price	<u>\$56,295</u>
	<u> </u>
	<u> </u>
	<u> </u>

Bid Price \$56,295
per unit

If the bid is not accepted within 90 Days the pricing is subject to change.

Delivery time is difficult to predict because of manufacturing problems caused by part shortages, Covid, and factory ordering parameters

Warranty Information

3 year or 36000 mile bumper to bumper factory warranty

5 year or 60000 mile factory powertrain warranty

If you have any other questions please don't hesitate to call me.

Fletcher Fry {Sales consultant} 308-631-4267



Configure a New Vehicle:View Summary



Choose Model Choose Options Customer/Other Info View Summary

RELATED LINKS

Review the vehicle configuration information in order to ensure that it is correct. If you need to make a change click "Back" to return to the Configure and Submit Request for Order: Customer/Other Info screen. Click "Submit Request for Order" to submit this configuration as a request for order. Click "Save as Stored Configurations" in order to store this configuration. Click "Submit Order Changes" to apply order changes, if page accessed from Change Single order path. Click "Cancel" to cancel the entire configuration.

Note: A submitted request for order is at Event Code 1000 (Order Request Added).

- Return to Order Vehicles Page
- Configure a New Vehicle
- View My Allocation and Constraints
- View Stored Configurations
- View My Request for Order List
- US On-Line Order/Reference Guide

GM Business Associate Information

Detail View with prices

Charge-to BAC: 130575	Charge-to BFC: 1
Ship-to BAC: 130575	Ship-to BFC: 1
Contact Name:	DAN:
Phone #:	Stock No:

Model Information

Model Year: 2022	Distrib. Entity: FLT Fleet	Order Type: FBC-Fleet Political Subdivision
Division: CHEVROLET ALL	Allocation Group: SUBURB	
Model: CK10906 - Suburban: 4WD		
MSRP: †: \$60,900.00	MSRP: w/DFC †: \$62,595.00	

Fleet Information

Primary FAN: 000425844	End-User FAN:
Bid Number:	Bid Item #:
PO Number:	

Configuration Information

PEG: 1LT
 Primary Color: GAZ - Summit White
 Engine: L84 - Engine, 5.3L EcoTec3 V8
 Transmission: MHS - Transmission, 10-speed automatic
 Trim: HVC - Gideon/Very Dark Atmosphere, Leather-Appointed seating surfaces 1st and 2nd row
 Emissions: FE9 - Emissions, Federal requirements
 Requested TPW:

Options: A2X, A50, ARN, AT6, ATH, B30, B58, BTV, BVE, C3F, CJ2, D07, DD8, DLF, FE9, GU5, IOK, K05, K34, KA1, KC4, KI4, KNP, KW5, L84, MHS, N37, NP5, PED, PZX, QDF, T8Z, TC2, TQ5, U2K, UD5, UDV, UE1, UE4, UEU, UHX, UHY, UK3, UKJ, USR, UTJ, UVB, V55, VK3, Z82, ZW7

MSRP	VQ2
A2X : Power Seat Adjuster (Driver's Side)	
A50 : Seats, front bucket	
ARN : Seats, third row 60/40 split-folding bench, manual	
AT6 : Seats, second row 60/40 split-folding bench, manual	
ATH : Keyless Open	
B30 : Floor covering, color-keyed carpeting	
B58 : Floor mats, color-keyed carpeted first and second row, removable	
BTV : Remote start	
BVE : Assist steps, Black with chrome accent strip	

