

**Board of Education Regular Meeting  
Monday, January 8, 2024 7:00 PM**

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

Notice is hereby given that a Board of Education Regular Meeting of the School District of Bayard in the Counties of Morrill, Scotts Bluff, Box Butte, and Banner in the State of Nebraska will be held on Monday, January 8, 2024 at 7:00 PM in the Bayard High School Library located at 726 4<sup>th</sup> 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 4<sup>th</sup> Avenue, Bayard, NE 69334.

## **AGENDA**

- I. Opening the Meeting
  - I.A. Call to Order
  - I.B. Open Meetings Act
  - I.C. Notice of Meeting
  - I.D. Roll Call
  - I.E. Status of Absent Board Members
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Recognition of Student Achievements
- VI. Administer Oath of Office for Student Board Representative
- VII. Student Board Representative Report
- VIII. Invited Presentations and Discussions with Presenters
  - VIII.A. Presentation with William Arthur from Nestled Insurance.
- IX. Board Committee Reports and Recommendations
- X. Action Items
  - X.A. Consent Agenda
    - X.A.1. Minutes of Previous Meeting
    - X.A.2. Bills
    - X.A.3. Board Member Reports
    - X.A.4. Reports and Correspondence Requiring No Action
      - X.A.4.a. General Reports and Financial Reports
      - X.A.4.b. Reports for Information Only
    - X.A.5. Adoption of Policies on First Reading
    - X.A.6. Adoption of Policies on Second Reading
    - X.A.7. Approval of Contracts within Policy Guidelines
  - X.B. Organize the 2024 Board of Education
    - X.B.1. Nominate and Elect President of the Board of Education
    - X.B.2. Nominate and Elect Vice President of the Board of Education
    - X.B.3. Nominate and Elect Secretary of the Board of Education
    - X.B.4. Nominate and Elect Treasurer of the Board of Education
  - X.C. Discuss, Consider, and Take All Necessary Action in Regard to Designation of Rauner and Associates as Auditors for the District.
  - X.D. Discuss, Consider, and Take All Necessary Action in Regard to Designating First National Bank of Omaha (FNBO) and Platte Valley Bank as the Depositories of the District.

- X.E. Discuss, Consider, and Take All Necessary Action in Regard to Designation of Simmons Olson Law Firm as Legal Firm for the District.
- X.F. Discuss, Consider, and Take All Necessary Action in Regard to Appointment of Mr. Rodney Olson as Designated Official of the Board of Education With Authority to Apply for Elementary and Secondary Education Act Grants and to Testify before Legislative Committees.
- X.G. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Board Policy Manual.
- X.H. Discuss, Consider, and Take All Necessary Action in Regard to Updating the Plan for Safe Return (Revised Continuity of Learning and Reopening Plan).
- X.I. Discuss, Consider, and Take All Necessary Action to the Update of the Sound System.
- XI. Discussion Items
  - XI.A. Discussion Regarding Board Committee Assignments for 2024.
  - XI.B. Discussion and Review of Accountability and Disclosure Commission Conflict of Interest Reporting Forms.
  - XI.C. Discussion and Review of Board Code of Ethics.
  - XI.D. Review and Discussion of Policies 6020 through 6920 in the 6000 series.
- XII. Reports
  - XII.A. Principals and District Administrators
  - XII.B. Superintendent
- XIII. Set Next Meeting Date
- XIV. 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"> <li>* Oath of Office</li> <li>* Board Officer Elections</li> <li>* Designate Depository of the District</li> <li>* Designate Legal Firm for the District</li> <li>* Designate Auditors for the District</li> <li>* Designate Official to Apply for Grants and Testify Before Legislature</li> <li>* Board Code of Ethics</li> <li>* Discuss Board Committees</li> <li>* Approve Policy Manual</li> <li>* Review of Accountability and Disclosure Commission Conflict of Interest Reporting Form</li> <li>* NASB Legislative Issues Conference</li> </ul>	<ul style="list-style-type: none"> <li>* Committee on American Civics Meeting</li> <li>* Policy Committee Meeting</li> <li>* Board Committee Assignments</li> <li>* Review Draft of School Calendar</li> <li>* Curriculum Review and Approve Course Catalog</li> <li>* Approve Negotiated Agreement with BEA</li> <li>* Update on State Standards Requirements</li> <li>* Discuss and Take Action on Compensation of Principals and Directors</li> <li>* NASB President's Retreat</li> <li>* NASB Budget and Finance Workshop</li> <li>* NSBA Advocacy Institute</li> </ul>	<ul style="list-style-type: none"> <li>* Curriculum Committee Meeting</li> <li>* Building Committee Meeting</li> <li>* Approve School Calendar</li> <li>* Adopt Resolution Pertaining to Non-Resident Students</li> <li>* Tour of School Buildings, Facilities, Bus Barn</li> <li>* Review 5 Year Facilities Plan</li> <li>* Consider Curriculum Proposals</li> <li>* Discuss Compensation of Superintendent</li> <li>* NASB Membership Renewal</li> <li>* NAEP State Convention</li> </ul>	<ul style="list-style-type: none"> <li>* Board Workshop</li> <li>* Board Self-Assessment And Board Goals</li> <li>* Approve FFA Trip to National FFA Convention</li> <li>* Review Strategic Plan Progress Report</li> <li>* Take Action on Compensation of Superintendent</li> <li>* NASB Spring Legal Workshop</li> <li>* NRCSA Conference</li> <li>* NSBA Annual Conference and Exposition</li> </ul>	<ul style="list-style-type: none"> <li>* Review Extra-Duty Assignments</li> <li>* Approve Classified Staff Handbook, Preschool Handbook, and Pathfinders Program Handbook</li> <li>* Finalize Plan for District Summer Improvements</li> <li>* Review Pathfinders Program</li> <li>* Distribute Superintendent Evaluation (Long Form)</li> <li>* Attend Graduation Ceremony</li> <li>* Attend Staff Retirement Recognition</li> </ul>	<ul style="list-style-type: none"> <li>* NSAA Related Activities Budget</li> <li>* Approve Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student and Parent Handbook</li> <li>* Review State Aid Certification</li> <li>* Transportation Director Report</li> <li>* Evaluate Superintendent (Long Form) and Superintendent Goals</li> <li>* NASB School Law Seminar</li> </ul>

# Bayard School Board of Education Annual Calendar

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

## **POLICY NO. 9106 - BOARD MEMBER CODE OF ETHICS**

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

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

### **AS A SCHOOL BOARD MEMBER:**

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

#### IN MEETING MY RESPONSIBILITY TO MY SCHOOL DISTRICT COMMUNITY:

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

#### IN MY RELATIONSHIP WITH THE SUPERINTENDENT AND EMPLOYEES:

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

TO COOPERATE WITH OTHER SCHOOL BOARDS:

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

Legal Reference:                      Neb. Statute 79-526

Adopted: 10-08-12

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

# Public Comment Sign-In Sheet

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

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

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

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

#	Name: (Please Print)	Signature:
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		

MORRILL COUNTY SCHOOL DISTRICT #21  
STUDENT REPRESENTATIVE OATH OF OFFICE

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

Signature: \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Printed Name: \_\_\_\_\_



Student Board Representative  
Board of Education Report

Date- 1/8/24

Submitted by: Zachary Araujo  
Student Board Representative

1. Student Activities:

- a. The secondary concert took place, which filled the auditorium with community members to watch the high school and junior high students perform.
- b. The Quiz Bowl team took third place at Mitchell, and Zachary Araujo & Scarlett Norman received all-tourney.
- c. One Acts held their trivia night fundraiser
- d. Students had a Safety Seminar about Cyber Safety presented by a state patrolman.
- e. Show Choir went caroling to various locations.
- f. Boys wrestling competed at Sutherland while girls wrestling competed at Valentine
- g. Basketball went against Garden County with the girls getting a win.
- h. Boys wrestling then went to Cambridge
- i. Basketball then went up against Mitchell with the Lady tigers getting another win
- j. Before the break, Basketball then played Alliance with the Lady tigers getting the win
- k. Over the break, girls wrestling went to North Platte
- l. After returning to school, Basketball competed against Potter-Dix with the Lady tigers getting a win
- m. Girls wrestling went to to Sidney
- n. Boys wrestling went to Garden County
- o. Basketball played at home against Gordon Rushville with both teams getting a win
- p. Yesterday, the choir performed the National Anthem at the Nuggets game
- q. There was the Oregon Trail Honor Band Today
- r. Along with boys junior high basketball at bridgeport

2. Other Pertinent Student Information/Feedback from students

- a. As we have just came back from break, there has not been a lot of feedback from students.



3. Progress on Student Board Representative Initiative

We have all the TV's that we need. We just need to set them up. The chrome books are still not delivered. We are still asking businesses as of now.

## **Board of Education Regular Meeting**

Monday, December 11, 2023 7:00 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: Present  
Donna Stuart: Present

### **I. Opening the Meeting**

#### **I.A. Call to Order**

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 07:00p.m.. President Stuart noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

#### **I.B. Open Meetings Act**

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

#### **I.C. Notice of Meeting**

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

#### **I.D. Roll Call**

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

#### **I.E. Status of Absent Board Members**

### **II. Approval of Agenda**

**Motion Passed:** Motion to approve the agenda and move agenda item IX.D after agenda item IX.A passed with a motion by Kim Burry and a second by Randy Eirich.

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

### **III. Introduction of Guests**

The guest introduced themselves to the board.

### **IV. Public Comments**

## **V. Recognition of Student Achievements**

## **VI. Student Board Representative Report**

Student Board Representative Aleah Nesbitt presented her report to the board. Zach and I are working together on our initiative this year, and our major goal was to spread the word about student activities and success to community members. Over the past couple months, I have been working to get a system, like the one at Tiger Paws, set up in other businesses around the community. With the help of many people, we have found TV's and the money to purchase such items to put in place. We have all the TV's so far and all that is left is to order the Chrome boxes. After Christmas, Zach will take over in installing the system into each business that agreed to have us donate a system to them.

## **VII. Invited Presentations and Discussions with Presenters**

### **VII.A. Strategic Plan Progress Presentation and Discussion**

### **VII.B. Presentation by Bayard Public Schools Lead Team Regarding Food Drive.**

The school Lead Team presented regarding the food drive.

## **VIII. Board Committee Reports and Recommendations**

## **IX. Action Items**

### **IX.A. Consent Agenda**

**Motion Passed:** Motion to approve the Consent Agenda passed with a motion by Kim Burry and a second by Randy Eirich.

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

#### **IX.A.1. Minutes of Previous Meeting**

#### **IX.A.2. Bills**

#### **IX.A.3. Board Member Reports**

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

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

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

#### **IX.A.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 Amend the School Calendar to Reward the Students for the Food Drive Initiative Contingent Upon the Students Meeting Their Goal.**

**Motion Passed:** Motion to amend the school calendar to reward the students for the food drive initiative 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, Bill Ferrero: Yea, Donna Stuart: Yea

**IX.C. Discuss, Consider, and Take All Necessary Action to the Approval of the Bayard International Club**

**Motion Passed:** Motion to approve the Bayard International Club passed with a motion by Bill Ferrero and a second by Randy Eirich.

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

**IX.D. Discuss, Consider, and Take All Necessary Action to the Purchase and Installation of Stage Curtains Contingent on Arts NOW Grant Award.**

**Motion Passed:** Motion to approve the purchase and installation of stage curtains in the amount not to exceed \$16,438 passed with a motion by Kim Burry and a second by Bill Ferrero.

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

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

**Motion Passed:** Motion to approve the nominations of Kimberly Burry and City of Bayard for the Volunteer Section of the A.M. "Mike" Cillessen Memorial Board passed with a motion by Randy Eirich and a second by Bill Ferrero.

Votes: Kim Burry: Abstain (With Conflict) voted yea for City of Bayard, Carolyn Applegate: Yea, Joe Applegate: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Donna Stuart: Yea

**IX.F. Discuss, Consider, and Take All Necessary Action to the Approval of the Retirement of Holly Nolte**

**Motion Passed:** Motion to approve the retirement of Holly Nolte and thank Holly for 25 years passed with a motion by Randy Eirich and a second by Bill Ferrero.

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

**IX.G. Discuss, Consider, and Take All Necessary Action to the Employment of Breanna Smith as Secondary English Teacher**

**Motion Passed:** Motion to approve the employment of Breanna Smith as Secondary English Teacher passed with a motion by Kim Burry and a second by Bill Ferrero.

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

**IX.H. Discuss, Consider, and Take All Necessary Action in Regard to Evaluation of the Superintendent.**

**Motion Passed:** Motion to approve the evaluation of the Superintendent passed with a motion by Kim Burry and a second by Randy Eirich.

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

**X. Discussion Items**

**X.A. Review and Discussion of Policies 5117 through 5901 in the 5000 series.**

The board discussed policies 5117-5901 in the 5000 series.

**XI. Reports**

## **XI.A. Principals and District Administrators**

Mrs. Ehler provided her report to the board. Academics: We are finishing up our NWEA/NSCAS winter assessments across the school. We will be spending time in PLCs addressing results, readdressing interventions, and developing plans for students. K-3 Tutoring groups finished up the first week of December. We will be using DIBELS to measure the growth in reading skills. We are excited about our growth released by NDE from last year. Leadership: Our Lighthouse team is meeting with our LIM Coach December 14 to do a Mock Review. We plan to engage with parents as well as students during this time. Student Lighthouse Team is doing a wonderful job with announcements and AR parties. They are also spearheading our Food Drive in our building and as of Friday morning had collected 252 items. Our elementary staff has been commended in working with Heather Esterdahl, our ESU13 Teacher of the Deaf/Hard of Hearing for our flexibility in making resources accessible to our students in need, in particular, locating equipment, Zoom announcements with captions, and staff changes. Engagement: We had 129 people attend our Soup Supper this year, with volunteers from the Student Lighthouse Team families coming to serve and several parents throughout our school who made desserts. The Book Fair was also a large success. A holiday meal is going to be reinstated this week with families invited in December 15. This was a tradition that had gone by the wayside but we decided to bring it back to welcome more families into our building. Right now we have 70 adults planning to join their students for lunch. Community: We delivered 20 boxes of food for the Thanksgiving break all from donations from our food drive and local businesses. We will be delivering another round of food packages December 18 with a large donation from the Elk's lodge. Youth sports are increasing thanks to partnerships between Pathfinders and Mr. Simons. We also have federation wrestling and Wyobrasca basketball practicing as well.

