

**Board of Education Regular Meeting
Monday, August 14, 2023 7:00 PM**

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

Notice is hereby given that a Board of Education Regular Meeting of the School District of Bayard in the Counties of Morrill, Scotts Bluff, Box Butte, and Banner in the State of Nebraska will be held on Monday, August 14, 2023 at 7:00 PM in the Bayard High School Library located at 726 4th Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4th Avenue, Bayard, NE 69334.

AGENDA

- I. Opening the Meeting
 - I.A. Call to Order
 - I.B. Open Meetings Act
 - I.C. Notice of Meeting
 - I.D. Roll Call
 - I.E. Status of Absent Board Members
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Tour of Facilities
- VI. Invited Presentations and Discussions with Presenters
- VII. Safety and Security Presentation
- 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 to Approve the Proposed Agreement for Nonresident Student Admission as presented.
 - IX.C. Discuss, Consider, and Take All Necessary Action in Regard to Approval of Continuity of Learning Plans for the 2023-2024 School Year
 - IX.D. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the School District's Emergency Operations Plans for the 2023-2024 School Term
 - IX.E. Discuss, Consider, and Take All Necessary Action in Regard to Authorizing Transfers to the Activity Fund , Depreciation Fund, and Employee Benefit Fund Through the End of August 2023
 - IX.F. Discuss, Consider, and Take All Necessary Action to the Continuation of Line of Credit with FNBO for the 2023-2024 School Term.

- IX.G. Discuss, Consider, and Take All Necessary Action in Regard to the Charter Bus Repair Order
- IX.H. Discuss, Consider, and Take All Necessary Action to Trading the 2009 Blue Bird Bus and Purchasing Three Used 14-Passenger Blue Bird Buses.
- X. Discussion Items
 - X.A. Review and Discussion of Policies 4102 through 4133 in the 4000 series.
- XI. Reports
 - XI.A. Principals and District Administrators
 - XI.B. Superintendent
- XII. Set Next Meeting Date
- XIII. Adjournment

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

Bayard School Board of Education Annual Calendar

January	February	March	April	May	June
<ul style="list-style-type: none"> * Oath of Office * Board Officer Elections * Designate Depository of the District * Designate Legal Firm for the District * Designate Auditors for the District * Designate Official to Apply for Grants and Testify Before Legislature * Board Code of Ethics * Discuss Board Committees * Approve Policy Manual * Review of Accountability and Disclosure Commission Conflict of Interest Reporting Form * NASB Legislative Issues Conference 	<ul style="list-style-type: none"> * Committee on American Civics Meeting * Policy Committee Meeting * Board Committee Assignments * Review Draft of School Calendar * Curriculum Review and Approve Course Catalog * Approve Negotiated Agreement with BEA * Update on State Standards Requirements * Discuss and Take Action on Compensation of Principals and Directors * NASB President's Retreat * NASB Budget and Finance Workshop * NSBA Advocacy Institute 	<ul style="list-style-type: none"> * Curriculum Committee Meeting * Building Committee Meeting * Approve School Calendar * Adopt Resolution Pertaining to Non-Resident Students * Tour of School Buildings, Facilities, Bus Barn * Review 5 Year Facilities Plan * Consider Curriculum Proposals * Discuss Compensation of Superintendent * NASB Membership Renewal * NAEP State Convention 	<ul style="list-style-type: none"> * Board Workshop * Board Self-Assessment And Board Goals * Approve FFA Trip to National FFA Convention * Review Strategic Plan Progress Report * Take Action on Compensation of Superintendent * NASB Spring Legal Workshop * NRCSA Conference * NSBA Annual Conference and Exposition 	<ul style="list-style-type: none"> * Review Extra-Duty Assignments * Approve Classified Staff Handbook, Preschool Handbook, and Pathfinders Program Handbook * Finalize Plan for District Summer Improvements * Review Pathfinders Program * Distribute Superintendent Evaluation (Long Form) * Attend Graduation Ceremony * Attend Staff Retirement Recognition 	<ul style="list-style-type: none"> * NSAA Related Activities Budget * Approve Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student and Parent Handbook * Review State Aid Certification * Transportation Director Report * Evaluate Superintendent (Long Form) and Superintendent Goals * NASB School Law Seminar

Bayard School Board of Education Annual Calendar

July	August	September	October	November	December
<ul style="list-style-type: none"> * Policy Committee Meeting * Establish Prices for Athletic Admission and Activity Tickets * Establish Prices for School Lunch and Breakfast Programs * Reaffirm Vision Statement, Mission Statement, and Core Covenants * Approve Certificated Staff Handbook and Substitute Teacher Handbook * Hearing on Student Fee Policy, Parental Involvement Policy, Student Anti-Bullying Policy, and School Wellness Policy 	<ul style="list-style-type: none"> * Budget and Audit Committee Meeting for District Budget * Budget and Audit Committee Meeting with Auditors * Tour of School Buildings, Facilities, and Bus Barn * Authorize Payment of Bills Through End of August * Review Annual Emergency Plan * District School Safety Assessment * Board Welcome of New Staff * Board Staff Steak Fry * NASB Area Membership Meetings 	<ul style="list-style-type: none"> * Budget Hearing * Final Tax Request Hearing * Adopt District Budget * Approve Tax Resolution For General Fund, Special Building Fund, and Bond Fund * Review Summer School Program * NASA/NASB Labor Relations Conference 	<ul style="list-style-type: none"> * Policy Committee Meeting * Board Workshop * Consider BEA Request for Recognition as Bargaining Agent * Discuss Negotiations Timeline and Collective Bargaining with BEA * Review Fall District Enrollment Numbers * Review SPED and HAL Programs * Review Statewide Assessment Results * Appoint NASB Delegate Assembly Representative * NASB Facilities and Construction Workshop 	<ul style="list-style-type: none"> * Committee on American Civics Meeting * Teacher Staff Committee Meeting for Negotiations * Approve Audit/Annual Financial Report * Review ACT Results * Prom Plan Presentation * Review District Annual Report * Request Nominations for the Volunteer Section of the Mike Cillessen Memorial Board * Distribute Superintendent Evaluation (Short Form) * NASB State Education Conference * NASB Delegate Assembly 	<ul style="list-style-type: none"> * Teacher Staff Committee Distributes Staff Recognition Items * Select Nominations for the Volunteer Section of the Mike Cillessen Memorial Board * Superintendent Evaluation (Short Form) * NASB New Board Member Workshop

POLICY NO. 9106 - BOARD MEMBER CODE OF ETHICS

Board members' actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, board members must conduct themselves professionally and in a manner fitting to their position.

Each board member shall follow the code of ethics stated in this policy.

AS A SCHOOL BOARD MEMBER:

1. I will listen.
2. I will respect the opinion of others.
3. I will recognize the integrity of my predecessors and associates and the merit of their work.
4. I will be motivated only by an earnest desire to serve my school district and the children of my school district community in the best possible way.
5. I will not use the school district or any part of the school district program for my own personal advantage or for the advantage of my friends or supporters.
6. I will vote for a closed session of the board if the situation requires it, but I will consider "secret" sessions of board members unethical.
7. I will recognize that to promise in advance of a meeting how I will vote on any proposition which is to be considered is to close my mind and agree not to think through other facts and points of view which may be presented in the meeting.
8. I will expect, in board meetings, to spend more time on education programs and procedures than on business details.
9. I will recognize that authority rests with the board in legal session and not with individual members of the board, except as authorized by law.
10. I will make no disparaging remarks, in or out of the board meeting, about other members of the board or their opinions.
11. I will express my honest and most thoughtful opinions frankly in board meetings in an effort to have decisions made for the best interests of the children and the education program.
12. I will insist that the members of the board participate fully in board action and recommend that when special committees are appointed, they serve only in an investigative and advisory capacity.
13. I will abide by majority decisions of the board.
14. I will carefully consider petitions, resolutions and complaints and will act in the best interests of the school district.
15. I will not discuss the confidential business of the board in my home, on the street or in my office; the place for such discussion is the board meeting.
16. I will endeavor to keep informed on local, state and national educational developments of significance so I may become a better board member.

IN MEETING MY RESPONSIBILITY TO MY SCHOOL DISTRICT COMMUNITY:

1. I will consider myself a trustee of public education and will do my best to protect it, conserve it, and advance it, giving to the children of my school district community the educational facilities that are as complete and adequate as it is possible to provide.
2. I will consider it an important responsibility of the board to interpret the aims, methods and attitudes of the school district to the community.
3. I will earnestly try to interpret the needs and attitudes of the school district community and do my best to translate them into the education program of the school district.
4. I will attempt to procure adequate financial support for the school district.
5. I will represent the entire school district rather than individual electors, patrons or groups.
6. I will not regard the school district facilities as my own private property but as the property of the people.

IN MY RELATIONSHIP WITH THE SUPERINTENDENT AND EMPLOYEES:

1. I will function, in meeting the legal responsibility that is mine, as part of a legislative, policy-forming body, not as an administrative officer.
2. I will recognize that it is my responsibility, together with that of my fellow board members, to see the school district is properly run and not to run them myself.
3. I will expect the school district to be administered by the best-trained technical and professional people it is possible to procure within the financial resources of the school district.
4. I will recognize the superintendent as executive officer of the board.
5. I will work through the administrative employees of the board, not over or around them.
6. I will expect the superintendent to keep the board adequately informed through oral and written reports.
7. I will vote to hire employees only after the recommendation of the superintendent has been received.
8. I will insist that contracts be equally binding on teachers and board.
9. I will give the superintendent power commensurate with the superintendent's responsibility and will not in any way interfere with, or seek to undermine, the superintendent's authority.
10. I will give the superintendent friendly counsel and advice.
11. I will present any personal criticism of employees to the superintendent.
12. I will refer complaints to the proper administrative officer.

TO COOPERATE WITH OTHER SCHOOL BOARDS:

1. I will not employ a superintendent, principal or teacher who is already under contract with another school district without first securing assurance from the proper authority that the person can be released from contract.
2. I will consider it unethical to pursue any procedure calculated to embarrass a neighboring board or its representatives.
3. I will not recommend an employee for a position in another school district unless I would employ the individual under similar circumstances.
4. I will answer all inquiries about the standing and ability of an employee to the best of my knowledge and judgment, with complete frankness.
5. I will associate myself with board members of other school districts for the purpose of discussing school district issues and cooperating in the improvement of the education program.

Legal Reference: Neb. Statute 79-526

Adopted: 10-08-12

Reviewed: 1-12-15, 1-11-16, 5-8-17, 1-14-19, 3-11-19, 1-13-20

Public Comment Sign-In Sheet

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

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

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

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

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Board of Education Regular Meeting

Monday, July 10, 2023 7:00 PM

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

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 07:02p.m. President Stuart noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

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

I.C. Notice of Meeting

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

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Bill Ferrero, Randy Eirich, Donna Stuart
Administrators present: Superintendent Olson, Principals Ehler and Rice, and Director Nesbitt.

I.E. Status of Absent Board Members

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

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

II. Approval of Agenda

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

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

III. Introduction of Guests

The guests were introduced to the board.

IV. Public Comments

V. Invited Presentations and Discussions with Presenters

V.A. Transportation Presentation with Transportation Director Kurt Wagner.

Mr. Wagner was not present to present at this board meeting.

VI. Board Committee Reports and Recommendations

VII. Action Items

VII.A. Consent Agenda

VII.A.1. Minutes of Previous Meeting

VII.A.2. Bills

VII.A.3. Board Member Reports

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

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

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

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

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

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

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

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

VII.B. Hold Public Hearing to Review, Discuss, Consider, and Receive Input on the Following Policies: Student Fee Policy, Parental Engagement Policy, Student Anti-Bullying Policy, School Wellness Policy

Hearing was open to the public at 7:08p.m. No public comments on the policies

Hearing closed at 7:09p.m.

VII.C. Discuss, Consider and Take All Necessary Action in Regard to Reaffirmation of the following policies: Policy #5121 – Student Fees, Policy #1413 – Parental Engagement, Policy #5416 – School Wellness Policy, and Policy #5800 Student Anti-Bullying

Motion Passed: Motion to reaffirm the following policies: Policy #5121 – Student Fees, Policy #1413 – Parental Engagement, Policy #5416 – School Wellness Policy, and Policy #5800 Student Anti-Bullying passed with a motion by Kim Burry and a second by Carolyn Applegate.

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

VII.D. Discuss, Consider, and Take All Necessary Action in Regard to Reaffirmation of Vision Statement, Mission Statement, and Core Covenants

Motion Passed: Motion to reaffirm the Vision Statement, Mission Statement, and Core Covenants passed with a motion by Bill Ferrero and a second by Randy Eirich.

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

VII.E. Discuss, Consider and Take All Necessary Action with Regard to Establishing Prices for Athletic Admission and Activity Tickets for the 2023-2024 School Term

Motion Passed: Motion to establish the following prices for the 2023-2024 School Term : JV/Varsity Activities: Adults: \$5.00 Students: \$3.00 JH Activities: Adults \$3.00 Students: \$1.00 Season Tickets: K-6- \$25.00 6-12- \$30.00 Adult- \$45.00 10% Discount on all passes purchased during the month of August 2023 passed with a motion by Carolyn Applegate and a second by Kim Burry.

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

VII.F. Discuss, Consider and Take All Necessary Action on Establishing School Lunch Program and School Breakfast Program Prices for the 2023-2024 School Year

Motion Passed: Motion to establish the following School Lunch Program and School Breakfast Program Prices for the 2023-2024 School Year: Elementary- Breakfast \$1.75 Lunch- \$2.90 Jr./Sr. High - Breakfast \$1.85 Lunch- \$3.00 Reduced- \$.30 \$.40 Adults -Breakfast\$3.00 Lunch \$5.00 Milk \$.45 passed with a motion by Kim Burry and a second by Bill Ferrero.

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

VII.G. Discuss, Consider, and Take All Necessary Action in Regards to the Purchase of Smart Boards.

Motion Passed: Motion to approve the purchase of Smart Board for Sped in the amount of \$5600.48 and General Ed for \$26,499.61 passed with a motion by Kim Burry and a second by Randy Eirich.

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

VII.H. Discuss, Consider, and Take All Necessary Action in Regards to Masonry Work on the High School Building

Motion Passed: Motion to approve the Masonry Work at the High School once Aesthetics are approved by Building Committee passed with a motion by Randy Eirich and a second by Kim Burry.

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

VII.I. Discuss, Consider, and Take All Necessary Action in Regards to the Food Service Cooler.

Motion Tabled: Motion to Table the Action in Regards to the Food Service Cooler tabled until Special Meeting July 19th tabled by Randy Eirich and second by Kim Burry.

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

VII.J. Discuss, Consider, and Take All Necessary Action to Approval of Phase Two of the HVAC Project for the 2023-2024 Fiscal Year.

Motion Passed: Motion to Approve Phase Two of the HVAC Project for the 2023-2024 Fiscal Year passed with a motion by Randy Eirich and second by Kim Burry

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

VII.K. Discuss, Consider, and Take All Necessary Action to the Wood Shop Floor

Motion Passed: Motion to approve the wood shop floor project in the amount of \$5,850 passed with a motion by Kim Burry and a second by Bill Ferrero.

Votes:

VII.L. Discuss, Consider, and Take All Necessary Action to the Extra Duty Compensation of Dr. Rice as a Music Teacher

Motion Passed: Motion for a 5% compensation rate per class period for the 23-24 school year in the amount of \$7956 Passed with a motion by Bill Ferrero and a second by Randy Eirich.

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

VII.M. Discuss, Consider, and Take All Necessary Action to the Extra Duty Compensation of Mr. Nesbitt as Life Science Teacher

Votes: Motion for 5% compensation rate per class period for the 23-24 school year in the amount of \$3012. Passed with a motion by Kim Burry and a second by Bill Ferrero.

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

VIII. Discussion Items

VIII.A. Review and Discussion of Policies 4021 through 4070 in the 4000 series.

The board discussed policies 4021-4070 in the 4000 series.

IX. Reports

IX.A. Principals and District Administrators

Mrs. Ehler provided her report to the board. Academics: Kristen Kasten led some of our teachers through a Math standards alignment process on June 14 and then they continued on June 27 with English Language Arts. This work helped our staff become very familiar with the updated standards, where they are taught in our curriculum and will serve as a way to track a percentage mastered throughout the year. Mrs. Ferrero, along with the secondary Math teachers, completed four days of Illustrative Math training and are preparing for a new curriculum to be well implemented this fall. Leadership: I will be attending Administrators' Days in Kearney at the end of July. I look forward to networking and learning from other principals and administrators from all over Nebraska. Engagement: Our custodians and additional staff are working very hard to prepare the building for next year. The new door handles have been ordered for all of the classrooms and some additional spaces. This will add to the security of our building and we will continue to update the remaining doors as time and funding allows. Community: Summer feeding was very successful this year. In our community, these meals are extremely beneficial for our students and families.

Dr. Rice provided her report to the board. Academics: We had 20 students complete their learning during summer school. Odysseyware has been left open through the summer for those students who still need to finish their learning. We are in the process of working with NDE to make corrections in the NWEA/NSCAS system. Final results will be available in the fall. I received an email from K-12 Elevate and they will begin the onboarding process for the Personal Finance class in a couple of weeks. Our Math team attended a 4 day training June 20-23 and are

working on lesson plans for the first few weeks of school. Leadership: Several of our staff are to be commended for stepping up to monitor the summer weights program this summer. I appreciate their dedication to our students who are choosing to attend and improve their performance levels. I would also like to commend our custodial staff for all of the work they are doing this summer. We've had several teachers change rooms and I would like to thank the custodians for their help in getting all of the rooms ready to go. Engagement: Paul Marietta will be installing the auditorium floor within the next few weeks. Community: Looking at enrollment numbers for the fall, it looks like we will be at the same number we ended with in the Spring. We do have one student who is opting out of the district, but also have one that is optioning in.

Mr. Nesbitt provided his report to the board. Academics: We will look to ways to help our coaches and students improve on academic intervention for next year. Leadership: Summer weight attendance has been holding strong throughout the summer. Coaches and working hard to ensure we have supervision of the weight room over the summer. We would like to get the container on site to get mats picked up as we have completed track skills times in June. We have found many options for an ice machine, but still waiting on 2 companies to get back to me with quotes to ensure we get the best possible equipment for our needs. Many of our girls' softball players are playing on a summer league for the City of Bayard outside of the school team. They have done very well and have an undefeated record going into their postseason. Basketball had a few camps in June and had some great learning. Cross Country has their camp this week and looking for a good number of kids to participate. Football went to Cambridge for a camp and got some good repetitions with different competitions. Volleyball has a few upcoming camps and games in the area. Wrestling has an outstanding camp coming up in July with an amazing wrestler coming in for all our kids in Bayard and surrounding communities. All of the camps and games are in accordance with NSAA bylaws and coaches have also done a great job letting kids be kids with some free time in the summer. They have done well to create a balance for the kids to get better, but not take up their entire summer. Engagement: We received our NSAA reimbursement last month for state activities. We meet Monday, July 10th for our final meeting on the new registration system. Mrs. Gier and I will be meeting with rSchool to get that lined up and ready for the beginning of the year. I'm still looking at ideas of out to get the schedule out to businesses and families better with posters, magnets, social media, and/or paper copies. Working to find a cost effective, but best practice to reach as many patrons as possible. Community: The TV with school info at Tiger Paws has been working well. I would like to reach out to the grocery store and community center soon. The Bayard Athletic Golf tournament is full and set for Saturday, August 5th, 2023.

IX.B. Superintendent

Mr. Olson provided his report to the board. 1. Smart Boards for the classrooms. a. Our current Smart Boards are old and either are no longer functioning or are unable to operate effectively the technology compatible with our newer Language Arts, Science, and Math Curriculums at the K-6 levels. This is also the case for our newer Science Curriculum at the 7-9 level and the 6-12 Math Curriculum recently adopted. b. We have funding through ESSER III and by being a priority school at the K-6 level in need of improvement. According to NDE all technology request by priority schools were denied. They want schools to spend money on direct instruction, i.e., teachers and support staff and expect technology expenses to be met with ESSER dollars while they exist. We can meet this need by flipping how we were originally going to pay for both technology and salaries. We will shift salaries, at the K-6 level, earmarked for ESSER dollars

and pay for them with priority funds and take the priority funds that we had intended for technology and pay for them with ESSER funds. c. Sustainability: As our numbers grow at the PK-6 level and with increased State Aid associated with Special Needs Populations we should be able to continue to fund programs after the loss of both ESSER and Priority funding. ESSER funds will cease to exist after Sept. 1, 2024, and based on our most recent test scores, at the elementary level, we will no longer be considered a Priority School in need of special funding by NDE. d. Best use of the available funds that are more inclined to allow for sustainability. At present we have the resources available (ESSER, Special Ed., REAP, and shifting of Priority Funding) to purchase Smart Boards for both the elementary and secondary. The dilemma is not purchasing today but how to maintain sustainability of this technology over time. This requires a fundamental shift in resource allocation where we are replacing small numbers of devices every year or every other year as they wear out or become obsolete. The original Priority grant which we received full funding for was written to include the purchase of 23 Smart Boards on carts. These items should have a 5-7 year life at a cost of approximately \$2,500 per unit. If we purchase 10 through ESSER for the start of this year and 2 through Special Ed. this will allow us to begin the year even though we will be moving the items between rooms. (Please note that the Sped. purchases will need to be used exclusively in the Sped. Room or follow the Sped. teachers/paras as instruction is delivered directly to students in the regular classroom.) We could purchase an additional 10 next year again with ESSER funds as long as the purchase is made prior to Sept. 1, 2024. By this time the High School could start to receive these units initially at a rate of 4 per year which would be paid out of the General Fund, Special Ed., REAP, or other possible grants. Since the initial training will have been with elementary staff we should begin replacing their units a few at a time beginning with the 2025-26 year and shift the older device over to the high school. e. The high school focus in math, science, English, and social studies for the upcoming year will be on flipped instruction so as to continue with instruction in the event that teachers or large number of students are absent from the classroom. Once this paradigm shift has occurred we will move to enhanced integration of the Smart Technology to support in class instruction. f. Note that this is a multi-year process that will pull funds from multiple sources if it is to be successfully maintained. This will also require a disciplined effort by the administration and staff, under the advice of our Tech. Coordinator concerning: use; upgrades; and replacement of curriculum compatible devices. 2. Roof Concerns: a. The leaks in the gym area appear to be resolved as do the shop repairs. The shop classroom skylights have been removed and the leaks there also appear to have been resolved. There continues to be a very slight leak in one portion of the shop classroom that I believe is associated with a rooftop heating/cooling unit. We will continue to try to resolve this as well. b. Attached is a bid that was submitted to our insurance to see if Alicap would pay for these repairs but this is very unlikely to happen as these are structural issues (necessary structural changes) and not damage caused by weather or some other act of God. I would like to have the modified rain caps (\$4,500) placed on the roof vents first to see the impact. I'm sure that we will need to do a permanent fix with the mason work concerning the flashing (\$12,500). If these repairs fix our roof problems it is money well spent as it will protect the structural integrity of our building. I'm still waiting for a report from our insurance agent concerning funds paid for prior roof and associated repairs due to water damage. 3. Kitchen Cooler: a. As I had indicated earlier the compressor went out on our outdoor cooler and is in need of repair or replacement. Attached is the bid by Johnson Controls for repair of our current unit and bids by Johnson Controls and Cashway Distributor for new units. Keep in mind that this is a thirty-one year old unit. I don't mind rebuilding old but hate to see good money chasing bad

investments but we may have no other choice. I just received bids from both Johnson Repair and Cashway Distributor today for the cooler. Both bids are also attached. Grand Island Restaurant Supply was also asked to supply a bid but they didn't respond by submitting a bid on the project. The costs for the individual cooling units are comparable between each company. Johnson Control includes movement of the current units, concrete work, and electrical. The Johnson Control is a turnkey cost. I'm checking to see if they offer lease purchase agreements which would allow us to spread this out over time. The Cashway bid is for freight and an unassembled unit only.

b. As mentioned above replacement cost is more complicated than just replacement of the unit. It will require a crane to move and set cooler(s), some concrete work, electrical and possibly assembly. Contingent on the total cost these funds are most likely available in our School Lunch Fund which we currently will need to spend down or possibly face a penalty concerning our free and reduced subsidies, however we were also looking at the possible use of school lunch funds, if needed to help pay for part of the elementary gym HVAC.

c. On a side note, Heather has been working closely with the NDE Food Service people and we are very close to qualifying as an all free district based on our poverty numbers. As stated there is a very good chance that we may qualify but some parents may be reluctant to fill out the paper work. We will be trying to get information out to parents as to the overall benefit for the school concerning Federal funding in a number of areas if our data accurately reflects true need within the district. If this were to happen we would receive the Federal rate for each student for both breakfast and lunch which would significantly increase our Lunch Fund cash flow.

4. Wood Shop Floor Safety Concern:

a. The wood shop floor is a slick service and with sawdust on it is very slick. I have concerns about someone slipping and injuring themselves. Most of our kids are very athletic and agile and the chances are fairly low of this happening but not all of our kids are as athletic and agile. I actually have a greater concern for staff and support staff that may walk on the floor and fall.

b. The cost to prep and coat the floor with aluminum-oxide is just under \$6,000. Misty Aulick dropped her initial cost from \$3.50 a square foot to \$3.00. This would include a 5 year warranty for commercial floors. She initially spoke of an 8 warranty but upon further inquiry that would be for residential floors. Attached is the materials warranty listed as Meghan's Supply and Design.

c. Our normal maintenance cost of stripping, sealing and labor runs a little over \$250 per year. The aluminum-oxide would only require sweeping and the occasional moping that we normally do throughout the year on the current surface.

5. Transportation:

a. A little over a week ago Kurt spoke with me about no longer being our transportation director and moving out of state. His decision is based on personal reasons and are not job related. Kurt also stated that he would continue to work with us as we transition to another director. The individual best suited for this role must be able to manage people and have a mechanical aptitude and preferably a mechanical background. We have begun to advertise for the position on our website and will also advertise in local media outlets and through the U.S. Dept of Labor Workforce Development One-Stop.

b. Our oldest Suburban and the Handicapped Bus were in Scottsbluff when the hail hit on the 23rd . Both were beat up pretty bad with windshields destroyed. The Handicapped bus will have primary insurance through the Camp Scott program while Alicap will handle our Suburban and take care of our bus as a secondary insurer in necessary.

c. It is unfortunate that we had damage done to our vehicles but the up side is becoming familiar with Camp Scott. This is a program that would definitely benefits some of our students and we need to make sure that parents are aware of the opportunity. The total cost to parents of the 4 week program is \$175 per student.

6. Storage Container:

a. We have spoken about the use of a storage container to house both track and football equipment. Attached is a quote for a one use 20 or 40 foot container. I

spoke with Paul who is listed on the quote to inquire on the cost of a 40 foot unit with doors on both ends. That unit would be an addition \$500 above the 40 foot single door unit quoted. See quote in the attachments. 7. School Lunch: a. Based on area schools' breakfast and lunch prices, for both elementary and secondary students, we will be roughly at the average if prices remain neutral for next year. This is for full price lunches as the reduced prices rates in NE are set by the USDA and the Dept of Ed. Our current prices for full pay are: b. Elementary Breakfast \$1.75 c. Elementary Lunch \$2.90 d. Secondary Breakfast \$1.85 e. Secondary Lunch \$3.00 f. Adult Breakfast \$2.75 g. Adult Lunch \$4.75 8. Compensation for Dr. Rice and Mr. Nesbitt: a. In attempting to place monetary value on instruction by Dr. Rice in vocal music and Mr. Nesbitt in life sciences it should be noted that both are outstanding teachers in their respective field. b. A reasonable compensation may be one that follows a similar pattern as our extra duty since these assignments are in addition to their primary job duties. c. A 5% compensation rate per class period for the year, following our current salary schedule, would be 0.05 of base X (years of experience and hours earned). d. In Dr. Rice's case this would be $0.05 \times \$38,250$ (base salary) $\times 2.08$ (location on the salary schedule) $\times 2$ periods = \$7,956. e. In Mr. Nesbitt's case this would be $0.05 \times \$38,250$ (base salary) $\times 1.585$ (location on the salary schedule) $\times 1$ period = \$3,012. f. This is a significant savings to the district in terms of cost per class period but recognizes Dr. Rice's and Mr. Nesbitt's willingness to step up and meet the needs of the district while respecting the integrity of our salary schedule. g. Past volunteer service by staff should be appreciated and acknowledged by not monetarily rewarded as it could present legal concerns and be extremely difficult, if not impossible, to address all such prior situations.

X. Set Next Meeting Date

Next Meeting is set for August 14, 2023 at 7:00p.m.

XI. Adjournment

Motion Passed: Motion for adjournment at 8:25p.m. passed with a motion by Randy Eirich and a second by Kim Burry.

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

Secretary

Board of Education Special Meeting

Wednesday, July 19, 2023 5:30 PM

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

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 05:30p.m. President Stuart noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

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

I.C. Notice of Meeting

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

I.D. Roll Call

The following members were present: Carolyn Applegate, Kim Burry, Randy Eirich, Joe Applegate, Donna Stuart
Administrators present: Superintendent Olson.

I.E. Status of Absent Board Members

Motion Passed: Motion to approve the absence of board member Bill Ferrero passed with a motion by Randy Eirich and a second by Kim Burry.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Randy Eirich: Yea,

II. Approval of Agenda

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

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Randy Eirich: Yea, Donna Stuart: Yea

III. Introduction of Guests

No guests were in attendance.

IV. Action Items

IV.A. Discuss, Consider, and Take All Necessary Action in Regard to the School Nutrition Cooler.

Motion Passed: Motion to approve Johnson Controls bid for replacement of compressor in the amount of \$7,428.94 passed with a motion by Kim Burry and a second by Joe Applegate.

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Randy Eirich: Yea, Donna Stuart: Yea

V. Set Next Meeting Date

Next regular board meeting is scheduled for August 14, 2023 at 7:00p.m.