C3F : GVWR, 7700 lbs. (3493 kg)
 CJ2 : Air conditioning, tri-zone automatic climate control
 D07 : Console, floor
 DD8 : Mirror, inside rearview auto-dimming
 DLF : Mirrors, outside heated power-adjustable, manual-folding, body-color
 FE9 : Emissions, Federal requirements
 GU5 : Rear axle, 3.23 ratio
 IOK : Audio system, Chevrolet Infotainment 3 Premium system with Google built-in
 K05 : Engine block heater \$100.00 \$88.00
 K34 : Cruise control, electronic with set and resume speed
 KA1 : Seats, heated driver and front passenger
 KC4 : Cooling, external engine oil cooler, heavy-duty air-to-oil
 KI4 : Power outlets, 2, 120-volt, located on the rear of the center console and rear cargo area
 KNP : Cooling, auxiliary transmission oil cooler, heavy-duty air-to-oil
 KW5 : Alternator, 220 amps
 L84 : Engine, 5.3L EcoTec3 V8
 MHS : Transmission, 10-speed automatic
 N37 : Steering column, manual tilt and telescopic
 NP5 : Steering wheel, leather-wrapped
 PED : Chevy Safety Assist
 PZX : Wheels, 18" x 8.5" (45.7 cm x 21.6 cm) Bright Silver painted aluminum
 QDF : Tires, 265/65R18SL all-season, blackwall
 T8Z : Buckle to Drive
 TC2 : Liftgate, rear power programmable, hands-free
 TQ5 : IntelliBeam, automatic high beam on/off
 U2K : SiriusXM with 360L
 UD5 : Front and Rear Park Assist
 UDV : Driver Information Center, enhanced, 12" diagonal multi-color digital display
 UE1 : OnStar and Chevrolet connected services capable
 UE4 : Following Distance Indicator
 UEU : Forward Collision Alert
 UHX : Lane Keep Assist
 UHY : Automatic Emergency Braking
 UK3 : Steering wheel controls, mounted audio,
 UKJ : Front Pedestrian Braking
 USR : USB data ports, 2, one type-A and one type-C, located within center console
 UTJ : Theft-deterrent system, electrical, unauthorized entry
 UVB : HD Rear Vision Camera
 V55 : Luggage rack side rails, roof-mounted, bright
 VK3 : License plate front mounting package
 Z82 : Trailering equipment
 ZW7 : Suspension, Premium Smooth Ride

► **Save in Stored Configurations**

CANCEL

BACK

† North American Order Workbench is intended solely for business use by GM Dealers. Pricing shown is for illustration purposes only. Refer to GMPricing.com for official GM Price schedules. GM pricing is subject to change by GM at anytime, without notice. The GSA Price Level is for GM use only.



Bobbie Stuart <bobbie.stuart@bayardtigers.org>

Fwd: 2021 EXPEDITION

1 message

Austin Dillon <adillon@fremontmotors.com>
To: travis.miller@bayardtigers.org, bobbie.stuart@bayardtigers.org

Tue, Oct 5, 2021 at 3:25 PM

Here is a quote for a new Expedition. Please let me know if you have any questions.

Austin Dillon
Fleet & Commercial Sales Manager
Fremont Motor Company
308-631-5637

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

From: **Justin Mick** <jmick@fremontmotors.com>
Date: Tue, Oct 5, 2021 at 1:30 PM
Subject: 2021 EXPEDITION
To: Austin Dillon <adillon@fremontmotors.com>

Justin Mick
Sales Manager
Fremont Motors Scottsbluff
308.635.3701 (B)
308.225.1270 (C)

 **CCF_000030.pdf**
331K

CNGP530

VEHICLE ORDER CONFIRMATION

09/07/21 13:49:56

==>

Dealer: F56433

Page: 1 of 1

2021 EXPEDITION

Order No: 3099 Priority: 19

Order Type: 1 Price Level: 130

Ord Code: 201A Cust/Flt Name: BAYARD SCHOOL

PO Number:

		RETAIL	DLR INV			RETAIL	DLR INV
K1J	4X4 XLT MAX	\$58460	\$56122.00	21E	2ND ROW BNCH ST	NC	NC
YZ	OXFORD WHITE			47C	FLOOR LINERS	160	150.00
V	XLT ACTIVEX BKT			55R	CARGO MAT-RVRSE	40	38.00
H	EBONY			153	FRT LICENSE BKT	NC	NC
01A	EQUIP GRP	1485	1396.00		FUEL CHARGE		95.70
	.18" MCH ALM WHL				DEST AND DELIV	1695	1695.00
99T	.3.5L ECO V6 ENG	NC	NC	TOTAL	BASE AND OPTIONS	62920	60521.70
44U	.10SPD AUTO	NC	NC	TOTAL		62920	60521.70
	.P275/65R18 OWL			*THIS IS NOT AN INVOICE*			
536	TRAILER TOW PKG	795	747.00				
62L	.NON-EDLS AXLE						
76A	CARGO PACKAGE	285	268.00				
96C	.ADV CARGO MGR						
61B	.CROSSBARS, BLACK						
	CV LOT MGMT	NC	10.00				

F1=Help F2=Return to Order
 F4=Submit F5=Add to Library
 ;099 - PRESS F4 TO SUBMIT

F3/F12=Veh Ord Menu

QC08922

\$60,521.70
- Rebates

Michael Winstrom
 PANHANDLE AUTOMOTIVE GROUP LLC

jvm003

Home > Order Vehicles > Configure a New Vehicle: Summary

Configure a New Vehicle: Summary

BAC: 290541 BFC: 1 Name: PANHANDLE AUTOMOTIVE GROUP LLC

Choose Model

Choose Options

RELATED LINKS

View My Allocation and

Review the vehicle configuration information in order to ensure that it is correct. If you need to make a change click "Back" to return to the Configure a New Vehicle: Select Options screen. Click "Submit as Preliminary Order" to submit this configuration as a preliminary order. Click "Save in Stored Configurations" in order to store this configuration. Click "Cancel" to cancel the entire configuration.