Mr. Nesbitt provided his report to the board. Academics: Each week started checking the eligibility list, we reduced the number of kids on this list over the past 2 weeks. I will be visiting with each team about the importance of their attendance as it pertains to their education, but also the policy guidelines for being present in classes. Coaches are working hard begin to send students down in even 1 class to academic intervention to get the appropriate help they need. We are nearing the end of the semester and this will help our student-athletes ensure they are being successful. JH kids are required to go to homeroom if they are down in even 1 class. Leadership: Speech: 2-3 students out. The speech team is working in a fundraiser for the year for their program and looking for more members. Girls Basketball: 13 girls out. They have a busy schedule prior to Christmas, but off to a good start. They are 5-0 going into the weekend vs Sidney. Boys Basketball: 11 boys out. They also have a busy schedule prior to Christmas, and they are showing improvement each game. They got their first win over Creek Valley on 12/7/23. Boys Wrestling: 13 boys out for wrestling and started with Mullen and a big week. They have wrestled in triangulars in Crawford and Bridgeport. They have 3 more tournaments before Christmas break. Girls Wrestling: 4-5 girls out for wrestling and they started off at Hemingford and Southwest. Then have also had a busy week and have shown lots of growth and had a great start. They have been to a triangular and 2 tournaments. They will have 2 more tournaments before Christmas and one in North Platte over break. One-Acts: They finished their season at districts in Hemingford at the end of November. They got 7th place at districts. Mrs. Posey said they learned a lot and improved so much throughout the year. They had 18 kids out and Zach Araujo and Emily Bennett will be receiving academic all-state honors for the team. We hosted the WTC and it went well and was nice for our kids to participate at home. Elementary Christmas Program: The program was on Tuesday, December 5th @ 6 pm. We were able to stream on Hudl

TV for all our at home viewers. A big Thank You to Mrs. Gier and Logan Mascher for helping get the sound and video set up for the best quality we could for this program.

**Secondary Christmas Program:** The program will be on Tuesday, December 12th at 6:30 pm. We will be streaming using Hudl TV again for our at home viewers.

**NSAA Shot Clock:** The NSAA passed to use a shot clock for all of Class C in the state of Nebraska next year. I have added a quote for a shot clock for the new gym which we will be mandated to use next season. It will match the current score board so we will not have to update our scoreboards at this time.

**Engagement:**

**Coaches Evaluations Fall Sports:** Head coaches evaluations are underway. Mrs. Gier has been amazing with getting information out on all sorts of social media platforms for our patrons with time changes and keeping everyone up to date. Monday minutes are being completed each week and shared with staff. Also, Mrs. Gier is putting them out on the TV's and we are working to get out on social media. We got the winter schedule out for patrons to the grocery store, Tiger Paws, and also when people come to events. We have set a calendar for the school as many youth organizations are gearing up again for the winter sports season. Mrs. Cochran and Bobbie Stuart have been integral in getting a Bayard Tiger Pride pop-up store up and going with some awesome items. They have set up at multiple events recently and had some great success. ❖ Mr. Olson and myself had a zoom meeting with Mr. Schlouthaur and Mr. Kuhlman about the softball coop. They are talking with their board and patrons about what they feel is their feasibility of cooping with Bayard in Softball. We discussed 3 options; 1.) No Coop, 2.) Partial Coop, and 3.) Full coop. We plan to discuss this again and have decisions made no later than February.

**Community:** I have been working with Leah and Zach for the TV projects to help them get started for what they will need. Tiger Paws has been a great help with helping with hospitality for many of our home events. Also, they are always more than willing to donate to help the students of Bayard Public Schools. We have been getting many of our hospitality items from the grocery store to help them as well. They have been generous to give us a small discount for using them to buy goods for the school. I will be talking to the Corner Cafe, Golf Course, the Vault, Branding Iron, Tiger Paws, Nate's place, and other local businesses about the number of people district wrestling will bring to our town. We are hoping we can help have a great day for our local businesses during that time. We will have 24 teams for district wrestling so we could expect possibly more than 200 wrestlers with between 800-1000 fans in attendance at that time.

**Facilities:** We have had a lot of home events and the custodial staff has done a great job getting ready each night and cleaning up after events. They do an amazing job. We are working to get closets reorganized to ensure the longevity of our equipment. This will be an ongoing process as it pertains to activities. Mr. Erdman and myself are looking at ways to help with organization of these closets to help with safety of our staff, students, facilities, and equipment. We are looking at shelving to help eliminate some safety concerns. We are using some resources available to have a 18'x10' screen in the new gym. It will be utilized for trackwrestling during meets, give info to patrons during basketball games, and the PE teachers will be utilizing the screen for activities for students also. This will be a great addition to our gym and will be great for district wrestling.

**Transportation:** We were able to get a Jennie Wyckoff her Class B CDL along with credentials through UNK. We also have another working to get credentials through UNK. She is not able to drive a large bus and will be working towards getting comfortable with the charter bus. We were able to complete this through WNCC and UNK to get her license at less than 1/3 the cost of a normal Class B CDL course. We are short on drivers right now, but have had some subs step up and other options to help ensure our kids can still go be a part of educational and activities outside the school. Some Bridgeport drivers will be filling out paperwork for us to be

able to drive activities when needed to ensure we have drivers in times of need. Marie Brown and Mr. Schlathaur have been great to work with during this process. Hope and Kris worked last week to get bus routes updated to help ensure we are being the most efficient and safe for our kids. We are in the process of working to look at changing from Verizon Zonar to another service that will get better access for our drivers. Also, it will help with GPS and tracking for our buses in case an emergency may arise. We are in the process of updating the checklist for drivers as it pertains to the walk around, mileage each day, and attendance logs for students. This will be another great help for the safety of our students and drivers. When Hope takes over in late December we will be working together to keep all these items in compliance and what will be best for the safety of our drivers and students. Kris has worked hard to ensure we get all our students in activities to those activities, yet also ensure we have enough drivers to get our students home from school. She has been an amazing asset in this time of transition.

Dr. Rice provided her report to the board. Academics: The winter NWEA/NSCAS testing has started. We plan to finish all JH NSCAS testing before Christmas, but will stretch the NWEA testing into January. Kristin Kasten from ESU was here on December 11th to do another set of walk throughs with our Math teachers. Leadership: The LEAD team is to be commended for their culture building activities and for providing the 12 Days of Christmas daily themes. They also have put up a "Kindness Tree" with 15 acts of kindness. Students are enjoying both of these activities. The LEAD team is planning on serving Hot Chocolate and Apple Cider on December 20th. to wish the staff and students a Merry Christmas. The JH LEAD students are spearheading the food drive. They have created posters and flyers as well as designed a candy cane thermometer to track our progress towards our goal. Mr. Olson and I were notified last week that we have received the Arts Grant in the amount of \$9,999. Engagement: The Secondary Music concert is scheduled for Dec. 12th @ 6:30. We would like to invite the board members to attend the concert and support our students. 21st Century Singers will be caroling on December 14th. They will travel to Scottsbluff and Gering to sing at the Vista, Heritage, and the Residency before returning to Bayard to sing at Chimney Rock Villa as well as our daycare, preschool and elementary. Congratulations to Shayleigh West and Jessie Kappen for being accepted into the High Plains Honor Choir at Chadron State College. Congratulations to Jessie Kappen, Taylor Petersen, and Shayleigh West for being accepted into the UNK Honor Choir, and to Isabelle Maag for being accepted into the Festival Choir. Several of our seniors worked with the City of Bayard to put up Christmas lights and decorate the City Office. Current Enrollment for JH/HS is 162.

#### XI.B. Superintendent

Mr. Olson provided his report to the board. Staffing and Special Ed. updates: We have a formal resignation within the 7-12 Language Arts Dept. In anticipation of this resignation, we advertised for a tentative opening, interviewed for the position and have now offered a contract. Wyatt Fiscus will be doing his student teaching in various 7-12 Social Studies classes next semester. Our Special Education program has adjusted well to the changes from last year. Concerning Special Education services, we will continue to utilize our ESU in the near future but will continue to look at possible shared positions with neighboring districts or filling duties in-house. By sharing or doing in-house we can get a greater coverage of services for the cost, assuming we have adequate need. Transportation updates: Hope Wurdeman was released from her teaching contract and has signed a Transportation Director contract to begin employment effective Jan. 1,

2024 through August 31, 2024. During the Christmas break Hope will be working doing preparation work on campus for her new role. She will be working primarily with Mr. Nesbitt, Crystal Hopkins, and Kurt. There may be some route changes to better meet the District's needs. We have drivers that are continuing to complete work and testing that will move them closer to licensure allowing them to drive our larger buses. Custodial, Building & Grounds updates: Jeff's crew are doing a good job of keeping the buildings/grounds up and making necessary repairs. One area worth noting are lights that Jeff located for the elementary gym. He was able to obtain high quality LED lights that we can retrofit into our current system at a considerable savings over replacement lights. A highlight to the main gym is a mounted projection system at the northwest end of the gym. This is a project that Mr. Nesbitt initiated and is working in close conjunction with Jeff and his crew. A scaled down version of this projection system was used during the Jr. High wrestling tournament for projecting the Track Wrestling program for athletes, coaches and fans. Given the success experienced at the wrestling tournament we will probably make supports and add some sheetrock to make a background for a projection screen to use at activities for spectators to view. The total cost of this will not exceed \$500. This includes material purchases and using or relocating technologies we currently have in place. For example, the projector used in the Jr. High tournament is an old projector that is used very little in the elementary. Should a need arise back in the elementary for that projector it can easily be taken from its new position and be returned or used elsewhere. At the end of this calendar year, we will have approximately  $\frac{3}{4}$  of the HVAC system phase I & II (5 classrooms, gym, halls, library & music room) paid for and should finish paying for the remainder as the year progresses and we can retrieve grant dollars. Dr. Rice just heard back from NDE that the Arts grant she wrote for new stage curtains went through. Last month she presented different options for materials with a comparability of cost and quality between an Omaha vendor and a Denver company. The grant will cover  $\frac{2}{3}$  of the cost of materials and installation if we use the Denver company and use a combination of good and high quality materials. This will also bring us up to fire code concerning flame retardant curtains. Given the new stage floor, wall repairs and curtains the total out of pocket cost for the district should be approximately \$5,000.00 for approximately \$27,000.00 in repairs/upgrades. The difference between materials and services paid out of pocket and benefit received has and will be made up through insurance claims and grants. Vocational Programs: The Ag. program continues to shine with students engaging in numerous competitions and projects. The Industrial Arts program will be working with Aulick Industries on a cargo container project that is designed to give students real world work experience, build skill sets and possibly open the door for employment in local industries. The NE Dept. of Labor met with most members of our Sr. Class and will meet at a later date with Juniors to explain where they are located, what service they have, how to access their services and what new programs exist that bridge the gap for postsecondary employment and training. Our Freshman and Sophomores attended a career program put on by WNCC, ESU 13 and Panhandle Business interests on what are locally high interest, high pay, and high demand career areas. This program also addressed the transferable skill sets that can be developed while at the high school level and key academic courses necessary for success in various vocational and professional fields. Elementary & Secondary Community Service Project: At Christmas time the elementary school has a tradition of collecting food for the Bayard Food Pantry located at the Cornerstone Church. The secondary students are also doing this and both schools have formally begun collecting dry canned and food items as of Monday. Our secondary students have reached out to Pastor Larry Russel last week and again Monday about this food drive to get a better understanding of

community needs, location of the food bank and when best to deliver the items collected, etc. They also inquired as to toiletry needs. At the secondary level the catalyst for the food drive is our Jr. High students with the high school providing a supporting role. While this may at first seem to be a bit backwards, when viewed in light of what is often referred to as the “Seniority Rule,” it makes perfect sense as the Jr. High role is a natural progression from their role in past elementary food drive. This also gives them ownership of a significant worthwhile community project. Both buildings want to reach a goal of 500 food items per building with certain parameters. Example: a box of Jell-O or pudding mix may not count as a single food item. In the Jell-O example mentioned a large box or three standard size boxes may constitute one food item. Another example may be Ramen noodles. A single package of Ramen noodles should not constitute one food item for the 500 item count. In the case of Ramen noodles to be considered a bundle of Ramen noodles to count as one food item. Because it is sometimes hard to encourage people to engage in charitable giving, our students want to address the Board to explain what they are doing, why they are doing it and to ask the Board for help in providing an incentive(s) to encourage giving. Therefore, we will have a presentation by students and an agenda item for discussion with possible action contingent on the student’s presentation and request for incentives to help with the food drive.

#### XII. Set Next Meeting Date

Next meeting set for January 8, 2023 at 7:00p.m.