VI. Adjournment

Motion Passed: Motion to adjournment at 5:44p.m. passed with a motion from Kim Burry and a second by Carolyn Applegate

Votes: Carolyn Applegate: Yea, Joe Applegate: Yea, Kim Burry: Yea, Randy Eirich: Yea, Donna Stuart: Yea

Secretary

Bayard Public Schools

8/14/2023

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
ADAMS, DARWIN	01 2620 352 002 002 2	check voltage	445.00
	Total		445.00
ALARM SECURITY TECHNICIAN	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	28.95
	Total		57.90
Amazon Capital Services	01 2610 610 002 002 2	Knappe & Vogt shelf supports	9.99
	01 2610 610 002 002 2	Drill brush attachment set	17.70
	01 6968 610 002 002 2	curtains	56.97
	01 1100 733 001 001 1	Squat rack (half rack)	249.00
	01 1100 733 001 001 1	Weight bench	146.99
	01 1100 610 001 001 1	expo markers	29.52
	01 2510 610 000 000 0	mini fridge	149.99
	01 1100 733 001 001 1	3 shelf cherry bookcase	117.91
	01 1100 610 000 000 0	Raising Electronics 9U Wall Mount Open	69.99
	01 2610 610 002 002 2	2 sets of bucket wheels	59.98
	01 6422 610 003 000 0	Kids scissors 6 pack	6.49
	01 6422 610 003 000 0	Plastic Storage caddy 6 pack	35.99
	01 6422 610 003 000 0	Expo Dry Erase Markers	34.99
	01 6422 610 003 000 0	Stapler	15.69
	01 6422 610 003 000 0	Pencil sharpener	16.41
	01 6422 610 003 000 0	Pencils 30 count	6.29
	01 6422 610 003 000 0	Colored Pencils- Pack of 3	15.95
	01 6422 610 003 000 0	Crayons Pack of 6	65.20
	01 6421 610 003 000 0	KOUPA Adjustable Height Standing Desk,	664.85
	01 6421 610 003 000 0	VIZ-PRO Double-Sided Magnetic Mobile	382.83
	01 6421 610 003 000 0	shipping	89.47
	01 6421 610 003 000 0	promotion	(129.36)
	01 1100 733 001 001 1	https://www.amazon.	59.99
	01 1100 733 001 001 1	https://www.amazon.	84.00
	01 1100 610 001 001 1	https://www.amazon.	13.49
	01 1100 610 001 001 1	https://www.amazon.	11.73
	01 1100 610 001 001 1	https://www.amazon.	15.95
	01 1100 610 001 001 1	https://www.amazon.	9.99
	Total		2,307.99
APPSEVENTS USA LLC	01 1100 810 001 001 1	Google Workspace for Education Plus	787.50
	01 1100 810 002 002 2	Google Workspace for Education Plus	787.50
	Total		1,575.00
ASSOCIATION OF SCHOOL BUS	01 2510 810 000 000 0	district membership	430.00
	Total		430.00
BAYARD AUTOMOTIVE	01 2620 610 001 001 1	replace broken faucet locker room	15.20
	01 2710 610 000 000 0	oil change	131.09
	01 2710 610 000 000 0	Oil Change	109.80
	01 2710 610 000 000 0	Tires	620.44
	Total		876.53
BAYARD PUBLIC SCHOOLS - LU	01 1100 610 002 002 2	deposit correction	6,090.96
	Total		6,090.96
BAYARD TRANSCRIPT	01 2310 540 000 000 0	publications	731.16
	01 2220 640 001 001 1	renewal	20.00
	Total		751.16
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	110.77
	Total		221.55
BLACK HILLS ENERGY	01 2610 621 001 001 1	#242155 heating fuels	347.96
	01 2610 621 000 000 0	#267959 heating fuels	85.31
	01 2610 621 000 000 0	#267959 heating fuels	102.54
	01 2610 621 002 002 2	#462419 heating fuels	161.81
	Total		697.62
CANNON FINANCIAL SERVICES	01 1100 610 001 001 1	copier lease	129.50
	01 1100 610 002 002 2	copier lease	129.50
	01 1100 810 001 001 1	copier rental	142.45
	01 1100 810 002 002 2	copier rental	142.45
	Total		543.90
CAPITAL ONE BANK	01 2510 810 000 000 0	balance	7.36
	Total		7.36
CARDMEMBER SERVICE	01 1100 610 001 001 1	music	160.82
	01 2410 610 002 002 2	lunch- sub or salads	92.65
	01 2510 810 000 000 0	fees	88.97
	01 2510 810 000 000 0	mailchimp	13.00
	01 2510 531 000 000 0	postage	8.56

	01 2510 810 000 000 0	canva	12.99
	01 3599 610 400 000 0	c4k	<u>766.37</u>
	Total		1,143.36
CENTURY LINK	01 2510 382 000 000 0	#1510 telephone	<u>169.05</u>
	Total		169.05
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	37.00
	01 2610 621 001 001 1	#75400 electric	5,807.02
	01 2610 410 001 001 1	#75400 utilites	1,769.25
	01 2610 621 002 002 2	#75600 electric	2,114.06
	01 2610 410 002 002 2	#75600 utilities	<u>1,184.50</u>
	Total		10,911.83
CONNECTING POINT	01 1100 810 002 002 2	copier service contract	294.76
	01 1100 810 001 001 1	copier service contract	<u>294.75</u>
	Total		589.51
CULLIGAN WATER CONDITION	01 2620 610 001 001 1	r/o	109.90
	01 2620 610 002 002 2	r/o	<u>27.50</u>
	Total		137.40
DAS STATE ACCOUNTING - CEN	01 1100 382 000 000 0	jun23 network	<u>238.13</u>
	Total		238.13
EAKES OFFICE SOLUTIONS	01 2510 610 000 000 0	annual buy office supplies for 23-24 sch	145.57
	01 1160 610 000 000 0	annual buy	74.81
	01 2510 610 000 000 0	annual buy	43.47
	01 2410 610 001 001 1	annual buy	143.91
	01 1100 610 000 000 0	annual buy	137.94
	01 2410 610 001 001 1	annual buy	240.01
	01 2410 610 002 002 2	annual buy	478.33
	01 1100 610 001 001 1	annual buy	64.82
	01 1100 610 002 002 2	8753868-0	67.72
	01 1100 610 002 002 2	8753867-0	74.48
	01 1100 610 002 002 2	8753866-0	417.67
	01 1100 610 002 002 2	8753863-0	378.93
	01 1100 610 002 002 2	8753862-0	74.00
	01 2220 640 002 002 2	8753865-0	37.26
	01 3540 610 002 002 2	8753859-0	306.57
	01 6200 610 004 000 0	8753858-0	309.63
	01 1100 610 002 002 2	8753857-0	20.95
	01 1100 610 002 002 2	8753856-0	182.14
	01 1100 610 002 002 2	8753854-0	337.76
	01 1100 610 002 002 2	8753853-0	241.27
	01 1100 610 002 002 2	8753852-0	183.31
	01 1100 610 002 002 2	8753851-0	392.65
	01 1100 610 002 002 2	8753850-0	160.66
	01 1160 610 000 000 0	8753849-0	313.78
	01 2220 610 002 002 2	8753848-0	350.06
	01 1100 610 001 001 1	8753916-0	388.94
	01 1100 610 001 001 1	8753915-0	130.05
	01 1100 610 001 001 1	8753914-0	102.71
	01 1200 610 003 002 2	8753912-0	139.24
	01 1100 610 001 001 1	8753909-0	158.92
	01 2610 610 001 001 1	8753907-0	1,500.54
	01 1100 610 001 001 1	8753906-0	534.26
	01 1100 610 001 001 1	8753905-0	87.85
	01 1100 610 001 001 1	8753904-0	365.25
	01 1100 610 001 001 1	8753876-0	341.47
	01 1100 610 001 001 1	8753869-0	<u>41.20</u>
	Total		8,968.13
EDUCATIONAL SERVICE UNIT #	01 1100 382 001 001 1	jul23 dl	770.00
	01 1100 382 001 001 1	jul23 erate	350.00
	01 1160 591 000 000 0	jul23 neva	708.33
	01 1292 591 003 000 0	jul23 0-2 sup speech	61.96
	01 1292 591 003 000 0	0-2 instructional prek	840.00
	01 1292 591 003 000 0	0-2 summer speech	774.54
	01 1200 591 003 002 2	sup elem summer speech	4.81
	01 1200 591 003 001 1	sup secondary summer speech	44.90
	01 1291 591 003 000 0	sup 3-5 ot	64.22
	01 1291 591 003 000 0	3-5 instructional prek	315.00
	01 1291 591 003 000 0	sup 3-5 summer speech	57.73
	01 1291 591 003 000 0	sup 3-5 instructional prek	25.20
	01 2162 591 003 000 0	3-5 ot	802.80
	01 2152 591 003 000 0	3-5 summer speech	721.62
	01 2151 591 003 001 1	secondary summer speech	561.26
	01 2151 591 003 002 2	elem summer speech	60.14
	01 1292 591 003 000 0	sup instructional prek	<u>67.20</u>
	Total		6,229.71
FES	01 1100 810 001 001 1	s-web hosting	1,800.00

	Total		1,800.00
Home Depot, The	01 2620 610 001 001 1	gym floor	140.13
	01 2620 610 001 001 1	gym floor	174.89
	Total		315.02
INNOVATIVE OFFICE SOLUTION	01 1160 610 000 000	annual buy	937.89
	01 1100 610 000 000 0	annual buy -cables	90.43
	Total		1,028.32
INSTITUTE FOR MULTI SENSOR	01 6212 610 050 002 2	Comprehensive Orton-Gillingham Plus Virt	1,500.00
	Total		1,500.00
IXL LEARNING	01 1100 610 002 002 2	IXL site license Grades 4-6: 75 students	1,613.00
	01 1100 610 002 002 2	IXL site license grades K-3: (125 studen	2,188.00
	Total		3,801.00
JIRDON AGRI CHEMICALS INC.	01 2610 610 001 001 1	lawn bug killer	1,042.20
	Total		1,042.20
JJ Pratee Enterprisises LLC	01 2620 610 001 001 1	floor finish	960.00
	Total		960.00
	JOHNSON CONTROLS		14,825.00
JOHNSON CONTROLS	01 2620 352 001 001 1	jul23-dec23 service agreement	7,412.50
	01 2620 352 002 002 2	jul23-dec23 service agreement	7,412.50
	Total		14,825.00
JONES SCHOOL SUPPLY CO. IN	01 2410 610 001 001 1	2" Medals	37.80
	01 2410 610 001 001 1	shipping	10.00
	Total		47.80
JOURNEYED.COM, INC.	01 1100 810 001 001 1	adobe k-12 renewal	250.00
	01 1100 810 002 002 2	adobe k-12 renewal	250.00
	Total		500.00
KANSAS CITY AUDIO-VISUAL IN	01 1200 610 003 000 0	SMART Board MX065-V4 interactive	4,407.70
	01 1200 610 003 000 0	Mobile TV Stand/Cart for 55"-80" Screens	610.00
	01 1200 610 003 000 0	Shipping & Handling of all above items	582.78
	01 6200 610 004 000 0	SMart board for Title	2,947.11
	01 6998 610 000 000 0	SMART Board MX065-V4 interactive	22,038.50
	01 6998 610 000 000 0	Mobile TV Stand/Cart for 55"-80" screens	3,050.00
	01 6998 610 000 000 0	Shipping & Handling of all above items	1,411.11
	01 6200 610 004 000 0	SMart board for Title	2,947.11
	Total		37,994.31
KESZLER, MARK	01 1100 610 001 001 1	Jump drive for Journalism to Barker	39.42
	Total		39.42
KSB SCHOOL LAW	01 2330 317 000 000 0	legal fees	55.00
	Total		55.00
KUSKIE STATION LLC	01 2710 626 000 000	busbarn fuel	701.23
	01 2610 626 001 001 1	custodial fuel	52.34
	Total		753.57
LA QUINTA INNS & SUITES KEAF	01 2410 580 002 002 2	ehler admin days lodqing	259.90
	Total		259.90
Lakeshore	01 3599 610 400 000 0	https://www.lakeshorelearning.com/produ	477.00
	01 3599 610 400 000 0	https://www.lakeshorelearning.com/produ	598.00
	01 3599 610 400 000 0	shipping	161.25
	Total		1,236.25
MATH LEARNING CENTER, THE	01 1100 610 002 002 2	37672	131.04
	Total		131.04
MCGRAW-HILL	01 6998 610 000 000 0	pre calc 128671958001	264.18
	01 6998 610 000 000 0	pre calc- 128673639001	1,115.46
	Total		1,379.64
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	35.05
	Total		35.05
MENARDS	01 1100 733 001 001 1	shelves for storage	374.92
	01 2620 610 001 001 1	gym floor supplies	112.07
	01 2620 610 001 001 1	gym floor supplies	127.88
	Total		614.87
MID-AMERICAN RESEARCH CHE	01 2610 610 002 002 2	dazzle 249	366.00
	01 2610 610 002 002 2	tuff stuff	477.00
	01 2610 610 002 002 2	shipping	98.81
	Total		941.81
MUSIC FILING SOLUTIONS	01 1100 733 001 001 1	5ft. shelving system	1,575.00
	01 1100 733 001 001 1	Shipping	330.00
	Total		1,905.00
NASB ALICAP	01 2310 520 000 000 0	property, liability, boiler, errors	144,669.00
	01 2310 520 000 000 0	dividend credit	(8,860.00)
	01 2510 270 001 001 1	work comp	12,654.00
	01 2510 270 002 002 2	work comp	12,654.00
	Total		161,117.00
NATIONAL ART & SCHOOLS SUF	01 1160 610 000 000	annual buy	274.12

	01 1160 610 000 000	annual buy	192.92
	Total		467.04
NE COLORADO CELLULAR, INC	01 1100 382 000 000 0	striv/hudl	286.29
	Total		286.29
NE COUNCIL OF SCHOOL	01 2410 330 002 002 2	ehler admin days	250.00
	01 2320 330 000 000 0	olson admin days	22.00
	01 2320 330 000 000 0	olson admin days	61.00
	01 2320 330 000 000 0	olson admin days	225.00
	01 2510 330 000 000 0	oliverius business manager training	100.00
	Total		658.00
NORTH OF THE ROCK DESIGNS	01 2410 610 002 002 2	staff t shirts	705.00
	Total		705.00
NOTABLE INC	01 1100 810 001 001 1	Teacher Plan for renewal of subscription	990.00
	Total		990.00
ONE SOURCE	01 2710 810 000 000 0	background check	54.00
	Total		54.00
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	18.80
	Total		18.80
QUADIENT LEASING	01 2510 810 000 000 0	postage lease	158.97
	Total		158.97
REGIONAL WEST MEDICAL CEN	01 1160 610 000 000	cpr training	955.00
	Total		955.00
SCHOLASTIC INC.	01 1100 810 001 001 1	science world	109.89
	01 3540 810 002 002 2	my big world	126.50
	01 1100 810 002 002 2	lets find out	164.73
	Total		401.12
SHERWIN WILLIAMS	01 2620 610 002 002 2	Captivate Interior Latex	39.99
	01 2620 610 002 002 2	ScotchBlue Original Multi-Surface Painte	6.88
	01 2620 610 002 002 2	Gal of softend green paint	81.40
	Total		128.27
SIMMONS OLSEN LAW FIRM P.C	01 2330 317 000 000 0	legal fees	60.00
	Total		60.00
SIMPLOT GROWER SOLUTIONS	01 2610 610 001 001 1	weed killer	439.70
	Total		439.70
SOAR PEDIATRIC THERAPY, LLC	01 2173 591 003 000 0	0-2 pt	159.97
	01 2172 591 003 000 0	3-5 pt	862.02
	Total		1,021.99
SOFTWARE UNLIMITED INC.	01 2510 810 000 000 0	accounting software	7,900.00
	Total		7,900.00
STAPLES	01 2710 610 000 000 0	laminare maps	68.00
	01 2510 610 000 000 0	toner	213.89
	01 2410 610 002 002 2	2023-2024 AT-A-GLANCE 48" x 32"	39.99
	01 2410 610 002 002 2	2023-2024 Blue Sky Teacher Dots 8.5" x 1	19.99
	01 2410 610 002 002 2	Adams Password Journal	46.08
	Total		387.95
STAR-HERALD	01 2310 540 000 000 0	special meeting notice	11.88
	Total		11.88
STATE FIRE MARSHAL AGENCY	01 2620 352 002 002 2	elem boiler inspection	36.00
	Total		36.00
STEM SUPPLIES	01 3535 610 000 000 0	STEM Supplies	703.25
	Total		703.25
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	timeclock	188.50
	Total		188.50
UNIVERSITY OF NE @ KEARNEY	01 2710 330 000 000 0	driver training	250.00
	Total		250.00
VERIZON	01 2710 610 000 000 0	bus gps	210.47
	Total		210.47
Wagner, Kurt	01 2710 610 000 000 0	Cross bars for luggage Rack suburban	74.89
	01 2710 610 000 000 0	reimburse purchase of maps	36.65
	Total		111.54
Walters, Corina	01 2610 610 002 002 2	reimburse cleaning supplies	18.96
	01 2610 610 002 002 2	reimburse cleaning supplies	17.97
	Total		36.93
COMMUNITY BUILDING SOLUTIC	03 4700 720 000 000	50% down phase 1 hvac	53,975.00
	Total		53,975.00
JOHNSON CASHWAY LUMBER C	03 4700 720 000 000	locks and handles for elementary interio	7,990.00
	Total		7,990.00
L & M CONTRACTING LLC	03 4700 720 000 000	shop floors final payment	2,925.00
	Total		2,925.00
		General Fund Total	\$290,854.99
		Building Fund	\$64,890.00

Payroll

\$374,826.09

NASB BOARD QUICKS

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



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

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



Your Monthly Board Agenda Update Video Links from NASB

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



Area Membership Meeting - August 22 - Valentine

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Area Membership Meeting - August 24 - York

Area Membership Meeting - August 29 - North Platte



Area Membership Meeting - September 6 - Norfolk

Area Membership Meeting - September 13 - Kearney

Area Membership Meeting - September 19 - La Vista

Area Membership Meeting - September 20 - Fremont

Area Membership Meeting - September 27 - Nebraska City



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NASB BOARD QUICKS

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



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PAGE 2



Labor Relations Conference - October 4-5 - Lincoln

New Board Member Workshop - November 1 - Kearney

State Education Conference - November 15-17 - Omaha

YOUR 2023 PLATINUM AFFILIATES

ALICAP

AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

**CLARK &
ENERSEN**

CMBA
ARCHITECTS

COMMUNITY
BUILDING SOLUTIONS

CROUCH
RECREATION

D|A DAVIDSON

filament
ESSENTIAL SERVICES

GLOBAL
ROOFING COMPANY

HAMILTON

HAUSMANN
construction

NEBRASKA
LIQUID
ASSET FUND

PIPER | SANDLER

prm
PUBLIC RISK
MANAGEMENT
INCORPORATED

RENAISSANCE
R

Sampson
Construction

SPARQ DATA
SOLUTIONS

WILKINS
ARCHITECTURE | DESIGN | PLANNING

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



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NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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IT'S PINK POSTCARD SEASON

A WALK THROUGH ON TIMELINES FOR POSTCARD PRINTING & JOINT PUBLIC HEARINGS

A huge thank you to the Nebraska Association of County Officials (NACO) for putting all of this together
<https://nebraskacounties.org/services/education.html>



BY AUGUST 20

Certifications of Value are sent by Assessor. There are updated forms this year.



BY SEPTEMBER 4

County Clerks will designate date, time and location for joint public hearing, and publish notice of the hearing in a legal newspaper in or of general circulation in the county. County will post notice of the hearing on the home page of the county website if the county population is more than ten thousand. *NOTE: Labor Day falls on the 4th this year, please encourage your political subdivisions to turn in information by Friday, September 1st.*

Deadline for subdivisions to provide phone number and proposed tax request to County Assessor.

County Budget Prep Worksheets should be prepared by August 20th to populate new certification value. APA will have a tab on budget forms to calculate Real Growth % (same as last year except schools will look different for school bond exclusion). County Assessor will receive relevant information via email from the Political Subdivisions for the postcard. As a reminder: Political Subdivisions not headquartered in county will need to report to the assessor in all counties where their taxpayers are impacted by the tax request increase. It is the responsibility of the political subdivision to electronically submit information for the postcard to the county assessor(s) of all your taxpayers. Use the <https://nebraskacounties.org/directory.html> to find county assessor emails.

Recommended Data for the Postcard to be Electronically Submitted to the Assessor

- The location, date and time of the Public Hearing political subdivision is headquartered
- Contact person, phone number and email address of political subdivision
- Prior Year Total Taxable Value: Sum of all prior year certifications of taxable value
- Current Year Total Taxable Value: Sum of all current year certifications of taxable value
- Prior Year Total Real Property Value: Sum of all prior year certifications of taxable value
- Real Growth Value: Sum of all current year certifications of taxable value
- Prior Year Property Tax Request
- Current Year Property Tax Request
- Allowable Growth: Prior Year Property Tax Request multiplied by Allowable Growth Percentage

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IT'S PINK POSTCARD SEASON

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CONTINUED FROM PAGE 1

CONTINUED ON PAGE 3

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<https://nebraskacounties.org/services/education.html>



Publication and Website Requirements. County Assessor will need to provide the County Clerk with a list of all political subdivisions and locations, date and time of hearings for publication. The Clerk will notify each participating political subdivision of the date, time, and location of the joint public hearing. Publication and website shall include the date, time, and location for the joint public hearing, a listing of and telephone number for each political subdivision that will be participating in the joint public hearing, and the amount of each participating political subdivision's property tax request. (include all joint public hearings that impact your county's taxpayers). Newspaper publication cost is not reimbursable. Each participating political subdivision shall also maintain a prominently displayed and easily accessible link on the home page of the political subdivision's website to the political subdivision's proposed budget, except that this requirement shall not apply if the political subdivision is a county with a population of less than ten thousand inhabitants, a city with a population of less than one thousand inhabitants, or, for joint public hearings prior to January 1, 2024, a school district.



NEW THIS YEAR

School Bond Exclusion - Property tax request means the total amount of property taxes requested to be raised for a political subdivision through the levy imposed pursuant to section 77-1601, excluding the amount to be levied for the payment of principal or interest on bonds issued or authorized to be issued by a school district.



SEPTEMBER 14 THROUGH 24 - JOINT PUBLIC HEARINGS HELD

County is responsible for organizing joint hearing (must be held after 6:00 PM). Each participating subdivision must designate one person to attend the joint public hearing and one elected official will be in attendance. Presentation(s) must be provided by a representative from each political subdivision about the increase in property tax request. Public must be allowed a reasonable amount of time to speak at joint public hearing. Meeting must be held before any participating subdivision files their adopted budget with the State Auditor. County may hold their regular budget meetings prior to the joint public hearing. The presentation shall include the following:

- The name of the political subdivision
- The amount of the property tax request
- The total assessed value of property differs from last year's total assessed value by [XX] Percent
- The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$ [X.XXXX] per \$100 of assessed value
- The (name of political subdivision) proposes to adopt a property tax request that will cause its tax rate to be \$ [X.XXXX] per \$100 of assessed value
- Based on the proposed property tax request and changes in other revenue the total operating budget of (name of political subdivision) will exceed last year's by [XX] Percent
- To obtain more information regarding the increase in the property tax request, citizens may contact the (name of political subdivision) at (telephone number and email address of political subdivision).



NEW THIS YEAR

Hearing Date Requirements. ***At least one elected official from each participating political subdivision shall attend the joint public hearing.*** An elected official may be the designated representative from a participating political subdivision. The presence of a quorum or the participation of elected officials at the joint public hearing does not constitute a meeting as defined by section 84-1409 of the Open Meetings Act.

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<https://nebraskacounties.org/services/education.html>



Within 10 days of joint public hearing - County Clerk must provide a report to all participating subdivisions. The name(s) of the designated representative and the political subdivisions participating in the JPH. The real growth value and real growth percentage for each participating political subdivision. The amount each participating political subdivision seeks to increase its % in excess of the allowable growth %. The number of individuals who signed in to attend the joint public hearing. Name and address of individuals that spoke at the hearing, unless the address requirement is waived to protect the security of the individual. The name of any organization represented by each such individual. Name of participating subdivision that presented at the hearing. State Auditor has created a form and provided to County Clerks. State Auditor and NACO are requesting a copy of the report.



After the joint public hearing the governing body shall pass an ordinance or resolution to set the property tax request. The ordinance or resolution is due to the county clerk by October 15. The ordinance or resolution **MUST** include name of the political subdivision, amount of property tax request, the record vote of the governing body in passing the resolution or ordinance, and the following statements:

- "The total assessed value differs from last year's total assessed value by [XX] percent."
- "The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$[0.XXXXX] per \$100 of assessed value."
- "The [NAME OF POLITICAL SUBDIVISION] proposes to adopt a property tax request that will cause its tax rate to be \$ [X.XXXX] per \$100 of assessed value."
- "Based on the proposed property tax request and changes in other revenue, the total operating budget of [NAME OF POLITICAL SUBDIVISION] will exceed last year's by [XX.XX] percent."



SEPTEMBER 30

Final day to file adopted budget to State Auditor

POSTCARD NOTIFICATION - JOINT PUBLIC HEARING NOTICE / COST SHARE

County Board selects printing company. For Counties that designate the State Print Shop, NACO will facilitate with software vendors and the state print shop will presort and mail. Last year there was a 24 to 48 hour turnaround. NACO will invoice counties for printing, presort and postage, using pulsar pink cardstock at an estimated cost of .45 cents a postcard. Cards must be sent to all affected tax-payers (Assessor) seven days prior to joint public hearing in their county. The initial cost for Postcards, Printing, and Postage will be paid from the County General Fund. Cost of Postcards will be divided proportionately among participating subdivisions. Example: Anonymous County (13,665 parcels) and City of Townsville (3,557 parcels) must be on the postcards. Assume the per unit cost for each postcard is .50 cents. The total cost for the County will be \$6,832.50 (13,665 x .50 cents). Townsville will reimburse County \$889.25 (3,557 x .25 cents). (The actual cost is estimated at .45 cents.) Counties that use MIPS Assessor software will receive a breakdown to assist with postcard reimbursement cost.

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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Labor Relations Conference - October 4-5 - Lincoln

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

AT THE BOARD TABLE

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BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda.

Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations for improving the Board Meeting Annual Calendar.

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

AUGUST BOARD AGENDA ITEMS

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

• POLICY REVIEW

- I. **Personnel Report.** On or before September 15 § 79-804
- II. **Federal Protection of Pupil Rights Amendment (PPRA).** Annual notice provided to parents of the policies regarding surveys of students, instructional materials, physical examinations, personal information used for marketing.
- III. **Federal Child Nutrition Programs.** If school districts participate in National School Lunch Programs the School Breakfast Program or the Special Milk Program, they must provide parents and the public information about free and reduced-price meals and/or free milk and must provide parents with an application form.
- IV. **Federal McKinney-Vento Homeless Assistance Act.** Requires public notice of the education rights of homeless students.
- V. **Federal Non-Discrimination.** Requires all recipients of federal funds to notify their students, parents, and others that they do not discriminate on the basis of race, color, national origin, sex, disability, and age, and if applicable, that they provide equal access to the Boy Scouts of America and other designated youth groups.
- VI. **Federal Individuals with Disabilities Education Act (IDEA).** Annual notice to parents of a child with a disability of the district's procedural safeguards. A notice must also be placed on the district's website. The notice must be easily understandable and in the native language of the parents.

• BUDGET

- I. **Collective Bargaining; Timelines.** On or before **September 15**, negotiations contract dispute decision; Boards may enter into collective bargaining agreements for periods not to exceed four years. § 48-811, § 48-816, and § 48-818
- II. **Collective Bargaining Timeline.** On or before September 1, of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as bargaining agent. The governing board shall respond to such request not later than the following October 1 § 48-818.01
- III. ***Certification of District's Assessed Valuation Public Budget Hearing / Adopt Budget;** Due on or before September 20 § 13-508 § 79-1084, § 79-1085, § 79-1086, § 13-506, § 13-518
- IV. ***Board Adopted Budget.** On or before September 30, General Budget Adoption. The board shall file with, certify to the levying board, and file with the auditor a copy of the adopted budget statement together with the amount of the tax required to fund the adopted budget. § 13-508
- V. **Report to County Board.** On or before **September 30**, a [Class III school district boards] are required to report to the county board and the learning community coordinating council (if applicable) the entire revenue raised by taxation and all other sources for the previous fiscal year and a budget for the ensuing fiscal year. § 79-1084

****Review the full August Agenda on page 30 of the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

CONTINUED ON PAGE 6

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BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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

CONTINUED FROM PAGE 5

BOARD RETREAT

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

UPCOMING NASB BOARD LEADERSHIP EVENTS

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

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

SUMMER IS FLYING BY...



Plan for the fall semester with One Source, your **NASB Endorsed Service Provider** for background screening.


The Background Check Company

onesourcebackground.com

NETWORK WITH PEERS AT THIS YEAR'S AREA MEETINGS

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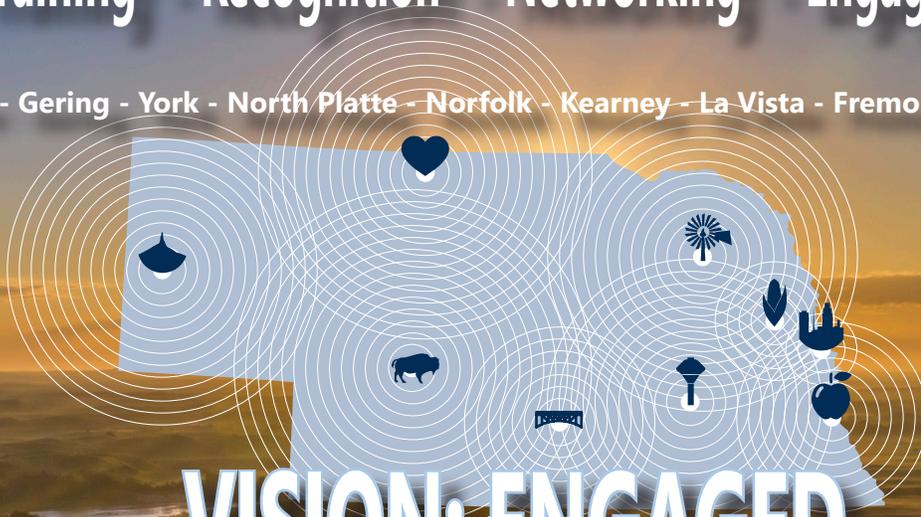
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<https://members.nasbonline.org/events/area-membership-meetings>

2023 AREA MEMBERSHIP MEETINGS

Training - Recognition - Networking - Engagement

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



VISION: ENGAGED

4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS

5:00 PM - OPENING SESSION

5:35 PM - BREAK & EXHIBITORS

5:50 PM - TRAINING SESSIONS #1

6:30 PM - BREAK & EXHIBITORS

6:40 PM - TRAINING SESSIONS #2

7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING

SESSIONS INCLUDE:

VISION: ENGAGED - NAEP PEER DISCUSSION, PORTAL REVIEW, & TRAINING - POLICY: EVERYTHING BUT THE KITCHEN SINK
EFFECTIVELY ENGAGING YOUR COMMUNITY - BOARD GOVERNANCE ESSENTIALS
A LOOK AT THE PRESENTS & COAL THE LEGISLATURE LEFT US THIS YEAR - ALICAP'S SCHOOL SAFETY POOLING
IT'S THAT TIME OF YEAR! THE ANNUAL SUPERINTENDENT EVALUATION

REG
NOW!