Note: A submitted preliminary order is at Event Code 1100 (Preliminary Order Accepted)

View Dealer Version ▼

Model Information

Model Year: 2022	Division: CHEVROLET TRUCK	Allocation Group: TAHSUB
Model: CK10906 - Suburban: 4WD	Order Type: TRE-Retail Stock	
DAN: UPDATE Priority: 99	Charge-to: 290541	BFC: 1
Stock No: UPDATE Quantity: 1	Ship-to: 290541	BFC: 1
	MSRP W/DFC: \$65,120.00	
	Invoice W/DFC: \$63,503.30	<i>86,900.00</i>

Preferred Equipment Group †

PEG: 1LT

Color

Primary Color: GAZ - Summit White

Trim

H0Y: Jet Black, Leather-Appointed seating surfaces 1st and 2nd row

Options

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| A2X: Power Seat Adjuster (Driver's Side) | NP5: Steering wheel, leather-wrapped |
| A45: Memory settings, recalls 2 "driver" presets for power driver seat, outside rearview mirrors and power and tilt and telescopic steering column | PED: Chevy Safety Assist |
| A50: Seats, front bucket | PZX: Wheels, 18" x 8.5" (45.7 cm x 21.6 cm) Bright Silver painted aluminum |
| AS8: Seats, third row 60/40 split-bench, power folding | QDF: Tires, 285/65R18SL all-season, blackwall |
| ATH: Keyless Open | T8Z: Buckle to Drive |
| ATT: Seats, second row 60/40 split-folding bench, power release | TC2: Liftgate, rear power programmable, hands-free |
| B30: Floor covering, color-keyed carpeting | TQ6: IntelliBeam, automatic high beam on/off |
| B58: Floor mats, color-keyed carpeted first and second row, removable | U2K: SiriusXM with 360L |
| BTV: Remote start | UD5: Front and Rear Park Assist |
| BVE: Assist steps, Black with chrome accent strip | UDV: Driver Information Center, enhanced, 12" diagonal multi-color digital display |
| C3F: GVWR, 7700 lbs (3493 kg) | UE1: OnStar and Chevrolet connected services capable |
| CJ2: Air conditioning, tri-zone automatic climate control | UE4: Following Distance Indicator |
| D07: Console, floor | UEU: Forward Collision Alert |
| | UFG: Rear Cross Traffic Alert |
| | UHX: Lane Keep Assist |



Bobbie Stuart <bobbie.stuart@bayardtigers.org>

Alpine Buick GMC

1 message

Eddie Bustamante <eddie@alpinebuick.com>
To: bobbie.stuart@bayardtigers.org

Mon, Oct 4, 2021 at 10:38 AM

Hello,

Thank you for your inquiry on a new Yukon XL here at Alpine Buick GMC. Unfortunately, due to shortage of inventory, we are not currently doing any out-of-state deals on new vehicles.

Thank you,

Eddie Bustamante
Sales Professional
720-505-9970

Alpine Buick GMC
3106 W. County Line Rd., Littleton, CO 80129

You are receiving this email because you inquired about or purchased a vehicle from Alpine Buick GMC recently or in the past. If you prefer not to receive further emails from us, click here to [unsubscribe](#). Alternatively, you can send a written request to the address below. We'll remove you from our list as quickly as possible.

This email was sent to bobbie.stuart@bayardtigers.org on October 04, 2021.

To contact us please visit <http://www.alpinebuickgmc.com/> or call (303) 932-8000.

This email was delivered to you by:
Alpine Buick GMC
3106 W. County Line Rd.
Littleton, CO 80129

**Program Report to Board of Education
Special Education
October 11, 2021**

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

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

Number of Students

Birth - 2 - 2

ECSE 3-4 year olds - 7

Bayard Elementary: 30

Bayard Secondary: 23

Meridian - 2

Panhandle New Beginnings - 1

Current Activities and Initiatives

An IEP snapshot has been added to Infinite Campus to provide teachers access to accommodations for students at the secondary level.