#### XIII. Adjournment

Motion Passed: Motion for adjournment at 8:52p.m. passed with a motion by Kim Burry and a second by Bill Ferrero

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

---

Secretary

**Bayard Public Schools**

**1/8/2024**

**GENERAL FUND**

<b>Vendor Name</b>	<b>GL Acct #</b>	<b>Description</b>	<b>Amount</b>
20/20 TECHNOLOGIES LLC	01 2620 610 000 000 0	sno-pa1	216.50
	<b>Total</b>		<b>216.50</b>
AJR Enterprises	01 1100 733 001 001 1	downpayment curtains	7,980.00
	<b>Total</b>		<b>7,980.00</b>
AL'S MARKET	01 6968 610 002 002 2	hot chocolate apple cider	9.37
	01 6968 610 002 002 2	cooking club	62.33
	01 6968 610 002 002 2	Plates spoons	20.52
	<b>Total</b>		<b>92.22</b>
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	28.95
	<b>Total</b>		<b>57.90</b>
Amazon Capital Services	01 1200 610 003 002 2	medum size gloves	28.08
	01 2610 610 002 002 2	Danco dia; thread aerator 15/16-27 55/64	35.88
	01 3535 610 000 000 0	70 Piece Puzzles for Kids Ages 3-8, 3 Fl	56.99
	01 3535 610 000 000 0	Madelaine Premium Milk Chocolate Gold	14.95
	01 1100 610 001 001 1	4 welding books	468.96
	01 2410 610 002 002 2	https://www.amazon.	24.98
	01 2410 610 002 002 2	https://www.amazon.	20.99
	01 2610 610 001 001 1	Drinking fountain filters	0.99
	01 2410 610 002 002 2	https://www.amazon.com/HP-CF281A-	197.55
	01 2510 610 000 000 0	classification folders	28.72
	<b>Total</b>		<b>878.09</b>
BAAS 24 HOUR TOWEING LLC	01 2730 352 000 000 0	HIGH CENTERED BUS	2,242.00
	<b>Total</b>		<b>2,242.00</b>
BAYARD AUTOMOTIVE	01 1100 610 001 001 1	floor dry	35.46
	01 2730 610 000 000 0	subrban oil Filter Suburban	28.20
	01 2730 610 000 000 0	Trans filter spin one	24.28
	01 2730 610 000 000 0	Bolts	1.46
	01 2730 610 000 000 0	WIX	24.28
	01 2730 610 000 000 0	DEF 55 gal drum shop	209.00
	01 2730 610 000 000 0	Wind sheld fhs 55gal Shop	140.00
	01 2730 610 000 000 0	Impala oil and filter	70.95
	01 2730 610 000 000 0	Suburban #22 oil filter	7.05
	01 2730 610 000 000 0	Bus9C	15.00
	01 2730 610 000 000 0	09A Thermostste & tire reepair	65.81
	01 2710 610 000 000 0	OIL	81.92
	01 2710 610 000 000 0	tire repair	20.00
	<b>Total</b>		<b>723.41</b>
BAYARD PUBLIC SCHOOLS - LUNCH	01 3300 610 000 000	soup dinner	415.02
	<b>Total</b>		<b>415.02</b>
BAYARD TRANSCRIPT	01 2310 540 000 000 0	publications	489.75
	<b>Total</b>		<b>489.75</b>
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	110.77
	<b>Total</b>		<b>221.55</b>
BLACK HILLS ENERGY	01 2610 621 002 002 2	#462419 heating fuels	1,027.30
	01 2610 621 000 000 0	#267959 heating fuels	182.77
	01 2610 621 001 001 1	#242155 heating fuels	5,533.22
	<b>Total</b>		<b>6,743.29</b>
BRADY, DEE	01 1100 352 001 001 1	accompanianist	530.00
	01 1100 352 001 001 1	mileage	230.56
	<b>Total</b>		<b>760.56</b>
BROAD REACH	01 2220 640 001 001 1	The Story of Billy the Kid	20.93
	01 2220 640 001 001 1	Story of Blackbeard	20.93
	01 2220 640 001 001 1	Story of Bonnie and Clyde	20.93
	01 2220 640 001 001 1	Story of Butch Cassidy and the Sundance	20.93
	01 2220 640 001 001 1	Story of Jesse James	20.93
	01 2220 640 001 001 1	Classical Mythology: Greek, Roman, and	28.14
	01 2220 640 001 001 1	Defying Death: True Tales of Survival	28.14
	01 2220 640 001 001 1	Mysterious Creatures: Fact or Fiction?	28.14
	01 2220 640 001 001 1	Under Your Skin: True Tales of Forensic	28.14
	01 2220 640 001 001 1	Ancient Chinese	21.36
	01 2220 640 001 001 1	Aztecs	21.36
	01 2220 640 001 001 1	Maya	21.36
	01 2220 640 001 001 1	Vikings	21.36
	01 2220 640 001 001 1	Albert Einstein	32.25
	01 2220 640 001 001 1	Charles Darwin	32.25
	01 2220 640 001 001 1	Marie Curie	32.25
	01 2220 640 001 001 1	Sigmund Freud	32.25

	01 2220 640 001 001 1	Stephen Hawking	32.25
	01 2220 640 001 001 1	Demonic Possessions in History	<u>23.19</u>
	<b>Total</b>		<b>487.09</b>
CANNON FINANCIAL SERVICES	01 1100 810 001 001 1	copier lease	155.40
	01 1100 810 002 002 2	copier lease	<u>155.40</u>
	<b>Total</b>		<b>310.80</b>
Capital One	01 1100 610 002 002 2	science supplies	26.18
	01 1200 610 003 002 2	Stool	25.96
	01 6968 610 002 002 2	SPACE NIGHT SUPPLIES	<u>69.78</u>
	<b>Total</b>		<b>121.92</b>
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva	12.99
	01 2730 352 000 000 0	repairs	377.16
	01 2510 531 000 000 0	mailchimp	<u>13.00</u>
	<b>Total</b>		<b>403.15</b>
CENTURY LINK	01 2510 382 000 000 0	telephone	<u>254.64</u>
	<b>Total</b>		<b>254.64</b>
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	37.00
	01 2610 621 001 001 1	#75400 electric	5,216.33
	01 2610 410 001 001 1	#75400 utilities	825.00
	01 2610 621 002 002 2	#75600 electric	435.28
	01 2610 410 002 002 2	#75600 utilities	<u>1,083.75</u>
	<b>Total</b>		<b>7,597.36</b>
CRABLE, BOB	01 2730 352 000 000 0	bus repairs	<u>3,525.00</u>
	<b>Total</b>		<b>3,525.00</b>
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>
	<b>Total</b>		<b>137.40</b>
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 000 000 0	nov23 network	<u>267.63</u>
	<b>Total</b>		<b>267.63</b>
EAKES OFFICE SOLUTIONS	01 2610 610 002 002 2	qjo toilet bowl cleaner	33.10
	01 2610 610 002 002 2	Mntn Fresh foaming hand soap	<u>41.36</u>
	<b>Total</b>		<b>74.46</b>
EGAN SUPPLY CO	01 2610 610 002 002 2	liners	<u>77.06</u>
	<b>Total</b>		<b>77.06</b>
FNBO CARD	01 1160 610 000 000	Liquid Ibuprofen and Acetaminophen	14.38
	01 1100 610 001 001 1	jw pepper	40.90
	01 2510 531 000 000 0	postage	8.56
	01 2510 531 000 000 0	mailchimp	13.00
	01 2610 610 002 002 2	Advance Clarke urethane squeegee blade	77.68
	01 2510 610 000 000 0	tax forms from staples	<u>331.57</u>
	<b>Total</b>		<b>486.09</b>
GOOD DEEDS DESIGNS	01 2310 610 000 000 0	staff appreciation	<u>2,499.00</u>
	<b>Total</b>		<b>2,499.00</b>
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	raqs mops rugs	274.53
	01 2610 610 002 002 2	raqs mops rugs	<u>461.24</u>
	<b>Total</b>		<b>735.77</b>
IDEAL/BLUFFS FACILITY SOLUTIONS	01 2610 610 001 001 1	restroom supplies	294.95
	01 2610 610 002 002 2	38x58 can liners	310.00
	01 2610 610 002 002 2	multifold paper towel	<u>162.50</u>
	<b>Total</b>		<b>767.45</b>
INSTITUTE FOR MULTI SENSORY	01 6212 330 063 002 2	nesbitt Orton-Gillingham training	<u>1,500.00</u>
	<b>Total</b>		<b>1,500.00</b>
JOHNSON CONTROLS	01 2620 352 002 002 2	check pneumatic stats	804.64
	01 2620 352 001 001 1	aaon unit 6	<u>2,320.38</u>
	<b>Total</b>		<b>3,125.02</b>
JOSTENS	01 2310 610 000 000 0	diplomas	<u>236.85</u>
	<b>Total</b>		<b>236.85</b>
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	<u>36.59</u>
	<b>Total</b>		<b>36.59</b>
MENARDS	01 1100 610 001 001 1	lumber for wood stools	130.38
	01 1100 610 001 001 1	stage decorations	113.05
	01 1100 610 001 001 1	Go Stain sponges	31.90
	01 1100 610 001 001 1	wood filler	11.27
	01 1100 610 001 001 1	Shop supplies	30.42
	01 2620 610 001 001 1	ramp storage wall	493.57
	01 1100 610 001 001 1	Shop supplies for wood stools	120.39
	01 1100 610 001 001 1	Magnetic lights for finish room	44.18
	01 1100 610 001 001 1	screws	47.98
	01 1100 610 001 001 1	misc for shop	<u>51.42</u>
	<b>Total</b>		<b>1,074.56</b>
MIDAMERICA BOOKS	01 2220 640 002 002 2	Band	22.95
	01 2220 640 002 002 2	Brass	22.95
	01 2220 640 002 002 2	Orchestra	22.95

	01 2220 640 002 002 2	Percussion	22.95
	01 2220 640 002 002 2	Strings	22.95
	01 2220 640 002 002 2	Woodwinds	22.95
	01 2220 640 002 002 2	Sign Language & Animals	21.95
	01 2220 640 002 002 2	Sign Language & Body Parts	21.95
	01 2220 640 002 002 2	Sign Language & Clothing	21.95
	01 2220 640 002 002 2	Sign Language & Numbers	21.95
	01 2220 640 002 002 2	Sign Language & Shapes	21.95
	01 2220 640 002 002 2	Sign Language & Vehicles	21.95
	<b>Total</b>		<b>269.40</b>
MIDWEST BUS REPAIR	01 6998 650 000 000 0	bus cameras	33,155.00
	<b>Total</b>		<b>33,155.00</b>
MUSICIAN'S CHOICE, LLC, THE	01 1100 610 001 001 1	Jordan's Angel	8.40
	01 1100 610 001 001 1	Rejoice	9.40
	01 1100 610 001 001 1	Stars Stand Up	12.40
	01 1100 610 001 001 1	Shipping	11.05
	<b>Total</b>		<b>41.25</b>
NE COLORADO CELLULAR, INC	01 1100 382 001 001 1	hotspots for hudl	286.74
	<b>Total</b>		<b>286.74</b>
NE SAFETY CENTER	01 2710 330 000 000 0	school bus endorsement	255.00
	<b>Total</b>		<b>255.00</b>
NEBRASKA CENTRAL EQUIPMENT IN	01 2730 610 000 000 0	parts	229.97
	01 2730 610 000 000 0	parts	730.72
	<b>Total</b>		<b>960.69</b>
NEIN PHARMACY	01 1160 610 000 000	Albuterol Nebulizer	8.50
	<b>Total</b>		<b>8.50</b>
ONE SOURCE	01 1200 810 003 002 2	sped background check	34.00
	01 1100 810 002 002 2	background check	22.00
	<b>Total</b>		<b>56.00</b>
PIPE WORKS PLUMBING LLC	01 2620 352 002 002 2	plumbing repairs	1,140.00
	<b>Total</b>		<b>1,140.00</b>
PRINT EXPRESS INC.	01 2410 610 001 001 1	certificates	386.00
	<b>Total</b>		<b>386.00</b>
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	412.98
	<b>Total</b>		<b>412.98</b>
RICE, KELLEY	01 2410 610 001 001 1	reimburse supplies	50.00
	<b>Total</b>		<b>50.00</b>
SHERWIN WILLIAMS	01 2620 610 001 001 1	wall paint	73.40
	<b>Total</b>		<b>73.40</b>
SIGN GLASSES LLC	01 1200 591 003 002 2	remote interpreting	2,562.00
	01 1200 352 003 002 2	INTERPRETATION	2,940.00
	01 1200 352 003 002 2	INTERPRETATION	2,520.00
	<b>Total</b>		<b>8,022.00</b>
SIMMONS OLSEN LAW FIRM P.C.	01 2330 317 000 000 0	legal services	540.00
	<b>Total</b>		<b>540.00</b>
SOAR PEDIATRIC THERAPY, LLC	01 2173 591 003 000 0	0-2 pt	94.50
	01 2172 591 003 000 0	3-5 pt	499.50
	01 2171 591 003 002 2	sa pt	1,129.95
	01 2171 591 003 002 2	mileage	191.92
	<b>Total</b>		<b>1,915.87</b>
SPARQDATA SOLUTIONS	01 2310 810 000 000 0	sparq meetings	2,600.00
	01 2310 810 000 000 0	sparq negotiations	1,716.00
	<b>Total</b>		<b>4,316.00</b>
STEPH'S STUDIO	01 1100 610 000 000 0	student ids	154.80
	<b>Total</b>		<b>154.80</b>
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	timeclock	191.75
	<b>Total</b>		<b>191.75</b>
VAN PELT FENCING CO. INC.	01 2620 352 002 002 2	fencing around hvac units	2,404.00
	<b>Total</b>		<b>2,404.00</b>
VERIZON	01 2710 810 000 000 0	gps	210.47
	<b>Total</b>		<b>210.47</b>
WPCI	01 2710 340 000 000 0	random pool	108.00
	<b>Total</b>		<b>108.00</b>
Wyckoff, Jennifer	01 2710 810 000 000 0	cdl reimbursement	60.00
	<b>Total</b>		<b>60.00</b>
		<b>General Fund Total</b>	<b>\$99,555.98</b>
		<b>Building Fund</b>	<b>\$0.00</b>
		<b>Payroll</b>	<b>\$420,998.33</b>

**Detail Check Register**

**Checking Account: 7**

**Student Activity**

Check Number:	Check Type:	Check Date:	Vendor:		Check Total:
14869	Check	12/04/2023	ALSMARKET	AL'S MARKET	316.88
<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>
0059/1287	12/04/2023	24-000462	Hot Dog Buns and Chili	07 2900 610 121 000 0	25.14
0059/1287	12/04/2023	24-000462	Hot Dog Buns and Chili	07 2900 610 143 000 0	25.13
0619	11/29/2023	24-000421	Gift certificate	07 2900 610 138 000 0	150.00
1131	12/04/2023	24-000477	hospitality	07 2900 610 102 000 0	54.46
9737	11/17/2023	24-000386	hospitality	07 2900 610 102 000 0	62.15
14870	Check	12/04/2023	SYNCB	Amazon Capital Services	544.97
<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>
19CT-KRDK-T4X3	11/27/2023	24-000384	SD card for esports switches	07 2900 610 102 000 0	46.06
1jpr-tdxq-txgn	12/04/2023	24-000441	post prom	07 2900 610 134 000 0	498.91
14871	Check	12/04/2023	BAYACT	BAYARD PUBLIC SCHOOLS - ACTIVITY	144.00
<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>
20231129	11/29/2023		meals byd event	07 2900 610 131 000 0	144.00
14872	Check	12/04/2023	BTC	Bayard Tiger Cub Childcare Center	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>
20231129	11/29/2023	24-000454	tigercare charity scholarship	07 2900 610 138 000 0	500.00
14873	Check	12/04/2023	BRIFEDWR	BRIDGEPORT FEDERATED WRESTLING	150.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231201	12/01/2023		share from 2023 wrestling summer camp	07 2900 610 106 000 0	150.00
14874	Check	12/04/2023	BRISCH	BRIDGEPORT PUBLIC SCHOOLS	150.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231201	12/01/2023		share from 2023 wrestling summer camp	07 2900 610 106 000 0	150.00
14875	Check	12/04/2023	BSNSPORTS	BSN Sports	2,756.00
<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>
923873171	11/29/2023	23-001297	shipping	07 2900 610 114 000 0	156.00
923873171	11/29/2023	23-001297	Orange game shorts	07 2900 610 114 000 0	1,300.00
923873171	11/29/2023	23-001297	Orange game jerseys	07 2900 610 114 000 0	1,300.00
14876	Check	12/04/2023	CASHDIST	CASH-WA DISTRIBUTING	1,272.68
<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>
14006244	11/13/2023		inventory	07 2900 610 118 000 0	1,272.68
14877	Check	12/04/2023	COBMCC	COBBLESTONE HOTEL & SUITES-MCCOOK	288.00
<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>
20231204	12/04/2023		girls wrestling lodging	07 2900 580 102 000 0	288.00
14878	Check	12/04/2023	GORDONRUSH	Gordon-Rushville High School	120.00