LEARN MORE AND REGISTER NOW FOR THE MEETING NEAREST YOU AT:

<https://members.nasbonline.org/events/area-membership-meetings>

SEEING YOUR DISTRICT CLEARLY

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<https://members.nasbonline.org/programs-services/data-analytics>

There is a great deal of available data on your district, your community, and your county.

NASB's Data Analytics program offers data and analysis to school districts for the purposes of consolidation feasibility studies, student achievement, school improvement, curriculum revision, new program implementation, goal setting, or educational visioning.

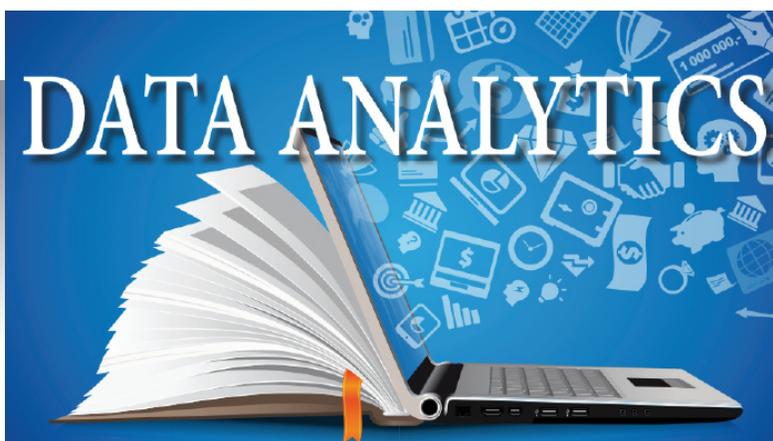
Most of this is publicly available data, but organizing, analyzing, and displaying the data to examine particular aspects of your district can be intimidating. NASB can take your district's big questions, find appropriate data to help you answer them, and present it in a clear, understandable format.

Raw standardized test scores and simple percentile averages generally don't tell us much. The same large volumes of data are available for nearby or similarly sized districts and it is through the comparisons with them that data can often present a more meaningful picture. Looking at the information in relation to other districts often provides a much better perspective of a district's strengths and challenges. Demographic information is often similarly unclear without other districts' and communities' situations to compare yours against.

As you begin a new school year, this is a great time to focus on the big picture of where your district really stands.

TO LEARN MORE, CONTACT:

Jim Luebbe - 800-422-4572 - jluebbe@NASBonline.org

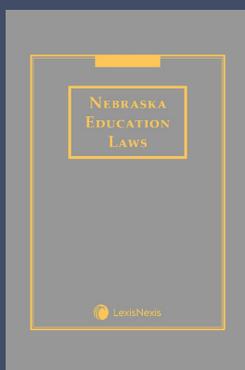


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Each book and/or eBook is \$72 + \$8 shipping/handling + tax, if applicable.

Deadline to order is September 21, 2023

Email Lindsey Wooton at lwooton@NASBonline.org to place your order!



NASB PARTICIPATES IN NATIONAL FORUM ON ED POLICY

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

Earlier this month, NASB Executive Director, John Spatz, Association Executive Director and Director of Government Relations, Colby Coash, and NASB Past President Brad Wilkins participated in the annual National Forum on Education Policy put on by the Education Commission of the States (ECS), in Minneapolis.

ECS is a membership organization that partners with education policy leaders to address issues by sharing resources and expertise, and John serves a key role with this group, making sure Nebraska's school board members have a voice at the table.

Created over 50 years ago, ECS serves both the people who develop and implement education policy and the students who directly benefit. At the Forum, many issues of common interest were addressed, such as education workforce shortages and early childhood issues.

The organization is led by a Governor as its chair, the vice chair is a legislator, and the political party of the chair and vice chair positions alternate every two years. In Minneapolis we saw the former Governor of Arkansas, Asa Hutchinson, pass the gavel to the new Chair of ECS, Kansas Governor Laura Kelly.

ECS supports all 50 states and four territories – the District of Columbia, American Samoa, Puerto Rico and the Virgin Islands. Each state appoints seven commissioners who help guide the work of ECS, and their own state's education agendas. Commissioners also have the authority to approve amendments to bylaws and provide strategic information to ECS staff regarding state education policy issues.

The key role ECS plays is to bring education leaders together from different backgrounds, states, and political views at annual gatherings to provide opportunities to interact, learn and collaborate.

“ECS was a great opportunity to gain new perspectives on educational policy. All the innovation and creativity taking place in education definitely debunks the negative narrative that some would have us believe.” - Brad Wilkins, Ainsworth BOE & NASB Past President

In Nebraska the Education Commission of the States representatives are: Governor Jim Pillen; Commissioner of Education Brian Maher; Senators Lynn Walz, Kathleen Kauth, and LuAnn Linehan; John Spatz, Executive Director, NASB; & Mike Baumgartner, Executive Director of the Nebraska Coordinating Commission for Higher Education.

ECS is the trusted source for comprehensive knowledge and resources on hundreds of education policy issues. It is a non-partisan organization that provides research of both sides of issues along with what is happening on the issue in other areas. ECS gives policy makers the information they need in shaping policy in their state on critical educational issues. While covering the full spectrum of education policy, Education Commission of the States dives deeply into key issues impacting all states.

To learn more, visit their website at <http://www.ecs.org/>



THIS MONTH IN ...

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... ADVOCACY & GOVERNMENT RELATIONS

This year's Session is done, the work is not!

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

Reminder, many bills passed this year will require a POLICY CHANGE by the board. Policies on option enrollment, dress code, and graduation requirements for example will require board review and/or action.

A number of Interim Hearings have been introduced on topics like Truancy, School Choice, Parental Involvement, SEL, Mandates, Security, Equalization, Consolidation, and more.

The first of these will be LR 147, an Interim study relating to parental involvement in public schools, held July 31. NASB has been invited to testify, and working with two members and their districts now to help share their stories!

Bookmark NASB's Bills Page at <https://nasb.envisiams.com/legislative-bills>

Your NASB Legislation Committee will meet in August to look over all proposals and priorities to move forward to this year's Delegate Assembly in November.

Call Colby & Matt with questions any time!

... BOARD LEADERSHIP

Check out "At the Board Table" on pages 5 & 6.

Marcia, Kari, Katie, Caden & Stacie

... SEARCH, STRENGTHS & AWARDS

AWARDS OF ACHIEVEMENT

Board members achieving new levels of success, and boards earning a Board Award, will be recognized at their local Area Membership Meeting.

Visit the Events page at www.NASBonline.org to register.

GALLUP STRENGTHSFINDER

Schedule a Gallup retreat for the district leadership team, staff, or board.

Who has Responsibility in their Top 5? I do. We take psychological ownership of what we say we will do. We are committed to stable values such as honesty and loyalty.

EDUCATION LEADERSHIP SEARCH SERVICE

Now is the time to contact us for information on the search process if you have a superintendent retiring in June of 2024.

Contact Shari at sbecker@NASBonline.org for these programs/services!

... ENERGY PURCHASING

Natural gas prices have climbed higher this summer on the strength of record-setting heat waves and the growing use of natural gas to power electric plants. Industry experts expect prices to remain strong in part due to Saudi Arabia's use of Aramco to cut oil production before oversupplies occur and decent world reserves that will limit all but extreme-event short term spikes. This may begin to create near- and mid-term volatility, a situation that allows CJUMP and NJUMP to find gas buying opportunities for our members.

Contact Jim to learn more!

... ALICAP & INSURANCE

Many thanks to all those who attended ALICAP's 2023 Summer Safety Workshops! We had a great turnout and very positive feedback! We appreciate everyone making the time in their busy summer.

Heads up! ALICAP's 23-24 billing statements will be mailed out around August 1st.

Thanks, Megan!

... MEMBER ENGAGEMENT

We are gearing up to see you all at Area Membership Meeting this Fall. Registration is open now!

Contact Sharon with any questions.

THIS MONTH IN ...

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Vision

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... POLICY

As a part of LB705, the Legislature's 140 page 'Christmas Tree Bill,' schools need a new policy detailing their Behavioral Points of Contact. The troubled mental health of our students frequently leads to self-destructive acts and should be a huge concern to everyone. This new requirement is intended to assist the district with monitoring and improving student mental health in each school building and increasing family access to community health providers. The district's designated behavioral contacts shall be trained in behavioral awareness and have knowledge of community service providers and other resources for supporting students and their families.

Contact Jim to learn more!

... DATA ANALYTICS

With some changes coming in district funding, rapid changes appearing in student education and long-term teacher shortages, some boards may wish to consider the possibility of consolidation with neighboring districts. If your board is interested in gathering data to explore the consequences of a merger, NASB can provide a great deal of useful analysis relating to demographic trends, prospective levies, facilities, student achievement, and other factors worth considering. We make no recommendations since that is the responsibility of the boards involved, but we can provide the basis for constructive deliberations about your district's many options.

Contact Jim to learn more!

... TECHNOLOGY

Negotiations season is right around the corner! If you're looking for a refresher or a demonstration, reach out to Darion!

Nicole & Darion will be in Kearney at Administrator Days, July 26-27. Stop by the Sparq booth and say hello!

Welcome New Subscribers
Thayer Central Community Schools

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



Paul Grieger
Managing Director,
Public Finance
402-392-7986
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Cody Wickham
Senior Vice President,
Public Finance
402-392-7989
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Andy Forney
Senior Vice President,
Public Finance
402-392-7988
aforney@dadco.com

Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

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



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Stacy Jolley - Vice President
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Brad Wilkins - Past President
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Region 2 - Sarah Centineo
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Region 3 - Renee Vokt
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Region 17 - Michelle Reikofski
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Region 18 - Susan Ernest
Leyton



Region 19 - Amanda McGill Johnson
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John Spatz
Executive Director



Makenzie Barry
ALICAP Data &
Financial Specialist



Shari Becker
Director of Education
Leadership Search Service



Matt Belka
Director of Marketing,
Communications & Advocacy



Megan Boldt
Associate Executive Director
Director of ALICAP



Craig Caples
Director of Technology



Abi Carlson
Event & Search Service
Associate



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Dir. of Government Relations



Katie Coble
Board Leadership Associate



Sharon Endorf
Director of
Member Engagement



Caden Frank
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Stacie Higgins
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Rachel Horstman
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Nicole Kraus
Events & Engagement
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Kem Loecker
Executive Administrative
Assistant



Jim Luebbe
Director of Policy Services



Kari Stephens
Board Leadership Associate



Lindsey Wooton
Administrative Specialist



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YOUR 2023 PLATINUM & GOLD AFFILIATES



ACCOUNTING

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

ARCHITECTS

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

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

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

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

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ARCHITECTS (CONTINUED)

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

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

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

AWARDS & PLAQUES

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

CONSTRUCTION SERVICES

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

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

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

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

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

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

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

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

CONSULTING

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

DATA SECURITY, VIDEO & COMMUNICATIONS

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

DESIGN BUILD

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

ENERGY SERVICES

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

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

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

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

FINANCIAL SERVICES

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

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

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

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

FOOD SERVICE

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

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FOOD SERVICE

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

FUNDRAISING

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

INSURANCE SERVICES

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

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

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

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

LEGAL SERVICES

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

MENTORING

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

PLAYGROUND/SCOREBOARDS/SURFACING

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

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

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

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

SAFETY & SECURITY SERVICES

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

TECHNOLOGY CONSULTING

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

TECHNOLOGY/SOFTWARE

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

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

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

TRANSPORTATION

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

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



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NASB BOARD NOTES



A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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IT'S PINK POSTCARD SEASON: A WALK THROUGH ON TIMELINES FOR POSTCARD PRINTING & JOINT PUBLIC HEARINGS

AT THE BOARD TABLE

NETWORK WITH PEERS AT THIS YEAR'S AREA MEETINGS

SEEING YOUR DISTRICT CLEARLY

ORDER YOUR 2023 NEBRASKA EDUCATION LAWS BOOKS NOW

NASB PARTICIPATES IN NATIONAL FORUM ON ED POLICY

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THIS MONTH IN ... AND MUCH MORE!

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



Monthly Update for your Board Meeting Agenda

August 2023

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



Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

Area Membership Meetings – Vision: Engaged

- Join us as we tour the state for training, recognition, networking, engagement and more. Vision and training session topics include: “Vision: Engaged - A Preview of the 2023 NASB Delegate Assembly, Program Review, and the Open Meetings Law.” “This Year, Everything but the Kitchen Sink (a policy overview).” “Effectively Engaging Your Community.” “Board Governance Essentials.” “Christmas Came Early: A look at the presents & coal the Legislature left us this year.” “ALICAP’s School Safety Pooling.” and “It’s That Time of Year! Time for the annual superintendent evaluation.”
- <https://members.nasbonline.org/events/area-membership-meetings>
 - August 22 - Valentine
 - August 23 - Gering
 - August 24 - York
 - August 29 – North Platte
 - September 6 - Norfolk
 - September 13 - Kearney
 - September 19 - La Vista
 - September 20 - Fremont
 - September 27 - Nebraska City

Labor Relations Conference – October 4-5 - Lincoln

New Board Member Workshop – November 1 - Kearney

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



Latest 'Board Notes' – Monthly Newsletter

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

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

- *It's Pink Postcard Season: A Walk Through on Timelines for Postcard Printing & Joint Public Hearings*
- *At The Board Table*
- *Network with Peers at this Year's Area Meetings*
- *Seeing Your District Clearly*
- *Order Your 2023 Nebraska Education Laws Books Now*
- *NASB Participates in National Forum on Ed Policy*
- *Your 2023 NASB Affiliates*
- *This Month In ... And Much More!*



"Annual Board Calendar Summary"

View the full detailed calendar at:

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

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

August Board Agenda Items

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

Policy Review

- **Personnel Report.** On or before September 15 § 79-804
- **Federal Protection of Pupil Rights Amendment (PPRA).** Annual notice provided to parents of the policies regarding surveys of students, instructional materials, physical examinations, personal information used for marketing.
- **Federal Child Nutrition Programs.** If school districts participate in National School Lunch Programs the School Breakfast Program or the Special Milk Program, they must provide parents and the public information about free and reduced-price meals and/or free milk and must provide parents with an application form.
- **Federal McKinney-Vento Homeless Assistance Act.** Requires public notice of the education rights of homeless students.
- **Federal Non-Discrimination.** Requires all recipients of federal funds to notify their students, parents, and others that they do not discriminate on the basis of race, color, national origin, sex, disability, and age, and if applicable, that they provide equal access to the Boy Scouts of America and other designated youth groups.
- **Federal Individuals with Disabilities Education Act (IDEA).** Annual notice to parents of a child with a disability of the district's procedural safeguards. A notice must also be placed on the district's website. The notice must be easily understandable and in the native language of the parents.

Budget

- **Collective Bargaining; Timelines.** On or before **September 15**, negotiations contract dispute decision; Boards may enter into collective bargaining agreements for periods not to exceed four years. § 48-811, § 48-816 , and § 48-818

- **Collective Bargaining Timeline.** On or before September 1, of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as bargaining agent. The governing board shall respond to such request not later than the following October 1 § 48-818.01
- ***Certification of District's Assessed Valuation Public Budget Hearing / Adopt Budget;** Due on or before September 20 § 13-508 § 79-1084, § 79-1085, § 79-1086, § 13-506, §13-518
- ***Board Adopted Budget.** On or before September 30, General Budget Adoption. The board shall file with, certify to the levying board, and file with the auditor a copy of the adopted budget statement together with the amount of the tax required to fund the adopted budget. § 13-508
- **Report to County Board. On or before September 30,** a [Class III school district boards] are required to report to the county board and the learning community coordinating council (if applicable) the entire revenue raised by taxation and all other sources for the previous fiscal year and a budget for the ensuing fiscal year. § 79-1084

****Review the full July Agenda on page 30 of the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

Board Retreat

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

Upcoming NASB Board Leadership Events

Board President Circle Teams Meeting – Please mark your calendar for Tuesday, August 8 for the Board President Circle Teams Meeting. We have three options available and look forward to connecting with you!

Option I – 12:00 PM CT Option II – 12:00 PM MT Option III – 7:00 PM CT

NASB New Board Member Workshop - Wednesday, November 1, 2023 – Join the NASB Board Leadership Team in Kearney for the opportunity to engage newly elected board members who did not have the opportunity to attend the NASB New Member Workshop in December 2022. We are also including an invitation to all newly appointed board members. The agenda will include discussion and review of best practice board governance, meeting protocols, committee work, policy, Open Meetings Law, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details.



Government Relations & Advocacy

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

(www.NASBonline.org – Government Relations)

This year's Session is done, the work is not! Now is a great time to engage your lawmaker while they are in the district. Reach out if NASB can help you make a connection. Advocacy starts at home!

Reminder, many bills passed this year will require a policy change by the board. Policies on option enrollment, dress code, and graduation requirements for example will require board review and/or action.

A number of Interim Hearings have been introduced on topics like Truancy, School Choice, Parental Involvement, SEL, Mandates, Security, Equalization, Consolidation, and more.

The first of these was LR 147, an Interim study relating to parental involvement in public schools, held July 31. NASB was invited to testify. A huge thanks to Mike Pate of the Millard Board of Education, and Lisa Wagner of the Central City Board of Education who came to Lincoln to sit in front of the Education Committee to share their stories. Here are some quotes from their testimony:

- *"Parents have access and input to educational materials. The school allows parents to withdraw their student from certain lessons/material by request through district website."* – Mike Pate
- *"Parents who have concerns need to raise them with their children's teachers, their school administrators and local school board members – the people who are parents themselves and who are fellow neighbors and community members. This is a local issue."* – Lisa Wagner

Call Colby & Matt with questions any time!



This Month In ...

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

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

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the Board Notes newsletter for "This Month In ..."
Advocacy & Government Relations - ALICAP & Insurance - Board Leadership - Data Analytics - Energy Purchasing - Member Engagement - Policy - Search, Strengths & Awards - Technology



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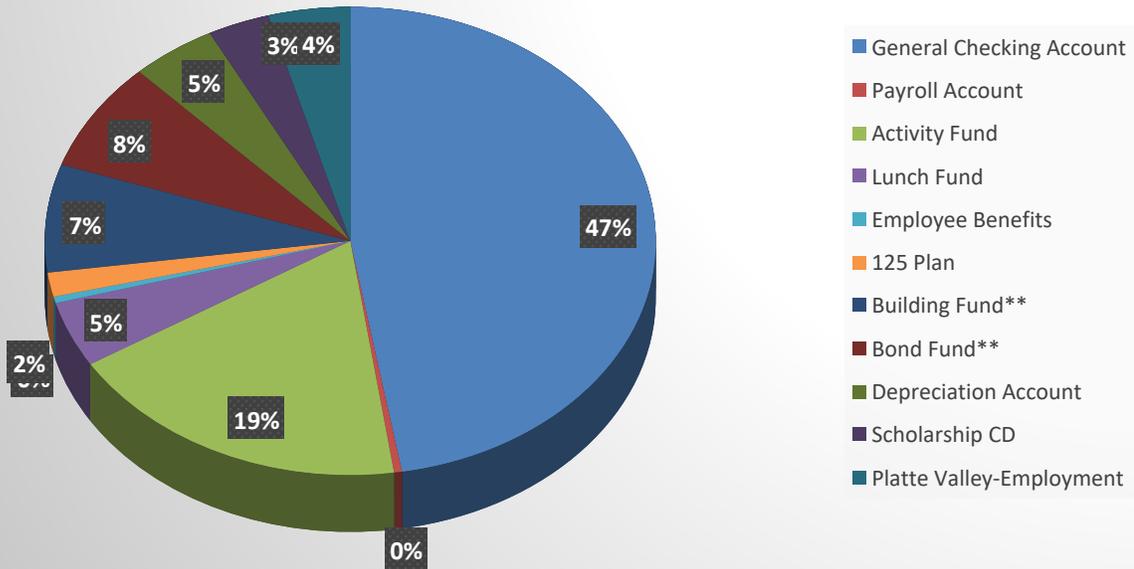
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BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of July 2023

General Checking Account	\$	884,541.91	
Payroll Account	\$	7,812.34	
Activity Fund	\$	345,395.84	
Lunch Fund	\$	85,019.87	
Employee Benefits	\$	8,396.68	
125 Plan	\$	31,147.07	
Building Fund**	\$	139,473.46	
Bond Fund**	\$	141,542.51	
Depreciation Account	\$	84,793.34	
Scholarship CD	\$	61,428.58	
Platte Valley-Employment	\$	80,856.60	
	\$		1,870,408.20

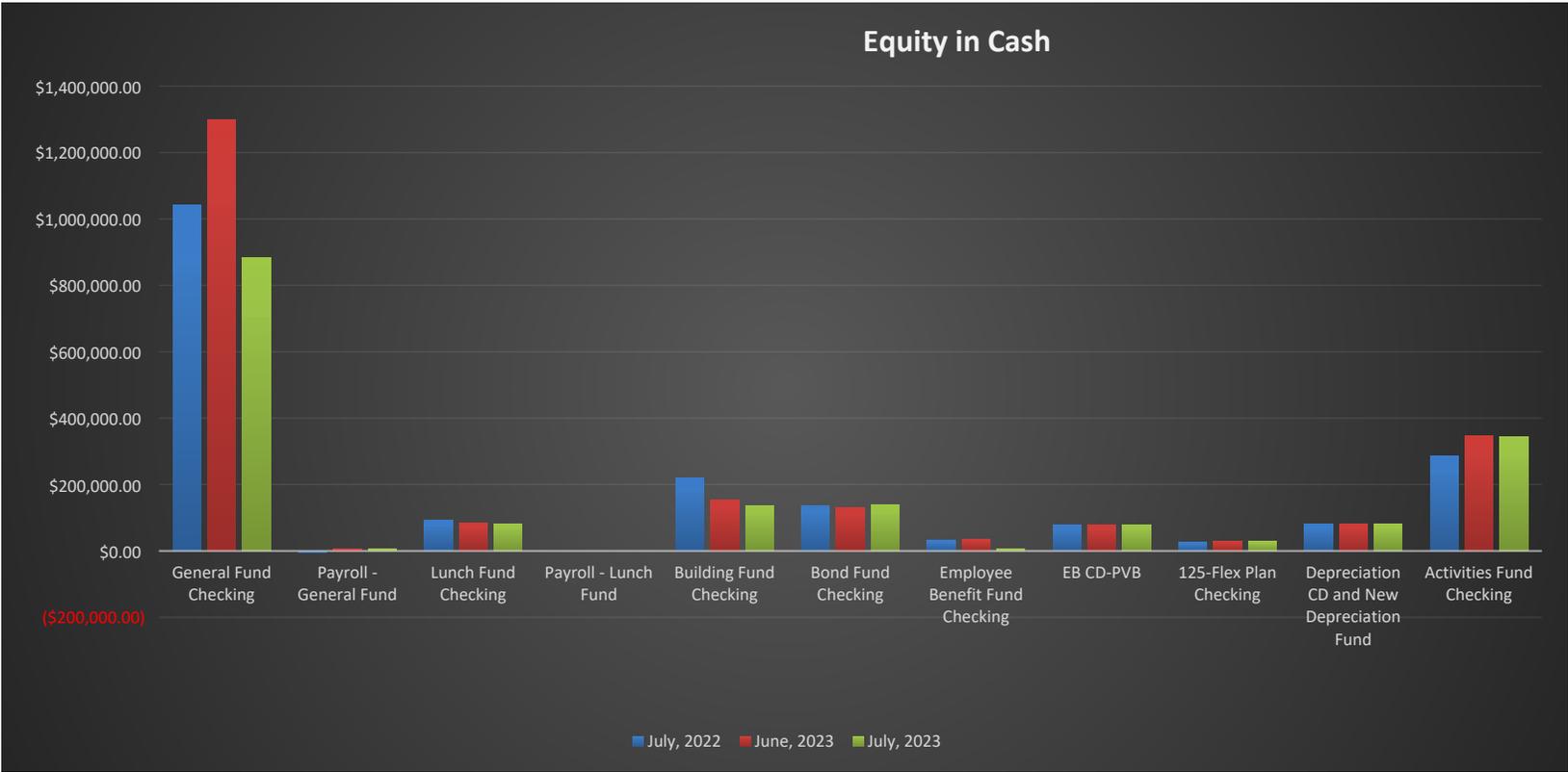
Account Percentages



Bayard Public Schools

Equity in Cash July 31, 2023

Fund	Fund #	July, 2022 PRIOR YEAR BALANCE	June, 2023 PRIOR MONTH BALANCE	July, 2023 REVENUES	July, 2023 EXPENSES	July, 2023 ENDING BALANCE
General Fund Checking	01-101	\$1,043,622.33	1,300,072.97	62,192.45	(477,723.51)	\$884,541.91
Payroll - General Fund	01-104	(\$114.48)	\$ 7,812.34	385,792.79	(385,792.79)	\$ 7,812.34
Lunch Fund Checking	02-101	\$95,931.42	87,363.68	5,208.58	(7,552.39)	\$85,019.87
Payroll - Lunch Fund	02-104	\$0.00	0.00	4,646.56	(4,646.56)	\$0.00
Building Fund Checking	03-101	\$223,693.19	155,442.56	1,424.85	(17,393.95)	\$139,473.46
Bond Fund Checking	04-101	\$139,788.94	133,726.25	7,816.26	0.00	\$141,542.51
Employee Benefit Fund Checking	05-101	\$34,115.72	38,542.79	30.77	(30,176.88)	\$8,396.68
EB CD-PVB	05-106-1000	\$80,213.61	80,537.10	319.50	0.00	\$80,856.60
125-Flex Plan Checking	05-107	\$27,906.26	31,737.53	3,644.50	(4,234.96)	\$31,147.07
Depreciation CD and New Depreciation Fund	06-101	\$83,373.59	84,689.04	104.30	0.00	\$84,793.34
Activities Fund Checking	07-101	\$288,993.14	348,919.19	6,926.14	(10,449.49)	\$345,395.84
Scholarship CD	07-114	\$66,173.68	61,428.58	0.00	0.00	\$61,428.58
TOTAL		\$2,083,697.40	\$ 2,330,272.03	\$ 478,106.70	(937,970.53)	\$1,870,408.20



Detail Check Register

Checking Account: 7		Student Activity					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
Check Number: 14534		Check Type: Check	Check Date: 07/07/2023	Vendor: BPSLUNCH	BAYARD PUBLIC SCHOOLS - LUNCH	Check Total:	91.98
20230629	06/29/2023		root beer floats	07 2900 610 146 000 0	91.98		
Check Number: 14535		Check Type: Check	Check Date: 07/07/2023	Vendor: WALMARTC	Capital One	Check Total:	64.69
20230629-0001	06/29/2023	23-001142	Retirement/Going away cake from courtesy	07 2900 610 120 000 0	64.69		
Check Number: 14536		Check Type: Check	Check Date: 07/07/2023	Vendor: CARD	CARDMEMBER SERVICE	Check Total:	790.06
20230706	07/06/2023	23-001134	district track food	07 2900 610 102 000 0	115.01		
20230706-0001	07/06/2023	23-001140	hospitality	07 2900 610 102 000 0	128.50		
20230706-0002	07/06/2023	23-001155	Freddy's - Saturday	07 2900 580 111 000 0	93.77		
20230706-0002	07/06/2023	23-001155	Cane's first group - Saturday	07 2900 580 111 000 0	29.76		
20230706-0002	07/06/2023	23-001155	Canes' second group - Saturday	07 2900 580 111 000 0	24.72		
20230706-0002	07/06/2023	23-001155	Qdoba - Friday	07 2900 580 111 000 0	66.96		
20230706-0002	07/06/2023	23-001155	Subway - Thursday	07 2900 580 111 000 0	127.02		
20230706-0002	07/06/2023	23-001155	Noodles and Company	07 2900 580 111 000 0	167.74		
20230706-0002	07/06/2023	23-001155	Canes - Friday	07 2900 580 111 000 0	36.58		
Check Number: 14537		Check Type: Check	Check Date: 07/07/2023	Vendor: CARD	CARDMEMBER SERVICE	Check Total:	875.20
20230706-0003	07/06/2023	23-001154	suburban 22a	07 2900 580 111 000 0	30.85		
20230706-0003	07/06/2023	23-001154	suburban 22	07 2900 580 111 000 0	80.00		
20230706-0003	07/06/2023	23-001154	suburban 22a	07 2900 580 111 000 0	75.01		
20230706-0003	07/06/2023	23-001154	suburban 22	07 2900 580 111 000 0	73.81		
20230706-0004	07/06/2023	23-001163	hospitality	07 2900 610 102 000 0	215.53		
20230706-0005	07/06/2023	23-001147	hospitality	07 2900 610 102 000 0	150.00		
20230706-0010	07/06/2023	23-001201	Deposit to sing at Nugget's game	07 2900 610 135 000 0	250.00		
Check Number: 14538		Check Type: Check	Check Date: 07/07/2023	Vendor: CARD	CARDMEMBER SERVICE	Check Total:	1,477.04
20230706-0013	07/06/2023	23-001148	Basketball Camp deposit	07 2900 610 114 000 0	100.00		
20230706-0014	07/06/2023	23-001143	Univeral Orlando Youth Programs Group Ti	07 2900 610 152 000 0	971.28		
20230706-0016	07/06/2023	23-001132	Mum pans for mums	07 2900 610 124 000 0	184.22		
20230706-0018	07/06/2023	23-001126	Jacket for Lexi Nesbitt	07 2900 610 124 000 0	81.00		
jun23	07/06/2023		pga golf reach	07 2900 610 102 000 0	77.36		
jun23	07/06/2023		st track sd card	07 2900 610 102 000 0	38.18		
jun23	07/06/2023		golf charges	07 2900 610 102 000 0	25.00		
Check Number: 14539		Check Type: Check	Check Date: 07/07/2023	Vendor: CARD	CARDMEMBER SERVICE	Check Total:	222.92
jun23	07/06/2023		st track travel	07 2900 580 111 000 0	130.51		