I will be joining the Steering Committee to provide Special Education information for the accreditation process.

A central document for evaluations was created and will be shared with Special Education staff to keep track of referrals and timelines.

State reporting

- SPEDFRS-Final Financial Report for Special Education went smoothly entering data with Bobbie Stuart and has been submitted
- MOE-Maintenance of Effort - Bobbie and I will work together to update our information throughout the year
- FLEX report was submitted
- Indicator 11 and 12 on ILCD report was submitted

Planned or Ongoing Training

ILCD (Improving Learning for Children with Disabilities). It is School Improvement for Special Education. Looking at data, needs, and plans to improve then how we will implement and measure success. We plan to consider data systems to improve tracking and our ability to analyze the data which leads to better results.

CPI (Crisis Prevention Institute) training - One group has gone and another will go this week.

TIP - Targeted Improvement Plan

Meeting with regional Special Education directors to go over policy alignment with the new NDE guidance.

Identified Opportunities to Improve:

- Ensuring correct dates on IEPs - Also making sure that there is a goal if there are service
- Improving Manifestation Determinations and processes- I will continue with this
- Finding time to meet with case managers once fall sports is completed. At this time with three case managers coaching, we are working hard just to keep up with IEPs, evaluations, scheduling meetings and paperwork.
- Communication between service providers early and often

Program Report to Board of Education

October 12, 2021

HAL Program

Nebraska, Rule 3 Definition

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

PK-12 HAL Philosophy

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

Number of Students

Bayard Elementary: 35 Identified (29 last year)

Bayard Secondary: 69 Identified (77 last year)

Current Activities and Initiatives

- Second/-Third Grade
 - Currently meeting one day a week. We are working on learning the 3D program, Tinkercad. This will segway into multiple complex activities. Such as creating and 3D printing our own story dice. Then using the story dice to write stories to share with the class. The plan to have these students participate in the end of the year project that will individually entered into Morrill County Fair.
- Fourth
 - All 4th grade students are participating in STEAM class, utilizing our STEAM Lab and its content. We started the year off with an Eggdrop. This allowed them to grasp the concept of out-of-the-box thinking. Then we used these growth mindsets to progress through the beginning of our 3D lessons. Fourth grade will design 3D Christmas Ornaments and participate in the end of the year project. Their end-of-the-year projects will be entered into the Morrill County Fair individually.
- Fifth, Sixth
 - All 5th and 6th grade students are participating in STEAM class, utilizing our STEAM Lab and its contents. These two grade levels are participating in our Project STEM computer technology curriculum. Per the requirements of the Amazon grant, we are to teach this for one semester. The students will create binary code Christmas ornaments. They will participate in the 3D end of the year project. Their projects will also be entered into the Morrill County Fair individually.
- Junior High
 - Meeting one day a week. Students will be learning how to use machines for projects. They are pushing their limits of creativity with complex projects as a group. They will further their learning with our newly purchased VR Goggles.
- High School
 - Meeting one afternoon a week. Students have stated their areas of interest and are building a learning plan based on it. This section will be primarily student-driven based on their areas of interest.

Planned or Ongoing Training

- Utilizing the Amazon Project Steam for computer technology curriculum in grades 5 and 6.

- Purchased new VR goggles that can be used for field trips, curriculum, instruction, even heart surgery. This will require some time spent learning how to use.
- Mrs. James and Mrs. Ehler will be attending the NAGC Conference virtually in November.
- Mrs. Ehler also working with teachers to accelerate students through courses.

Identified Opportunities to Improve

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

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

I look forward to attending the November meeting and will be happy to answer any questions you may have!

Cross Reference: 402.01 Equal Opportunity Employment
 402.02 Employee Orientation
 404 Employee Health and Well-Being

Adopted: 8/11/2014

POLICY NO. 4018 - PERSONNEL

Fair Labor Standards Act (Minimum Wage & Overtime)

Work Week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:50 p.m. Saturday. The administration may establish a different 7 day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Source: Fair Labor Standards Act, 29 U.S.C. §201 et seq.;

29 CFR § 541.303; 541.602; 541.603, 541.710; 553.20-28; 771.105.

Adopted: 8-9-04

Reviewed: 4-12-10

POLICY NO. 4019 - NON-CERTIFICATED (CLASSIFIED) PERSONNEL

Part-Time Non-Certificated Employees

A part-time non-certificated employee is one who works less than 30 hours per week.