**Detail Check Register**

**Checking Account: 7**

**Student Activity**

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000479	wrestling fee	07 2900 810 102 000 0	120.00
Check Number: 14879	Check Type: Check	Check Date: 12/04/2023	Vendor: HEMINFORD	HEMINGFORD PULIC SCHOOLS	Check Total: 152.25
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000475	One Act Fees	07 2900 810 102 000 0	152.25
Check Number: 14880	Check Type: Check	Check Date: 12/04/2023	Vendor: MITCHELL	Mitchell Public Schools	Check Total: 75.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000482	JH wrestling fee	07 2900 810 102 000 0	75.00
Check Number: 14881	Check Type: Check	Check Date: 12/04/2023	Vendor: MULLENHS	MULLEN HIGH SCHOOL	Check Total: 100.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000481	wrestling fee	07 2900 810 102 000 0	100.00
Check Number: 14882	Check Type: Check	Check Date: 12/04/2023	Vendor: NORTHROCK	NORTH OF THE ROCK DESIGNS	Check Total: 360.00
<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>
267	11/30/2023	24-000461	Basketball warmups	07 2900 610 114 000 0	360.00
Check Number: 14883	Check Type: Check	Check Date: 12/04/2023	Vendor: NSAADISTVI	NSAA DISTRICT VI	Check Total: 250.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000483	district choir fee	07 2900 810 102 000 0	250.00
Check Number: 14884	Check Type: Check	Check Date: 12/04/2023	Vendor: PEPSI	Pepsi-Cola of Western NE	Check Total: 1,397.75
<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>
5100126698	11/30/2023		inventory	07 2900 610 118 000 0	535.70
5100126699	11/30/2023		vending	07 2900 610 122 000 0	78.90
538064	11/17/2023		concession inventory	07 2900 610 118 000 0	(61.30)
538065	11/17/2023		concession inventory	07 2900 610 118 000 0	844.45
Check Number: 14885	Check Type: Check	Check Date: 12/04/2023	Vendor: PEREZSTEPH	STEPHANIE PEREZ	Check Total: 89.38
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000474	officials fee	07 2900 352 102 000 0	75.00
20231204	12/04/2023	24-000474	mileage split	07 2900 352 102 000 0	14.38
Check Number: 14886	Check Type: Check	Check Date: 12/04/2023	Vendor: SOUTHWEST	SOUTHWEST HIGH SCHOOL	Check Total: 60.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231204	12/04/2023	24-000480	wrestling fee	07 2900 810 102 000 0	60.00
Check Number: 14887	Check Type: Check	Check Date: 12/04/2023	Vendor: WPCI	WPCI	Check Total: 723.00
<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>
0068850	11/10/2023		student testing	07 2900 352 102 000 0	723.00
Check Number: 14888	Check Type: Check	Check Date: 12/15/2023	Vendor: ALBRAM	AMY ALBRO	Check Total: 450.00
<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>
20231214	12/14/2023	24-000502	FFA mum sales	07 2900 352 124 000 0	450.00

**Detail Check Register**

Checking Account: 7

**Student Activity**

Check Number	Check Type	Check Date	Vendor	Detail Description	Chart of Account Number	Check Total
14889	Check	12/15/2023	SYNCB	Amazon Capital Services		832.36
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>		<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
1fr-djnw-mxx7	12/14/2023			post prom supplies	07 2900 610 134 000 0	505.38
1kcf-mfft-6wjn	12/14/2023	24-000509		mat tape	07 2900 610 102 000 0	179.99
1xk6-6xrp-1hj9	12/14/2023	24-000515		Safety Barriers	07 2900 610 102 000 0	146.99
14890	Check	12/15/2023	ARAZA	ZACH ARAUJO		450.00
<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>
20231214	12/14/2023	24-000503		FFA mum sales	07 2900 352 124 000 0	450.00
14891	Check	12/15/2023	BARKERCO	COREY BARKER		68.12
<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>
20231214	12/14/2023	24-000484		pizza reimb	07 2900 610 106 000 0	68.12
14892	Check	12/15/2023	BAYASCHO	BAYARD PUBLIC SCHOOLS		240.00
<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>
20231215	12/15/2023	24-000543		Preschool Tuition for Emma Fowlkes	07 2900 610 138 000 0	240.00
14893	Check	12/15/2023	TIGERPAWS	Bayard Tiger Paws		165.25
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>		<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231214	12/14/2023			hospitality	07 2900 610 102 000 0	81.25
20231214	12/14/2023			hospitality	07 2900 610 102 000 0	84.00
14894	Check	12/15/2023	BENJOE	JOE BENSON		89.38
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>		<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231214-0001	12/14/2023	24-000499		JV Bball officials fee vs Morrill 1/9/24	07 2900 352 102 000 0	75.00
20231214-0001	12/14/2023	24-000499		mileage split	07 2900 352 102 000 0	14.38
14895	Check	12/15/2023	BENJOE	JOE BENSON		89.38
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>		<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231214	12/14/2023	24-000501		JV Bball officials fee vs Hemingford 1/1	07 2900 352 102 000 0	75.00
20231214	12/14/2023	24-000501		mileage split	07 2900 352 102 000 0	14.38
14896	Check	12/15/2023	BESTWESTNP	BEST WESTERN PLUS- NORTHPLATTE		739.59
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>		<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231215	12/15/2023			wrestling lodging 222-a	07 2900 580 102 000 0	120.38
20231215	12/15/2023			wrestling lodging 226-a	07 2900 580 102 000 0	120.38
20231215	12/15/2023			wrestling lodging 221-a	07 2900 580 102 000 0	137.69
20231215	12/15/2023			wrestling lodging 220-a	07 2900 580 102 000 0	120.38
20231215	12/15/2023			wrestling lodging 224-a	07 2900 580 102 000 0	120.38
20231215	12/15/2023			wrestling lodging 228-a	07 2900 580 102 000 0	120.38
14897	Check	12/15/2023	CAMBRSCHOO	CAMBRIDGE HIGH SCHOOL		125.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>		<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>

**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>	
20231214	12/14/2023	24-000523	HS Wrestling fee 12/16/23 in Cambridge	07 2900 810 102 000 0	125.00	
Check Number: 14898		Check Type: Check	Check Date: 12/15/2023	Vendor: CASTARMAND	AMRAND CASTANEDA	Check Total: 154.38
20231214	12/14/2023	24-000530	Officials fee and mileage split for 12/9	07 2900 352 102 000 0	140.00	
20231214	12/14/2023	24-000530	mileage split	07 2900 352 102 000 0	14.38	
Check Number: 14899		Check Type: Check	Check Date: 12/15/2023	Vendor: CASTARMAND	AMRAND CASTANEDA	Check Total: 89.38
20231214-0001	12/14/2023	24-000498	JV Bball officials fee vs Morrill 1/9/24	07 2900 352 102 000 0	75.00	
20231214-0001	12/14/2023	24-000498	mileage split	07 2900 352 102 000 0	14.38	
Check Number: 14900		Check Type: Check	Check Date: 12/15/2023	Vendor: CHRICHARLE	CHARLES CHRISTENSEN	Check Total: 196.25
20231214	12/14/2023	24-000526	HS girls basketball officials fees and m	07 2900 352 102 000 0	170.00	
20231214	12/14/2023	24-000526	mileage split	07 2900 352 102 000 0	26.25	
Check Number: 14901		Check Type: Check	Check Date: 12/15/2023	Vendor: DERRASH	ASHLEY DERR	Check Total: 188.76
20231214	12/14/2023	24-000496	Bball JV officials fee 1/6/24 vs GR	07 2900 352 102 000 0	75.00	
20231214	12/14/2023	24-000496	mileage split	07 2900 352 102 000 0	24.38	
20231215	12/15/2023	24-000544	JV basketball officials fees vs Alliance	07 2900 352 102 000 0	75.00	
20231215	12/15/2023	24-000544	mileage split	07 2900 352 102 000 0	14.38	
Check Number: 14902		Check Type: Check	Check Date: 12/15/2023	Vendor: FNBOCARD	FNBO CARD	Check Total: 719.22
20231215-0001	12/15/2023		leadership day treats	07 2900 580 102 000 0	52.32	
20231215-0001	12/15/2023		elem stucco	07 2900 610 146 000 0	12.81	
20231215-0003	12/15/2023	24-000353	11.6" WXGA HD 40-PIN LCD TOUCH PANEL (MA	07 2900 610 133 000 0	10.00	
20231215-0003	12/15/2023	24-000353	eduparts	07 2900 610 133 000 0	58.56	
20231215-0005	12/15/2023	24-000342	1 Team Number for DI	07 2900 610 121 000 0	165.00	
20231215-0006	12/15/2023	24-000350	https://www.asics.com/us/en-us/snapdown-	07 2900 610 138 000 0	90.53	
20231215-0008	12/15/2023	24-000282	Elementary DI Team Numbers	07 2900 610 121 000 0	330.00	
Check Number: 14903		Check Type: Check	Check Date: 12/15/2023	Vendor: FNBOCARD	FNBO CARD	Check Total: 693.50
20231215-0009	12/15/2023		awards	07 2900 610 102 000 0	42.96	
20231215-0011	12/15/2023	24-000179	visa giftcard	07 2900 610 138 000 0	254.95	
20231215-0012	12/15/2023		parking	07 2900 580 124 000 0	3.50	
20231215-0012	12/15/2023		parking	07 2900 580 124 000 0	4.50	
20231215-0013	12/15/2023	24-000343	Jerky for FFA fundraiser	07 2900 610 124 000 0	354.00	
20231215-0014	12/15/2023	24-000360	awards	07 2900 610 102 000 0	33.59	
Check Number: 14904		Check Type: Check	Check Date: 12/15/2023	Vendor: FNBOCARD	FNBO CARD	Check Total: 1,548.97

**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>
20231215-0015	12/15/2023	24-000362	awards	07 2900 610 102 000 0	24.99
20231215-0016	12/15/2023	24-000361	awards	07 2900 610 102 000 0	43.98
20231215-0017	12/15/2023	24-000363	hospitality	07 2900 610 102 000 0	125.00
20231215-0018	12/15/2023	24-000341	conference fee-wrestling coaches clinic	07 2900 810 102 000 0	260.00
20231215-0019	12/15/2023	24-000385	jerseys	07 2900 610 102 000 0	547.50
20231215-0019	12/15/2023	24-000385	uniforms	07 2900 610 155 000	547.50
Check Number: 14905      Check Type: Check      Check Date: 12/15/2023      Vendor: FNBOCARD      FNBO CARD      Check Total: 577.80					
<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>
20231215-0020	12/15/2023	24-000432	hospitality	07 2900 610 102 000 0	23.06
20231215-0021	12/15/2023	24-000434	new gym	07 2900 610 102 000 0	42.78
20231215-0022	12/15/2023	24-000433	hospitality	07 2900 610 102 000 0	202.28
20231215-0023	12/15/2023	24-000478	hospitality	07 2900 610 102 000 0	188.07
20231215-0024	12/15/2023		wrestling travel	07 2900 610 106 000 0	51.00
20231215-0024	12/15/2023		wrestling travel	07 2900 610 106 000 0	22.66
20231215-0024	12/15/2023		wrestling travel	07 2900 610 106 000 0	47.95
Check Number: 14906      Check Type: Check      Check Date: 12/15/2023      Vendor: FREEADA      ADAM FREEBURG      Check Total: 170.00					
<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>
20231214	12/14/2023	24-000528	officials fee	07 2900 352 102 000 0	170.00
Check Number: 14907      Check Type: Check      Check Date: 12/15/2023      Vendor: GEARCHR      CHRISTOPHER GEARY      Check Total: 196.25					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231214	12/14/2023	24-000524	HS girls basketball officials fees and m	07 2900 352 102 000 0	170.00
20231214	12/14/2023	24-000524	mileage split	07 2900 352 102 000 0	26.25
Check Number: 14908      Check Type: Check      Check Date: 12/15/2023      Vendor: HERTRE      TREVOR HERGENREDER      Check Total: 99.38					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20231214	12/14/2023	24-000497	Bball JV officials fee 1/6/24 vs GR	07 2900 352 102 000 0	75.00
20231214	12/14/2023	24-000497	mileage split	07 2900 352 102 000 0	24.38
Check Number: 14909      Check Type: Check      Check Date: 12/15/2023      Vendor: LOGOZ      Logoz      Check Total: 458.00					
<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>
16912	12/14/2023	24-000412	school store shirts	07 2900 610 157 000 0	260.00
16948	12/15/2023		shirts	07 2900 610 115 000 0	198.00
Check Number: 14910      Check Type: Check      Check Date: 12/15/2023      Vendor: LONGSCOTT      SCOTT LONG      Check Total: 189.17					
<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>
20231214	12/14/2023	24-000493	HS officials fees vs Morrill 1/19/24	07 2900 352 102 000 0	170.00
20231214	12/14/2023	24-000493	mileage split	07 2900 352 102 000 0	19.17
Check Number: 14911      Check Type: Check      Check Date: 12/15/2023      Vendor: MYERRICK      RICK MeYER      Check Total: 196.25					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>