Detail Check Register

Checking Account: 7		Student Activity					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
jun23	07/06/2023		summer school rewards	07 2900 610 122 000 0	65.53		
jun23	07/06/2023		isocket	07 2900 810 124 000 0	26.88		
Check Number: 14540	Check Type: Check	Check Date: 07/07/2023	Vendor: MAXWELL	MAXWELL PUBLIC SCHOOLS	Check Total:	175.00	
20230629	06/29/2023	23-001251	camp	07 2900 610 115 000 0	175.00		
Check Number: 14541	Check Type: Check	Check Date: 07/07/2023	Vendor: REGWESTMED	REGIONAL WEST MEDICAL CENTER	Check Total:	1,333.00	
qb-rehab-53	07/06/2023		spring sports season	07 2900 352 102 000 0	1,333.00		
Check Number: 14542	Check Type: Check	Check Date: 07/07/2023	Vendor: MACGILL	WILLIAM V. MACGILL & CO	Check Total:	175.40	
in0838262	06/21/2023	23-000944	Kinesiology Tape	07 2900 610 102 000 0	50.97		
in0838262	06/21/2023	23-000944	Sting Relief Products, 150 towelettes	07 2900 610 102 000 0	15.99		
in0838262	06/21/2023	23-000944	Antiseptic Spray, 2oz bottle	07 2900 610 102 000 0	10.44		
in0838262	06/21/2023	23-000944	Hydrogen Peroxide Spray, 2oz bottle	07 2900 610 102 000 0	9.27		
in0838262	06/21/2023	23-000944	Black Self-Adherent Wrap, 2"	07 2900 610 102 000 0	6.60		
in0838262	06/21/2023	23-000944	Black Self-Adherent Wrap, 3"	07 2900 610 102 000 0	9.10		
in0838262	06/21/2023	23-000944	X-Treme Freeze, 3mL packets, 100 box	07 2900 610 102 000 0	36.99		
in0838262	06/21/2023	23-000944	SAM Splint Flexible, 36"	07 2900 610 102 000 0	17.99		
in0838262	06/21/2023	23-000944	SAM Splint Flexible, 18"	07 2900 610 102 000 0	10.49		
in0838262	06/21/2023	23-000944	SAM Splint Flexible, 9"	07 2900 610 102 000 0	4.78		
in0838262	06/21/2023	23-000944	SAM Splint Flexible, 2"	07 2900 610 102 000 0	2.78		
Check Number: 14543	Check Type: Check	Check Date: 07/07/2023	Vendor: MACGILL	WILLIAM V. MACGILL & CO	Check Total:	86.40	
in0838262	06/21/2023	23-000944	Band-Aid Hydro Seal	07 2900 610 102 000 0	64.90		
in0838262	06/21/2023	23-000944	Bleed Cease	07 2900 610 102 000 0	21.50		
Check Number: 14544	Check Type: Check	Check Date: 07/07/2023	Vendor: WURMAR	Marjorie Wurdeman	Check Total:	18.83	
20230706	07/06/2023		bus driver meal-camp	07 2900 610 125 000 0	9.66		
20230706	07/06/2023		bus driver meal-camp	07 2900 610 125 000 0	9.17		
Check Number: 14545	Check Type: Check	Check Date: 07/11/2023	Vendor: AHLERS	Ahlers Baking Inc.	Check Total:	41.97	
246140	07/11/2023		HOSPITALITY	07 2900 610 102 000 0	41.97		
Check Number: 14546	Check Type: Check	Check Date: 07/11/2023	Vendor: WPCI	WPCI	Check Total:	3,170.50	
0057571	07/11/2023		student testing	07 2900 352 102 000 0	361.50		
0059060	07/11/2023		student testing	07 2900 352 102 000 0	661.50		
0059965	07/11/2023		student testing	07 2900 352 102 000 0	100.00		

Detail Check Register

Checking Account: 7		Student Activity					
0060204	07/11/2023		student testing	07 2900 352 102 000 0		601.50	
0063652	07/11/2023		student testing	07 2900 352 102 000 0		723.00	
0063685	07/11/2023		student testing	07 2900 352 102 000 0		723.00	
Check Number: 14547	Check Type: Check	Check Date: 07/11/2023	Vendor: WPCI	WPCI	Check Total:	361.50	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
0063852	07/11/2023		student testing	07 2900 352 102 000 0	361.50		
Check Number: 14548	Check Type: Check	Check Date: 07/20/2023	Vendor: PLATER	TERVEL PLAGNEV	Check Total:	1,000.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20230720	07/20/2023	23-001262	WRESTLING CAMP	07 2900 610 106 000 0	1,000.00		
Check Number: 14549	Check Type: Check	Check Date: 07/21/2023	Vendor: PLATER	TERVEL PLAGNEV	Check Total:	500.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20230721	07/21/2023		bport fed wrestling camp share	07 2900 610 106 000 0	500.00		

*Denotes Expensed Invoice Item

Checking Account ID: 7

Total without Voids: 10,384.49



Nebraska Association of School Boards
All Lines Interlocal Cooperative Aggregate Pool

DATE: August 1, 2023
TO: All ALICAP member districts/ESU's
FROM: Megan Boldt – Director of ALICAP
SUBJECT: 2023-2024 Billing Statements

2023-2024 ALICAP Billing Statement Enclosed: Enclosed you will find your district's/ESU's 23-24 renewal statement. Please review this document and remit payment no later than September 30, 2023.

Renewal Explanation: Property carriers have raised rates in Nebraska over 20% due to Nebraska's wind and hail exposure. Reinsurer's are also demanding replacement cost values on all buildings and contents.

Your property premium reflects the rate increase and valuation increase this year due to appraisals and inflation. ALICAP does not have a wind and hail deductible and will maintain the \$500 deductible per occurrence for at least one more year. Workers' compensation rates decreased on class code 9101 and 7380 and your premium reflects payroll and experience modifier changes as well.

Property appraisals were provided for half of the members last year by Kroll & Co. If you did not have an appraisal last year, you were appraised the prior year and those buildings were increased 11% and contents 9%. Your appraisal was uploaded to your members website at www.alicap.org.

Breakdown of premium: Below is the package premium breakdown: Please share this information with your district/ESU's business manager.

Property = 69%
General Liability = 5%
Umbrella = 5%
Errors & Omissions = 3%
Auto= 18%

\$1.5 Million Dividend: The ALICAP Board of Trustess declared a \$1.5 million dollar dividend for the 2023-2024 policy year. This is another large dividend being returned to you, the OWNER! As always, this comes to your district/ESU in the form of a credit on your billing statement.

Thank you for another successful year with ALICAP!



Nebraska Association of School Boards
All Lines Interlocal Cooperative Aggregate Pool

NASB ALICAP PREMIUM CONTRIBUTION BILLING STATEMENT

Original notice for policy year 2023-2024

9/1/23 through 8/31/24

Name of School District/ESU: **Bayard Public Schools**

Workers Compensation:

<u>Class Code</u>	<u>Original estimated payroll</u>		<u>9/1/23 Pool Rates</u>	<u>Cost</u>
8868	\$4,000,000	X	.0045	\$18,000
9101	\$300,000	X	.0369	\$11,070
7380	<u>\$150,000</u>	X	.0600	<u>\$9,000</u>
Total	<u>\$4,450,000</u>			

Base premium contribution	\$38,070	
Experience Modifier (<i>times</i>)	<u>0.73</u>	
Modified Premium	\$27,791	
Premium Size Discount (<i>less</i>)	<u>\$2,484</u>	
contribution required per estimated payroll figures		\$25,307

Property, Liability, Boiler and Machinery, Errors and Omissions: **\$144,669**

Contribution Due for 23-24 policy year **\$169,976**

Credits:

Owner Dividend Credit **(\$8,860)**
Loss Control Credit 0

Total Credit **(\$8,860)**

Net Contribution Due for 23/24 Policy Year **\$161,117**

Legend of Classification Codes:

8868 = Professional employees, teachers, administrators, aides and clerical

9101 = Custodians, cooks, and all other employees

7380 = Bus Drivers

PLEASE MAKE CHECKS PAYABLE TO AND REMIT TO

NASB ALICAP

1311 Stockwell Street

Lincoln, NE 68502

Billing is subject to adjustment based upon audited payroll figures or upon any applicable statutory requirement.

Payment due no later than September 30, 2023

Bayard Public Schools Continuity of Learning and Reopening Plan



Proposed to Board of Education
Revision Date: August 1, 2023

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Mission Statement

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

Vision Statement

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

Rationale and Background

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

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

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

Statement of Personal Responsibility

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

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

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

Public Health/Agency Guidance and Operational Adjustments

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

The Bayard Public Schools plan to be open for in-person instruction during the 2023-2024 school year. When authorized by the Principal for health or other reasons, students may be granted permission to attend class via electronic means.

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

District Procedures

Academic/Classroom Procedures Plan

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

Specials

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

Special Education/504

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

Pathfinders (21st Century Community Learning Center)

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

Early Childhood Education (Preschool)

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

Face Coverings and Social Distancing

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

Water Fountains/Bottle Fillers

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

Mobile Device Procedures

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

Screening/Temperature Checks

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

Cleaning/Disinfecting/Sanitizing/Ventilation

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

Visitors and Deliveries

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

Mental and Social Emotional Health

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

Activities

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

Lunch

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

Recess

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

Hallways

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

Responding to Positive Tests Among Staff and Students

- Individual will be excluded and allowed to return based upon current guidance from CDC at the time.
- Work with PPHD to determine level of exposure and the number of other students, staff, and visitors who will need to be quarantined.
- The school will work with public health officials to provide contact information for close contact notification (to be made by PPHD).

Busing/Student Transportation and Activities Transportation

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

Vaccinations

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

Diagnostic Testing and Screening

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

230377 Highland Road
SCOTTSBLUFF, NE 69361
(308) 632-6147

Total operations 2	Customer name Bayard Publ (#016550)	Status Open
RO created date 07/06/2023	Delivery name Bayard Public Schools	Printed 08/09/2023
Customer PO	Address 726 4TH Ave	Writer Kirk Weinmaster
Contact	Bayard, NE 69334	Page 1 of 3
	(307) 763-2473	

Vehicle info:	Year / Make / Model 2004 / MCIN / Tiger Bus	Cust Unit #
	VIN / Short VIN 2M93JMPA94W062636 / 4W062636	Miles/Hours 492324/ 0

Reference Service, just check over

Operation # 1



Operation status Open

RO Category/Desc 414 Repair - service **Warranty** N **Sales order** SO-2008744

Condition Service tiger bus **Vehicle expense** N **Flat quote** 0.00

Correction Service bus, change oil and fuel filters, grease complete chassis, check all fluid levels, add to levels as needed, fill engine with oil.

LC_Part number	Description	Avail	Bin1	Bin1	Qty	Unit Price	Ext Price
760_B495	OIL FILTER	16	RBD5		2	23.14	46.28
760_BF5810	FUEL FILTER	17	RCD3		1	11.92	11.92
760_BF5800	FUEL FILTER	8	RCD2		1	11.75	11.75
346_10000005174	TUBE HI TAC#2 CHAS-LUBE	50	REA3		1	5.62	5.62
346_10000004633	DYNAPLEX 21C SHPD CK4 15W40 BULK - QT	555	SHOP		36	5.28	190.08

Operation totals:

Labor hours	Labor \$ <i>148 per hr.</i>	Misc \$	Parts+Cores \$	Shop supplies \$	Total Op \$ (taxes not included)
2.85	421.80	150.00	265.65	42.18	879.63

Operation # 2



Operation status Open

RO Category/Desc 414 Repair - service **Warranty** N **Sales order** SO-2008744

Condition Run engine overhead **Vehicle expense** N **Flat quote** 0.00

Correction

LC_Part number	Description	Avail	Bin1	Bin1	Qty	Unit Price	Ext Price
342_23508408	SEAL RING				1	20.11	20.11
342_PART	MISC PART DETROIT <i>Turbo</i>	6	PART		1	3,008.98	3,008.98

230377 Highland Road
 SCOTTSBLUFF, NE 69361
 (308) 632-6147

Total operations 2	Customer name Bayard Publ (#016550)	Status Open
RO created date 07/06/2023	Delivery name Bayard Public Schools	Printed 08/09/2023
Customer PO	Address 726 4TH Ave	Writer Kirk Weinmaster
Contact	Bayard, NE 69334	Page 2 of 3
	(307) 763-2473	

Vehicle info:	Year / Make / Model 2004 / MCIN / Tiger Bus	Cust Unit #
	VIN / Short VIN 2M93JMPA94W062636 / 4W062636	Miles/Hours 492324/ 0

Reference Service, just check over

Part #	Description	Qty	Code	Unit	Price	Total
COR_342_PARTC	342 PART CORE	1	ZZ09	1	1,000.00	1,000.00
COR_342_PARTC	342 PART CORE	1	ZZ09	-1	1,000.00	-1,000.00
342_23531401	NUT - M10 X 1.5	1	C1G4	4	9.65	38.60
342_23539055	FITTING			2	24.45	48.90
342_23530682	O-RING SEAL			2	3.00	6.00
342_23511991	ROCKER COVER GASKET - UPPER			1	58.21	58.21
342_23539928	ROCKER ARM SHAFT			2	388.71	777.42
342_23525734	BOLT			6	11.92	71.52
342_R23524771	REMAN ROCKER ARM			6	305.84	1,835.04
COR_342_R23524771C	R23524771 CORE	6	ZZ06	6	112.64	675.84
COR_342_R23524771C	R23524771 CORE	6	ZZ06	-6	112.64	-675.84
342_23537089	SCREW ASY		C1G1	12	17.05	204.60
342_23520820	SCREW ASSY			6	37.41	224.46
342_23539103	VALVE COVER GASKET		D1D	1	98.93	98.93
342_23520818	SCREW ASSY			12	33.74	404.88
342_R23537072	ROCKER ARM			6	468.67	2,812.02
COR_342_R23537072C	R23537072 CORE	6	ZZ06	6	117.76	706.56
COR_342_R23537072C	R23537072 CORE	6	ZZ06	-6	117.76	-706.56
342_R23532937	REMAN INTAKE ROCKER ARM			6	117.04	702.24
COR_342_R23532937C	R23532937 CORE	6	ZZ09	6	102.40	614.40
COR_342_R23532937C	R23532937 CORE	6	ZZ09	-6	102.40	-614.40

Operation totals:

Labor hours	Labor \$	Misc \$	Parts+Cores \$	Shop supplies \$	Total Op \$ (taxes not included)
15.00	2,220.00	150.00	10,311.91	175.00	12,856.91

*Replace bod turbo all injector rockers, intake rockers
 Exhaust rockers, all buttons both rocker shafts set overhead
 find boost leaks*

230377 Highland Road
SCOTTSBLUFF, NE 69361
(308) 632-6147

Total operations 2	Customer name Bayard Publ (#016550)	Status Open
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Vehicle info:	Year / Make / Model 2004 / MCIN / Tiger Bus	Cust Unit #
	VIN / Short VIN 2M93JMPA94W062636 / 4W062636	Miles/Hours 492324/ 0

Reference Service, just check over

Grand total

Labor hours	Labor \$	Misc \$	Parts+Cores \$	Shop supplies \$	Grand Total \$ (taxes not included)	
17.85	148,00 Per hr	2,641.80	300.00	10,577.56	217.18	13,736.54

I hereby authorize the above repair work to be done along with necessary material, and hereby grant you and/or your employees permission to operate the vehicle herein described on streets, highways, or elsewhere for the purpose of testing and/or inspection. An expressed mechanics lien is hereby acknowledged on above vehicle to secure the amount of repairs there to.

Customer signature: _____ Date _____

**POLICY NO. 4103 - FULL TIME FISCAL YEAR NON-CERTIFIED (CLASSIFIED)
PERSONNEL, VACATION LEAVE**

A full time fiscal year classified employee (herein, an "Employee") shall receive paid vacation leave in the manner set forth herein. Employees who have worked less than 12 years of continuous service with the District shall receive up to 12 days of paid vacation leave per year, subject to a maximum accrual limit of 12 days of paid vacation leave. An Employee who has worked as a full time fiscal year classified employee with the District for over 12 consecutive years shall receive up to the number of paid vacation leave days during the year equal to the number of years of service that Employee has worked for the District as a full time fiscal year classified employee, subject to a maximum accrual limit equal to the Employee's years of service to the District as a full time fiscal year classified employee (e.g. an Employee with 14 years of continuous service to the District may accrue up to 14 days of paid vacation leave during his or her 14th year, subject to the maximum accrual limit of 14 days). An Employee may carry over his or her paid vacation leave time from year to year, but in no event may the Employee accrue more than the maximum accrual limits set forth above. An Employee will accrue his or her vacation leave time in the manner set forth above on June 1 of each year, provided that an Employee must be employed as a full time fiscal year employee for six months before being entitled to accrue paid vacation leave. Notwithstanding anything herein to the contrary, a new Employee shall accrue paid vacation leave at a rate of one day per month during the time period between the date Employee has worked six months as a full time fiscal year employee and the immediately following June 1 (at which time the Employee will accrue paid vacation leave as set forth above).

Adopted: 8-17-76

Reviewed: 5-10-10, 12-13-21

Revised: 11-11-13

POLICY NO. 4104 - PROFESSIONAL GROWTH

Every six years permanent certificated employees shall give evidence of professional growth. Six semester hours of college credit shall be accepted as evidence of professional growth or, in the alternative, such other activities as are approved by the Bayard Board of Education.

Each six year period beginning September 1, 1982, six semester hours must be earned related to the staff members major teaching assignment. These may come from college classes, workshops, correspondence courses, travel, literary contributions, student teacher supervision, work experience, educational committee work, adult education, adult education or college instruction or state conventions. No more than four semester hours may be credited from any of the above sources. However, all six semester hours may be earned by taking college courses.

College Classes

College courses taken will be at the graduate level and relate closely to the staff members major assignment, an additional endorsement, or towards an advanced degree. Advanced degree courses will only count if the staff member is enrolled in an approved graduate program.

Each semester hour of college credit must be supported by at least fifteen (15) hours of instructional time (classroom hours).

1 semester credit	15 hours of class
2 semester credit	30 hours of class
3 semester credit	45 hours of class
4 semester credit	60 hours of class
5 semester credit	75 hours of class
6 semester credit	90 hours of class

The above restrictions will apply to all college courses taken after September 1, 1982.

Workshops

Workshops taken for college credit must adhere to the same guidelines as regular college courses. Workshops without college credit will award one hour of credit for each fifteen hours of attendance.

Correspondence Courses

Correspondence courses taken for college credit must adhere to the same guidelines as regular college courses.

Travel

Travel with specific educational itinerary. This should have direct application to classroom activity and planned as educational travel. Education travel is valued at one semester hour per trip with a minimum of two weeks being spent. Trips requiring less time may earn credit at a prorated level in direct proportion to the amount of time spent. Special consideration shall be given for foreign travel. Maximum hours of credit from this source will be two.

Approval for credit should be requested prior to the trip. A written itinerary may be requested prior to the trip and a written report may be required at the completion of the trip.

Literary Contributions

Literary contributions of a professional nature which are published in any professional magazine may be considered for credit in fulfillment of the professional growth requirement. No credit will be allowed unless there is evidence of professional quality research and writing. Maximum hours of credit from this source will be two.

Student Teacher Supervision

Student teaching supervisors will receive one semester hour of credit for each student teacher. Credit for part-time supervision of a student teacher will be prorated according to the amount of time spent in supervising the student teacher. Maximum hours of credit from this source will be two.

Work Experience

Work experience may be credited to meet part of the professional growth requirement. Only experience which has a significant relationship to the educational field in which the individual is teaching will be considered. The key is to be found in the word “professional.” The work experience which will meet the demands of professional growth will fall into one or more of the three following categories:

1. The work will provide increased competence in the field which the teacher teaches or contemplates teaching, over and above the increase which might accrue from a repetition of experience.
2. The work will provide increased knowledge of subject matter over and above that increase which might accrue from continued or repeated teaching of a subject.
3. The work will prepare the individual for a new or different educational position from the one which he/she now holds.

Maximum hours of credit from this source will be two.

Educational Committee Work

Fulfilling a work assignment on a Bayard School Education Committee will allow a staff member to acquire one hour of credit for each fifteen hours of committee work carried out. The maximum credit earned from this source will be two. Committees which do not require fifteen hours will be granted credit on a prorated basis.

Adult Education

Any work taken in Adult Education should be relative to the teaching profession of the teacher. A maximum of two hours may be earned from this source.

15 hours	1 hour credit
22 hours	1 ½ hours credit
30 hours or more	2 hours credit

Adult Education or College Instruction

Adult education or college courses taught by staff members shall carry one hour of credit with a maximum of two hours earned in this manner. The course(s) must relate closely to the staff members assignment.

State Conventions

Attendance at a state convention may be credited to meet part of the professional growth requirement. One hour of credit may be given for attendance at a state convention which has at least fifteen hours of meetings. A copy of the agenda and request for credit must be presented to the superintendent prior to the convention. A maximum of two hours credit may be earned in this manner. No credit may be earned if college credit can be earned for attending the convention. A maximum of two hours credit may be earned in this manner. No credit may be earned if college credit can be earned for attending the convention. The guidelines for college courses would then be followed.

Successful Teaching Experience

A maximum of two hours may be earned by completing six years of successful teaching or administrative experience in the Bayard District.

Personnel who do not meet the professional growth requirements by the end of the sixth year (September 1) will not advance further on the salary schedule until the work is completed and the individual could have their contract terminated because they could not show evidence of professional growth as required by state statutes (79-12,113,1982). Not fulfilling the professional growth requirement is legal just cause for contract termination. A teacher who has not completed the requirements by September 1, ending the six year period, must wait one year for advancement on the salary schedule even though the work is completed at sometime during the year following the end of the six year period. The next six year period starts on September 1st, following completion of the requirements. The six year period for probationary teachers will begin on September 1, of their first year of employment within the district.

For further clarification it should be stated that no more than six semester hours earned in any six year period will be allowed to count toward the fulfillment of the professional growth requirement. There will be no credit carry-over of hours earned in any stated six year period into the next six year period.

Only hours earned in college courses will be allowed for movement across the salary schedule. Other hours earned will count for meeting the professional growth requirement but will not advance a teacher on the salary schedule.

Each staff member will be sent notices annually indicating work completed and work required for completion of the professional growth requirements, according to the records in the Superintendent's office. Staff members who have not completed requirements by the time of re-election in April of the sixth year of their employment under this policy will be given a contract for the same step as they are currently contracted for on the salary schedule. They will move up to the next step of the salary schedule if the requirement is completed and approved prior to September 1, of that year. Transcripts or proof of professional growth received after September 1, shall not be honored until the following contract year.

Each teacher is responsible for providing the Superintendent with proof of their professional growth. The Superintendent will be responsible for determining what will be allowed or acceptable for professional growth and will maintain a record of professional growth for each staff member and will make a report annually to the Board of Education.

Adopted: 9-13-82

Reviewed: 5-10-10, 12-13-21

POLICY NO. 4105 - REPORTING CHILD ABUSE OR NEGLECT

It is mandatory that every employee of Bayard Public Schools report child abuse and neglect as set forth in this policy.

A. Child Abuse or Neglect Defined

As used herein, "child abuse or neglect" means knowingly, intentionally, or negligently causing or permitting a minor child to be:

1. Placed in a situation that endangers his or her life or physical or mental health;
2. Cruelly confined or cruelly punished;
3. Deprived of necessary food, clothing, shelter, or care;
4. Left unattended in a motor vehicle if such minor child is six years of age or younger;
5. Sexually abused; or
6. Sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

The foregoing definition shall apply regardless of whether the perpetrator or perpetrators are student(s), school employee(s), the child's parent(s), or any other person.

B. Reporting

1. **Mandatory Employee Reporting to Law Enforcement:** If any school employee has reasonable cause to believe that a child has been subjected to child abuse or neglect or observes such child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect, then the employee shall immediately report such incident to the Bayard Police Department, the Morrill County Sheriff's Department, the Nebraska State Patrol, or the Nebraska Department of Health and Human Services.
2. **Substance of Report:** A report to a proper law enforcement agency or the Department of Health and Human Services may be made orally by telephone with the caller giving his or her name and address and shall be followed by a written report, and to the extent

available shall contain the address and age of the abused or neglected child, the address of the person or persons having custody of the abused or neglected child, the nature and extent of the child abuse or neglect or the conditions and circumstances which would reasonably result in such child abuse or neglect, any evidence of previous child abuse or neglect including the nature and extent, and any other information which in the opinion of the reporter may be helpful in establishing the cause of such child abuse or neglect and the identity of the perpetrator or perpetrators.

3. Reporting to Principal: After an employee makes an oral report as set forth above, the employee shall immediately notify a principal of the report. The employee shall then, within 24 hours, draft a written report as required above and provide the written report to a principal. The principal shall include in the report any additional information known by the principal and submit the form to the proper law enforcement agency or the Department of Health and Human Services. The principal shall also provide a copy of the report to the Superintendent of Schools. If there is no principal available within 24 hours, then the employee shall provide his or her report directly to the proper law enforcement agency or the Department of Health and Human Services and provide a copy of the report to the Superintendent.

4. Uncertainty. *Any uncertainty as to whether reasonable cause exists shall be resolved in favor of making a report to the proper law enforcement agency or the Department of Health and Human Services.* An employee is not obligated to “prove” that child abuse or neglect has occurred or could occur. Having reasonable cause to believe could include having information as minor as an allegation. Employees should not take it upon themselves to investigate the case or contact the family of the child. Law enforcement and the Department of Health and Human Services are responsible for investigating.

5. Record Keeping. All employees shall keep written records of information obtained and reports made pursuant hereto.

6. No Retaliation. No employee shall be retaliated against for making a report hereunder.

7. Immunity. Any employee making a report under this policy is immune from civil or criminal liability, except for in the case of making maliciously false statements.

Legal Reference: Neb. Rev. Stat. 28-710 *et seq.*

Adopted: 8-11-86

Reviewed: 5-10-10, 12-13-21

Revised: 1-9-12; 11-11-13

POLICY NO. 4106 - SAFETY INSTRUCTION

All head coaches will conduct a safety lecture in regards to potential dangers that might be incurred by participating in that particular sport. All coaches will instruct participants in their sports in the correct fundamentals of the sport and will not teach fundamentals that have been determined as illegal or unsafe.

All other faculty members who supervise activities or classroom activities where a student could sustain an injury from the activity will also conduct a class on the dangers and the safety precautions to be used during the activity or classroom sessions.

Adopted: 8-10-87

Reviewed: 5-10-10, 12-13-21

POLICY NO. 4107 RESTRAINT AND SECLUSION

Restraint and seclusion (as further described in this policy) are behavioral and/or safety interventions and shall only be used in accordance with this policy.

1. General Guidelines

- A. Restraint and/or seclusion should not be used as a first method of safety intervention, except in emergency situations. When used as a safety intervention, other de-escalation efforts such as voice commands should be used prior to using restraint or seclusion.
- B. Restraint and/or seclusion shall never be used as a form of discipline or for retaliation or convenience.
- C. Restraint or seclusion should only be used when and to the extent reasonably necessary to maintain order or prevent a student from causing physical harm to himself or herself or others.
- D. School personnel shall continuously monitor a student's status during periods of restraint or seclusion.
- E. This policy does not apply to physical interventions which a student's health care provider has indicated are medically necessary for the treatment or protection of the student.
- F. Nothing in this policy shall prevent a staff member from using restraint and seclusion as provided for in a student's IEP, 504 plan, or behavior intervention plan.
- G. If a student develops a pattern of behavior which requires or is anticipated to require a recurring pattern of restraint and/or seclusion, the school should conduct a functional behavioral assessment or call a meeting of the student's IEP team to develop or revise a plan to reduce or eliminate the need for restraint or seclusion.
- H. Nothing in this policy shall allow a staff member to use restraint or seclusion which is unreasonable in duration and/or intensity considering the circumstances and school administration shall at all times maintain the authority to discipline a staff member if

the administration deems unreasonable the staff member's use of restraint or seclusion.

2. Restraint

A. Physical Restraint. Physical restraint means the use of physical force to restrict significantly the student's movement. The following circumstances are examples when physical restraint is appropriate:

- i. To obtain possession of weapons or other dangerous objects.
- ii. To prevent or break up a fight.
- iii. As self-defense or in defense of others.
- iv. To escort a student from one area to another in the interest of safety or to maintain order.
- v. To calm or comfort a student.
- vi. To prevent self-injurious behavior.
- vii. As reasonably necessary to prevent imminent, severe destruction to school or another person's property.

B. Mechanical Restraint.

- i. Mechanical restraint means the use of any device or material attached or adjacent to a student's body that restricts freedom of movement or normal access to any portion of the student's body and that the student cannot easily remove. Mechanical restraint includes the tying down, taping, or strapping down of a student.

- ii. Mechanical restraints do not include adaptive or protective devices used as recommended by the student's health care provider or safety equipment used as intended by the general population (e.g. seatbelts).
- iii. Mechanical restraints should only be used in the case of an emergency to prevent imminent danger to the student or others when physical restraint or seclusion would not be effective or is not possible.

C. Chemical Restraint.

- i. Chemical restraint is the administration of medication for the purpose of restraint.
- ii. Chemical restraint does not include medication as prescribed by and administered in accordance with the student's health care provider.
- iii. Chemical restraints of students are not permissible under any circumstances.

3. Seclusion

A. Definition. Seclusion is the confinement of a student in a room or other space from which the student is physically prevented from or incapable of leaving. Behavior interventions and/or disciplinary methods which do not restrict the student's physical movement or ability to leave are not considered to be seclusion. Examples of behavior interventions and/or disciplinary methods which are not considered seclusion are as follows:

- i. Timeout: Timeout means a behavior management technique in which a student is separated from other students for a limited period of time in a monitored setting.
- ii. In-school suspension.
- iii. Detention.