Full-Time School Year Non-Certificated Employees

A full-time school year non-certificated employee is one who works a minimum of 30 hours per week for less than twelve months per year.

Full-Time Fiscal Year Non-Certificated (Classified) Employees

A full-time fiscal year non-certificated employee is one who works a minimum of 30 hours per week for twelve months per year.

Role of Non-Certificated Personnel

The primary role of non-certificated personnel is to support and enhance the efforts of certified staff. The following is a list of non-certificated (classified) positions:

1. Bus drivers and transportation manager
2. Food service personnel
3. Clerical personnel
4. Custodial and maintenance personnel
5. Teacher aides
6. Accompanist

The number of employees in each supportive area shall be determined by the superintendent, who shall make recommendation for employment to the Board of Education for approval.

Condition of Employment

Non-certificated employees are at will employees subject to all applicable policies of the Board of Education and the administrative rules and regulations which may apply.

No acts of discrimination in hiring practices shall be made because of race, color, creed, religion, national origin, sex, disability, or marital status. Assignment and duties shall be at the discretion of the superintendent or his designee.

Assignment or Transfer

The superintendent or his/her designee can transfer non-certificated personnel according to his/her judgment.

Fringe Benefits

1. Part-Time Non-Certificated Employees

Long Term Disability Insurance

Retirement

2. Full-Time School Year Non-Certificated Employees

Single Health Insurance paid by the district

Long Term Disability Insurance

Retirement

Sick Leave Days as per Board Policy No.4061

3. Full-Time Fiscal Year Non-Certificated Employees

Single Health Insurance or Family Health Insurance (whichever is applicable) paid by the district

Long Term Disability Insurance

Retirement

Sick Leave Days as per Board Policy No. 4061

Vacation as per Board Policy No. 4103

Nine and a half (9.5) paid holidays per year [New Years (1.5 days), Easter (1.5 days) Memorial Day (1 day), Fourth of July (1.5 days), Labor Day (1 day), Thanksgiving Day (1.5 days), Christmas Day (1.5 days)]

Two (2) Personal days

Jury Duty

All non-certificated personnel selected to serve on jury duty will be paid the difference between what the court allows them and what they would have earned in a regular working day.

Monthly Payment

Monthly payments are made on or before the 20th of each month. New pay rates begin with the first payment following the start of the fiscal year (September).

Effective June 21, 2020: Payroll periods begin with the first workday of the month and end with the last workday of the month. During the transition of the payment cycle in the summer of 2020, pay for June 21 through June 30, 2020 will be added to the August payroll for staff working those dates. Thereafter, pay for the work period is made on the 20th following the previous month's last workday. The September payroll will reflect days worked in August. The check will be small for staff that did not work all possible August days.

Adopted: 7-11-05

Reviewed: 4-12-10

Revised: 11-11-13, 3-9-20

POLICY NO. 4020 - CLASSIFIED STAFF PAY POLICY

Classified staff compensation will be based on the attached salary schedule. The placement and advancement of employees on the salary schedule shall be at the discretion of the superintendent of schools.

Adjustments to the salary schedule may be made through approval of the Board of Education.

Classified staff shall be evaluated by their immediate supervisor annually using the attached Performance Management Program.

Adopted: 10-9-06

Reviewed: 4-12-10

Revised: 8-13-12

Affirmed: 9-10-12

STEP		GRADE 1		GRADE 2	GRADE 3	GRADE 4	GRADE 5
1	1.0000	7.25		9.00	10.00	12.00	16.00
2	1.0350	7.50		9.32	10.35	12.42	16.56
3	1.0700	7.76		9.63	10.70	12.84	17.12
4	1.1050	8.01		9.95	11.05	13.26	17.68
5	1.1400	8.27		10.26	11.40	13.68	18.24
6	1.1750	8.52		10.58	11.75	14.10	18.80
7	1.2100	8.77		10.89	12.10	14.52	19.36
8	1.2450	9.03		11.21	12.45	14.94	19.92
9	1.2800	9.28		11.52	12.80	15.36	20.48
10	1.3150	9.53		11.84	13.15	15.78	21.04
11	1.3500	9.79		12.15	13.50	16.20	21.60
12	1.3850	10.04		12.47	13.85	16.62	22.16
13	1.4200	10.30		12.78	14.20	17.04	22.72
14	1.4550	10.55		13.10	14.55	17.46	23.28
15	1.4900	10.80		13.41	14.90	17.88	23.84
16	1.5250	11.06		13.73	15.25	18.30	24.40
17	1.5500	11.24		13.95	15.50	18.60	24.80
18	1.5750	11.42		14.18	15.75	18.90	25.20
19	1.6000	11.60		14.40	16.00	19.20	25.60