**Detail Check Register**

<b>Checking Account: 7</b>		<b>Student Activity</b>					
<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>		
20231214	12/14/2023	24-000525	HS girls basketball officials fees and m	07 2900 352 102 000 0	170.00		
20231214	12/14/2023	24-000525	mileage split	07 2900 352 102 000 0	26.25		
Check Number: 14912	Check Type: Check	Check Date: 12/15/2023	Vendor: MITCHELL	Mitchell Public Schools	Check Total:	40.00	
20231214	12/14/2023	24-000487	Registration	07 2900 810 102 000 0	40.00		
Check Number: 14913	Check Type: Check	Check Date: 12/15/2023	Vendor: MORENO	PETER MORENO	Check Total:	189.17	
20231214	12/14/2023	24-000494	HS officials fees vs Morrill 1/19/24	07 2900 352 102 000 0	170.00		
20231214	12/14/2023	24-000494	mileage split	07 2900 352 102 000 0	19.17		
Check Number: 14914	Check Type: Check	Check Date: 12/15/2023	Vendor: NORTHROCK	NORTH OF THE ROCK DESIGNS	Check Total:	100.00	
268	12/14/2023	24-000413	trucker hat for School store	07 2900 610 157 000 0	100.00		
Check Number: 14915	Check Type: Check	Check Date: 12/15/2023	Vendor: OBOYLE	DANNY O'BOYLE	Check Total:	170.00	
20231214	12/14/2023	24-000529	HS basketball officials fee 1/6/24 vs Go	07 2900 352 102 000 0	170.00		
Check Number: 14916	Check Type: Check	Check Date: 12/15/2023	Vendor: PEPSI	Pepsi-Cola of Western NE	Check Total:	84.40	
5100125763	12/14/2023		vending	07 2900 610 103 000 0	84.40		
Check Number: 14917	Check Type: Check	Check Date: 12/15/2023	Vendor: ROSEART	ARTHUR ROSE	Check Total:	89.38	
20231214	12/14/2023	24-000500	JV Bball officials fee vs Hemingford 1/1	07 2900 352 102 000 0	75.00		
20231214	12/14/2023	24-000500	mileage split	07 2900 352 102 000 0	14.38		
Check Number: 14918	Check Type: Check	Check Date: 12/15/2023	Vendor: RSCHOOLTOD	RSCHOOLTODAY	Check Total:	750.00	
96278	12/14/2023		activity scheduler	07 2900 610 102 000 0	300.00		
96279	12/14/2023		activities registration	07 2900 610 102 000 0	450.00		
Check Number: 14919	Check Type: Check	Check Date: 12/15/2023	Vendor: SCHWTORY	TORY SCHWARTZ	Check Total:	189.17	
20231214	12/14/2023	24-000495	HS officials fees vs Morrill 1/19/24	07 2900 352 102 000 0	170.00		
20231214	12/14/2023	24-000495	mileage split	07 2900 352 102 000 0	19.17		
Check Number: 14920	Check Type: Check	Check Date: 12/15/2023	Vendor: TRACKWREST	SPORTSENGINE	Check Total:	101.80	
302301132	12/14/2023	24-000490	Track Wrestling invoice 203301132 JH Inv	07 2900 810 102 000 0	101.80		
Check Number: 14921	Check Type: Check	Check Date: 12/15/2023	Vendor: STACKROB	ROB STACK	Check Total:	283.75	
20231214	12/14/2023	24-000527	HS basketball officials and mileage 1/6/	07 2900 352 102 000 0	170.00		

**Detail Check Register**

<b>Checking Account: 7</b>		<b>Student Activity</b>				
20231214	12/14/2023	24-000527	mileage	07 2900 352 102 000 0	113.75	
Check Number: 14922	Check Type: Check	Check Date: 12/15/2023	Vendor: SUTH	SUTHERLAND PUBLIC SCHOOLS	Check Total:	125.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20231214	12/14/2023	24-000491	Wrestling fee for Sutherland invite 12/1	07 2900 810 102 000 0	125.00	
Check Number: 14923	Check Type: Check	Check Date: 12/15/2023	Vendor: VALENTI	VALENTINE HIGH SCHOOL	Check Total:	125.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20231214	12/14/2023	24-000492	GWR fee for Valentine invite 12/15/23	07 2900 810 102 000 0	125.00	
Check Number: 14924	Check Type: Check	Check Date: 12/15/2023	Vendor: VOGKEN	KENDALL VOGEL	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>	
20231214	12/14/2023	24-000234	Coaching services	07 2900 610 153 000 0	1,000.00	
Check Number: 14925	Check Type: Check	Check Date: 12/15/2023	Vendor: WNCCFOOD	WNCC FOOD SERVICE	Check Total:	180.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20231215	12/15/2023	24-000539	Lunches at contest Jan 10	07 2900 580 124 000 0	180.00	

\*Denotes Expensed Invoice Item

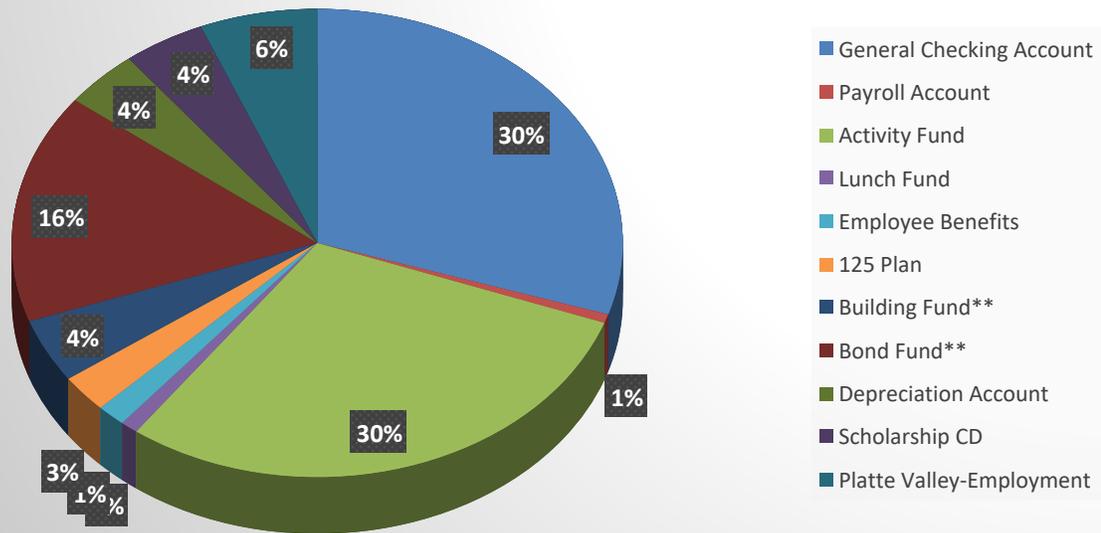
Checking Account ID: 7

Total without Voids: 21,603.97

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

General Checking Account	\$	389,146.41	
Payroll Account	\$	7,748.11	
Activity Fund	\$	383,955.32	
Lunch Fund	\$	12,163.37	
Employee Benefits	\$	19,972.48	
125 Plan	\$	33,513.32	
Building Fund**	\$	57,499.48	
Bond Fund**	\$	206,086.37	
Depreciation Account	\$	51,827.45	
Scholarship CD	\$	56,589.50	
Platte Valley-Employment	\$	80,856.60	
	\$		1,299,358.41

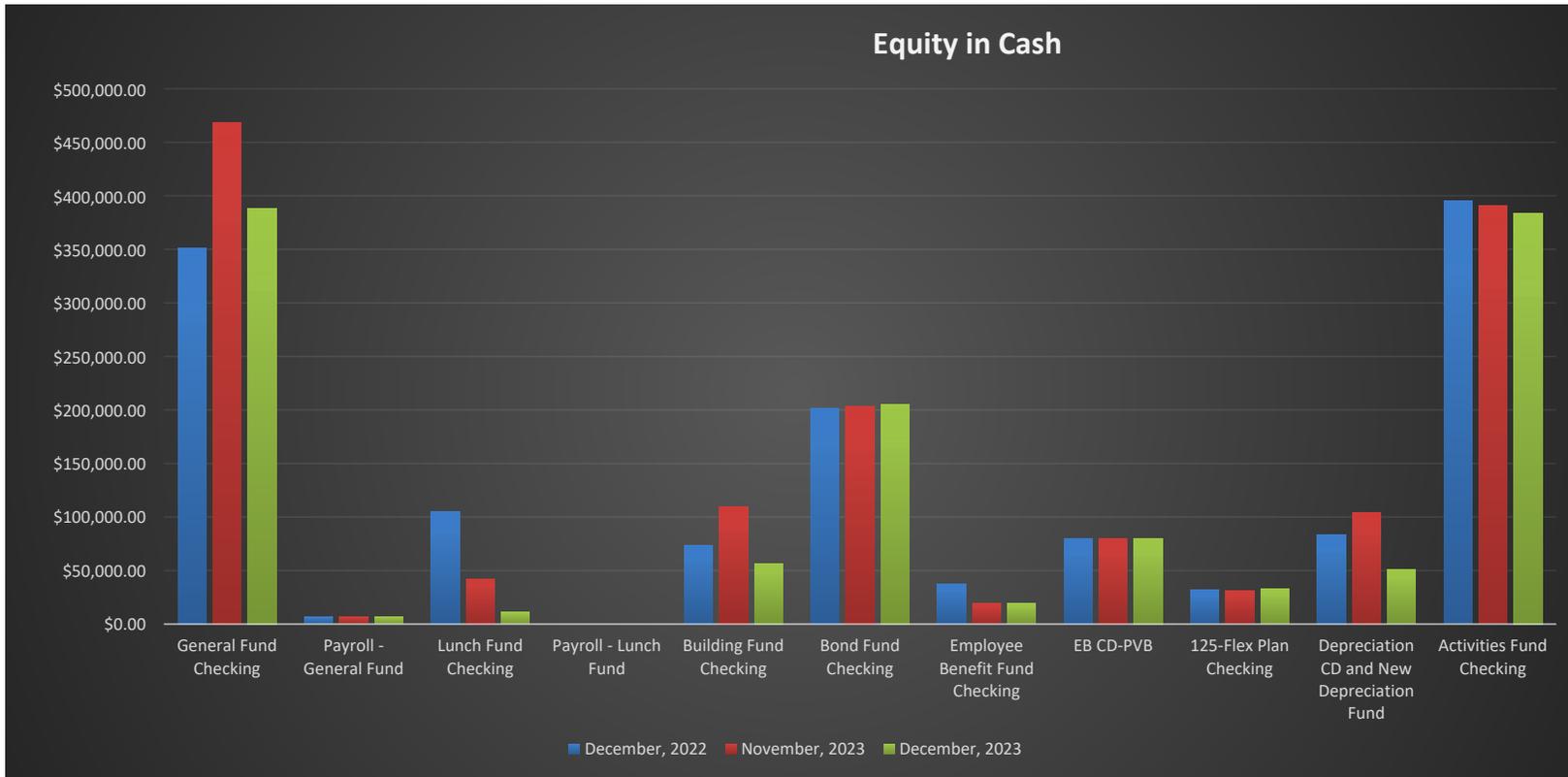
Account Percentages



# Bayard Public Schools

## Equity in Cash December 31, 2023

Fund	Fund #	December, 2022 PRIOR YEAR BALANCE	November, 2023 PRIOR MONTH BALANCE	December, 2023 REVENUES	December, 2023 EXPENSES	December, 2023 ENDING BALANCE
General Fund Checking	01-101	\$352,232.08	468,658.64	453,600.82	(533,113.05)	\$389,146.41
Payroll - General Fund	01-104	\$7,812.34	\$ 7,762.11	419,958.98	(419,972.98)	\$ 7,748.11
Lunch Fund Checking	02-101	\$105,730.31	42,900.40	1,409.23	(32,146.26)	\$12,163.37
Payroll - Lunch Fund	02-104	\$0.00	0.00	9,988.75	(9,988.75)	\$0.00
Building Fund Checking	03-101	\$74,187.80	110,249.60	1,362.38	(54,112.50)	\$57,499.48
Bond Fund Checking	04-101	\$201,907.16	203,708.43	2,377.94	0.00	\$206,086.37
Employee Benefit Fund Checking	05-101	\$38,456.10	19,925.21	47.27	0.00	\$19,972.48
EB CD-PVB	05-106-1000	\$80,213.61	80,856.60	0.00	0.00	\$80,856.60
125-Flex Plan Checking	05-107	\$32,595.73	32,146.89	4,324.98	(2,958.55)	\$33,513.32
Depreciation CD and New Depreciation Fund	06-101	\$83,995.03	105,323.02	116.93	(53,612.50)	\$51,827.45
Activities Fund Checking	07-101	\$395,872.93	391,257.41	14,363.18	(21,665.27)	\$383,955.32
Scholarship CD	07-114	\$61,360.87	56,589.50	0.00	0.00	\$56,589.50
<b>TOTAL</b>		<b>\$1,434,363.96</b>	<b>\$ 1,519,377.81</b>	<b>\$ 907,550.46</b>	<b>\$ (1,127,569.86)</b>	<b>\$1,299,358.41</b>





# TRAINING, NETWORKING, ENGAGEMENT & EVENTS



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

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



The 2024 Legislative Session will begin Wednesday, January 3

School Board Member Week in Nebraska - January 21-28

Legislative Issues Conference - January 21-22 - Lincoln

Board Presidents Retreat - January 28-29 - Norfolk



Board Presidents Retreat - February 4-5 - Kearney



Budget & Finance Workshop - March 5 - Lincoln

Budget & Finance Workshop - March 19 - North Platte

Budget & Finance Workshop - March 20 - Gering

NAEP State Convention - March 27-28 - Kearney



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.



Your Monthly Board Agenda Update Video Links from NASB

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

# YOUR 2024 ADVOCACY HANDBOOK IS NOW POSTED

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

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

With the official approvals taking place by you and your peer school board members at the November Delegate Assembly, we can now post the 2024 Advocacy Handbook, to be used as a guideline during the upcoming Legislative Session which begins Wednesday, January 3rd.

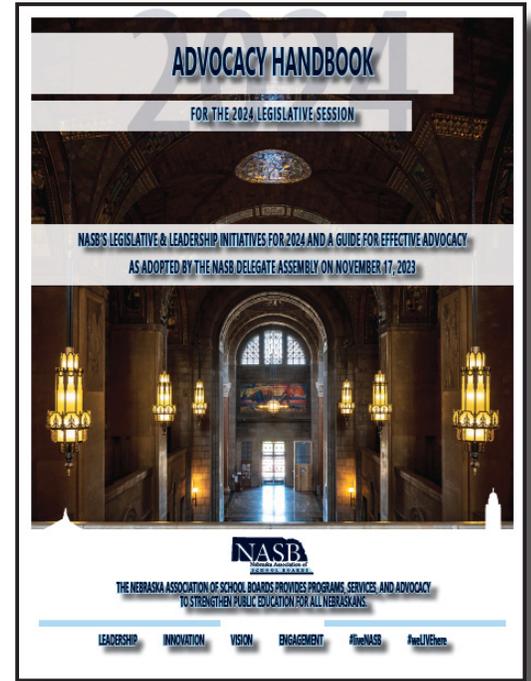
The Advocacy Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is now available to view, download, and print at the Government Relations section of the NASB website, and the link above.

Newly added is our Standing Position S-62, titled "Local Control and the Possession of Firearms on School Grounds" which reads, *NASB supports the rights of local school boards to determine the appropriateness, guidelines, and ability for the possession of firearms by non-law enforcement personnel on school grounds or at school related activities.*

All other items within the Handbook remain the same as last year.