- B. When Permissible. Seclusion is only appropriate when a student is displaying physical behavior that presents a risk of injury to the student or others and the threat could be diminished if the student is secluded in a safe environment. Seclusion should only be employed as a last resort after other methods of intervention have been attempted without success or would be inappropriate under the circumstances. Seclusion is inappropriate for students who are severely self-injurious or suicidal.

- C. Duration. Seclusion should only be used as long as necessary to present the risk of injury.

- D. Supervision/Observation. When a student is secluded a staff member or the school's resource officer shall continually monitor and supervise the student and shall immediately notify an administrator as to where and why the student is being secluded. The staff member monitoring the student in seclusion should document all observations.

- E. Area of Seclusion. A student in seclusion must be able to exit the room or area if the supervising adult becomes incapacitated or leaves the area. The room or area used for seclusion must have adequate space, lighting, ventilation, heating/cooling for the safety of the student and must be free of objects that could be harmfully used by the student.

4. **Documentation/Notices**

- A. Reporting. A Restraint or Seclusion Report must be completed for each incident of restraint or seclusion and shall include:
 - i. Name of the student
 - ii. Name of the staff member(s) administering the restraint or seclusion;

- iii. Date of the incident and the time the restraint or seclusion began and ended;
- iv. Location of the restraint or seclusion;
- v. A description of the restraint or seclusion;
- vi. A description of the student's activity immediately preceding the behavior that prompted the use of restraint or seclusion;
- vii. A description of the behavior that prompted the use of restraint or seclusion;
- viii. Efforts to de-escalate the situation and alternatives to restraint or seclusion that were attempted; and
- ix. Information documenting parent contact and notification.

B. Notice to Administrators. The building principal and Superintendent shall be notified of the restraint and seclusion incident as soon as possible.

C. Notice to Parents. The building principal, Superintendent, or their designee shall attempt to notify the student's parent or guardian of the restraint or seclusion incident as soon as possible after it commences.

D. Written Report to Parents. Within a reasonable period of time not to exceed 30 days after the incident, building principal or Superintendent shall also provide the parent or guardian with a written incident report. This report must include the following:

- i. the date, time of day, location, duration, and description of the incident and interventions;
- ii. the events or events that led up to the incident;
- iii. the nature and extent of any injury to the student; and
- iv. the name of a school employee the parent or guardian can contact regarding the incident.

5. Training.

- A. Distribution of Policy. This policy shall be distributed to staff members on an annual basis.
- B. Staff Training. Staff members who are reasonably anticipated to use restraint and/or seclusion on a regular basis shall be trained in the proper and safe use of restraint and seclusion.

Adopted: 3-12-12

Reviewed: 12-13-21

Revised: 10-9-17

POLICY NO. 4108 - STAFF HEALTH AND SAFETY

An employee with a chronic communicable disease may be reassigned to a position that limits student/employee contact or may be placed on medical leave if medical judgments substantiate that such employee poses a significant health threat to students and/or other employees. The Board reserves the right to terminate an employee who is unable to return to work at the conclusion of the medical leave period.

A chronic communicable disease will be defined as a persistent or recurring infection that may be transmitted to a susceptible person by contact with an infected individual. This policy does not apply to acute infectious diseases of childhood such as measles, mumps, and chicken pox. A few diseases it does include are AIDS, C.M.V., and Hepatitis B.

The superintendent will be responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

Adopted: 8-8-88

Reviewed: 5-10-10, 12-13-21

POLICY NO. 4109 - DRUG FREE SCHOOL AND COMMUNITY POLICY

Bayard Public School District is committed to providing an employment environment that is safe and provides appropriate motivation to ensure a creative and productive work force. To this end, the District unequivocally endorses the philosophy that the workplace should be free from the detrimental effects of illicit drugs and alcohol.

It is unlawful and, therefore, absolutely prohibited for any employee of the District to engage in the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as a part of the school's activities.

DEFINITIONS

As used in this policy, prohibition against the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as a part of the school's activities shall mean, but not be limited to the following:

1. The unlawful possession, use, or distribution of any substance which is declared by the State of Nebraska or any other applicable law to be an illicit substance.
2. The possession, use, or distribution of alcohol on school premises or as a part of the school's activities.

As used herein, the term "school premises" shall mean any property owned, or in the other manner under the control of the Board of Education of the District.

As used herein, the phrase "as a part of the school's activities" shall mean any activity or enterprise carried out in whole or in part under the auspices of the District when supervising students or students are present.

PROCEDURES

1. All employees and each new employee will receive a copy of this policy.
2. Each employee will acknowledge receipt of this policy and will sign such form acknowledging receipt and acknowledging the District's Policy of absolutely prohibiting conduct as set forth in this policy (Policy #4109), and further acknowledging that serious sanctions can and will be taken against an employee, including termination of employment and referral for prosecution for any failure to comply with the above stated standards of conduct and further acknowledging that such compliance is mandatory, and further acknowledging that this policy is adopted pursuant to P.L. 101-226 34, C.F.R., Part 86, and other applicable statutes, and will further acknowledge that failure to comply with such federal requirements may be the District's receipt of federal funds in jeopardy.
3. In the event the employee does not understand the terms and conditions of this policy, it shall be the duty of the employee to ask for such points of clarification of the Superintendent of Schools or his/her designee at the time this policy is distributed to the employee. If no questions is directed by an employee to the Superintendent of Schools or his/her designee it shall be the legal position of the District to presume that the employee has understood and will abide by this policy.
4. In the event of any non-compliance by any employee with this policy, it shall be the duty of the Superintendent of Schools or his/her designee to inform any employee not in compliance about any drug and alcohol counseling and rehabilitation and re-entry programs that are available to employees within fifty (50) miles of the administrative offices of the District. If no such programs are available within 50 miles, then such other programs as may exist in the State of Nebraska shall be made known to such employee. The Superintendent or his/her designee shall maintain a list of such available services and shall from time to time update such list.

5. Sanctions which may be taken against an employee for non-compliance with this policy may be any one or more of the following:
 - a. An oral reprimand.
 - b. A written reprimand.
 - c. Suspension with pay.
 - d. Suspension without pay.
 - e. Termination of employment.
 - f. Cancellation of employment.
 - g. Non-renewal of employment.
 - h. Referral to appropriate authorities for criminal prosecution.
 - i. Mandatory enrollment in in-patient care or otherwise as a term and condition to any continuing employment by the District.
 - j. Mandatory enrollment in any training programs that are may be provided by the District or others relating to any of the activities prohibited by this policy.

6. Disciplinary action sought to be imposed by the Superintendent or his/her designee shall be carried out in accordance with the established policies of the District. However, nothing in this policy shall be construed to vest any right in any employee beyond that required by law and the manner in which each case shall be handled in the sole discretion of the Superintendent or his/her Designee subject to the Superintendent's approval, provided only that such action shall be carried out within the bounds of applicable law.

7. Conviction of an employee of the District of any criminal statute relating to the unlawful use, possession, or distribution, of any controlled substance or alcohol, may result in disciplinary action being taken against such employee. When such conviction

shall come to the attention of the Superintendent or other official of the District, an employee convicted as above described may be disciplined in any manner provided by statute, the contract of the employee, any existing policy of the District or any other applicable body of law. As used herein "applicable body of law" shall mean, but shall not be limited to, state and federal statutes, state and federal regulations, and any applicable case law.

8. As an alternative to discipline or as a concurrent requirement to the disciplinary action less severe than the maximum disciplinary action that may be carried out against an employee as referred to in the immediately preceding paragraph, the District, by and through its Superintendent or his/her designee may require the employee to successfully finish a drug abuse program. As used herein, the term "drug abuse program" shall mean a drug abuse program sponsored by an approved private or governmental institution. The Superintendent or his/her designee has written documentation satisfactory to the Superintendent or his/her designee that the employee has successfully finished such program. If aftercare is recommended by such institution, then the Superintendent or his/her designee in his/her sole discretion may require the employee to enroll such aftercare program and to participate in a manner satisfactory to the provider of such aftercare program. The Superintendent or his/her designee may require an employee to participate in aftercare in the same manner and under the same terms as may be required by the Superintendent or his/her designee. The Superintendent or his/her designee may require ongoing reporting of such participation as a term and condition of continuing employment by such employee at the District.

Adopted: 8-13-90

Reviewed: 5-10-10, 12-13-21

POLICY NO. 4110 - INTERPERSONAL/HUMAN RELATIONS

The Board of Education is committed to promoting the worthy and dignity of all individuals regardless of race, creed, religion, physical or mental disability, color, gender, national origin, age, occupation, marital status, political opinion, sexual orientation, or personal appearance. The Board will not tolerate nor condone any act of bias, discrimination, insensitivity, or disrespect toward any person.

The Board of Education believes all students can learn and is committed to a policy of educating children for learning and living by helping them develop an appreciation for the achievements, problems, and aspirations of all people in our culturally diverse society.

The Board of Education directs the superintendent to develop regulations and procedures reflecting the Board's commitment to establish an atmosphere of understanding and respect in the schools which is conducive to providing equitable opportunities for success, promoting and enhancing students' unique talents, contributions, perspectives and cultures, and to encouraging sharing in their commonality and enrichment through their differences.

Adopted: 8-10-92

Reviewed: 5-10-10, 12-13-21

POLICY NO. 4111 - SEXUAL/ETHNIC HARRASSMENT POLICY

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

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

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

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

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

are also prohibited from defacing any school district property with any racial, ethnic or sexual epitaphs or jokes.

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

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

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

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

RESPONSIBILITY

All Bayard Public School employees and students shall have the responsibility of keeping school administrators informed, through the most confidential and direct means possible, of any alleged acts and/or complaints of sexual/ethnic harassment. It is the responsibility of each school

district administrator, principal, department head and supervisor to provide a working and academic environment free of sexual/ethnic harassment or sexual/ethnic intimidation. The school district will take prompt action to investigate and act upon all reported instances of alleged sexual/ethnic harassment.

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

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

PHASE I: COMPLAINT

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

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

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

guardian(s) will be notified both telephonically and in writing, by certified mail, of the alleged complaint, and they shall be present when the accused student is interviewed.

PHASE II: INVESTIGATION

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

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

PHASE III: ACTION TAKEN

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

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

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

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

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

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

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

grievance through the established grievance procedures of the Bayard Public Schools as specified in Board Policy.

Adopted: 1-11-93

Reviewed: 5-10-10, 12-13-21

POLICY NO. 4111-A - HARRASSMENT BY EMPLOYEES

Harassment of employees, student, volunteers or visitors will not be tolerated in the school district. School district includes school district facilities, school district property, or property within the jurisdiction of the school district; while on school-owned or school-operated transportation; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the district.

Harassment includes, but is not limited to, racial, religious, national origin, marital status, disability and sexual harassment. Harassment by board members, administrators, employees, parents, vendors, and others doing business with the school district is prohibited. Employees whose behavior is alleged to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, discharge or other appropriate action. Other individuals whose behavior is alleged to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the superintendent or board.

Sexual harassment shall include, but not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education, or participation in school programs or activities;
- submission to or rejection of such conduct by an individual is used as the basis for decisions affecting such individual's employment or education; or

- such conduct has the purposes or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or learning environment.

Sexual harassment as set out above, may include, but is not limited to the following:

- verbal or written harassment or abuse, or unwelcome communication implying sexual motives or intentions;
- pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;
- unwelcoming touching;
- unwelcome and offensive public sexual display of affection
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.

Harassment on the basis of race, creed, color, religion, national origin, marital status or disability means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of an individual's participation in school programs, activities or employment;
- submission to or rejection of such conduct by an individual is used as the basis for decision affecting the individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or
- creating an intimidating, offensive or hostile learning or work environment.

Harassment as set forth above may include, but is not limited to the following:

- verbal, physical or written harassment or abuse;
- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades, achievements, etc.;
- demeaning jokes, stories, or activities directed at an individual.

Employees, students, volunteers or visitors who believe they have suffered harassment shall report such matters to the building principal for harassment complaints. However, claims regarding harassment may also be reported to the Superintendent for harassment complaints.

Upon receiving a complaint, the investigator shall confer with the complainant to obtain an understanding and a statement of the facts. It shall be the responsibility of the investigator to promptly and reasonably investigate claims of harassment and to pass the findings on to the superintendent who shall complete such further investigation as deemed necessary and take such final action as appropriate. Information regarding an investigation of harassment shall be confidential to the extent possible, and those individuals who are involved in the investigation shall not discuss information regarding the complaint outside the investigation process.

No one shall retaliate against an employee or student because they have filed a harassment complaint, assisted or participated in a harassment investigation, proceeding, or hearing regarding a harassment charge or because they have opposed language or conduct that violates

this policy. This policy should be used when an employee is the alleged harasser or the alleged victim. It is strongly recommended the investigator and alternate investigator be of opposite sexes.

It shall also be the responsibility of the Superintendent, in conjunction with the investigator and principals, to develop administrative rules regarding this policy. The Superintendent or Superintendent's designee shall also be responsible for organizing training programs to educate employees, students and others involved with the school district about harassment and the school district's policy prohibiting harassment. The training shall include how to recognize harassment and what to do in case an individual is harassed. The employee training will be documented in personnel files to ensure a record of training for each employee.

Legal Reference: 42 U.S.C. ** 2000e et seq. (1994).
29 C.F.R. Pt. 1604.11 (1996).

HARASSMENT INVESTIGATING AND REPORTING

In keeping with the language of the harassment policy, this procedure sample gives final responsibility to the Superintendent.

Harassment of employees and students will not be tolerated in the school district.

Harassment is a violation of school district policies, rules and regulations and, in some cases, may also be a violation of criminal or other laws. The school district has the authority to report students violating this rule to law enforcement officials.

Employees whose behavior is alleged to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, discharge or other appropriate action. Other individuals whose behavior is alleged to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the Superintendent or Board.

Individuals who feel that they have been harassed by employees, board members, administrators, parents, vendors or others doing business with the school district should communicate to the harasser that the individual expects the behavior to stop, if the individual is comfortable doing so. If the individual needs assistance communicating with the harasser, he/she should ask a teacher, counselor or principal to help.

Complaint Procedure

An employee or student who believes that they have been harassed shall notify the Superintendent the designated investigator. The alternate investigator is the building Principal. The investigator may request that the employee or student complete the Harassment Complaint form and turn over evidence of the harassment, including, but not limited to, letters, tapes, or pictures. Information received during the investigation shall be kept confidential to the extent possible.

The Superintendent, or the investigator with the approval of the Superintendent, has the authority to initiate a harassment investigation in the absence of a written complaint.

Investigation Procedure

The investigator shall reasonably and promptly commence the investigation upon receipt of the complaint. The investigator shall interview the complainant and the alleged harasser. The alleged harasser may file a written statement refuting or explaining the behavior outlined in the complaint. The investigator may also interview witnesses as deemed appropriate.

Upon completion of the investigation, the investigator shall report to the Superintendent. The investigator will outline the findings of the investigation to the Superintendent.

Resolution of the Complaint

The Superintendent will complete the next step in the investigation reasonably and promptly upon receipt of the investigator's report. Following the investigator's report, the superintendent may investigate further, if deemed necessary, and make a determination of the appropriate next step which may include discipline, up to and including, discharge.

Prior to the determination of the appropriate remedial action, the superintendent may, at the Superintendent's discretion, interview the complainant and the alleged harasser. The Superintendent shall file a written report closing the case and documenting any disciplinary or other action taken in response to the complaint. The complainant, the alleged harasser and the investigator shall receive notice as to the conclusion of the investigation.

Points to Remember in the Investigation

- Evidence uncovered in the investigation is confidential.
- Complaints must be taken seriously and investigated.
- No retaliation will be taken against individuals involved in the investigation process.
- Retaliators will be disciplined up to and including discharge.

Conflicts

If the investigator is the alleged harasser or a witness to the incident, the alternate investigator shall be the investigator.

If the alleged harasser is the superintendent, the alternate investigator shall take the Superintendent's place in the investigation process. The alternate investigator shall report the findings to the Board.

Adopted: 8-12-02

Reviewed: 5-10-10

POLICY NO. 4111-B - ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers of the school district under the direction and control of the school district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The school district will respond promptly to allegations of abuse of students by school district employees by investigating or arranging for the investigation of an allegation. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

The Superintendent will appoint an investigator and alternate investigator of opposite sexes. The investigator will pass the findings on to the Superintendent who will complete any further investigations as deemed necessary and take appropriate final action. The names of the investigators shall be listed in the student handbook, published annually in the local newspaper and posted in all school facilities.

The Superintendent is responsible for drafting administrative regulations to implement this policy and for organizing employee training relating to this policy. Procedures shall be reviewed annually for adequacy and accuracy.

Legal Reference: NE Statue 79-295

POLICY NO. 4111-B

ABUSE COMPLAINT FORM

Name of complainant: _____

Position of complainant: _____

Date of complaint: _____

Date of alleged abuse: _____

Date and place of incident or incident(s): _____

Description of misconduct: _____

Name of witnesses (if any): _____

Evidence of abuse, i.e., letters, photos, etc. (attach evidence if possible): _____

Any other information: _____

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____ Date: _____

POLICY NO. 4111-B

WITNESS DISCLOSURE FORM

Name of witness: _____

Position of witness: _____

Date of testimony, interview: _____

Date of alleged abuse: _____

Description of instance witnessed: _____

Any other information: _____

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____ Date: _____

**POLICY NO. 4111-B - ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES
REGULATIONS**

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

Definition of Physical Abuse

Physical abuse is non-accidental physical injury to the student as a result of the action of an employee. Injury occurs when evidence of it is still apparent at least twenty-four hours after its occurrence. The following do not constitute physical abuse, and no employee is prohibited from:

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

2. Using incidental, minor, or reasonable physical contact to maintain order and control. In determining the reasonableness of the contact or force used, the following factors shall be considered:
 - a. The nature of the misconduct of the student, if any, precipitating the physical contact by the school employees.
 - b. The size and physical condition of the student.
 - c. The means or device used in making the physical contact.
 - d. The motivation of the school employee in initiating the physical contact.
 - e. The extent of injury to the student resulting from the physical contact.

“Reasonable force” is that force and no more which a reasonable person, in like circumstances, would judge to be necessary to prevent an injury or loss and can include deadly force if it is reasonable to believe that such force is necessary to avoid injury or risk to one’s life or safety to the life or safety of another, or it is reasonable to believe that such force is necessary to resist a like force or threat.

Definition of Sexual Abuse

Sexual abuse is defined as including sexual acts involving a student, acts that encourage the student to engage in prostitution, inappropriate, intentional sexual behavior or physical manifestations of sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

1. Submission to the conduct is made either implicitly or explicitly a term or condition of the student’s education or benefit.
2. Submission to or rejection of the conduct is used as the basis for academic decisions affecting that student; or

3. The conduct has the purpose or effect of substantially interfering with a student's academic performance by creating an intimidating, hostile or offensive education environment.

Complaint Procedure

An individual who believes he/she has been abused shall notify the superintendent the designated investigator. The alternate investigator is the building principal. The investigator may request that the individual complete the Abuse Complaint Form. Information received during the investigation shall be kept confidential to the extent possible.

The investigator, with the approval of the superintendent, or the superintendent has the authority to initiate a harassment investigation in the absence of a written complaint. The investigator shall have access to the educational records of the student and access to the student for purposes of interviewing the student about the report.

When abuse is reported, the investigator shall make copies of the report and give a copy to the person filing the report, the students' parents and the immediate supervisor of the employee named in the report. The employee names in the report shall not receive a copy of the report until the employee is initially interviewed.

The investigator shall use discretion in handling the information received regarding an investigation of abuse by an employee, and those persons involved in the investigation shall not discuss information regarding the complaint outside the investigation. The entire investigative procedure will be thoroughly explained, including the confidential nature of the proceedings, to the student and other persons involved in the investigation.

The investigator shall notify the parent, guardian or legal custodian of a student in pre-kindergarten through grade six, of the date and time of the interview and of the right to be present or to see and hear the interview or send a representative in the parent's place. The

investigator shall interview the student as soon as possible, but in no case later than five days from the receipt of a report or notice of the allegation of sexual abuse. The investigator may record the interview electronically.

It is the responsibility of the investigator to determine whether it is more likely than not that an incident took place between the employee and the student. If the investigator believes the employee committed a sex act with a student or sexually exploited a student, the investigator shall defer the investigation and immediately notify law enforcement officials, the superintendent, the student's parents and the person filing the report.

The designated investigator shall not interview the school employee named in a report of abuse until after a determination is made that jurisdiction exists, the alleged victim has been interviewed and a determination made that the investigation will not be deferred.

If the investigator determines an incident occurred, while not an illegal sex act with a student or sexual exploitation of a student, but where the employee engaged in inappropriate, intentional sexual behavior, further investigation is warranted. If further investigation is warranted, the investigator may proceed to interview the employee and other individuals who may have knowledge of the circumstances contained in the report. Prior to interviewing other individuals who may have knowledge of the circumstance contained in the report, the investigator shall provide notice of the impending interview of student witnesses or the student who is in pre-kindergarten through grade six, to their parent, guardian, or legal custodian, and may provide notice to the parent or guardian of older students, prior to interviewing those students.

Within five days of receipt of an investigable report, the investigator shall complete an informal investigation. The informal investigation shall consist of interviews with the student, the employee and others who may have knowledge of the alleged incident. If the investigator determines that the allegations in the report are founded and that immediate and professional investigation is necessary, the investigator may defer further investigation and contact appropriate law enforcement officials, the student's parents and the person filing the report.

Within fifteen days of receipt of the report, the investigator shall complete a written investigative report, unless the investigation was temporarily deferred. The written investigative report shall include:

1. The name, age, address and attendance center of the student named in the report.
2. The name and address of the student's parent or guardian and the name and address of the person filing the report, if different from the student's parent or guardian.
3. The name and work address of the employee named in the reports as allegedly responsible for the abuse of the student.
4. An identification of the nature, extent and cause, if known, of any injuries or abuse to the student named in the report.
5. A general review of the investigation.
6. Any action taken for the protection and safety of the student.
7. A statement that, in the investigator's opinion, the allegations in the report are either:
 - Unfounded (It is not likely that an incident, as defined in district rules, took place),
 - Founded. (It is likely that an incident took place).
8. The applicability of exceptions to the investigated incident, or reason for the contact or force used.
9. A statement that, in the investigator's opinion, any physical contact that occurred was:
 - Appropriate (Actions invoking a disciplinary process as defined in district rules),
or
 - Inappropriate (Actions not requiring any disciplinary process).
10. The disposition or current status of the investigation and recommendations regarding the need for further investigation.
11. A listing of the options available to the parents or guardian of the student to pursue the allegations. These options include, but are not limited to:
 - Contacting law enforcement officials.

- Contacting private counsel for the purpose of filing a civil suit or complaint.
- Filing a complaint with the Nebraska Professional Practices Commission if the employee is a certificated employee.

The investigator shall retain the original and provide a copy of the written investigative report to the school employee named in the report, the employee's supervisor, the superintendent and the student's parent or guardian. The persons filing the report, if not the student's parent or guardian, shall be notified only that the investigation has been concluded and of the disposition or anticipated disposition of the case.

If the investigator's report or law enforcement officials conclude the case involved founded physical or sexual abuse by a certificated employee, or the employee admits the violation, or the employee has surrendered the employee's certificate or license, the investigator shall file a complaint on behalf of the district after obtaining the superintendent's signature with the Nebraska Professional Practices Commission. The investigator shall also arrange for counseling services for the student if the student or student's parents request counseling services. Information of unfounded abuse shall not be kept in the employee's personnel file.

Reviewed: 8-12-02; 5-10-10

POLICY NO. 4112 - FAMILY LEAVE

It shall be the policy of Bayard School District, (hereinafter the "School District"), whenever it employees 50 employees or more, to grant benefits under the Family and Medical Leave Act to eligible employees up to twelve (12) weeks of leave for certain medical of family emergencies in a twelve (12) month period of time. Such benefits are subject to the following:

1. You must have been employed with the School District for at lease twelve moths before you can request this leave and have worked a minimum of 1250 hours during the prior twelve month period.
2. The leave is **unpaid**.
3. You must first use all vacation time and sick leave/excused absences time that you have earned. These days or weeks will be counted against the twelve (12) weeks of leave. For example, if you request eight (8) weeks of leave, and you have accrued and have remaining two (2) weeks of vacation and five (5) days of sick leave/excused absence time, you must use the vacation and sick leave/excused absence time of three weeks, and then you will receive an additional five (5) weeks of requested leave, unpaid.
4. Family leave can be used for:
 - a. The birth of a child;
 - b. The adoption of a child;
 - c. To care for a sick spouse, child or parent;
 - d. For your own **serious** health condition.
5. Employees eligible for leave and who are employed primarily in the instructional capacity, who request leave for a foreseeable and planned medical treatment where the leave would last longer than 20% of the total number of school days during the leave

period will be required to (1) either take the leave for a period not to exceed the duration of the planned treatment, or (2) transfer temporarily to an available position for which the employee is qualified which will better accommodate the recurring periods of leave. If transferred, you would receive equal pay and benefits.

6. If your leave is for any reason and begins more than five weeks before the end of an academic term, the School District may require you to continue the leave until the end of the academic term if the leave requested is at least three weeks in length and then your return would take place during the last three-week period of the academic term. If you take leave less than five weeks before the end of the academic term for any reason other than your own serious health condition, the School District may require you to continue your leave until the academic term if the leave is longer than two weeks and your return to work would occur during the last two weeks of the academic term. If you begin leave less than three weeks before the end of the academic term for any reason other than your own serious health condition, the School District may require you to continue your leave until the end of the academic term if the leave is longer than five days.
7. You must give at least thirty (30) days notice except for emergency situations.
8. The School District will maintain your health insurance while you are on leave under the same terms and conditions as when you are employed. You will be expected to pay your share of any health insurance premium each month when it comes due. If you do not return from your leave, you will be expected to repay the School District for the full amount of your health insurance premiums paid by the School District during your leave.
9. The School District will require verification for the reasons stated in the family leave request, including medical certification from any doctors who may be involved. Any employee who submits false reasons or fraudulent records to support a family leave request will be subject to immediate discharge.
10. If both husband and wife are employed by the School District, that husband-wife team is entitled to only twelve (12) weeks **total** for any qualifying event.

11. With limited exceptions, any employee who takes a leave will be returned to his or her former position or an equivalent position with the same pay and benefits.

12. You must fill out the proper family leave form in order to obtain a leave. Your supervisor will not have authority to grant or alter any leave terms or conditions.

Adopted: 12-13-93

Reviewed: 5-10-10, 1-13-20

POLICY NO. 4113 - ANTI-DRUG PLAN FOR PERSONS WITH CDL'S

The Bayard Public School has a vital interest in maintaining safe, healthful and efficient working conditions for all of its employees. Being under the influence of a drug or alcohol on the job poses serious safety and health risks, not only to the user, but to all those who work with or otherwise come into contact with the user. The possession, use, or sale of illegal drugs or alcohol on the job also poses unacceptable risks for safe, healthful, and efficient operations.

It is the school districts right, obligation, and intent to maintain a safe, healthful and efficient working environment for all of its employees and to protect company property, equipment, and operations from the risks associated with drug and alcohol use in the workplace.

The provisions of this Anti-Drug Plan apply to all full-time or substitute bus drivers, bus shop employees, and all other employees who are required to have a commercial driver's license.

The Bayard Public Schools will inform employees of: (1) the dangers of drug and alcohol use in the workplace; (2) the school districts drug-free workplace Anti-Drug Plan; (3) the availability of treatment and counseling for employees seeking such assistance; and (4) the penalties the district will impose for violations of its Drug-Free Workplace Program.

The School District prohibits the following conduct:

- a. Using, being under the influence of, or possessing alcohol while performing school district business or while in or about a company facility or worksite. This will subject the offending employee to disciplinary action up to and including termination of employment.
- b. Using or being under the influence of a legal drug (such as "over-the-counter" and prescription drugs) while performing school district business, or while in or about a

school district facility or worksite, to the extent such use affects the safety of any employee or others. Use common sense and, when in doubt about the effects of a certain drug, consult your physician.

- c. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by any employee while performing school district business, or while in or about a school district facility or worksite.

- d. Tampering with a specimen providing for drug testing for the purpose of altering the results of the drug test.

Adopted: 12-11-95

Reviewed: 5-10-10, 1-13-20

POLICY NO. 4114 - TESTING FOR CONTROLLED SUBSTANCES

PRE-EMPLOYMENT TESTING

The Bayard Public School District will require all applicants it intends to hire to be tested for the use of controlled substances as a pre-qualification condition. Applicants who test positive for the use of controlled substances, or who refuse to submit to such testing, will be disqualified from further hiring considerations.

As a part of the pre-employment testing an applicant must show the certified results of every drug test taken with the past two years. Failure to do so will disqualify the person from further hiring considerations.

“REASONABLE CAUSE” TESTING

The school district will require current employees to submit to testing for controlled substances when it believes there is “reasonable cause” to suspect a violation of this policy. “Reasonable cause” includes irrational or unusual behavior; reporting to work in an apparent unfit condition; and conduct of a similar nature.

Employees who are requested to undergo “reasonable cause” testing will be transported to the Collection Site by a school district representative. The employee will be required to submit to the drug test. Any attempt to invalidate or tamper with the test, will subject the employee to disciplinary action, up to and including termination.

POST-ACCIDENT/INJURY TESTING

As soon as practicable following an accident involving a school transportation motor vehicle, the district will test each surviving driver: (a) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or (b) Who receives a citation under state or local law for a moving traffic violation arising from the accident. Federal regulations require such drivers to submit a urine sample within thirty-two (32) hours of the accident. The district would recommend the urine sample be given within eight (8) hours or less.

RANDOM TESTING

Federal regulations also require random testing for bus drivers for controlled substances. The regulations specify that such tests must equal or exceed fifty percent (50%) of the total number of drivers on an annual basis. All drivers will be required to submit to testing for controlled substances under random testing procedures established by the Bayard Public School District.

PENALTIES FOR VIOLATION

Bus drivers found to be in violation of any part or parts of Policies 4113 or 4114 will be removed from their safety sensitive position and may be terminated without further recourse.