20	1.6250	11.78		14.63	16.25	19.50	26.00
21	1.6500	11.96		14.85	16.50	19.80	26.40
22	1.6750	12.14		15.08	16.75	20.10	26.80
23	1.7000	12.33		15.30	17.00	20.40	27.20
24	1.7250	12.51		15.53	17.25	20.70	27.60
25	1.7500	12.69		15.75	17.50	21.00	28.00
26	1.7750	12.87		15.98	17.75	21.30	28.40
27	1.8000	13.05		16.20	18.00	21.60	28.80
28	1.8250	13.23		16.43	18.25	21.90	29.20
29	1.8500	13.41		16.65	18.50	22.20	29.60
30	1.8750	13.59		16.88	18.75	22.50	30.00
31	1.8900	13.70		17.01	18.90	22.68	30.24
32	1.9050	13.81		17.15	19.05	22.86	30.48
33	1.9200	13.92		17.28	19.20	23.04	30.72
34	1.9350	14.03		17.42	19.35	23.22	30.96
35	1.9500	14.14		17.55	19.50	23.40	31.20
36	1.9650	14.25		17.69	19.65	23.58	31.44
37	1.9800	14.36		17.82	19.80	23.76	31.68
38	1.9950	14.46		17.96	19.95	23.94	31.92
39	2.0100	14.57		18.09	20.10	24.12	32.16
40	2.0250	14.68		18.23	20.25	24.30	32.40

GRADE 1: Custodial Assistants

GRADE 2: Cooks, Para-Educators, Secretaries

GRADE 3: Custodians

GRADE 4: Bus Mechanic/Transportation Supervisor, Head Cook, Head Custodian/Maintenance Supervisor, Piano Accompanist

GRADE 5: Bookkeeper

BAYARD PUBLIC SCHOOLS
CLASSIFIED STAFF
PERFORMANCE MANAGEMENT PROGRAM

EMPLOYEE'S NAME:

DATE:

DEPARTMENT :

LOCATION :

POSITION:

INSTRUCTIONS

GENERAL

The purpose of the "Classified Staff Performance Management Program" is to bring about a mutual understanding of how the employee's performance is viewed by his/her supervisor. By doing so, appropriate recognition is given to the employee's performance accomplishments and required/desired improvements can be identified and undertaken. While not intended to be a salary action discussion, the results of the "Classified Staff Performance Management Program" are an important factor in the Salary Review Process. A "Classified Staff Performance Management Report" must be prepared within the 60 day period preceding the employee's merit review date.

THE ‘PERFORMANCE MANAGEMENT’ PROCESS

Step 1. Review the employee’s performance over the preceding review period, making preliminary notes in the appropriate sections.

Step 2. Review these judgments with the employee’s supervisor/administrator.

Step 3. Discuss the various performance areas with the employee, providing your evaluation of the employee’s performance and seeking his/her input. Attempting to reach mutual understanding is an important part of the process.

Step 4. Appropriate sections should be completed in final form, required signatures affixed and forwarded to the Superintendent’s Office for inclusion in the individual’s personnel records. A copy of the “Performance Management” form may be provided to the employee for future reference.

RESPONSIBILITY AREAS

(Review the employee’s performance in the indicated areas, check 1-4 to indicate: 1. Below Standard, 2. Satisfactory, 3. Good, 4. Commendable/outstanding) and provide a brief comment for each item. Comments on areas receiving 1 or 2 ratings should include a development/corrective recommendation. Attach additional pages if necessary.