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

Matt, Colby, John & Lindsey  
Your NASB Legislative Team



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



***We Listen - We Design - We Deliver***  
***For Over 40 Years***

Planning | Architecture | Engineering | Interiors  
Facility Management

402-334-0755 [www.prochaska.us](http://www.prochaska.us) [info@prochaska.us](mailto:info@prochaska.us)

# AT THE BOARD TABLE

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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



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

### JANUARY BOARD AGENDA ITEMS

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

#### ANNUAL REORGANIZATION MEETING

- I. Election of Officers (President, Vice President, Secretary, and Treasurer)
- II. Review Board Code of Conduct/Ethics Policy
- III. Sign and identify conflict of interest per NADC form [File with Board Secretary]
- IV. Adopt 2024 NASB Annual Board Calendar
- V. Identify, designate, and Approve – Legal Counsel, Depository bank(s), District Newspaper of Record
- VI. Appoint annually Non-Discrimination Compliance Coordinator
- VII. Readopt Existing Policies, Regulations, and Handbooks

#### POLICY

- I. Assign and adopt Board Committee Assignments [Per Board Policy]
- II. Establish and adopt a Board Policy Review process

#### DISTRICT/ESU RESOURCES [BUDGET]

- I. Collective Bargaining – On or before **February 8** if an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission, unless the parties mutually agree, in writing, to forgo mandatory mediation or fact finding. Within fourteen days after such date, file a petition with the commission. §48-818.01

#### BOARD-SUPERINTENDENT RELATIONS

- I. Collaborate with superintendent/ESU Administrator to develop new and or updated goals to align with the recent evaluation summary.

#### LEARNING COMMUNITY

- I. Diversity Plan; contents; approval; report. On or before February 1 of each odd-numbered year the LCCC shall report to the Education Committee on the diversity and changes within the learning community. §79-2118

CONTINUED ON PAGE 5

# AT THE BOARD TABLE

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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

CONTINUED FROM PAGE 4

### BOARD SELF-ASSESSMENT

Following the board's evaluation of the superintendent or ESU Administrator, consider administering a Board Self-Assessment. This provides an opportunity for board members to self-reflect and collectively consider the effectiveness of the board's governance leadership and working relationship with the superintendent or ESU Administrator. Schedule a board retreat with Marcia or Stacie to review the results and participate in discussion of goals to address the board's identified areas of growth. Please contact Katie Corfield at [kcorfield@NASBonline.org](mailto:kcorfield@NASBonline.org) or Marcia Herring at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) or 402-817-0296 to schedule a time to administer the board self-assessment.

### BOARD RETREAT

As the new year is fast approaching, it is a perfect time to schedule a board retreat to set goals, discuss the board role and responsibilities, develop board protocols, or customize the retreat to meet the board-superintendent/ESU Administrator vision or needs. Please contact Marcia Herring at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) or 402-817-0296 to schedule for the Board's next Retreat.

### UPCOMING NASB BOARD LEADERSHIP EVENTS

**NASB President Retreats**  
**January 28-29 in Norfolk - February 4-5 in Kearney**

Join the NASB Board Leadership Team in Norfolk and Kearney for the opportunity to engage with fellow other leadership teams including the board president, aspiring presidents, and superintendents. The agenda will include a leadership activity on Sunday, social, dinner, and a full agenda on Monday addressing board meeting protocols, Open Meetings Law, policy, committee work, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details. Learn more at <https://members.nasbonline.org/events/board-president-retreat>

*happy new year*

# NASB LEGISLATIVE ISSUES CONFERENCE

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

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

REG  
NOW!

## NASB LEGISLATIVE ISSUES CONFERENCE

JANUARY 21-22 - CORNHUSKER MARRIOTT LINCOLN

SENATORS BOSTAR, BREWER, CONRAD, HUGHES, IBACH, AND SANDERS. COMMISSIONER MAHER. GOVERNOR PILLEN.

2024 TEMPERATURE CHECK, ENGAGEMENT, SCHOOL SAFETY, BILL OVERVIEW, LUNCH WITH SENATORS, AND MORE!

In 2023 there was a New Governor ... 16 New State Senators ... New Speaker ... New Committee Chairs ... Two New Faces on the State Board of Education ... New Commissioner of Education ... New AG ... New Faces in DC ... New Faces On Your Board. Where are we at one year later?

Presented annually, hear from the movers and shakers inside the Legislature about the key issues affecting Nebraska's public schools. The Governor's Office, Speaker, key Committee Chairs, a number of other Senators and education stakeholders are invited to share their respective views throughout the morning. See what key bills are in play and get a first hand look at anything that will have an impact on public education in Nebraska during this year's legislative session.

### SUNDAY, JANUARY 21

6:00 PM Reception, Dinner & Program - Brian Maher, Commissioner of Education  
Six months in, hear the new Commissioner's plans and initiatives for NDE in his first year, and how school boards can work closer with the Department for future collaborations and continuity. There will also be time for Q&A.  
Hospitality event to follow.

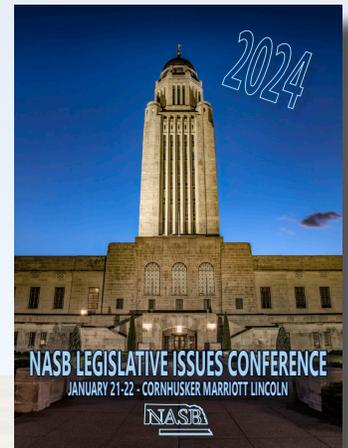
### MONDAY, JANUARY 22

8:00 AM Registration

8:30 AM Welcome and Introductions - Sandy Noffsinger, NASB President  
Education leaders have been invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during this year's legislative session.

12:00 PM Lunch with the Senators

1:30 PM Adjournment



To register go to the *My Membership* tab of the NASB website and log in using your email and password

# SCHOOL BOARD MEMBER WEEK STARTS JANUARY 21

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

<https://members.nasbonline.org/events/school-board-member-week>

## THANK YOU SCHOOL BOARDS!!!!

The week of January 21-28, 2024 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



## DON'T GIVE PROSPECTIVE HIRES THE COLD SHOULDER



Screen applicants quickly and reliably through One Source, your **NASB Endorsed Service Provider** for background screening.



REACH OUT TO LEARN MORE!

402.933.9999 option 4 | [onesourcebackground.com](https://onesourcebackground.com)

# LOOK FOR YOUR 2024 MEMBERSHIP GUIDE SOON

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

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

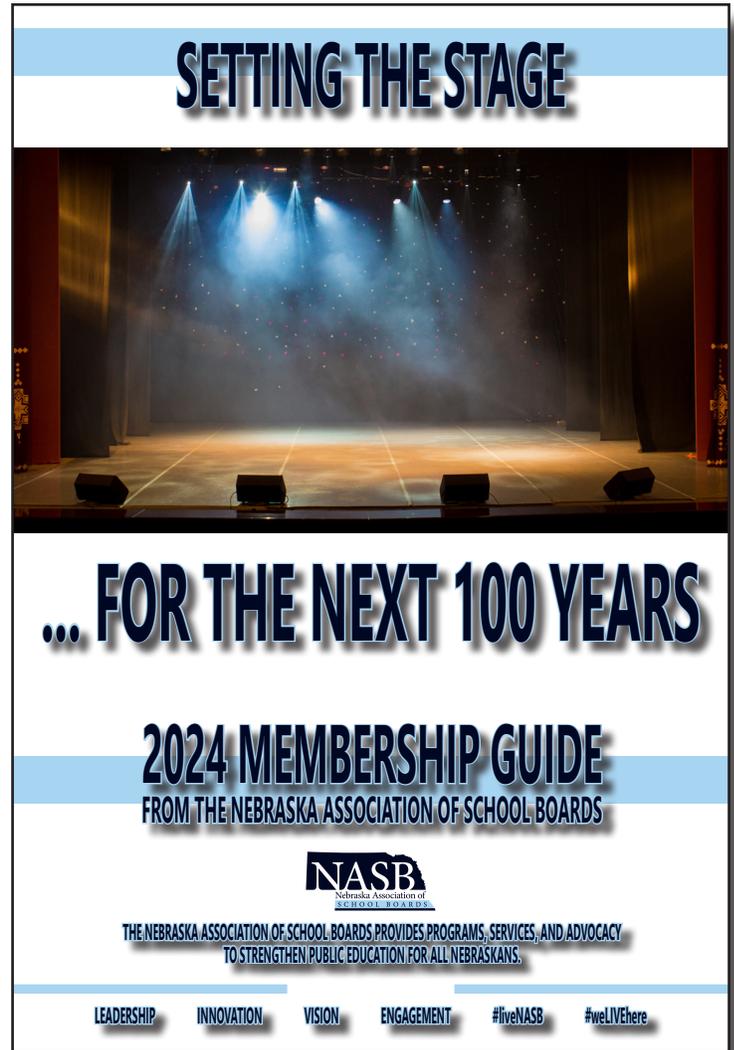
Each year, members receive the annual Membership Guide, a full-scale publication that includes information on everything NASB is and does such as:

- The History of NASB
- Organizations NASB is Responsible For
- Complexities & Governance Structure
- Your 2024 NASB Board of Directors
- NASB Region Bylaws
- Your 2024 NASB Legislation Committee
- Advocacy & Engagement - What Is Your Role?
- Awards of Achievement & NASB Board Awards
- Ann Mactier - School Board Member of the Year
- Your NASB Programs & Services
- Your NASB Staff
- NASB's Endorsed Services
- 2024 Platinum & Gold Level Affiliate Partners
- And more ...

**Look for these Guides to be delivered early 2024!**

To give you a little more about the theme of this year's Membership Guide, "Setting The Stage For The Next 100 Years," in 2018, NASB celebrated its 100th year of existence. At that time, your NASB Board of Directors began a governance review to examine how the organization should evolve and be governed over the next 100 years.

At the 2023 Delegate Assembly this past November, the membership voted to accept the recommended changes from the Board which will take effect November 2024.



NEBRASKA  
ASSOCIATION OF  
SCHOOL  
BOARDS



# FROM OUR FAMILIES TO YOURS, MERRY CHRISTMAS ...

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

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



## ... AND HAPPY NEW YEAR!

# THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## ... POLICY

An interesting year of writing policies winds down, having covered a spectrum of topics as wide as administering Naloxone for opioid overdoses to dealing with artificial intelligence in education. For a few districts who needed it, we've created a policy for handling the recording or transmitting of audio and video in non-public meeting settings, such as meetings with supervisors. All cellphones have recording capabilities, and this is another sign of the times. It's available if your district has also had an issue with this.

Contact Jim to learn more!

## ... EDUCATION LEADERSHIP SEARCH

For districts/ESUs facing a vacancy, we offer a free proposal to outline the steps of a search process. We are also available to answer questions on best practice.

If you are an applicant, click the link to view openings or create a profile at <https://nasb.myrevelus.com/>

There are multiple openings on our website with upcoming deadlines. <https://members.nasbonline.org/elss>

Contact Shari Becker with questions [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org)

## ... DATA ANALYTICS

Last year's state standardized test results are available, and the next few months might be a great time to examine your students' scores in relationship to various nearby districts and districts of a similar size. We can supply that NDE information to you in way that quickly makes sense of the numbers, along with other relevant information such as poverty and mobility indicators that may be influential in your school's results.

Contact Jim to learn more!

## ... MEMBER ENGAGEMENT

We look forward to seeing you throughout January & February at a number of NASB events including the Legislative Issues Conference and President's Retreats.

Great to visit the following districts throughout December: Bridgeport, Creek Valley, Minatare, Morrill, Potter-Dix, Sidney, & South Central Unified  
- Sharon -

## ... BOARD LEADERSHIP

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

Marcia, Kari, Katie, Caden, Stacie & Ben

## ... ENERGY PURCHASING

This winter has created the rare situation of declining gas prices as we move further into the winter months. It's given us the chance to purchase some of our gas needs already for next winter. It is truly unusual to do that in December, but it's another example of the value of buying layers of expected gas needs throughout the year and having experienced consultants who watch the commodity markets for us every day. NJUMP and CJUMP are expecting to add new members for next winter's heating season and Jim Luebbe can provide you with the information to get that done.

Contact Jim to learn more!

## ... FOUNDATION

The Nebraska Public Leadership Foundation (NPLF) has created a scholarship program for high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. In thousands of classrooms across Nebraska, teachers lead our students to discover new and important facts and ideas, the steppingstones that shape their future. NPLF supports the students who want to give to the overall mission of success for every student in Nebraska. Please consider helping today's student leaders become tomorrow's education leaders by donating to the NPLF Student Scholarship Program at [www.nepublicleadership.org](http://www.nepublicleadership.org).



NEBRASKA PUBLIC LEADERSHIP FOUNDATION

# THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

## ... ADVOCACY & GOVERNMENT RELATIONS

The 2024 Session starts Wed, January 3!  
Bookmark NASB's GR & Bills web pages at  
<https://members.nasbonline.org/government-relations>

Join us! Legislative Issues Conference,  
January 21-22. Learn more on Page 6.

Call Colby & Matt with questions any time!

## ... ALICAP & INSURANCE

The ALICAP team would like to wish all  
191 participating schools and ESUs a very  
Merry Christmas and Happy New Year!  
Thanks for making 2023 a great year!

Thanks, Megan!

## ... TECHNOLOGY

As staff negotiations begin to wind down,  
please remember to enter your 2024-25  
negotiated agreement into the Contract  
Settlement Form. If you need assistance,  
please email Darion!

Welcome to our newest Negotiations  
subscriber, Mead Public Schools!

Happy Holidays!

Darion - [dmiller@NASBonline.org](mailto:dmiller@NASBonline.org)

Nicole - [nkobus@NASBonline.org](mailto:nkobus@NASBonline.org)

[www.sparqdata.com](http://www.sparqdata.com)



Paul Grieger  
Managing Director,  
Public Finance  
402-392-7986  
[pgrieger@dadco.com](mailto:pgrieger@dadco.com)



Cody Wickham  
Senior Vice President,  
Public Finance  
402-392-7989  
[cwickham@dadco.com](mailto:cwickham@dadco.com)



Andy Forney  
Senior Vice President,  
Public Finance  
402-392-7988  
[aforney@dadco.com](mailto: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.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



**D | A | DAVIDSON**

450 Regency Parkway, Suite 400 | Omaha, NE 68114  
[dadavidson.com](http://dadavidson.com) | D.A. Davidson & Co. member FINRA and SIPC

## The Twelve Days of School Boards

- 12 ... Months of Engagement
- 11 ... No, eMeetings
- 10 ... Levels of Achievement
- 9 ... Area Meetings
- 8 ... Well at State Conference
- 7 ... Teen Hundred Board Members
- 6 ... Average Size Board
- 5 ... Current Searches
- 4 ... Golf With Us Each June
- 3 ... All-Women Boards
- 2 ... Board President Retreats

And A Warm Holiday Wish From NASB!