Adopted: 12-11-95

Reviewed: 5-10-10, 1-13-20

**POLICY NO. 4115 - EXTRA-CURRICULAR AND CO-CURRICULAR ACTIVITY
OVERSIGHT COMMITTEE**

There is hereby established an extra-curricular and co-curricular activity oversight committee which will consist of the sponsor of the specific activity, the Building Principal, the Activity Director and two activity sponsors selected by the activity director. The Committee shall be responsible for seeing to the establishing of training rules for sports activities, regulations for all such activities and the enforcement of those rules and regulations. The rules and regulations established shall be in writing and shall be provided to each student participating in his or her specific extra-curricular or co-curricular activity.

The Committee shall have the authority to suspend a student from such activities, with or without a hearing. In the event of a suspension without a hearing, the Committee shall, within three (3) days after the suspension hold an informal hearing. The Committee may also propose a suspension and shall notify the student and his or her parents in writing of the proposed suspension. Within (3) days after the Notice of the proposed suspension or three (3) days after the temporary suspension the Committee shall hold an informal hearing with the student and the student's parents to determine whether or not the suspension will go into effect or continue as the case may be. The student and the student's parents shall have an opportunity to appear at the hearing and be heard with regard to the suspension. The decisions of the Committee shall be on a majority vote.

The decision may be appealed to the Board of Education by giving notice to the Superintendent of Schools within ten (10) calendar days from the date of the Committee's decision. The Board of Education will hear the case at their next regularly scheduled meeting. The hearing shall be held in an informal manner and the student and the student's parents may appear at the hearing and be heard regarding the suspension.

Adopted: 8-11-97

Reviewed: 5-10-10, 1-13-20

POLICY NO. 4116 - DISCLOSURE AND PROTECTION OF EMPLOYEE HEALTH INFORMATION

The district will comply with all regulations regarding privacy and confidentiality of employee health and insurance information, including the secure interchange and storage of electronic data. The superintendent is directed to promulgate administrative regulations as needed to ensure proper handling of such information.

Employees will be provided with a notice describing the district's practices regarding health information. Employees shall have the right to inspect, copy or amend such information or to revoke authorization to disclose such information. Revocation of authorization will affect the availability of some employee benefits.

Adopted: 8-11-03

Reviewed: 5-10-10, 1-13-20

POLICY NO. 4117 - BUS SAFETY PROGRAM

The Superintendent shall direct the preparation of Safe Pupil Transportation Plan that, at a minimum, shall address weapons, pupil behavior, terroristic threats, severe weather, hazardous materials, medical emergencies, and driver/passenger procedures in the event of mechanical breakdowns of the vehicle.

The Superintendent shall plan and implement a safety-training program for pupil transportation vehicle operators and vehicle passengers. The Superintendent shall monitor the scheduling of in-service and educational opportunities for transportation personnel to improve their awareness and skills regarding pupil transportation vehicle safety. Pupil transportation vehicle operators shall attend local workshops and all in-service meetings.

Administrative rules and regulations shall be adopted to govern the safe operation of pupil transportation vehicle. Students violating these regulations may have their riding privileges revoked or suspended. Parents will be responsible for damage done to transportation vehicles or equipment by their children.

The school district shall conduct pupil transportation vehicle safe riding practices instruction and emergency safety drills at least twice a year for students who utilize school district transportation. The emergency evacuation drill procedure should be conducted according to guidelines established by the Nebraska Department of Education.

Each pupil transportation vehicle shall have, in addition to the regular emergency safety drill, a plan for helping those students who require special assistance to safety during an emergency. This shall include, but not be limited to, students with disabilities.

Pupil transportation vehicle drivers are required to attend each safety drill.

All transportation vehicles shall be acquired and maintained to meet or exceed NDE Minimum Equipment Standards for pupil transportation vehicles. The Superintendent shall develop a systematic preventive maintenance program including daily, weekly, monthly and annual schedules to insure vehicle safety and reliability. This will include a record keeping system for maintaining inspection reports along with procedures for filing reports and certifications to meet requirements of the Nebraska Department of Education.

Legal Reference: NE Statute 79-601 to 610, NDE Rule 91.

Cross Reference: 508-05 Emergency Plans and Drills, 905 Safety Program.

Adopted: 8-9-04

Reviewed: 5-10-10, 1-13-20

POLICY NO. 4118 - BUS DRIVER SUPERVISION

School bus drivers must pass physical examinations and meet other criteria as established by state and federal law and by the Nebraska Department of Education. Bus drivers must have a valid pupil transportation vehicle operator's permit and shall have it in their possession when transporting students. This does not apply to the operator of a small vehicle being used only for extra-curricular activities.

The school district shall obtain a record of satisfactory driving as determined by board policy. It is required that a copy of the individual's driving record be on file with the district before employment as a pupil transportation vehicle operator as defined in NDE rules. The school district shall obtain and keep on file a criminal history record of driver applicants who are not certificated Nebraska teachers or administrators through the Nebraska State Patrol and local law enforcement agency before employment as a pupil transportation vehicle operator.

School bus driver selection procedures will be developed by the Superintendent to ensure acceptance of drivers whose capabilities are commensurate with job responsibilities, including minimum requirements for a satisfactory driving record.

Substitute pupil transportation vehicle operators shall meet the same driver requirements and qualifications as a regular pupil transportation vehicle operator. A pupil transportation vehicle operator shall not have the authority to assign a substitute without the prior approval of any school administrator.

All school bus drivers are required to inform the district immediately of any change in their driving or criminal records that could affect their eligibility to maintain the student transportation vehicle operator's permit.

Pupil transportation vehicle operators shall document and report to the transportation supervisor the occurrence of any events covered by the Safe Pupil Transportation Plan that involved the pupil transportation vehicle operated by the driver, or any pupils transported in it. The Superintendent shall develop such reporting procedures.

Legal Reference: NDE Rule 91

Adopted: 8-9-04

Reviewed: 5-10-10, 1-13-20

POLICY NO. 4119 - PROFESSIONAL BOUNDARIES BETWEEN EMPLOYEES AND STUDENTS

All employees (which for purposes of this policy includes student teachers and interns) are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions which the board deems unacceptable and will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging, social networking sites, or any other type of personal communication system to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.

- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
-
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District. A staff member seeking an exception must receive advance approval from his or her administrator. If a staff member is unable to communicate with an administrator in advance (such as in the event of an emergency), the staff member must notify the administrator as soon as possible, but not later than 24 hours immediately following the event.

Any person who suspects a District employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Superintendent or other administrator immediately.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Each school year, all employees shall sign a certification verifying that this policy was received and understood.

Legal Reference: LB 1080 (2020)

Adopted: 10-12-09

Revised: 1-11-21

Reviewed: 5-10-10

POLICY NO. 4133 - EMPLOYEE USE OF ELECTRONIC COMMUNICATION DEVICES

The Board recognizes that employees may carry electronic communication devices and hereby adopts this policy.

District-Issued Communications Devices

The District may elect to issue certain communication devices to employees in order to increase the

efficiency of District operations. Issuance and use of District equipment shall be subject to rules promulgated by the Superintendent.

Personally Owned Communications Devices

Employees may carry and use personally owned cellular telephones or pagers/beepers on school property subject to rules and regulations promulgated by the Superintendent.

Visible possession of all cell phones is prohibited in any area where there is an expectation of privacy.

Adopted: 4-10-06

Reviewed: 5-10-10, 1-13-20

HARRASSMENT COMPLAINT FORM

Name of complainant: _____

Position of complainant: _____

Date of complaint: _____

Name of alleged harasser: _____

Date and place of incident or incidents: _____

Description of misconduct: _____

Name of witnesses (if any): _____

Evidence of harassment, i.e., letters, photos, etc. (attach evidence if possible): _____

Any other information: _____

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: _____

WITNESS DISCLOSURE FORM

Name of witness: _____

Position of witness: _____

Date of testimony, interview: _____

Description of instance witnessed: _____

**Bayard Public Schools
Administrative Reports**

August 14, 2023

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

[Elementary Principal's Report](#)

[Secondary Principal's Report](#)

[Activity Director's Report](#)

[Special Education Director's Report](#)



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

Elementary Principal's Report

Academics

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

- ❖ Teachers are working with the University of Nebraska Lincoln WORDS project August 11 for training in the Science of Reading to increase our knowledge in ELA foundational skills.
- ❖ Teaching assignments for this year are:
 - Mrs. Rafferty- Kindergarten
 - Mrs. Batt- First Grade
 - Ms. Anderson- Second Grade
 - Mrs. McKibbin- Third Grade
 - Mr. James- 4-6 Science/Fourth Grade Homeroom
 - Ms. Martinez- 4-5 Math/ Fourth Grade Homeroom
 - Mrs. Tavenner- 4/6 Grade English Language Arts/ Fifth Grade Homeroom
 - Mrs. Ferrero- 4-6 Math, 6 ELA, Sixth Grade Homeroom
 - Miss Binder- 4-6 Social Studies, Sixth Grade Homeroom

Leadership

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

- ❖ Dr. Rice and I have worked on a revised teacher evaluation tool and rubric. We are excited to utilize this with teachers this year. Dr. Downing will be working with us to introduce this to our teachers next week.
- ❖ Teachers will be leading by example with their own Teacher Leadership Binders, focusing on their reflection of their own work and setting goals to increase their performance in the classroom.

Engagement

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

- ❖ Our building is looking better than ever. Mr. Muldrow, Ms. Walters, Ms. Jones, Ms. Ziemer, and Maddison Oliverius worked diligently to ensure we are ready to start the year off with a well maintained building.
- ❖ We will be setting some goals for students to take more ownership of the facility this year and challenging them to take great care of the building.

Community

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

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

- ❖ Our partnership with the Tiger Cub Childcare Center continues to improve our Child Find efforts and identifying needs early to provide services that will improve their lives tremendously.
- ❖ We look forward to our open house to welcome children and families back into our building. We are also planning several family and community events for this year.
- ❖ Enrollment Data by classroom as of 8/9/23

Grade	Students
PreSchool- 3 & 4 year old	21
Kindergarten	18
1	20
2	17
3	18
4	21
5	22
6 (two sections)	28

- ❖ Enrollment Data by student population

Year	Students Enrolled
2023-2024	168
2022-2023	156
2021-2022	174
2020-2021	181
2019-2020	196
2018-2019	216
2017-2018	220

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

Secondary Principal's Report

Academics

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

- ❖ Our Teacher Inservice is set. All staff will participate in a 7 Habits Training on Monday, August 14th and then will focus on planning and preparing their classrooms for students to arrive on the 17th. During the 3 days the staff will also complete the required Driver's, Concussion, and Suicide Trainings.
- ❖ We would like to officially welcome Mr. McKibbin back to our staff.
- ❖ The Fall NSCAS testing window will open on August 21st. We plan to test our students the week of September 5th-8th.
- ❖ Mrs. Ehler and I will be working with Kristin Kasten and the math team throughout the year to ensure that we implement the new math curriculum with fidelity.

Leadership

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

- ❖ Mrs. Ehler and I have worked with the Nebraska Department of Education and the SEED team to revise our current teacher evaluation tool. We have adopted the template they have created in order to more closely align with the teaching standards.

Engagement

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

- ❖ Teachers will be working together on the 15th to set individual and building goals based on the Leader in Me and Teacher Evaluation training.
- ❖ The Open House is planned for Tuesday, August 15th from 4-7pm. During this time we will have staff available to help parents register their students in Infinite Campus and set up their Remind so that we can optimize our communication efforts with families. Parents will also be able to turn in the Student Handbook paperwork and Network Acceptable Use form so that students can be issued their Chromebook.

Community

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

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

- ❖ Our custodial staff is to be commended for their work over the summer. Our buildings and grounds look amazing!
- ❖ Ben from ESU has installed 2 more cameras on the pressbox. These cameras will also be utilized during games to record on Hudle. His dedication to ensure the system was up and running in time for school is to be commended.
- ❖ Our students represented our school well at the Morrill and Scottsbluff County Fairs. We will have a complete list of accomplishments available at the next board meeting.
- ❖ Our initial enrollment numbers are as follows:
 - 2023-2024 ~162 Students (Beginning of the year)
 - 2022-2023 163 students (End of the year)
 - 2021-2022 167 students (End of the year)
 - 2020-2021 178 students (End of the year)
 - 2019-2020 180 students (End of the year)

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

Activity Director's Report

Academics

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

- ❖ Discussed sending students down in even 1 class to academic intervention to check in with their teachers with coaches.
- ❖ Student packets were sent home that included forms to be signed by parents for both academic, activity acknowledgement, and economic papers.
- ❖ I have created a slide show to include lunches, school calendars, and grading policy. Those were discussed on August 6th at the concussion meeting.

Leadership

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

- ❖ Unity council started last year and will be in full swing this year. This will be a group of students from every activity to help students have a voice in all activities as it pertains to leadership.
- ❖ We are using our Wet Bulb Globe Temperature(WBGT) unit to use for the outdoor sports.
- ❖ Working with NSAA to ensure we have completed all proper forms, imported students into database, and completing appropriate documents to ensure our school and students are prepared for the upcoming year.
- ❖ Working to ensure that all coaches are up to date on certifications (cardiac arrest training, heat acclimatization training, CPR, 2-hour bus training, etc.)
- ❖ Identified safety improvements
 - Ice machine came in and will be functioning soon. Had to allow so many days to settle after travel then we will be getting a few parts.

Engagement

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

- ❖ NSAA Classifications
 - Football D-1
 - Volleyball C-2
 - Cross Country D
 - Girls Golf C
 - Softball C
 - Classifications for Winter and Spring Activities will be determined by NSAA after NDE Fall Enrollment Reporting is completed (end of October)
- ❖ Participation numbers

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

- Fall Sports began on Monday, August 7th. We will get actual numbers this week, but have added some estimated numbers from head coaches.
 - Coach Roberts estimates about 6 girls out for golf this year.
 - Coach Korell estimates 16 girls out for volleyball this year.
 - Coach Stuart had 16 out for football with a few more when school starts maybe.
 - Coach Ehler estimates 4 boys and 1 girl out for cross country
 - Coach Posey estimates 10-11 girls out for softball this season.
- ❖ Upcoming Events:
 - August 7: Mandatory Concussion meeting at 6:30 in the auditorium.
 - August 17: Varsity volleyball jamboree at Chadron. We will play Chadron then Minatare in Chadron.
 - August 18: Football Gatorade Scrimmage
 - August 18: Opening softball games in Schuyler, NE.
 - August 19: Softball tournament at North Bend Central 9 am.
 - August 21: Softball home vs Gering 5 pm
 - August 22: FFA Labor Auction
 - August 24: Bayard Golf 9:00 am, XC at Bluffs 1:00 pm, JV/V Volleyball home vs Bport 5 pm
 - August 26: FB @ Hitchcock County 6:00 pm
 - August 28 JV football @ Hemingford 6 pm
 - August 28: SB home vs Hershey 4 pm
 - August 28: JH volleyball @ Garden County 2 pm
 - August 29: Girls golf @ Scottsbluff 9 am, JV/V Volleyball @ Sioux County 5 pm
 - August 31: SB home vs Chadron 4 pm, JV/V volleyball @ Morrill 5 pm, Girls golf @ Gordon WTC 9 am
 - September 1: Football home vs Sandhills Valley 6 pm, Cross Country @ Gering 11am
 - Reminder all events are subject to change, please watch the school's activity schedule on the website
- ❖ Bus Driver/Activity Sponsor training (2-hour state mandated training) will be completed during teacher inservices days.
- ❖ All new staff will be CPR certified last spring during an inservice day. Waiting on cards to come.
- ❖ Mr Erdman and the custodial staff are to be commended for their hard work in completing the floors and gyms and fields prior to the first day of practices.

Community

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

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

- ❖ Going to meet Bayard organized baseball and the parks committee at the City of Bayard. We signed contracts to use the field, a shed, and appropriate equipment for softball. We talked about closing off some roads and alleys to create a single entrance to the softball field. We talked about maintenance of the field.
- ❖ The Bayard Athletic golf tournament was on on Saturday, August 5th. We had multiple activities participate in the golf tournament and we got a good response from the community. We had a full tournament and numerous sponsors from the Panhandle.
- ❖ I will be reaching out and talking with some individuals about volunteering to take tickets, run clock, but I am still working to get other positions filled with volunteers through the sports season.
- ❖ I plan to sit with Brian Sauer and Brenda Krantz at the golf course as we verified dates for events at the golf course.
- ❖ Fall schedules will be placed at local businesses and we will be distributing those schedules for community members to pick up at locations over the next few weeks.

Transportation

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

- ❖ We created the bus routes for the upcoming year. We have some new drivers going to be trained and coming to help us in short buses.
- ❖ We created our activities calendar for buses for the fall sports. I will be working with those drivers to ensure we have activities filled.
- ❖ We have 4 people who will be taking the level 1 training on August 30th to get their 15 or less passenger licence for the upcoming year. We are still looking for more drivers to help with both routes as needed and to fill activities.

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

Special Education Director's Report

Academics

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

- ❖ Caseloads were determined according to teacher strengths. Mrs. Ashmore will cover age 5 through 5th grade. Mr. Stuart is assigned to students in 6th, 7th, and 8th grades, and Mr. Reish will have students in grades 9 through 12. Mrs. Ashmore is working on obtaining her early childhood endorsement, which would include birth through age 5.
- ❖ Student schedules were determined according to skill level and educational needs. Students in kindergarten through 12th grade will receive special education instruction in the areas of reading, writing, math, social skills, and life skills this school year.

Leadership

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

- ❖ Indicator 11 is due August 31st, which monitors our timelines on initial evaluations for the 2022-2023 school year.
- ❖ Dr. Radford will provide the special education teachers with IEP training provided by NDE. This will meet the requirements of our corrective action plan from the 2021-2022 school year.
- ❖ Our special education numbers have increased from last year, especially in our early childhood. I attribute this to the opening of our daycare. This is a positive trend in that it allows us to provide services to students earlier.

Engagement

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

- ❖ According to IDEA, students who are 14 and older must have a transition plan written into their IEP. These transition plans address the student's education, independent living, and career needs. The special education teachers received training on this last year from ESU, and we will continue our work to address these areas for our special education students.

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

Community

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

- ❖ Special education students are encouraged to participate in specials classes and in sports. If they need support in order to participate, they are provided those supports through the special education program.
- ❖ IEP's for the first semester will be scheduled with parents within the first two weeks of school. This will help to ensure their participation in their child's education.

<u>Special Education Numbers</u>	2022-2023 School Year	2023-2024 (August)
Birth-5	4	9
Elementary	28	36
Secondary	26	32
Meridian/ Panhandle New Beginnings	2/2	1/1
Speech Only	11	14

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

Nebraska Department of Education

Property Tax Authority Certification

Section A										Section B					Section C	Section D					Section E	Section F	Section G	Section H				
AgencyID	District	GF Tax Asking	SFB Tax Asking	2022/23 Property Tax Request (Budget Doc from LC-2)	GF Non-Property Tax Revenue (2020/21 AFR)	SFB Other Non-Property Tax Revenue (2020/21 AFR)	2020/21 Non-Property Tax Revenue (AFR)	21/22 SPED Reimbursement from 2021/22 AFR	22/23 TEEOSA	TOTAL Property Tax & Non-Property Tax Revenues	Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH %	REVENUE CAP Total Revenue	Gen Fund Non-Property Tax Revenue (2021/22 AFR)	SFB Other Non-Property Tax Revenue (2021/22 AFR)	2021/22 AFR Non-Property Tax Revenue (AFR)	2022/23 SPED EST FFR	2022/23 SPED FFR	23/24 TEEOSA to be Paid W Foundation Aid	2023-24 PROPERTY TAX REQUEST AUTHORITY	Change Year to Year	% of Tax Request Increase Decrease	Additional Base Growth Percentage if 70% Board Approval	Amount of Additional Property Tax Authority if Approved	2023-24 Property Tax Request Authority Approved Board Amount
01-0003-000	KENASAW PUBLIC SCHOOLS	3,750,000	319,192	4,069,192	382,226	2,236	384,462	187,258	291,426	4,932,374	3.0000%	1.6601%	0.0000%	0.6950%	5.3551%	5,196,506	388,682	2,322	391,004	161,570	730,459	3,913,473	(155,719)	-3.83%	7%	345,266	4,258,739	
01-0018-000	HASTINGS PUBLIC SCHOOLS	16,135,192	-	16,135,192	3,005,828	-	3,005,828	2,788,837	20,773,426	42,703,283	3.0000%	0.0000%	0.1930%	1.0682%	5.3551%	44,522,964	2,816,907	-	2,816,907	3,152,445	20,633,545	17,920,667	1,784,875	11.06%	5%	2,135,164	20,055,231	
01-0090-000	ADAMS CENTRAL PUBLIC SCHOOLS	12,434,343	1,000,000	13,434,343	1,460,816	4,859	1,465,675	796,612	665,667	16,362,997	3.0000%	0.7456%	0.0000%	0.3714%	4.1170%	17,035,930	1,362,660	4,760	1,367,420	789,939	2,092,620	12,785,951	(68,392)	-4.83%	6%	981,738	13,767,688	
01-0123-000	SILVER LAKE PUBLIC SCHOOLS	4,306,915	151,515	4,458,430	299,358	5,437	304,795	248,735	31,855	5,043,815	3.0000%	0.0000%	0.0000%	0.8168%	3.1688%	5,236,329	288,678	3,290	291,968	326,029	340,253	4,278,079	(180,351)	-4.05%	7%	353,067	4,631,146	
02-0009-000	NELIGH-OKADALE SCHOOLS	5,050,505	475,758	5,526,263	739,370	8,201	747,571	509,251	51,102	6,834,187	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	7,038,213	719,951	23,524	743,475	441,449	551,086	5,303,203	(223,060)	-4.04%	7%	478,393	5,781,596	
02-0018-000	ELGIN PUBLIC SCHOOLS	3,088,619	202,020	3,290,639	563,454	35,352	598,806	140,240	399,419	4,229,104	3.0000%	1.2500%	0.0000%	1.4912%	5.7412%	4,683,389	639,432	40,776	680,208	203,233	577,839	3,222,109	(68,530)	-2.08%	7%	310,037	3,532,146	
02-0155-000	SUMMERLAND PUBLIC SCHOOLS	5,821,938	-	5,821,938	615,990	14,779	630,769	344,877	36,890	6,834,474	3.0000%	3.5484%	0.0000%	1.2963%	7.8447%	7,370,617	559,415	70,643	630,058	400,716	669,077	5,670,766	(151,172)	-2.60%	7%	478,413	6,149,179	
03-0000-000	ARTHUR COUNTY SCHOOLS	2,232,322	30,303	2,353,535	86,522	16,590	103,112	82,689	296,164	2,835,500	3.0000%	0.0000%	0.0000%	0.2586%	3.2586%	2,927,898	85,477	11,595	97,072	101,275	460,495	2,269,056	(84,479)	-3.59%	7%	198,485	2,467,541	
04-0001-000	BANNER COUNTY PUBLIC SCHOOLS	2,657,822	50,505	2,708,327	221,721	102	221,823	66,298	480,030	3,476,478	3.0000%	4.1791%	0.0000%	0.5282%	7.7073%	3,744,420	190,862	205,241	132,182	649,061	2,757,936	49,609	1.83%	7%	245,353	3,001,289		
05-0071-000	BANDOLLS PUBLIC SCHOOLS	2,555,556	154,030	2,709,576	117,976	194	118,170	54,881	179,041	3,061,468	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	3,153,312	120,471	660	121,131	60,596	257,221	2,714,364	4,788	0.18%	7%	214,303	2,928,667	
06-0001-000	BONE CENTRAL SCHOOLS	6,969,697	914,019	7,883,716	1,106,269	22,855	1,129,124	448,381	427,343	9,888,564	3.0000%	0.3497%	0.0000%	1.0399%	3.0895%	10,322,624	1,149,660	44,959	1,194,019	422,884	1,356,603	7,349,118	(534,598)	-6.78%	6%	593,314	7,942,432	
06-0017-000	ST EDWARD PUBLIC SCHOOLS	2,995,380	45,455	3,040,835	182,988	505	183,493	244,880	21,698	3,490,906	3.0000%	0.0000%	0.0000%	0.3704%	3.3704%	3,608,562	197,173	1,001	198,174	254,942	256,363	2,888,063	(152,772)	-5.02%	7%	244,363	3,132,427	
06-0075-000	RIVERSIDE PUBLIC SCHOOLS	4,514,118	82,022	4,596,140	265,297	-	265,297	124,397	126,760	5,112,594	3.0000%	0.0000%	0.2817%	0.5634%	3.8451%	5,309,177	262,449	-	262,449	138,349	417,142	4,491,237	(104,903)	-2.28%	7%	357,882	4,849,118	
07-0006-000	ALLIANCE PUBLIC SCHOOLS	10,738,384	1,379,450	12,117,834	1,182,521	7,947	1,190,468	650,352	2,552,349	16,511,003	3.0000%	0.0000%	0.0469%	0.2815%	3.3284%	17,060,552	1,279,926	8,068	1,287,994	861,638	2,544,851	12,366,069	248,235	2.05%	6%	990,660	13,356,729	
07-0010-000	HEMINGFORD PUBLIC SCHOOLS	5,105,572	303,030	5,408,602	334,178	3,536	337,714	257,997	739,720	6,148,330	3.0000%	0.4313%	0.0000%	0.5200%	3.9513%	8,750,020	400,000	2,398	402,398	293,594	1,227,921	6,126,107	(282,495)	-4.41%	7%	542,082	6,668,190	
08-0051-000	BOYD COUNTY SCHOOLS	4,541,330	66,168	4,607,498	324,629	279	324,908	269,703	179,914	5,382,023	3.0000%	0.0000%	0.0000%	0.2921%	3.5921%	5,575,351	343,785	283	344,068	279,040	563,147	4,389,096	(218,402)	-4.74%	7%	376,742	4,765,838	
09-0010-000	AINSWORTH COMMUNITY SCHOOLS	6,099,567	569,447	6,669,014	608,657	12,943	621,600	366,016	47,337	7,704,367	3.0000%	0.0000%	0.6911%	0.2033%	3.8943%	8,004,399	581,157	14,424	595,581	470,874	621,928	6,316,016	(353,398)	-5.30%	7%	539,306	6,855,322	
10-0002-000	GIBBON PUBLIC SCHOOLS	5,969,675	335,281	6,304,956	562,124	452	562,576	259,009	1,317,748	8,444,289	3.0000%	0.0000%	0.0000%	0.4633%	3.4633%	8,736,742	603,826	2,288	606,114	279,139	1,135,612	6,715,877	410,921	6.52%	6%	506,657	7,222,534	
10-0007-000	KEARNEY PUBLIC SCHOOLS	43,509,588	353,535	43,863,123	6,600,489	2,324	6,602,813	2,859,117	10,922,488	63,417,541	3.0000%	0.0000%	0.0425%	0.4810%	5.3236%	65,652,099	6,645,790	923	6,646,713	3,425,812	10,034,566	45,545,008	1,681,885	3.83%	5%	3,107,877	48,715,885	
10-0009-000	ELM CREEK PUBLIC SCHOOLS	3,808,938	185,977	3,994,915	390,531	1,139	391,670	250,926	612,621	5,250,132	3.0000%	0.4878%	0.0000%	0.4970%	3.9848%	5,459,339	398,372	1,848	400,220	205,755	788,080	4,065,284	70,369	1.76%	7%	367,500	4,432,793	
10-0019-000	SHELTON PUBLIC SCHOOLS	3,646,465	61,419	3,707,884	312,616	974	313,590	234,080	501,350	4,756,904	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	4,899,611	261,091	2,229	261,320	227,707	410,893	3,999,691	291,807	7.87%	7%	332,983	4,332,674	
10-0069-000	RAVENHAW PUBLIC SCHOOLS	5,185,221	666,792	5,852,013	557,609	532	558,141	509,505	38,332	6,958,991	3.0000%	1.5864%	0.0000%	0.8583%	5.4447%	7,337,888	556,077	14,220	570,297	503,827	608,662	5,655,020	(197,411)	-3.37%	7%	487,129	6,142,149	
10-0105-000	SAVANNAH PUBLIC SCHOOLS	3,311,174	116,162	3,427,336	344,525	1,000	345,525	314,228	20,438	4,441,163	3.0000%	0.4211%	0.0000%	0.0000%	3.2411%	4,421,163	357,482	571	357,653	197,945	4,571,799	3,311,174	116,162	3.42%	7%	355,985	4,927,784	
10-0119-000	AMHERST PUBLIC SCHOOLS	2,505,000	-	2,505,000	372,635	1,484	374,119	225,088	1,977,137	5,281,394	3.0000%	0.0000%	0.0000%	0.5014%	3.5014%	5,575,351	281,771	4,219	285,990	220,551	2,068,620	2,684,153	179,103	7.15%	7%	355,985	3,039,850	
11-0001-000	TEKAMAH-HERMAN COMMUNITY SCHOOLS	6,573,763	454,909	7,028,672	654,572	6,763	661,335	491,699	65,840	8,247,546	3.0000%	0.8925%	0.0000%	0.4464%	4.3899%	8,605,401	587,557	6,438	592,195	398,974	842,401	6,771,831	(256,841)	-3.65%	6%	494,853	7,266,683	
11-0014-000	OAKLAND CRAIG PUBLIC SCHOOLS	5,657,576	-	5,657,576	499,846	1,399	501,245	398,259	158,218	7,704,528	3.0000%	0.5391%	0.0000%	0.9973%	4.5364%	7,019,932	432,447	634	433,081	348,317	633,384	5,607,150	(50,426)	-0.89%	7%	470,071	6,077,221	
11-0200-000	LYONS-DECATUR NORTHEAST SCHOOLS	4,343,434	-	4,343,434	350,659	55	350,714	349,663	35,770	5,079,581	3.0000%	0.0000%	0.0000%	1.2651%	4.2651%	5,296,228	315,359	364	315,723	333,598	424,356	4,222,551	(120,883)	-2.78%	7%	355,571	4,578,122	
12-0056-000	DAVID CITY PUBLIC SCHOOLS	9,381,616	1,308,581	10,690,197	1,321,130	7,030	1,328,160	881,706	130,944	13,031,007	3.0000%	0.1181%	0.0000%	0.7882%	3.9200%	13,541,891	1,039,335	43,461	1,082,796	832,394	1,092,591	10,533,098	(157,099)	-1.47%	6%	781,860	11,314,958	
12-0502-000	EAST BUTLER PUBLIC SCHOOLS	6,212,080	856,048	7,068,128	475,835	2,060	477,895	431,344	53,932	8,031,299	3.0000%	1.0687%	0.0000%	0.4461%	4.5148%	8,393,896	422,358	19,192	441,550	423,721	486,010	7,042,615	(25,513)	-0.36%	7%	562,191	7,604,806	
13-0001-000	PLATTSMOUTH COMMUNITY SCHOOLS	10,559,976	-	10,559,976	1,654,925	-	1,654,925	1,440,964	4,661,377	19,075,624	3.0000%	0.1379%	0.0000%	1.1107%	4.1546%	19,075,624	1,608,836	-	1,608,836	1,423,609	1,461,111	11,882,136	1,322,160	12.52%	6%	1,099,035	12,981,171	
13-0022-000	WEEPING WATER PUBLIC SCHOOLS	4,366,651	-	4,366,651	319,846	1,072	320,918	88,054	193,032	4,968,655	3.0000%	0.4511%	0.0000%	0.7807%	4.2318%	5,178,918	246,272	13,201	259,473	207,009	463,128	4,249,308	(117,343)	-2.69%	7%	347,806	4,597,114	
13-0032-000	LOUISVILLE PUBLIC SCHOOLS	6,794,008	268,359	7,062,367	674,185	3,318	677,503	377,494	1,629,086	9,746,450	3.																	