QUANTITY	Amount of Work Performed	1	Comments:
		2	
		3	
		4	
QUANTITY	Work Completed on Schedule	1	Comments:
		2	
		3	
		4	
QUALITY	Accuracy of Work	1	Comments:
		2	
		3	
		4	
QUALITY	Thoroughness of Work	1	Comments:
		2	
		3	

	Neatness of Work	4		Comments:
		1		
		2		
		3		
	Written/Oral Expression	4		Comments:
		1		
		2		
		3		
<u>COMPLIANCE WITH WORKING INSTRUCTIONS</u>	Attendance	4		Comments:
		1		
		2		
		3		
	Promptness	4		Comments:
		1		
		2		
		3		
	Compliance of Written/Verbal Directions	4		Comments:
		1		
		2		
		3		
	Working Relationships	4		Comments:
		1		
		2		
		3		

RESPONSIBILITY AREAS (Continued)

<u>ADAPTABILITY</u>	Performance in New Situations	1		Comments:
		2		
		3		
		4		
	Performance with Minimum Instructions	1		Comments:
		2		
		3		
		4		
	Flexibility	1		Comments:
		2		
		3		
		4		

JOB KNOWLEDGE	Technical Knowledge of Job	1		Comments:		
		2				
		3				
		4				
	Knowledge of Related Activities	1			Comments:	
		2				
		3				
		4				
	Factors Unique to This Position. Specify:	1				Comments:
		2				
		3				
		4				

SECTION II – GENERAL STATEMENT OF EMPLOYEE PERFORMANCE

<p><u>Strengths</u></p> <p><u>Development Needs:</u></p> <p><u>General Statement of Employee Performance:</u></p> <p><u>OVER-ALL PERFORMANCE RATING</u> ___ Commendable ___ Good ___ Satisfactory ___ Below Standard</p>

SECTION III – REVIEW AND ACKNOWLEDGEMENT

<p>PREPARED BY: _____</p> <p>_____ (Supervisors Signature) (Date)</p> <p>(Date)</p>	<p>REVIEWED BY:</p> <p>_____ (Superintendent)</p>
<p>I acknowledge receipt of a copy of this appraisal and the opportunity to attach my comments as to my agreement/disagreement with it.</p> <p>_____</p> <p>_____ Employee Signature Date</p>	

POLICY NO. 4020A - REGULAR AND SUBSTITUTE BUS DRIVER PAY AND BENEFITS POLICY

Substitute bus driver compensation is established at \$17.00 per hour for bus routes. Compensation for activity trips is established at \$15.00 per hour for regular drivers and substitute drivers.

Regular bus driver compensation will be based on the following salary schedule. The placement and advancement of bus drivers on the salary schedule shall be at the discretion of the superintendent of schools.

Adjustments to the salary schedule may be made through approval of the Board of Education.

Classified staff shall be evaluated by their immediate supervisor annually using the attached Performance Management Program.

Step	Factor	Pay
1	1.000	\$ 20.00
2	1.020	\$ 20.40
3	1.040	\$ 20.80
4	1.060	\$ 21.20
5	1.080	\$ 21.60
6	1.100	\$ 22.00
7	1.120	\$ 22.40
8	1.140	\$ 22.80
9	1.160	\$ 23.20
10	1.180	\$ 23.60
11	1.200	\$ 24.00
12	1.220	\$ 24.40
13	1.240	\$ 24.80
14	1.260	\$ 25.20
15	1.280	\$ 25.60
16	1.300	\$ 26.00
17	1.320	\$ 26.40
18	1.340	\$ 26.80
19	1.360	\$ 27.20
20	1.380	\$ 27.60
21	1.400	\$ 28.00
22	1.420	\$ 28.40
23	1.440	\$ 28.80
24	1.460	\$ 29.20
25	1.480	\$ 29.60

Regular bus route drivers will receive the following benefits:

Single Health Insurance paid by the district

Long Term Disability Insurance (Paid by employee and reimbursed by district)

Retirement (As per Nebraska Public Employees Retirement System rules)

Sick Leave Days as per Board Policy No. 4061

Adopted: 6-13-16

POLICY NO. 4021 - SUBSTITUTE TEACHERS

The Bayard Public School District will employ only individuals that meet the Nebraska Department of Education requirements to service as substitute teachers. Substitutes will be paid a per day rate. Pay for working less than a full day will be pro-rated.

Adopted: 8-17-76

Revised: 8-8-77, 7-13-81, 8-14-89, 8-14-00

Reviewed: 4-12-10

POLICY NO. 4022 - SOCIAL SECURITY NUMBERS

Employee social security numbers shall be kept confidential to the extent required by law. Use of more than the last four digits of an employee's social security number shall be made by the District only for:

1. **Legal Mandates.** Compliance with state or federal laws, rules, or regulations.
2. **Internal Administration.** Internal administrative purposes, including provision of employee social security numbers to third parties for such purposes as administration of personnel benefits and employment screening and staffing. However, the internal administrative uses shall not permit use of employee social security numbers:
 - a. As an identification number for occupational licensing.
 - b. As an identification number for drug-testing purposes except when required by state or federal law.
 - c. As an identification number for District meetings.
 - d. In files with unrestricted access within the District.
 - e. In files accessible by any temporary employee unless the temporary employee is bonded or insured under a blanket corporate surety bond or equivalent commercial insurance.
 - f. For posting any type of District information.
3. **Voluntary Transactions.** Commercial transactions freely and voluntarily entered into by the employee with the District for the purchase of goods or services

The District will not use or require an employee to use more than the last four digits of an employee's social security number for:

1. **Public Posting or Display.** Any public posting or display available to the general public or to an employee's co-workers.
2. **Internet Transmission.** Transmissions over the Internet unless the connection is secure or the information is encrypted.

3. ***Internet Access.*** To access an Internet web site unless a password, unique personal identification number, or other authentication device is also required to access the Internet web site.
4. ***Identifier.*** As an employee number for any type of employment-related activity.

Full implementation of this Policy shall occur by September 1, 2008.

Legal Reference: Laws 2007, LB 674

5 USCS 552a (note) (Privacy Act of 1974)

Adopted: 8-13-07

Reviewed: 4-12-10

POLICY NO. 4023 - MILITARY AND FAMILY MILITARY LEAVE

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Family military leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Legal Reference: Neb. Rev. Stat. 55-160 to 55-160

Neb. Rev. Stat. 55-501 to 55-507

29 U.S.C.A. 2611, et seq. and 29 CFR Part 825

38 USC Sections 4301 to 4333 and 20 CFR Part 1002

Adopted: 5-14-07

Revised: 7-14-08

Reviewed: 4-12-10

APPLICATION FOR LEAVE UNDER THE FAMILY MILITARY LEAVE ACT

EMPLOYEE: _____ **POSITION:** _____

LEAVE REQUESTED: I request to take a family military leave.

Start Date: _____ End Date: _____

SPOUSE OR CHILD DEPLOYED: _____ (full name)

Is: _____ My Spouse _____ My Child (check one) and has been called to military service lasting 179 days or longer with the State or the United States pursuant to the orders of the _____ Governor or the _____ President of the United States. The dates the deployment orders are in effect are: _____ (start date) _____ (end date).

CERTIFICATION: I certify that the above information is correct. I understand that the family military leave is unpaid. I understand that my benefits will be continued. I will be responsible for my share of health or other insurance premiums. I will on request submit certification from the proper military authority to verify eligibility for the family military leave.

DATED this _____ day of _____ 20_____.

SIGNED BY: _____ (Employee)

ACTION ON FAMILY MILITARY LEAVE REQUEST

Your leave request is:

_____ Granted

_____ Pending. Will be acted on after you submit certification from the proper military authority to verify the deployment orders.

_____ Denied for the reason(s) that:

_____ You failed to give the required advance notice.

_____ The requested leave schedule would unduly disrupt operations of the school. Please contact me to consult about alternative scheduling.

_____ You are not eligible for family military leave.

Comments: _____

DATED this _____ day of _____ 20_____.

BY: _____, Superintendent

POLICY NO. 4024 - WAGE AND DEDUCTION INFORMATION

Within ten working days after a written request is made by an employee, the Superintendent or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

Legal Reference: Neb. Rev. Stat. § 48-1230

Adopted: 6-14-10

POLICY NO. 4026 - PROHIBITION ON AIDING AND ABETTING SEXUAL ABUSE

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: ESSA sec. 8038, § 8546

Adopted: 11-14-16

Superintendent's School Improvement Report
Presented to the
Board of Education of Bayard Public Schools
October 11, 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.

- 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 me and/or apply at the following link: <https://bayardpublicschools.tedk12.com/hire/index.aspx> We are still looking to fill some other positions as well. These positions include aides, substitutes, and a transportation director.
- 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.
- The new walk-in freezer has been installed and is operational.
- 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.

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.

- We are preparing for an upcoming school accreditation visit. Mrs. Ferrero will be sharing information about the role of the board in the upcoming visit.

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.

Ethical Leadership

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

Superintendent's Goals

Mission Statement:

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

Goal 1: Board and Superintendent Practices

- The NASB/NCSA State Education Conference will be coming up soon. Please let me know if you would like me to get you registered.
- The Labor Relations Conference is scheduled for October 13th in Lincoln. Kim Kildow is planning 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.

Goal 2: Communication of Data and Information**Goal 3: Culture and Engagement****Leave Log**

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

Mission Statement:

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