# YOUR NASB BOARD OF DIRECTORS & STAFF

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

## YOUR NASB OFFICERS

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



**Sandy Noffsinger - President**  
Dundy County Stratton



**Stacy Jolley - President-Elect**  
Millard



**Brad Wilkins - Vice President**  
Ainsworth



**Kim Burry - Past President**  
Bayard

## YOUR NASB REGION DIRECTORS

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



**Region 1 - Neal Kanel**  
HTRS



**Region 2 - Sarah Centineo**  
Bellevue



**Region 3 - Renee Vokt**  
Elkhorn



**Region 4 - Elizabeth Kumru**  
Ralston



**Region 5 - Shavonna Holman**  
Omaha



**Region 6 - Ricky Smith**  
Omaha



**Region 7 - Tracy Casady**  
Omaha



**Region 8 - Bob Rauner**  
Lincoln



**Region 9 - Annie Mumgaard**  
Lincoln



**Region 10 - Ed Swotek**  
Malcolm



**Region 11 - Jim Vlach**  
Lyons-Decatur Northeast



**Region 12 - Lisa Wagner**  
Central City



**Region 13 - Marilyn Bohn**  
ESU 10



**Region 14 - Steve Koch**  
Hershey



**Region 15 - Vacant**



**Region 16 - Stephanie Summers**  
David City



**Region 17 - Michelle Reikofski**  
Osmond



**Region 18 - Susan Ernest**  
Leyton



**Region 19 - Amanda McGill Johnson**  
Millard

## YOUR NASB STAFF

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

- John Spatz**  Executive Director
- Ben Anderjaska**  Board Leadership Data and Support Specialist
- Megan Boldt**  Associate Executive Director  
Director of ALICAP
- Katie Corfield**  Board Leadership Associate
- Stacie Higgins**  Board Leadership Specialist
- Kem Loecker**  Executive Administrative Assistant

- Makenzie Barry**  ALICAP Data & Financial Specialist
- Craig Caples**  Director of Technology
- Sharon Endorf**  Director of Member Engagement
- Sallie Horky**  Chief Operating Officer
- Jim Luebbe**  Director of Policy Services

- Shari Becker**  Director of Education  
Leadership Search Service
- Abi Carlson**  Event & Search Service Associate
- Caden Frank**  Board Leadership Community Engagement Specialist
- Rachel Horstman**  Business Manager
- Kari Stephens**  Board Leadership Development & Learning Specialist

- Matt Belka**  Director of Marketing, Communications & Advocacy
- Colby Coash**  Associate Executive Director  
Dir. of Government Relations
- Marcia Herring**  Director of Board Leadership
- Nicole Kraus**  Events & Engagement Associate
- Lindsey Wooton**  Administrative Specialist

# YOUR 2023 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



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

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

## 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](http://www.bcdm.net) - (Creating environments that form people) - PLATINUM LEVEL AFFILIATE

**BVH Architecture** - Cleve Reeves - 402-475-4551 - creeves@bvh.com - [www.bvh.com](http://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](http://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](http://www.cmbaarchitects.com) - (Architecture, Master Planning, Interiors, Bond Assistance/Community Engagement) - PLATINUM LEVEL AFFILIATE

CONTINUED ON PAGE 14

# YOUR 2023 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

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

## ARCHITECTS (CONTINUED)

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

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

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

## AWARDS & PLAQUES

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

## CONSTRUCTION SERVICES

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

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

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

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

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

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

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

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

## CONSULTING

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

## DATA SECURITY, VIDEO & COMMUNICATIONS

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

## DESIGN BUILD

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

## ENERGY SERVICES

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

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

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

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

## FINANCIAL SERVICES

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

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

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

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

## FOOD SERVICE

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

CONTINUED ON PAGE 15

# YOUR 2023 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

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

## FOOD SERVICE

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

## FUNDRAISING

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

## INSURANCE SERVICES

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

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

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

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

## LEGAL SERVICES

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

## MENTORING

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

## PLAYGROUND/SCOREBOARDS/SURFACING

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

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

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

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

## SAFETY & SECURITY SERVICES

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

## TECHNOLOGY CONSULTING

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

## TECHNOLOGY/SOFTWARE

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

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

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

## TRANSPORTATION

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

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



BOARD NOTES IS PUBLISHED ON A MONTHLY BASIS AS A MEMBER SERVICE. ADVERTISING IS AVAILABLE IN EVERY ISSUE. TO ADVERTISE OR BECOME AN AFFILIATE, PLEASE CONTACT MATT BELKA FOR FURTHER INFORMATION. ARTICLES OR ADVERTISING CONTAINED HEREIN DO NOT NECESSARILY REPRESENT THE VIEWS OR POLICIES OF NASB.



1311 STOCKWELL STREET  
LINCOLN, NE 68502  
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

**DUTIES OF THE PRESIDENT**

It shall be the responsibility of the board president to lead a well-organized board in an efficient and effective manner. The board president shall set the tone of the board meetings and, as the representative of the consensus of the board, speak on behalf of the board to the public.

The president of the board shall be elected by a majority vote at the organizational meeting each year to serve a one year term of office.

The president, in addition to presiding at the board meetings, shall take an active role in board decisions by discussing and voting on each motion before the board in the same manner as other board members. However, before making or seconding a motion, the board president shall turn over control of the meeting to either the vice president or other board member.

The board president has the authority to call special meetings of the board. Prior to board meetings, the board president shall consult with superintendent of the development of the agenda for the meeting.

The board president shall sign employment contracts approved by the board. The president shall appear on behalf of the school district in causes of action involving the school district.

It is the responsibility of the president to appoint all committees whose appointment is not otherwise determined.

Adopted: 8-17-76

Revised: 8-15-83; 11-08-10



**DUTIES OF THE VICE-PRESIDENT**

If the board president is unable or unwilling to carry out the duties required, it shall be the responsibility of the vice president of the board to carry out the duties of the president. If the president is unable or unwilling to complete the term of office, the vice president shall serve as president for the balance of the president's term of office, and a new vice president shall be elected.

The vice president of the board shall be elected by a majority vote at the organizational meeting each year to serve a one-year term of office.

The vice president shall accept control of the meeting from the president when the president wishes to make or second a motion. The vice president shall take an active role in board decisions by discussing and voting on matters before the board in the same manner as other board members.

Adopted: 8-17-76

Revised: 11-08-10

## AUDITS AND DUTIES OF THE AUDITOR

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

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

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

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

The following are fund definitions from GASB #54

Fund Balance

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

Nonspendable Fund Balance

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

Restricted Fund Balance

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

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

Committed Fund Balance

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

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

Assigned Fund Balance

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

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

Unassigned Fund Balance

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

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

**DUTIES OF THE AUDITOR**

The duties of the independent auditor shall be as follows:

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

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

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

**DUTIES OF THE COUNSEL**

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

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

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

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



**APPEARANCE BEFORE LEGISLATIVE BODY**

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

Adopted: 8-17-76

Reviewed: 4-12-10

# Bayard Public Schools Continuity of Learning and Reopening Plan



Proposed to Board of Education  
Revision Date: January 8, 2024

# Table of Contents

<b>Mission Statement</b>	<b>3</b>
<b>Vision Statement</b>	<b>3</b>
<b>Rationale and Background</b>	<b>3</b>
<b>Statement of Personal Responsibility</b>	<b>4</b>
<b>Statement Regarding Treatment of Individuals Who Test Positive for COVID-19</b>	<b>4</b>
<b>Public Health/Agency Guidance and Operational Adjustments</b>	<b>4</b>
<b>District Procedures</b>	<b>5</b>
Academic/Classroom Procedures Plan	5
Specials	5
Special Education/504	5
Pathfinders (21st Century Community Learning Center)	6
Early Childhood Education (Preschool)	6
Face Coverings and Social Distancing	6
Water Fountains/Bottle Fillers	6
Mobile Device Procedures	6
Screening/Temperature Checks	7
Cleaning/Disinfecting/Sanitizing/Ventilation	7
Visitors and Deliveries	7
Mental and Social Emotional Health	7
Activities	8
Lunch	8
Recess	8
Hallways	8
Responding to Positive Tests Among Staff and Students	8
Busing/Student Transportation and Activities Transportation	9
Vaccinations	9
Diagnostic Testing and Screening	9

# Mission Statement

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

# Vision Statement

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

# Rationale and Background

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

This Continuity of Learning Plan is an extension of the Emergency Operations Procedures approved by the Bayard Public Schools Board of Education in March of 2020. This plan was updated in July of 2020, again in November of 2020, August of 2021, November 2021, August 2022, January 2023, August 2023, and January 2024. 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 2023-2024 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, and recess.

## Early Childhood Education (Preschool)

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

## Face Coverings and Social Distancing

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

## Water Fountains/Bottle Fillers

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

## Mobile Device Procedures

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

## Screening/Temperature Checks

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

## Cleaning/Disinfecting/Sanitizing/Ventilation

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

## Visitors and Deliveries

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

## Mental and Social Emotional Health

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

## Activities

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

## Lunch

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

## Recess

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

## Hallways

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

## Responding to Positive Tests Among Staff and Students

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

## Busing/Student Transportation and Activities Transportation

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

## Vaccinations

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

## Diagnostic Testing and Screening

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

## **New Gym Sound System update proposal**

The sound system in the new gym has become older and out of date. At this time the handheld microphone is not functioning unless the gym is empty due to signal strength. The lapel microphone is being used, but due to its functionality does not give a good quality sound during announcements. I have been in contact with Richard at Crossroads and he quoted us the following below to update the mixer to a bluetooth system along with 2 new microphones that will have the range to better accommodate our large gym. The system we currently have is not bluetooth and we had to add an off brand system that is run by an app to play music and turn up sound up and down. You have to login and download the app to be able to control the sound which limits who can help use it in our school.

Richard stated he will give us \$200 for our outdated mixer on trade in and \$150 for the non-working microphone and lapel microphone. The \$200 could be taken off the quote and the \$150 would cover our delivery and set up fees for the equipment.

I called Richard to verify all this info again and he did say he could get another system that would drop the price by \$400 and it probably would work ok, but chose the other system due to its superior range/signal strength in our space. That change would also create a change in microphones and charger which he did not think would meet our needs at this time.

I believe this sound system was the system that was put in when the gym was built in 2010 so it is currently 11-12 years old. It is used at home volleyball games, basketball games, wrestling events, send offs, student assemblies as needed, youth events, and other school/community events. Upcoming we have 8 more home basketball games, 1 JH girls wrestling meet, 1 HS boys wrestling meet, and the district wrestling meet in February.

Richard is willing to work with us I believe to help us bring this system back up to date. He also said once we decide it will take around 1 week to get it in and another 3-4 days to get to Bayard to install the system.

# Crossroads Music

1712 Broadway  
 Scottsbluff NE 69361

(308) 632-3833

## PROPOSAL

PROPOSAL	DATE
77151	12/27/2023 11:07a
ACCT	EMPL ID
1761	DEFAULT
PO	EXPIRES
	01/26/2024

**Bill To:** Bayard Public Schools  
 Box 607  
 Bayard NE 69334

QTY	SKU#	DESCRIPTION	PRICE EA	TOTAL
1		Shure SBC203 Battery charger	139.00	139.00
4	RMCB5	Roland Microphone Cable 5'	19.99	79.96
1		Shure SLX24D/SM58 Duak handheld Wireless	1399.00	1399.00
1	MULTIMIX10	Alesis Multimix10 Wireless	349.00	349.00

	<b>SUBTOTAL</b>	1966.96
	<b>TOTAL</b>	1966.96

Microphone Dock



Microphones x 2



Mixer(blueetooth with manually controls)



## **Board Committee Assignments 2022**

### **Budget and Audit**

Joe Applegate  
Donna Stuart

### **Building and Insurance**

Joe Applegate  
Kim Burry

### **Committee on American Civics**

Kim Burry  
Donna Stuart

### **Curriculum**

Carolyn Applegate  
Becky Henkel

### **Policy**

Carolyn Applegate  
Becky Henkel

### **Teacher and Staff**

Joe Applegate  
Becky Henkel

### **Transportation**

Kim Burry  
Donna Stuart

<b>NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION</b> 1225 L St., Suite 400 P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522	<b>POTENTIAL CONFLICT OF INTEREST STATEMENT</b>	POSTMARK DATE	
		MICROFILM NUMBER	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	
<b>NADC FORM C-2A</b> (Village, City, School Officials Except Omaha and Lincoln Officials)			

- An official of a village or city holding elective office or an official of a school district holding elective office must file this form if he or she has a potential conflict of interest.
- **Officials of the cities of Lincoln and Omaha** holding elective office with a potential conflict of interest **should not use this form.** Use Form C-2.
- This form should be filed with the person who normally keeps records for the school district, city or village. **There is no requirement to file this form with the Nebraska Accountability and Disclosure Commission.**
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

<b>ITEM 1</b>	<b>NAME, ADDRESS AND TELEPHONE NUMBER</b>
---------------	---

Name \_\_\_\_\_ Telephone No. \_\_\_\_\_  
Last First Middle

Address \_\_\_\_\_  
STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

<b>ITEM 2</b>	<b>TITLE, AGENCY (City, Village, School), ADDRESS AND PHONE</b>
---------------	---

Your Title \_\_\_\_\_ Agency \_\_\_\_\_

Agency Address \_\_\_\_\_

Agency Phone \_\_\_\_\_

<b>ITEM 3</b>	<b>DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)</b>
---------------	--

Date action is to be taken or decision is to be made: \_\_\_\_\_

Description of Potential Conflict:

**ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT**

You

Member of your Immediate Family: \_\_\_\_\_  
NAME

Business With Which You

Are Associated (See Definitions) \_\_\_\_\_  
NAME OF BUSINESS

**ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT**

**ITEM 6 CONTINUATION**

\_\_\_\_\_  
(SIGNATURE)

\_\_\_\_\_  
(DATE)

## General Information - Filing Requirements

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

### II. Who Must File:

- A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.
- B. An official of a school district holding elective office who has a potential conflict of interest.
- C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

### III. When and Where to File:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

- B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission.**
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

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

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

## Definitions

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

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

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

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

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

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

## **POLICY NO. 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

## **6000 Series – Instruction**

### **POLICY 6020 - THE PROGRAM OF INSTRUCTION**

The minimum program of instruction in the schools shall be that prescribed by the statutes. The statutory curriculum may be augmented and extended to provide for the educational needs of individual pupils and differing areas in the School District.