Nebraska Department of Education

Property Tax Authority Certification

AgencyID	District	Section A										Section B				Section C		Section D					Section E		Section F	Section G	Section H
		GF Tax Asking	SFB Tax Asking	2022/23 Property Tax Request (Budget Doc from LC-2)	GF Non-Property Revenue (2020/21 AFR)	SFB Other Non-Property Tax Revenue (2020/21 AFR)	2020/21 Non-Property Tax Revenue (AFR)	21/22 SPED Reimbursement from 2021/22 AFR	22/23 TEEOSA	TOTAL Property Tax & Non-Property Tax Revenues	Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH %	REVENUE CAP Total Revenue	Gen Fund Non-Property Tax Revenue (2021/22 AFR)	SFB Other Non-Property Tax Revenue (2021/22 AFR)	2021/22 AFR Non-Property Tax Revenue (AFR)	2022/23 SPED EST from SPED FFR	23/24 TEEOSA to be Paid W Foundation Aid	2023-24 PROPERTY TAX REQUEST AUTHORITY	Change Year to Year	% of Tax Request Increase Decrease	Additional Base Growth Percentage if 70% Board Approval	Amount of Additional Property Tax Authority if Approved	2023-24 Property Tax Request Authority Including Board Approved Amount
28-0010-000	ELKHORN PUBLIC SCHOOLS	87,462,625	2,341,212	89,803,837	11,170,443	181,405	11,351,848	5,784,314	17,271,454	124,211,453	3.0000%	1.6772%	0.0564%	0.2323%	4.9659%	130,379,670	14,387,460	167,989	14,555,449	6,115,113	20,067,758	89,641,350	(162,487)	-0.18%	4%	4,968,458	94,609,808
28-0015-000	DOUGLAS CO WEST COMMUNITY SCHS	9,797,373	1,964,646	11,762,019	1,415,906	3,622	1,419,528	656,492	1,061,628	14,899,667	3.0000%	1.1099%	0.0935%	0.3271%	4.5305%	15,574,694	1,607,987	4,118	1,612,105	677,811	2,744,776	10,540,002	(1,222,017)	-10.39%	6%	893,980	11,433,882
28-0017-000	MILLARD PUBLIC SCHOOLS	143,185,428	5,569,831	148,755,259	23,860,762	551,502	24,432,264	12,477,264	73,384,179	259,048,966	3.0000%	0.0000%	0.0520%	0.5465%	3.5985%	268,370,844	23,693,544	711,291	24,404,835	13,405,295	75,045,219	155,515,495	6,760,236	4.54%	4%	10,361,959	165,877,454
28-0054-000	RALSTON PUBLIC SCHOOLS	21,257,049	815,320	22,072,369	4,746,021	4,081	4,750,102	2,299,451	10,659,909	39,781,831	3.0000%	2.0172%	0.2097%	1.0959%	4.5288%	41,581,073	8,419,481	6	8,419,487	2,234,497	9,687,575	21,239,514	(832,855)	-3.77%	5%	1,989,092	23,228,606
28-0059-000	BENNINGTON PUBLIC SCHOOLS	22,325,858	20,798	22,346,656	3,234,170	49,616	3,283,786	1,472,635	20,072,007	47,175,084	3.0000%	5.5716%	0.0000%	0.3809%	8.9525%	51,398,432	3,441,731	5,408	3,447,139	1,663,616	19,595,377	26,692,140	4,345,484	19.45%	5%	2,358,754	29,050,894
28-0066-000	WESTSIDE COMMUNITY SCHOOLS	47,239,653	1,767,677	49,007,330	5,756,180	421,616	6,277,345	5,650,123	21,433,876	82,368,674	3.0000%	0.3559%	0.1372%	0.7006%	4.1937%	85,822,995	9,714,989	397,711	10,112,200	6,000,745	29,249,045	40,461,005	(8,546,325)	-17.44%	5%	4,118,434	44,579,438
29-0117-000	DUNDY CO STRATTON PUBLIC SCHS	5,580,739	303,030	5,883,769	375,758	1,602	377,360	159,246	41,816	6,462,191	3.0000%	0.1509%	0.0000%	0.5639%	3.7149%	6,702,252	420,480	1,779	422,259	150,295	449,942	5,679,756	(204,013)	-3.47%	7%	452,353	6,132,109
30-0001-000	EXETER-MILLIGAN PUBLIC SCHOOLS	3,968,837	404,040	4,372,877	238,958	24,962	263,920	315,935	38,993	4,991,725	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,141,477	342,410	34,451	376,861	301,727	267,214	4,195,675	(177,202)	-4.05%	7%	349,421	4,545,096
30-0025-000	HILLMORE CENTRAL PUBLIC SCHS	7,393,339	622,386	8,016,325	1,258,698	16,805	1,275,503	773,871	90,653	10,156,298	3.0000%	0.0000%	0.0000%	0.8212%	3.8211%	10,544,387	1,155,878	20,116	1,175,994	725,454	948,846	7,694,093	(322,322)	-4.02%	6%	609,378	8,303,471
30-0054-000	BIRKBECK PUBLIC SCHOOLS	3,465,616	252,526	3,718,142	291,391	605	291,997	143,768	214,942	4,519,848	3.0000%	0.3101%	0.0000%	1.5000%	4.8301%	4,737,256	285,305	626	285,931	150,281	406,510	3,894,534	25,393	0.66%	7%	316,389	4,210,924
31-0006-000	FRANKLIN PUBLIC SCHOOLS	4,378,788	166,667	4,545,455	263,848	932	264,780	447,630	141,213	5,399,078	3.0000%	2.0339%	0.0653%	5.6992%	5,708,783	249,812	1,351	250,963	363,625	608,085	4,484,110	377,935	(16,345)	-1.35%	7%	377,935	4,862,046
32-0046-000	MAYWOOD PUBLIC SCHOOLS	3,031,306	-	3,031,306	153,855	25,300	179,155	36,509	448,188	3,695,158	3.0000%	3.4568%	0.4412%	0.8924%	7.7803%	3,982,653	151,145	5,750	156,895	90,426	683,907	3,051,425	20,119	0.66%	7%	258,661	3,310,086
32-0095-000	EUSTIS-FARNAM PUBLIC SCHOOLS	3,010,101	439,394	3,449,495	209,621	712	210,333	24,658	3,794,841	3,000,000	0.0000%	0.0000%	0.0000%	0.2611%	3.4601%	3,928,147	213,171	1,181	214,352	125,544	275,535	3,310,896	(138,599)	-4.02%	7%	265,639	3,576,535
32-0125-000	MEDICINE VALLEY PUBLIC SCHOOLS	2,792,057	56,805	2,848,862	173,840	-	173,840	188,159	950,001	4,160,862	3.0000%	0.0000%	0.0000%	0.5357%	3.5357%	4,307,978	167,975	163	168,138	135,144	942,360	3,062,326	213,474	7.49%	7%	291,260	3,353,597
33-0018-000	ARAPAHOE PUBLIC SCHOOLS	3,446,680	202,020	3,648,700	312,364	35	312,399	206,905	198,723	4,465,127	3.0000%	0.0000%	0.0000%	0.1987%	3.1987%	4,465,127	350,861	-	350,861	194,265	586,371	3,333,628	(315,072)	-8.64%	7%	302,871	3,636,499
33-0021-000	CAMBRIDGE PUBLIC SCHOOLS	3,055,951	121,212	3,177,163	244,459	517	244,976	182,207	1,014,386	4,618,322	3.0000%	0.0000%	0.0000%	0.1800%	3.1800%	4,765,608	253,010	524	253,534	181,096	862,706	3,468,727	291,109	9.16%	7%	323,311	3,791,938
33-0340-000	SOUTHERN VALLEY SCHOOLS	6,616,616	227,273	6,888,889	395,499	4,785	400,284	388,589	276,265	7,105,741	3.0000%	2.7007%	0.0000%	0.3890%	6.0967%	7,538,960	383,235	2,294	385,529	327,870	588,987	6,236,574	(152,315)	-2.38%	7%	497,402	6,733,976
34-0001-000	SOUTHERN SCHOOL DISTRICT 1	4,011,908	200,595	4,212,503	353,912	269	354,181	376,743	1,654,223	6,597,560	3.0000%	0.0000%	0.0000%	1.0870%	4.0870%	6,867,293	312,967	294	313,261	338,150	1,505,778	4,710,204	497,701	11.81%	7%	461,836	5,172,040
34-0015-000	BEATRICE PUBLIC SCHOOLS	12,590,900	1,937,466	14,528,375	2,204,349	2,579	2,206,928	23,924,489	1,729,338	5,449,448	3.0000%	0.7889%	0.0403%	0.6284%	4.5472%	24,979,999	2,214,719	6,306	2,221,025	1,777,061	5,455,074	15,526,839	998,464	6.87%	6%	1,434,845	16,961,684
34-0034-000	FREEMAN PUBLIC SCHOOLS	4,733,261	195,303	4,928,564	502,979	5,265	508,244	213,376	951,892	6,602,076	3.0000%	3.7617%	0.0000%	0.4324%	7.1941%	7,077,033	520,624	5,510	526,134	198,508	1,647,954	4,704,437	(224,127)	-4.55%	7%	462,145	5,166,582
34-0100-000	DILLER-ODELL PUBLIC SCHOOLS	3,961,918	757,576	4,719,494	425,320	32,228	457,548	135,202	326,403	5,638,447	3.0000%	0.0000%	0.0000%	0.5581%	3.5839%	5,839,278	440,615	32,858	473,473	195,399	649,368	4,521,038	(198,456)	-4.21%	7%	394,705	4,915,743
35-0001-000	GARDEN COUNTY SCHOOLS	3,417,819	50,505	3,468,324	310,823	2,978	313,801	234,763	26,924	4,043,812	3.0000%	0.0000%	0.2486%	0.0000%	3.2486%	4,175,180	321,138	2,758	324,896	219,441	306,610	3,334,233	(134,091)	-3.87%	7%	283,067	3,617,300
35-0100-000	BIRWELL PUBLIC SCHOOLS	4,452,159	202,020	4,654,179	264,216	1,546	265,762	162,454	453,670	5,536,065	3.0000%	0.0000%	0.0000%	0.8046%	3.8046%	5,745,690	214,813	1,006	215,819	177,406	787,396	4,566,669	(68,110)	-1.89%	7%	387,525	4,954,194
35-0030-000	ELWOOD PUBLIC SCHOOLS	3,453,734	525,399	3,979,133	286,989	2,050	289,039	156,838	42,789	4,466,788	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	4,600,783	293,611	1,385	294,996	146,358	330,358	3,820,630	(157,403)	-4.13%	7%	312,675	4,133,305
35-0011-000	HYANNIS AREA SCHOOLS	2,701,768	328,283	3,030,051	163,211	540	163,751	99,231	29,080	3,322,113	3.0000%	0.0000%	0.0000%	0.7394%	3.7394%	3,446,341	171,019	603	171,622	102,221	313,135	2,859,363	(170,688)	-5.63%	7%	232,548	3,091,911
39-0060-000	CENTRAL VALLEY PUBLIC SCHOOLS	6,749,264	171,711	6,920,975	285,361	1,204	286,565	314,075	28,786	7,550,401	3.0000%	0.2920%	0.0000%	0.0000%	3.2920%	7,798,958	308,825	1,214	310,039	357,170	459,191	6,672,558	(248,417)	-3.59%	7%	528,528	7,201,086
40-0002-000	GRAND ISLAND PUBLIC SCHOOLS	41,187,339	396,031	41,583,370	8,091,039	501,260	8,592,299	6,469,309	60,267,130	116,912,108	3.0000%	0.1780%	0.3468%	1.0762%	4.6010%	122,291,239	7,227,590	1,208	7,228,717	6,452,731	63,475,024	45,134,767	3,551,397	8.54%	5%	5,845,605	50,980,373
40-0082-000	NORTHWEST PUBLIC SCHOOLS	7,625,500	378,750	8,004,250	782,812	1,784	784,596	652,695	830,437	17,746,978	3.0000%	0.2429%	0.0000%	0.2503%	3.8431%	18,429,021	752,923	37,906	790,829	634,889	1,079,320	6,923,983	(1,080,267)	-15.50%	6%	1,064,819	7,988,802
40-0083-000	WOOD RIVER RURAL SCHOOLS	7,869,798	206,061	8,075,859	586,436	3,604	590,040	235,814	61,525	8,963,238	3.0000%	0.0000%	0.0966%	0.4828%	3.5794%	9,284,068	598,405	6,865	605,270	330,002	771,516	7,577,280	(498,579)	-6.17%	7%	627,427	8,204,707
40-0126-000	DONIPHAN-TRUMBULL PUBLIC SCHS	6,350,505	505,051	6,855,556	8,800	566,068	367,143	82,944	7,871,711	3,000,000	0.0000%	0.0000%	0.6000%	3.6000%	8,155,093	493,843	6,441	498,284	338,686	734,472	6,583,651	(271,905)	-3.97%	7%	551,020	7,134,670	
41-0002-000	GILTNER PUBLIC SCHOOLS	2,425,354	101,010	2,526,364	242,404	4,034	246,438	181,550	862,460	4,126,812	3.0000%	1.6667%	0.0000%	1.2558%	5.9225%	4,371,222	260,786	28,919	289,705	173,440	1,180,489	2,727,588	(108,776)	-3.84%	7%	28	

Property Tax Authority Certification

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AgencyID	District	GF Tax Asking	SFB Tax Asking	2022/23 Property Tax Request (Budget Doc from LC-2)	GF Non-Property Tax Revenue (2020/21 AFR)	SFB Other Non-Property Tax Revenue (2020/21 AFR)	2020/21 Non-Property Tax Revenue (AFR)	21/22 SPED Reimbursement from 2021/22 AFR	22/23 TEOSA	TOTAL Property Tax & Non-Property Tax Revenues	Base Growth 3%	Basic Growth % Membership	Basic Growth % for LEP	Basic Growth % Poverty	TOTAL BASE GROWTH %	REVENUE CAP Total Revenue	Gen Fund Non-Property Tax Revenue (2021/22 AFR)	SFB Other Non-Property Tax Revenue (2021/22 AFR)	2021/22 AFR Non-Property Tax Revenue (AFR)	2022/23 SPED EST from SPED FFR	23/24 TEOSA to be Paid W Foundation Aid	2023-24 PROPERTY TAX REQUEST AUTHORITY	Change Year to Year	% of Tax Request Increase Decrease	Additional Base Growth Percentage if 70% Board Approval	Amount of Additional Property Tax Authority if Approved	2023-24 Property Tax Request Authority including Board Approved Amount
59-0005	BATTLE CREEK PUBLIC SCHOOLS	4,717,172	505,051	5,222,223	481,559	754	482,313	270,821	880,061	6,855,418	3.0000%	4.0681%	0.0000%	0.4261%	7.4943%	7,369,182	474,482	2,038	476,520	302,435	1,742,169	4,848,058	(374,165)	-7.16%	6%	411,325	5,259,383
59-0013	NEWMAN GROVE PUBLIC SCHOOLS	3,603,961	202,020	3,805,981	349,146	3,374	352,520	148,612	28,821	4,332,504	3.0000%	9.0184%	0.0000%	0.6522%	12.7206%	4,885,322	350,566	5,899	356,465	167,107	226,223	5,944	7%	303,515	4,335,719		
59-0800	ELKHORN VALLEY SCHOOLS	5,555,556	-	5,555,556	406,067	-	406,067	382,091	56,480	6,400,194	3.0000%	0.0000%	0.0000%	0.0368%	3.0368%	6,594,553	474,207	1	474,208	365,962	710,540	5,043,843	(511,713)	-9.21%	7%	448,014	5,491,856
60-0900	MC PHERSON COUNTY SCHOOLS	2,308,491	20,406	2,328,897	80,736	12,792	93,528	62,938	5,917	2,491,280	3.0000%	0.0000%	0.0000%	1.4423%	4.4423%	2,601,950	64,447	13,999	83,446	60,742	84,869	2,372,893	43,996	1.89%	7%	174,390	2,547,283
61-0004	CENTRAL CITY PUBLIC SCHOOLS	9,303,330	530,303	9,833,333	876,667	3,925	880,592	498,278	102,538	11,314,741	3.0000%	0.0000%	0.0420%	0.2308%	3.2727%	11,685,042	830,642	7,215	837,857	742,494	1,199,519	8,905,172	(928,161)	-9.44%	6%	678,884	9,584,056
61-0049	PALMER PUBLIC SCHOOLS	2,806,093	46,481	2,852,574	316,126	717	316,843	159,714	1,443,890	4,773,021	3.0000%	0.9894%	0.0000%	0.7241%	14.7135%	4,997,999	230,197	778	230,975	152,617	1,722,720	2,891,687	39,113	1.37%	7%	334,111	3,225,799
62-0021	BAYARD PUBLIC SCHOOLS	3,224,707	121,212	3,345,919	446,757	355	447,112	227,865	1,847,935	5,868,831	3.0000%	0.0000%	0.1967%	0.7377%	3.9344%	6,099,736	387,025	631	387,656	255,954	1,847,221	3,608,905	262,986	7.86%	7%	410,818	4,019,723
62-0063	BRIDGEPORT PUBLIC SCHOOLS	6,660,299	-	6,660,299	386,758	-	386,758	256,908	673,148	7,977,113	3.0000%	3.2766%	0.0000%	0.7012%	6.9778%	8,533,741	374,884	-	374,884	328,997	1,580,974	6,248,886	(411,413)	-6.18%	6%	478,627	6,727,513
63-0001	FULLERTON PUBLIC SCHOOLS	4,612,122	98,990	4,711,112	306,477	116	306,593	261,361	33,935	5,313,001	3.0000%	0.0000%	0.0000%	0.8247%	3.8247%	5,516,210	308,054	150	308,204	330,960	479,500	4,397,546	(313,566)	-6.66%	7%	371,910	4,769,456
63-0030	TWIN RIVER PUBLIC SCHOOLS	7,676,768	780,527	8,457,295	518,849	1,702	520,551	407,807	53,048	9,436,701	3.0000%	0.0000%	0.2278%	0.0000%	3.2278%	9,745,368	489,930	3,190	493,120	413,408	656,942	8,179,898	(277,397)	-3.28%	7%	660,709	8,840,607
64-0023	JAYHORN-BROOK PUBLIC SCHOOLS	2,735,403	243,232	2,978,635	256,588	1,541	258,129	142,423	817,448	4,196,635	3.0000%	1.5484%	0.0000%	0.50142%	4.40726%	4,607,064	268,689	1,405	270,094	139,791	1,180,212	2,816,967	(161,668)	-5.43%	7%	293,768	3,110,733
64-0209	AUBURN PUBLIC SCHOOLS	6,919,308	101,207	7,020,515	970,453	115	970,568	620,141	3,994,959	12,206,183	3.0000%	0.8124%	0.0511%	0.7728%	4.6204%	12,770,156	832,994	26	832,960	642,141	4,090,842	7,204,213	183,698	2.62%	6%	732,371	7,936,584
65-0011	SUPERIOR PUBLIC SCHOOLS	4,686,869	454,545	5,141,414	462,580	4,376	466,956	475,874	1,033,376	7,087,620	3.0000%	0.0000%	0.0000%	0.8871%	3.8871%	7,363,123	442,437	3,397	445,834	447,829	895,264	5,574,196	432,782	8.42%	7%	496,133	6,070,329
65-2005	SOUTH CENTRAL NEBRASKA UNIFIED 5	11,316,982	353,535	11,670,517	856,730	14,113	870,843	898,471	96,073	13,535,904	3.0000%	2.1124%	0.0243%	0.5097%	5.6444%	14,300,198	823,208	9,080	832,288	838,679	1,089,527	11,539,704	(180,813)	-1.12%	6%	812,154	12,351,858
66-0027	SYRACUSE-DUNBAR-AVOCA SCHOOLS	8,370,011	151,515	8,521,526	731,775	214	731,989	603,101	119,774	9,316,209	3.0000%	0.2423%	0.0000%	0.2423%	3.4444%	10,316,029	759,888	585	760,473	648,727	1,290,212	7,616,617	(904,909)	-10.62%	6%	598,583	8,215,200
66-0111	NEBRASKA CITY PUBLIC SCHOOLS	10,707,439	139,141	10,846,580	1,440,203	203	1,440,406	1,224,748	4,654,065	18,165,799	3.0000%	0.0000%	0.0000%	0.7918%	3.7918%	18,854,614	1,420,109	12,034	1,432,143	1,095,821	4,608,970	11,717,680	871,100	8.03%	6%	1,089,948	12,807,628
66-0501	PALMYRA CITY R 1	5,770,822	202,020	5,972,842	662,096	884	662,980	448,234	2,291,541	8,375,597	3.0000%	5.6000%	0.0231%	0.7407%	9.3639%	9,159,879	591,596	-	591,596	399,376	1,704,644	6,469,663	496,821	8.32%	6%	502,536	6,972,198
67-0001	PAWNEE CITY PUBLIC SCHOOLS	3,148,069	50,505	3,198,574	244,536	1,366	245,902	348,852	1,193,642	4,986,970	3.0000%	0.0000%	0.0000%	0.4839%	3.4839%	5,160,710	248,341	840	249,181	324,438	1,126,826	3,460,265	261,691	8.18%	7%	349,088	3,809,353
67-0069	LEWISTON CONSOLIDATED SCHOOLS	1,478,788	542,424	3,421,212	141,138	1,773	142,911	134,533	322,808	4,283,721	3.0000%	1.4151%	0.0000%	0.8427%	3.6272%	4,283,721	140,387	2,363	143,250	120,398	631,394	3,388,679	(32,533)	-0.95%	7%	282,202	3,670,881
68-0020	PERKINS COUNTY SCHOOLS	6,297,980	303,030	6,601,010	643,956	343	644,299	309,039	64,890	7,619,238	3.0000%	0.0000%	0.0000%	0.6397%	3.0397%	7,850,839	687,439	3,493	690,932	272,066	645,846	6,241,995	(359,015)	-5.44%	7%	533,347	6,775,341
69-0044	HOLDREGE PUBLIC SCHOOLS	10,728,384	707,071	11,435,455	1,114,422	45,504	1,159,926	859,798	185,200	13,640,379	3.0000%	0.0000%	0.0155%	0.5739%	3.5895%	14,129,994	1,100,696	47,461	1,148,157	919,742	1,689,741	10,372,354	(1,063,201)	-9.30%	6%	818,423	11,190,777
69-0054	BERTRAND PUBLIC SCHOOLS	4,284,544	515,152	4,799,696	348,154	3,794	351,948	288,906	30,024	5,470,574	3.0000%	0.5310%	0.0000%	0.3275%	3.8585%	5,681,655	286,553	3,242	289,895	220,246	385,740	4,785,774	(13,922)	-0.29%	7%	382,940	5,168,714
69-0055	LOUIS PUBLIC SCHOOLS	3,212,833	387,488	3,600,321	197,077	3	197,080	113,069	750,161	4,273,143	3.0000%	2.8571%	0.1765%	0.6446%	3.4446%	4,546,563	217,044	3,111	217,044	139,009	3,058,922	(153,911)	-4.79%	7%	299,120	3,358,042	
70-0002	PIERCE PUBLIC SCHOOLS	7,540,625	201,106	7,741,731	650,097	1,963	652,060	324,569	599,181	9,211,741	3.0000%	0.0000%	0.0000%	0.2055%	3.2055%	9,616,213	646,049	2,111	648,160	407,413	1,483,800	7,076,840	(664,891)	-9.59%	7%	559,052	7,635,892
70-0005	PLAINVIEW PUBLIC SCHOOLS	5,106,061	454,545	5,560,606	389,339	8,716	398,055	271,473	44,560	6,274,694	3.0000%	0.0000%	0.0000%	0.3312%	3.3312%	6,483,719	372,473	5,897	378,370	268,051	544,056	5,293,242	(267,364)	-4.81%	7%	439,229	5,732,470
70-0542	OSMOND COMMUNITY SCHOOLS	3,094,613	50,505	3,145,118	273,344	326	273,670	204,594	207,722	3,832,109	3.0000%	0.0000%	0.0000%	1.7062%	4.7062%	4,012,471	279,232	70	279,302	248,274	367,229	3,117,666	(27,452)	-0.87%	7%	268,248	3,385,913
71-0001	COLUMBUS PUBLIC SCHOOLS	24,571,190	1,115,758	25,686,948	4,404,256	47,500	4,451,756	2,412,048	14,316,378	46,867,130	3.0000%	0.2075%	0.3639%	0.8129%	4.3843%	48,921,924	3,577,640	-	3,577,640	2,505,205	14,245,963	28,593,116	2,906,168	11.31%	5%	2,343,357	30,936,473
71-0005	LAKEVIEW COMMUNITY SCHOOLS	9,766,609	676,439	10,443,048	1,209,318	5,625	1,214,943	608,922	324,754	12,591,667	3.0000%	1.259167%	0.0831%	0.8970%	5.5930%	13,295,151	1,154,121	4,703	1,158,824	635,317	1,826,977	9,644,797	(798,251)	-7.64%	6%	755,500	10,400,297
71-0067	HUMPHREY PUBLIC SCHOOLS	3,309,091	490,809	3,800,000	541,147	9,857	551,004	331,936	536,463	5,219,403	3.0000%	10.0800%	0.0000%	0.8392%	13.9192%	5,945,900	559,899	7,497	567,396	315,954	1,144,441	3,918,109	118,109	3.11%	7%	365,538	4,283,647
72-0015	CROSS COUNTY COMMUNITY SCHOOLS	5,429,293	75,758	5,505,051	387,908	2,038	389,946	298,339	185,845	6,379,181	3.0000%	0.127911%	0.0000%	0.0000%	3.1201%	6,578,219	398,254	3,691	401,945	311,358	719,955	5,144,961	(360,090)	-6.54%	7%	446,543	5,591,504
72-0019	OSCEOLA PUBLIC SCHOOLS	3,862,584	141,414	4,003,998	286,722	92	286,814	217,974	36,498	4,545,284	3.0000%	3.3816%	0.4147%	0.0000%	6.7964%	4,854,199	290,653	371	291,024	243,058	372,250	3,947,867	(56,131)	-1.40%	7%	318,170	4,266,037
72-0032	SHELBY - RISING CITY PUBLIC SCHOOLS	5,144,303	39,571	5,183,874	483,108	1,674	484,782	253,136	532,841	6,771,923	3.0000%	0.7588%	0.0000%	1.1569%	4.9157%	6,771,923	426,849	967	427,816	283,731	1,161,505	4,898,873	(285,001)	-5.50%			

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AgencyID	District	GF Tax Asking	SBF Tax Asking	2022/23 Property Tax Request (Budget Doc from LC-2)	GF Non-Property Tax Revenue (2020/21 AFR)	SBF Other Non-Property Tax Revenue (2020/21 AFR)	2020/21 Non-Property Tax Revenue (AFR)	21/22 SPED Reimbursement from 2021/22 AFR	22/23 TEEOSA	TOTAL Property Tax & Non-Property Tax Revenues	Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH %	REVENUE CAP Total Revenue X Total Base Growth %	Gen Fund Non-Property Tax Revenue (2021/22 AFR)	SBF Other Non-Property Tax Revenue (2021/22 AFR)	2021/22 AFR Non-Property Tax Revenue (AFR)	2022/23 SPED EST from SPED FFR	23/24 TEEOSA to be Paid W Foundation Aid	2023-24 PROPERTY TAX REQUEST AUTHORITY	Change Year to Year	% of Tax Request Increase Decrease	Additional Base Growth Percentage if 70% Board Approval	Amount of Additional Property Tax Authority if Approved	2023-24 Property Tax Request Authority including Board Approved Amount
90-0017-000	WAYNE COMMUNITY SCHOOLS	9,953,556	404,040	10,357,596	868,354	778	869,132	682,456	708,705	12,617,889	3.0000%	0.5573%	0.0000%	0.5233%	4.0806%	13,132,774	959,837	711	960,548	683,615	1,689,310	9,799,301	(558,295)	-5.39%	6%	757,073	10,556,375
90-0560-000	WAKEFIELD PUBLIC SCHOOLS	4,816,162	516,320	5,332,482	560,668	6,943	567,611	307,785	1,438,020	7,645,898	3.0000%	2.8571%	0.7647%	0.5882%	7.2101%	8,197,174	547,432	8,670	556,102	327,641	2,699,464	4,613,967	(718,515)	-13.47%	6%	458,754	5,072,721
90-0595-000	WINSIDE PUBLIC SCHOOLS	2,948,485	505,051	3,453,536	408,848	3,595	412,443	147,585	597,395	4,610,959	3.0000%	0.0000%	0.0000%	0.0682%	3.0682%	4,752,432	636,573	1,877	638,450	137,129	921,532	3,055,321	(398,215)	-11.53%	7%	322,767	3,378,088
91-0002-000	RED CLOUD COMMUNITY SCHOOLS	3,232,323	202,020	3,434,343	173,979	393	174,372	217,605	435,968	4,262,288	3.0000%	0.0000%	0.0000%	0.7432%	3.7432%	4,421,836	175,229	864	176,093	233,624	714,063	3,298,056	(136,287)	-3.97%	7%	298,360	3,596,416
91-0074-000	BLUE HILL COMMUNITY SCHOOLS	3,528,090	113,594	3,641,684	413,075	4,534	417,609	301,015	736,743	5,097,051	3.0000%	1.3043%	0.0000%	0.8421%	5.1465%	5,359,368	429,143	6,321	435,464	313,129	1,078,550	3,532,225	(109,459)	-3.01%	7%	356,794	3,889,019
92-0045-000	WHEELER CENTRAL SCHOOLS	3,402,063	123,843	3,525,906	164,980	216	165,196	61,393	10,941	3,763,436	3.0000%	8.2796%	0.2885%	2.0192%	13.5873%	4,274,784	214,951	313	215,264	60,702	179,311	3,819,507	293,601	8.33%	7%	263,441	4,082,947
93-0012-000	YORK PUBLIC SCHOOLS	12,373,737	545,455	12,919,192	1,969,471	58,941	2,028,412	1,043,946	2,340,525	18,332,075	3.0000%	1.6594%	0.3878%	0.9748%	6.0221%	19,436,046	1,930,371	109,992	2,040,363	1,199,063	3,065,582	13,131,038	211,846	1.64%	6%	1,099,925	14,230,962
93-0083-000	MC COOL JUNCTION PUBLIC SCHS	2,929,293	101,010	3,030,303	209,861	974	210,835	312,259	914,026	4,467,423	3.0000%	0.0000%	0.1277%	0.2553%	3.3830%	4,618,555	189,440	1,216	190,656	287,245	1,169,035	2,971,619	(58,684)	-1.94%	7%	312,720	3,284,339
93-0096-000	HEARTLAND COMMUNITY SCHOOLS	4,198,964	63,636	4,262,600	400,193	500	400,693	373,760	66,397	5,103,450	3.0000%	0.0000%	0.0000%	0.3715%	3.3715%	5,275,514	383,747	505	384,252	344,303	556,199	3,990,760	(271,840)	-6.38%	7%	357,242	4,348,001

James B. Gessford
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Ernest B. Perry (1876-1962)
 Arthur E. Perry (1910-1982)
 R.R. Perry (1917-1999)
 Edwin C. Perry (1931-2012)

2023 Legislative Recap and “Compliance Checklist” for Schools

The Nebraska Legislature’s 2023 session resulted in at least 30 new education-related laws (or laws merged into other laws) that will directly affect Nebraska public schools. This “checklist” has been prepared to assist schools to prepare and ensure compliance with these new legal requirements. Schools should review the new laws themselves to determine other, non-legal obligations that may result from these new laws (such as LBs 818, 583, 243, 753, 814, and other provisions of LB 705 not referenced in this document). In addition, any questions or concerns about a specific requirement or task should be carefully reviewed and, if necessary, clarified in advance of the effective date, as this is a *general* summary and not an exhaustive analysis of every provision of each bill signed into law this session.

LB 243 – New “Revenue Caps”

Sections of Bill	General Synopsis	Effective Date	Compliance Steps
1-8	LB 243 imposes new limits on a school district’s ability to levy property taxes. In particular, LB 243 now implements a new “cap” on the total amount of property taxes that a school may request. This new limit applies only to a school’s general and special building funds. LB 243 establishes a formula for calculating each school district’s allowable tax request amount, which begins at 3% for all districts is adjusted by different variables for each district. Section 5 of LB 243 specifically allows for a school board to request more than the statutory amount if at least 70% of the board votes to increase the new law’s prescribed tax asking threshold. The amount that each school can exceed its tax asking depends on the school’s student enrollment.	May 31, 2023	If a school district intends to request a property tax amount in excess of the new statutory “default” amount, the board will need to vote to approve an increase. Notice of the proposed increase needs to be published in the newspaper at least one week in advance of the meeting. And it is highly recommended that each board adopt a formal resolution to establish its compliance with LB 243’s obligations to increase its overall property tax asking amount.

LB 727 – Changes to the “Postcard” Hearing Process

Sections of Bill	General Synopsis	Effective Date	Compliance Steps
49-50	<p>LB 644 created a new process for public schools to increase its property tax request by more than the statutorily calculated amount (generally, 3%) by attending a “joint public hearing.” Last year, the joint public hearings across the state created confusion, inconsistency, and an overall misunderstanding of how the notices and the hearings themselves should work. LB 727 amends the LB 644 process as follows:</p> <ol style="list-style-type: none"> 1. The total tax asking will <u>not</u> include bonded indebtedness; 2. At least one school board member will be required to attend the joint public hearing; 3. A quorum of the school board may attend the joint public hearing without the joint public hearing constituting a “meeting” under the Open Meetings Act; 4. Changes to the dates of the joint public hearing process; and 5. A requirement that school boards post its proposed budget on its website. 	June 7, 2023	<p>If your district intends to participate in the joint public hearing process, review the new requirements prior to September 1st to ensure that the new deadlines and timeframe will comply with your budget and property tax request plan.</p>

LB 298 – Dyslexia and Dress Code Requirements

Section(s) of Bill	General Synopsis	Effective Date	Compliance Steps
1	By July 1 of each year, all school districts are required to report information to NDE related to student dyslexia. This requirement supplements the Legislature's prior measures to eliminate barriers to student reading progress.	September 2, 2023	Collect and maintain data identified in LB 298 during the 2023-2024 school year, and monitor guidance from NDE on the specifics of this new reporting requirement.
2-3	By December 1, 2024, NDE is required to develop a "model dress code and grooming policy" for all Nebraska schools. By July 1, 2025, all school boards are required to adopt a written dress code and grooming policy consistent with this model policy.	September 2, 2023	Nothing imminent. Monitor guidance from NDE in the fall of 2024 when the "model policy" is expected to be released.

LB 705 – The "Christmas Tree" Bill

Section(s) of Bill	General Synopsis	Effective Date	Compliance Steps
2-5	<p>For the 2023-2024 school year, each school district must designate at least one employee as a "behavioral awareness point of contact" for each building. Each "point of contact" must have information about identified supports, including a registry of local mental health and counseling resources. The "points of contact" must be listed on the school's website and "in any school directory for the school."</p> <p>Beginning in the 2026-2027 school year, every school district must ensure that "each administrator, teacher, paraprofessional, school nurse, and counselor receives behavioral awareness training."</p>	July 1, 2023	<ol style="list-style-type: none"> 1. Designate a "behavioral awareness point of contact" for each school building in the district 2. List each "point of contact" on the school district's website. It is also recommended to list each "point of contact" in the student handbook. 3. Ensure that each "point of contact" has the required information and resources identified in Section 4 of LB 705.

43-50	<p>Teachers may apply to NDE for retention grants. Section 47 also states: "It is the intent of the Legislature to encourage individual schools and school districts to adopt policies incentivizing teacher recruitment and retention through policies similar to the Nebraska Teacher Recruitment and Retention Act. Teachers at schools not adopting a recruitment and retention policy shall not be prohibited from receiving a grant under the Nebraska Teacher Recruitment and Retention Act." However, school boards likely cannot adopt this type of policy without violating the applicable Negotiated Agreement.</p>	June 2, 2023	<p>Schools can make their teachers aware of this new opportunity; however, school boards cannot unilaterally adopt policies to award retention or recruitment stipends without negotiating such stipends with the teacher's association.</p>
51, 88	<p>NDE must create a "Teacher Apprenticeship Program." This program is intended to increase the "teacher pipeline" in the state, including for paraeducators.</p>	June 2, 2023	<p>Ensure that teachers in the program (or other employees who do not have a teaching certificate) are not given a "regular" teaching contract. Awarding teaching contracts to individuals who do not hold a traditional teaching certificate has caused problems in several school districts.</p>

55-57	<p>One of the biggest changes in LB 705 significantly modifies Nebraska's option enrollment laws. The new change eliminates a school district's ability to uniformly set its special education program at or above capacity. Instead, schools must assess each special education option application on a "case-by-case" basis to determine if the district has capacity for that individual student's needs. If the district determines that it does not have the capacity to serve an option student's special needs, the district must send an individualized letter to the student's parents to explain the basis for this decision. The new law also requires each school board to establish capacity limits by October 15th for the following school year.</p>	September 2, 2023	<ol style="list-style-type: none">1. Ensure that the board will adopt a capacity resolution for 2024-2025 school year by October 15, 2023.2. Ensure that the district has updated option application and denial forms in place during the 2023-2024 school year.3. Ensure that the district's current (2023-2024) capacity limits are consistent with the district's expectations, and make any adjustments prior to the beginning of the 2023-2024 school year.4. Ensure that the district's special education director is prepared to address and respond to individualized student option applications.5. Keep records of option applications and data to report to NDE, as prescribed in Section 56.
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<p>59, 78</p>	<p>By August 1, 2025, NDE must develop a “model policy relating to behavioral intervention, behavioral management, classroom management, and removal of a student from a classroom in school. The model policy shall include appropriate training for school employees on behavioral intervention, behavioral management, classroom management, and removal of a student from a classroom in schools and how frequently such training shall be required.”</p> <p>By August 1, 2025, each school board must adopt a policy consistent with this “model policy.”</p> <p>Beginning in the 2026-2027 school year, each district must ensure that “any school employee who has behavioral management responsibilities participates in behavioral awareness and intervention training consistent with the school district policy,” per the model policy.</p>		<p>Nothing imminent.</p>
<p>60</p>	<p>Each school board must adopt a policy that prohibits out-of-school suspensions of students in grades Pre-Kindergarten through 2nd grade, except in cases where a PreK-2nd grade student brings a deadly weapon to school, on a school vehicle, or at a school activity.</p>	<p>September 2, 2023</p>	<p>Ensure that board policy reflects this new requirement for Pre-K through 2nd grade students.</p>

<p>61-74</p>	<p>Sections 61 through 74 represent the most significant changes to the Nebraska Student Discipline Act in roughly 30 years. The nuances of these changes would require an extensive analysis, with numerous questions and practical complications of the new law. Setting these aside, the bulk of these new changes focus on the appeal process for students or parents to challenge a long-term suspension, expulsion, or mandatory reassignment. New deadlines in the law apply to other disciplinary measures as well. As such, all school administrators that handle student discipline need to review and ensure their understanding of these new legislative changes. We will be presenting on these changes at Administrator Days in Kearney and will have a more thorough training through the Nebraska Council of School Administrators on August 8th to ensure that all school administrators have an opportunity to walk through and understand these changes before the 2023-2024 school year.</p>	<p>September 2, 2023</p>	<ol style="list-style-type: none"> 1. Ensure that school board policies and the student handbook(s) reflect these new procedures and deadlines. 2. Ensure school administrators understand and are prepared to implement these new requirements during the 2023-2024 school year. 3. Ensure that the school has a plan to educate students, pending an expulsion, in a setting other than the district's alternate education program, per the new law. 4. Ensure that suspended or expelled students have an opportunity to complete classwork and homework missed during their suspension or expulsion, per the new law. 5. Ensure that the superintendent understands the new requirements for hearing officer recommendations, per the new law.
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			6. Ensure that the school's Student Discipline forms comply with the new law's requirements.
75	Part-time students are now permitted to enroll in "all courses selected by the students." In addition, each district must adopt board policies to allow any resident, homeschool student to participate in extracurricular activities, as long as the student meets the eligibility criteria identified in Section 75. Granted, Section 75 is not carefully worded and has raised legitimate questions about how schools can or should comply with the wording of LB 75. As such, schools would be wise to be proactive with any specific questions about any part-time student eligibility.	September 2, 2023	Ensure board policy reflects these new requirements during the 2023-2024 school year.
76-77	Sections 76 and 77 loosen the existing suicide awareness training requirements. All public school employees "who interact with students and other appropriate personnel, as determined by the school superintendent" will now be required to receive "suicide awareness and prevention training each year. Such training may include, but need not be limited to, topics such as identification of early warning signs and symptoms of behavioral and mental health issues in students, appropriate and effective responses for educators to student behavioral and mental health issues, trauma-informed care, and procedures for making students and parents and guardians aware of services and supports for behavioral and mental health issues."	September 2, 2023	Ensure that all covered staff receive this training requirement during the 2023-2024 school year.

79	<p>Beginning in the 2023-2024 school year, at least five of the minimum credit hours for graduation shall be a high school course in personal finance or financial literacy.</p> <p>Beginning in the 2027-2028 school year, at least five of the minimum credit hours for graduation shall be in computer science and technology education.</p> <p>Beginning in the 2024-2025 school year, each student must complete and submit the FAFSA prior to graduating high school. There are several exceptions to the FAFSA requirement, as well as several reporting obligations to demonstrate each school's compliance with this requirement.</p>		<ol style="list-style-type: none"> 1. Ensure that all seniors have completed or will complete the financial literacy requirement. 2. Begin planning for the computer science and technology requirement for seniors in the Class of 2028. 3. Begin preparing for how school staff will coordinate and facilitate student FAFSA completion and reporting next year.
80	As of July 1, 2024, the textbook loan program will be transferred from local school districts to NDE.	September 2, 2023	Prepare for this transition during the 2023-2024 school year, especially in districts that currently operate a textbook loan program.
81	By March 1, 2024, the State Board of Education must adopt measurable academic content standards for computer science and technology education.	September 2, 2023	Monitor these standards from the State Board of Education.
124	NDE is to create a "competitive grant program" for schools to fund "security-related infrastructure projects," such as "surveillance equipment, door-locking systems, and double-entry doors for school buildings."	September 2, 2023	Consider any security-related projects to submit for this new program. Monitor guidance from NDE on the specifics and application process for this new grant program.

126	<p>Each school district must allow all “youth organizations” to present information to students during <u>non-instructional</u> time. The district must make a good faith effort to schedule a mutually agreeable date, time, and location for each organization to present information to students. Representatives from each youth organization must clear a background check before presenting to students.</p> <p>A “youth organization” is defined and limited to those groups listed on Exhibit “A” to this Memorandum, as those groups have been approved by the United States Congress.</p>	September 2, 2023	<p>Be prepared to plan for the permitted youth organizations to present to students, and plan for when these presentations could be help outside of instructional time.</p>
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Exhibit "A" – List of Approved "Youth Organizations"

1. Agricultural Hall of Fame
2. Air Force Sergeants Association
3. American Academy of Arts and Letters
4. American Chemical Society
5. American Council of Learned Societies
6. American Ex-Prisoners of War
7. American GI Forum of the United States
8. American Gold Star Mothers
9. American Historical Association
10. American Hospital of Paris
11. American Legion
12. American National Theater of Academy
13. American Society of International Law
14. American Symphony Orchestra League
15. American War Mothers
16. AMVETS (American Veterans)
17. Army and Navy Union of the United States of America
18. Aviation Hall of Fame
19. Big Brothers—Big Sisters of America
20. Blinded Veterans Association
21. Blue Star Mothers of America
22. Board of Fundamental Education
23. Boy Scouts of America
24. Boys and Girls Clubs of America
25. Catholic War Veterans of the United States of America
26. Civil Air Patrol
27. Congressional Medal of Honor Society of the United States of America
28. Corporation for the Promotion of Rifle Practice and Firearms Safety
29. Daughters of Union Veterans of the Civil War 1861–1865
30. Disabled American Veterans
31. 82nd Airborne Division Association
32. Fleet Reserve Association
33. Former Members of Congress
34. Foundation of the Federal Bar Association
35. Frederick Douglas Memorial and Historical Association
36. Future Farmers of America
37. General Federation of Women's Clubs

38. Girl Scouts of the United States of America
39. Gold Star Wives of America
40. Help America Vote Foundation
41. Italian American War Veterans of the United States
42. Jewish War Veterans of the United States of America
43. Jewish War Veterans, U.S.A., National Memorial
44. Korean War Veterans Association
45. Ladies of the Grand Army of the Republic
46. Legion of Valor of the United States of America
47. Little League Baseball
48. Marine Corps League
49. The Military Chaplains Association of the United States of America
50. Military Officers Association of America
51. Military Order of the Purple Heart of the United States of America
52. Military Order of the World Wars
53. National Academy of Public Administration
54. National Academy of Sciences
55. National Conference of State Societies, Washington, District of Columbia
56. National Conference on Citizenship
57. National Council on Radiation Protection and Measurements
58. National Education Association of the United States
59. National Fallen Firefighters Foundation
60. National Federation of Music Clubs
61. National Film Preservation Foundation
62. National Fund for Medical Education
63. National Mining Hall of Fame and Museum
64. National Music Council
65. National Recording Preservation Foundation
66. National Safety Council
67. National Ski Patrol System
68. National Society, Daughters of the American Colonists
69. The National Society of the Daughters of the American Revolution
70. National Society of the Sons of the American Revolution
71. National Tropical Botanical Garden
72. National Woman's Relief Corps, Auxiliary to the Grand Army of the Republic
73. The National Yeomen
74. Naval Sea Cadet Corps
75. Navy Club of the United States of America
76. Navy Wives Clubs of America

77. Non Commissioned Officers Association of the United States of America
78. Paralyzed Veterans of America
79. Pearl Harbor Survivors Association
80. Polish Legion of American Veterans, U.S.A.
81. Reserve Officers Association of the United States
82. Retired Enlisted Association
83. Society of American Florists and Ornamental Horticulturists
84. Sons of Union Veterans of the Civil War
85. Theodore Roosevelt Association
86. 369th Veterans' Association
87. United Service Organizations
88. United States Capitol Historical Society
89. United States Olympic and Paralympic Committee
90. United States Submarine Veterans of World War II
91. Veterans of Foreign Wars of the United States
92. Veterans of World War I of the United States of America
93. Vietnam Veterans of America
94. Women's Army Corps Veterans' Association



DATE: 7/19/23
TO: NDE Accreditation
From: Rod Olson
RE: Corrective plan of action.

Our corrective plan of action is to trouble shoot between Infinite Campus and Advisor, make sure we file the Biennial report and extend the school year by 5 instructional days.

Bayard's violation problems lie in two areas of concern between Infinite Campus and Advisor and a failure to report:

- 1) Our instructional minutes is evidently reading incorrectly. For the 2022-23 school year all year long classes should read as 9.013 credits (48 min of instruction X 169 days of planned instruction divided by 900) and 8.693 credits for seniors (48 min of instruction X 163 days of planned instruction divided by 900). First semester classes should read as 4.267 credits (48 min of instruction X 80 days of planned instruction divided by 900). Second semester classes should read as 4.747 credits (48 min of instruction X 89 days of planned instruction divided by 900) and for Seniors 4.427 (48 min of instruction X 83 days of planned instruction divided by 900).
- 2) We had 17.867 credits taught on computer through Odysseyware that are not appearing in advisor but are showing up in Infinite Campus. These were a year-long Art History course and two semester-long Social Studies Courses of Ethics and International Relations that are not registering in Advisor. The Art History appears to not be coded where as both of the other courses are coded as social studies other. The teacher of record for all three courses is our high school counselor who also holds a social studies endorsement.
- 3) It also appears that we failed to file the Biennial Report for World History and World Geography which would result in an underreporting of 9.013 credits.

According to the report received from NDE we are showing 23.3 credits for World History, American History, and American Government, while our Infinite Campus should be showing 26.72 for these courses. This discrepancy combined with our failure to file the biennial report and the inability of the Odysseyware course to appear has resulted in the underreporting of approximately 29.819 credits. Therefore, as stated earlier our corrective action plan is to correct the communication between Infinite Campus and Advisor, file the appropriate Biennial report(s) and extend the school year. Attached is a working document that further explains our deficiencies.

Thank you for bringing these errors to our attention and let me know if we need to undertake additional corrective action to be in compliance.

Sincerely,



Rodney E. Olson Jr.

The following is an explanation of why Bayard Schools doesn't appear to meet Rule 10 requirements in the area of Social Studies instruction at the 9-12 level.

1. Miscalculation of instructional hours. For the 2022-23 school year class periods are for 48 minutes in length and we were scheduled to provide 80 days of instruction for the first semester and 89 days for the second semester. The exception to this is for "Senior Only" courses offered during the second semester of which there were 83 days of instruction. The equation used to calculate the credits is: # of days X minutes of instruction/60 = Hrs. This was then put into a ration through cross-multiplication:
Hrs. obtained/x credits = 150 Hrs./10 credits
 - a. Year-long classes for grades 9-11 should have a credit value of 9.013 credits.
 - b. Year-long Senior only classes should have a credit value of 8.693 credits.
 - c. Fall semester only classes should have a credit value of 4.267 credits.
 - d. Spring semester only classes for grades 9-11 should have a credit value of 4.747 credits.
 - e. Spring semester Senior only classes should have a credit value of 4.427 credits.

Based on the above calculation:

High School World History (150800) should have a value of 9.013 credits.

High School U.S. History (150820) should have a value of 9.013 credits.

American Government (151110) (all Seniors) should have a value of 8.693.

Total of 26.72 credits.

2. Biennial calculation with High School World History (150800) and High School World Geography (150700). These courses are offered alternate years and I'm unable to locate the Biennial form and therefore I assume it has not been filed. Also based on the aforementioned calculation process the World Geography would also be worth 9.013 credits.
3. We had 20 credits of Social Studies courses that are not appearing. The classes are Art History, International Relations, and Ethics. These were all done through Odysseyware. The teacher of record is our counselor who also holds a social studies endorsement.
 - a. Art History: In our Infinite Campus his is not listed as a with any call numbers. This was a year-long class taken by a Senior and should have a credit value of 8.693 credits.
 - b. International Relations: This is a first semester course that is listed as a Social Studies Other with the call number of 159930. It should have a credit value of 4.267 credits.
 - c. Ethics: This is a second semester course that is also listed as a Social Studies Other however it has the same call number of 159930. I believe that the call number should be 159931. As a second semester course it should have a credit value of 4.747 credits.

I believe that our actual Social Studies credits should be: $9.013 \times 3 + 8.693 \times 2 + 4.267 + 4.427 = 53.1$ credits. Our high school secretary and I are unable to make the changes necessary in Infinite Campus and we will be working to correct this next year with our Tech. Coordinator and School Counselor.

Sincerely,



Rod Olson

Supt. of schools

Non-Resident Tuition:

As you look at the proposal concerning a resident student of our district attending Scottsbluff part time and homeschooling part time. Initially this was a request that was made by the Scottsbluff district that I thought could be clarified by NDE. The thrust is the NDE doesn't look favorably on any blending of homeschool and option enrollment. You either option in full time or not. Any variation of this as part time attendance triggers a tuition charge if the district has such. The options available in this situation are: 1) the family exercises their option enrollment status and attends full time; 2) the parents pay tuition either full or prorated depending on what the district of attendance requests; 3) the district of attendance waves the tuition requirement; 4) the family or anticipated district of attendance request that the district of residency pay the tuition. The last option while doable is complicated in that we are setting a precedent which our other 23 homeschooled students could exercise. I thought that in an attempt to maintain good relations with our neighboring district that some form of interlocal agreement that could be reviewed annually would not put either district in a compromising position. In a meeting with Scottsbluff which included advice from Justin Knight of Perry Law (Scottsbluff) and Coady Pruett of KSB they confirmed that these agreements need to be on an individual basis and they worked out the details that could meet the parents needs and not place either district in a compromising position. Both districts need to pass the parent request and the three party agreement is presented as follows. See Attached.

Grounds & Maintenance:

In talking with Jeff and Bobbie it has been three years since our safety crosswalks/parking ect. painting was last done. We should have this completed just prior to the start of school. The paint is a high grade commercial Sherwin-Williams paint. The prep included removal of loose paint, sweeping and blowing of foreign materials from the contact service. This is something that we should be able to touch up for several years ourselves over the summers. While the cost is significant at about \$4,800 we are having a great deal of surface area painted in multiple colors of white, yellow, red and blue. On a side note, the woodshop area is in good shape from a safety perspective. Also, we are moving forward with roofing concerns with both Fisher Roofing and with Gali Masonry.

School Lunch:

The compressor appears to be working well in the outdoor lunch cooler/refrigerator. Given our current lunch funding situation we should be able to replenish funds used for the HVAC in the cafeteria to purchase a new cooler at the end of our four year free lunch program. Just as we encouraged parents to participate in the income survey we distributed at the athletic registration informational meeting on Monday we should make

sure that we are reviewing the cost for lunches annually so as to keep pace with inflation should our free lunch status change in four years.

Transportation:

Last week we took the charter bus to Inland Truck to have the valve lash adjusted as we thought that may be what was contributing to what appears to be excess diesel smoke on acceleration. We were informed that the turbo has gone out of the motor, i.e. Detroit 12.7 also the rocker arm shafts on the motor are showing wear as are the injector rocker arms. While I couldn't really feel any ridge or imperfection with my fingers I could feel it with my thumb or finger nail when sliding it along the surface of the rocker arm shafts. While we could replace the turbo, rocker arm shafts and injector rocker arms for approximately \$8,000 I think we would be well served in replacing all of the rocker arms both intake and exhaust. Our labor cost is the same regardless and at that point the top end of the motor should be in good shape. Where we run between 10,000 and 15,000 mile long trips on the charter it should be good for at least 5 years with normal maintenance. The cost is broken down on the repair order from Inland Truck Parts & Service. While it doesn't give as nice of a ride we do have the snub-nosed Bluebird bus in good running condition and the air conditioning is now working well. There are times when we do use both buses at the same time but that is typically later in the year. Please reference the repair order or feel free to call me.

We have been working with Midwest Transportation out of Herman NE for some time concerning cameras and used 14 passenger bus(es). We have a number of people on staff that have or will soon have 14 passenger licenses which will meet our transportation needs for the upcoming year. Mr. Nesbitt, Kurt and Courtney have done an excellent job of mapping out our routes and securing additional laminated maps for each building to help track our buses. In addition to this the number of students on each bus will allow us a small margin of flexibility to add a couple of students or make other changes and keep transportation time for students to an hour or less per route. One of the three 14 passenger buses will have a rebuilt crate motor installed when it comes in. This is figured into the total price. This bus has a wheelchair lift and will be used strictly for transporting our special needs students to Scottsbluff for services. By providing that separation (Sped. use only.) we will be able to recoup approximately 90% of the total cost of the bus, fuel and driver through Special Ed. reimbursement the following year. We will also be able to place \$11,000 from the hail damage of one of our current 14 passenger buses towards the purchase of the three 14 passenger buses and will receive approximately \$5,000 in trade for the larger bus that we purchased back from the insurance company last fall. This significantly reduces the total cost of these buses from \$54,500 to \$49,500. After Special Ed. reimbursement of 16,350 the cost is reduced to \$33,150. This will be further reduced by the cost of the \$11,000 in hail damage to

\$23,150 for three buses of which we could decommission any of them for electrics if the program is opened up to small acquisitions as opposed to the recent Federal minimum of 15 buses per entity. In the end this is an average cost to the district of about \$8,000 per bus. These buses have also been gone through by a Bluebird certified mechanic, passed inspection, and will each have new tie-rods, ball-joints, LED lights, and brakes. We will also have a 45 day period to try the buses out and return if we aren't satisfied.

Ice Machine:

We replaced filters late last year on our old ice machine and continued to have problems with it not working. The cost of replacing parts was near half the cost of a new machine so we ordered a new one for approximately \$2,500 plus shipping.

Shipping container:

As we are trying to clean up the areas around the weight room and above the weight room as well as store and protect track and football equipment. The most cost efficient approach is to utilize a storage unit. I have ordered one to be delivered that can be leased, leased purchased or purchased outright. While we need additional space to store in the short term, i.e. next 18 months a double door 40 ft. unit would meet our needs long term and could also be decorated by our art students to depict our athletic activities. The unit I'm looking at is a 40 ft. single use, double door (on ends) container. This would be under \$8,000 delivered and purchased out right. Lease purchase is at \$160 delivery and \$150 per month for 7 years or a total cost of almost \$13,000 over the life of the lease. If purchased this unit would be purchased through the Activity Fund.

Rule 10 Corrective Action:

This is a technical issue that we will get fixed. We are not out of compliance in course offerings as of last year which is explained in the Rule 10 Corrective Action document. We are in compliance and the corrective action is in place. See attached.

Alicap Insurance Rate Increases:

A concerning area that we have very limited control over is the cost of our Alicap insurance. We could look at a different insurer but given our current roof conditions I suspect that coverage would be very limited in some areas such as water related damage to electronics. Also, Alicap has always been very accommodating in working with us.

From the 2015-16 school year through the 2019-20 school year, a 5 year period of time our rates went from \$91,842 to \$93,981 or about a 2.25% increase. This is less than one-half percent increase per year. From the 2019-2020 year to the 2020-21 school year the cost rose by approximately \$18,500 or just under a 20% increase in a year. From the 2020-2021 school year to the start of last year we experienced another

significant jump of \$13,442 or just over 11% followed by an increase of \$28,690 to \$161,117 or just over 21.5% for the upcoming year. While the nine year annual rate of increase is significant but not alarming the way in which the rates are skewed is alarming with multiple back to back years of double digit increases. It should be noted that Alicap pays a dividend back at the end of each year and adjusts rates to meet anticipated claims. As we can contest personally there has been a significant uptake in claims due to adverse weather conditions over the last several years. Because Alicap doesn't seek profits for shareholders they are probably our best bet in obtaining insurance but this is something we need to be cognizant of and continue to watch.

Material gleaned from the Administrator Days meeting in Kearney at the end of July: Attached is a document I obtained from ESU 13 following Administrator Days. This information was shared by both Perry Law Firm and KSB School Law on Thursday and Friday of the workshop. Most of the information discussed we have in place or will soon have in place and it is for your general information. The one item that we may want to consider closer is the LB 243--New "Revenue Cap." This is something I want to discuss at the Board Meeting on Monday during my report to provide my take on it as it relates to our district. In addition to this I have attached a link to the anticipated property tax authority for each district in the state. Feel free to contact me on this if you have questions or by all means ask them at the meeting as the more information that public has the better we can meet the district's needs and wishes. On the 16th Bobbie will give me the most current information concerning our expenditures for this fiscal year as it will be all but closed out. I will plug this into the 2022-23 anticipated portion of the budget and will be able to adjust the needs for our upcoming school year accordingly. I would like to meet with the Finance/Budget Committee on the 21st or 22nd to go over the final numbers.

After my Board report and anticipated discussion, we may want to hold a Special Board Meeting to take some action related to LB 243. LB 243 should not negatively impact our district next year but three years down the road it may. I will discuss this and share my concerns on Monday. See Attached.

Rodney Olson

Vacation Leave 20 days (160 hours) no more the 25 days	Dates	Hours
	7/14/2023	8

8 Total used

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

8 Total used