The District shall educate staff and students about the harms of copyright piracy.

Legal Reference: Rule 10; ESSA

Adopted: 11-14-16

## **POLICY NO. 6050 - COOPERATION WITH INTERIM-PROGRAM SCHOOLS IN COUNTY DETENTION HOMES, INSTITUTIONS AND JUVENILE EMERGENCY SHELTERS**

### **General Policy Regarding Interim-Program Schools**

The School District shall cooperate with Interim-Program Schools in carrying out the requirements of Title 92, Nebraska Administrative Code, Chapters 18 and 51 (Nebraska Department of Education Rule 18 and Rule 51), so that students temporarily in such schools who later return or transfer to the district may receive academic credit in order to make continued progress toward grade promotion or graduation.

### **Procedures**

#### **92 NAC 18-004.01 Mandatory Requirements for Legal Operation**

92 NAC 18-004.01D Academic Advancement – Interim-Program Schools shall initiate contact and work with accredited or approved schools to secure academic credit leading to grade promotion or graduation for student work completed while in their program, including diplomas for students who have satisfactorily completed sufficient credits to meet the requirements for graduation of the student's approved or accredited high school. Interim-Program Schools shall not issue diplomas.

#### **92 NAC 18-004.2F Relationship with School District**

92-NAC 18-004.2F1 Academic Advancement and Graduation – The school liaison of the Interim-Program School initiates contact with the appropriate accredited or approved school to develop an academic advancement plan intended to achieve academic progress leading to grade promotion or to graduation of students. The school liaison seeks to secure grade promotion or diplomas from schools for those students who have met their school's requirements.

92 NAC 18-004.02F2 Special Education – The school liaison of the Interim-Program School initiates contact with the school district responsible for providing special education services for each student with a disability to insure that each student with a disability is provided by the responsible school district with special education and related services pursuant to 92 NAC 51. The school liaison works with the responsible school district to insure continuation of special education services and information.

#### **92 NAC 18-005 Special Education Requirements**

92 NAC 18-005.01 Responsibilities of the Public School District – The duty of providing or contracting for special education services for all students with verified disabilities pursuant to 92 NAC 51 remains with the responsible public school district. The Interim-Program Schools may assist the public school districts in fulfilling those responsibilities.

Page 2

92 NAC 18-005.01A Determining the Responsible Public School District – Pursuant to 79-1127 and 92 NAC 51, each school district shall provide or contract for special education programs and transportation for all resident children with disabilities who would benefit from such programs.

92 NAC 18-008 Accreditation or Approval Violation

92 NAC 18-008.01 Failure to Accept Credit – Failure of accredited or approved schools to accept the academic credit earned at Interim-Program Schools or to issue diplomas to students transferring from Interim-Program Schools who have met the requirements for graduation of their own approved or accredited high school shall be treated as a violation of a requirement for accreditation under 92 NAC 10 or approval under 92 NAC 14.

Adopted: 9-11-06

Reviewed: 7-12-10

## POLICY NO. 6051 - POLICY REGARDING FREE APPROPRIATE PUBLIC EDUCATION FOR STUDENTS IN INTERIM PROGRAM SCHOOLS

For resident students with disabilities who are placed in detention facilities, correctional facilities, jails or prisons, the School District will maintain contact with the facility by establishing district responsibility, exchange of student records, reviewing and revising the Individual Education Program (IEP) and assisting in the transition of the student back to the School District.

### Procedures

#### 92 NAC 51-004.10D - Responsibility for Special Education Programs

92 NAC 51-004.10D School districts' responsibility to ensure the availability of FAPE (Free Appropriate Public Education) includes ensuring the availability of FAPE for resident students in detention facilities, correctional facilities, jails and prisons.

1. The School District will complete the following activities:

Establish contact with the facility where the student is currently placed.

Share information with the facility which will assist in providing special education and related services to the student.

Conduct an IEP meeting, including appropriate participants from the facility on the IEP Team, to review and revise the IEP and develop an Academic Advancement Plan which will secure grade promotion or diplomas from the School District for those students who meet the requirements.

For those students who will leave the facility prior to graduation, the School District will work with the facility to develop a transition plan for movement back to the district and completion of the student's education program through graduation and receipt of a diploma.

2. It is anticipated that all students with disabilities will receive a regular high school diploma upon completion of their education program. In those limited cases where it is determined that the student will not meet the requirements for a regular high school diploma, the IEP Team will determine the education program through the IEP and the type of program completion recognition the student will receive.

Adopted: 9-11-06  
Reviewed: 7-12-10

## **POLICY NO. 6111 – CLASSROOM ENVIRONMENT**

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

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

Adopted: 9-13-21

## **POLICY NO. 6210 - CURRICULUM DEVELOPMENT**

Curriculum development shall be an ongoing process in the school district. Each curriculum area shall be reviewed and revised when necessary, according to the timelines set out by the superintendent. These timelines will provide for periodic review of each curriculum area.

The superintendent shall be responsible for curriculum development and for determining the most effective way of conducting research of the school district's curriculum needs and a long-range curriculum development program. In making recommendations to the board, the superintendent shall propose a curriculum that will:

- Fulfill the philosophy of the school district;
- Reflect the educational and operational needs assessment of the school district;
- Articulate courses of study from kindergarten through grade twelve;
- Identify minimum objectives for each course and, at the elementary level, for each grade;
- Provide for objective monitoring of a student's progress;
- Provide for the needs of vocational and college bound students;
- After planning by the faculty and approval by the Administration, new courses will be presented to the Board for approval;
- Provide measurable quality academic content standards by the dates specified in Part 004 of Rule 10 that are the same as, equal to or more rigorous than the adopted state standards of the Nebraska Department of Education.

It shall be the responsibility of the superintendent to keep the board apprised of necessary curriculum changes and revisions and, if needed, to develop administrative regulations for curriculum development and recommendations to the board.

Legal Reference: NDE Rule 10  
20 U.S.C. § 1232h (1994).  
34 C.F.R. Pt. 98 (1996).

Cross Reference: 8001-A Educational Philosophy of the District  
6211 Instruction Curriculum Assessments

Adopted: 8-9-93

Revised: 6-8-09

Reviewed: 7-12-10

## POLICY NO. 6211 - INSTRUCTION CURRICULUM ASSESSMENTS

### 1. State Assessments.

Bayard Public Schools has adopted an assessment plan and has aligned the curriculum with the state approved content standards. The assessment plan includes a schedule and procedures for assessing success in achieving state standards.

Teachers are to clearly articulate the learning targets and align instruction to the learning targets within each of the content standards. Teachers are to give students instruction on the content prior to students being assessed on each content standards in order to provide learning opportunities for all students.

The assessments are to be conducted in accordance with the assessment plan schedule. Teachers are to conduct the assessments in a manner that assures it accurately assesses whether or not students are meeting the targets outlined by the content standards.

Assessment results are to be reported by the teachers in the manner and within the time directed by the administration or designee. The assessment data is to be used to meet state standards, to provide students and parents with information about student progress, to enhance school improvement planning, and to improve instruction. The assessment data is to be evaluated by teachers to monitor student learning and to improve instruction or terminate ineffective teaching practices to ensure students are being given the opportunity to meet the standards.

### 2. Achieving Valid Assessments.

Educators are responsible for maintaining the integrity of the assessments to ensure that assessments provide a valid measure of student progress and accomplishments. Educators are not to engage in any practice that may result in assessment results that do not reflect student learning, knowledge, skills or abilities in the area assessed.

For purpose of this policy, student assessments include both “standardized assessments” (including state assessments, norm referenced tests, and evaluations conducted for special education eligibility) and “coursework assessments” (e.g., classroom tests, quizzes, and other evaluative tools used to assign grades).

The following specific assessment expectations and rules apply:

a. Integrity of the Assessment Instrument. The integrity of the assessment instrument is to be maintained.

1. Standardized Assessments. Standardized assessment instruments are not to be made available to students at any time before the student takes the assessment. The assessment instrument is to be maintained in a secure manner.
2. Coursework Assessments. Coursework assessment instruments are to be periodically modified to keep the assessments current and prevent students from effectively using “test banks.” For coursework assessments that are given on a repeat basis to students at different times (e.g., a test that is given to students throughout the school day), the educator is to remind students to not share the content of the assessment with students who will be taking the assessment later.

b. Teaching for Success on Assessments.

It is appropriate for educators to prepare students to do well on assessments. This is to be accomplished in a manner that assures the assessment accurately reflects the student’s knowledge, and not simply test preparation.

1. Teach the Content. Educators are to prepare students to do well on assessments by teaching the subject content. Educators are not to “teach to the test” by teaching based solely on the content of the assessment. The content is to be taught to the students over an appropriate amount of time prior to the assessment. “Cramming” assessment content just before the assessment is to be taken is not appropriate. Review of content previously taught is appropriate.
2. Practice Test. Educators are to prepare students by teaching test taking skills independent of the subject matter being assessed. Educators are not to conduct reviews (drills) using earlier (no longer published) versions of the same test, using alternate (parallel) forms of the same published test, or using actual items from the current form of a standardized test that will be administered to students. Educators are not to conduct reviews (drills) using items of identical format (for example, multiple choice) to the exclusion of other formats.

c. Conditions for Successful Assessments.

1. Communications. Educators are to communicate to students and parents when assessments will be administered, the purpose of the assessment and how the assessment results will be used. Educators are to motivate students to do their best on assessments. Educators are to read and be familiar with assessment administration directions in advance and communicate the rules to students accurately and clearly.

2. Climate. Educators are to have sufficient assessment materials available (e.g., No. 2 pencils, if needed). The classroom is to be arranged to allow comfortable

seating. Distractions are to be eliminated. Educators in nearby classrooms are to be informed that the assessment is to be administered so noises from neighboring classrooms are kept a minimum. Activities or arrangements are to be made for students who finish early so such students do not cause a distraction to other students still taking the assessment.

3. Security. Educators are to monitor students while administering assessments to ensure students are complying with standards of academic integrity. Students who violate standards of academic integrity are to be reported to the administration.

d. Full Participation. Educators are to make efforts to have all eligible students take the assessments. The educator should develop a list of students who will be exempted from assessment and the reason for the exemption and submit the list for review and approval by the Principal.

e. Assistance During Assessments.

1. Standardized Assessments. Educators are not to provide assistance to students while a standardized assessment is being administered except as provided for in a student's 504 Plan or IEP. This includes giving "hints," giving extra time, reading the tests to students or defining or pronouncing words for students,

allowing students access to instructional material related to the content of the assessment (e.g., displaying a map during a social studies assessment) or allowing students access to mechanical aids (e.g., calculators).

2. Coursework Assessments. For coursework assessments, students may be allowed access to instructional materials or mechanical aids only when all students being given the assessment are given the aids and use of the aids does not hinder the students from learning the content of the lesson.

f. Student Answers. Assessments are to reflect the students' work as submitted by the students. During the assessments, educators are to monitor students to make sure directions are being followed (e.g., students are using a No. 2 pencil on all "bubble" sheet assessments and completely erase mistaken answers and extra marks on "bubble" sheet assessments). Educators are not to change answers on a student's assessment sheet or otherwise participate in the submission of false or misleading assessment results.

All employees are to adhere to Nebraska's NeSA Security Procedures and report breaches in security to the Superintendent's assessment designee for report to the Nebraska Department of

Education. Professionalism, common sense, and practical procedures provide the framework for testing ethics.

Violations of the rules and expectations set forth in this policy will be considered to be a breach of the District's standards of ethics and may result in disciplinary consequences. Educators are to report suspected violations of the expectation to the administration. The administration is to investigate and appropriately respond to violations of the expectations.

Legal Reference: NDE Rule 10.05; NDE Rule 27.004.02H and 004.03D

Adopted: 8-9-93

Revised: 6-8-09; 7-11-11

Reviewed: 7-12-10;

## **POLICY NO. 6212 - ASSESSMENTS – ACADEMIC CONTENT STANDARDS**

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

English Language Arts standards that were adopted by the State Board in September, 2014;  
Mathematics standards that were approved by the State Board in September, 2015;  
Science standards that were adopted by the State Board in September, 2017; and  
Social Studies standards that were adopted by the State Board in November, 2019.

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

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

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

Adopted: 6-14-10

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

Adopted: 6-14-10

Revised: 7-11-11, 8-10-15, 11-14-16, 9-13-21

## POLICY 6283 - ACTIVITIES - CONCUSSIONS

### 1. Training.

The Superintendent or designee shall make available training approved by the chief medical officer of the State on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams.

### 2. Education.

The Superintendent or designee shall require that concussion and brain injury information be provided on an annual basis to students and the students' parents or guardians prior to such students initiating practice or competition. The information provided to students and the students' parents or guardians shall include, but need not be limited to:

- a. the signs and symptoms of a concussion;
- b. the risks posed by sustaining a concussion; and
- c. the actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

### 3. Response to Concussions.

- a. Removal. A student who participates on a school athletic team shall be removed from a practice or game when he or she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school.
- b. Return-to-Play. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury student shall not be permitted to participate in any school supervised team athletic activities involving physical exertion, including, but not limited to, practices or games, until the student: (i) has been evaluated by a licensed health care professional, (ii) has received written and signed clearance to resume participation in athletic activities from the licensed health care professional, and (iii) has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to

resume participation from the student's parent or guardian.

The coach or administration may require that the student's return to full activities be on a stepwise progression back to full participation, or otherwise establish conditions for return to participation that are more restrictive than those defined by the licensed health care professional if the coach or an administrator reasonably deems such to be appropriate.

The signature of an individual who represents that he or she is a licensed health care professional on a written clearance to resume participation that is provided to the school shall be deemed to be conclusive and reliable evidence that the individual who signed the clearance is a licensed healthcare professional. The school is not required to determine or verify the individual's qualifications.

- c. Parent Notification. If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity per the preceding paragraph, the parent or guardian of the student shall be notified by the Superintendent or designee of the date and approximate time of the injury suffered by the student, the signs and symptoms of a concussion or brain injury that were observed, and any actions taken to treat the student.

- d. Return to Learn. The Superintendent or designee shall develop a return to learn protocol for students who have sustained a concussion. The return to learn protocol shall recognize that students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered.

#### 4. Responsibility of Coaches.

Coaches shall comply with this policy and apply their safety and injury prevention training. A coach who fails to do is subject to disciplinary action, including but not limited to termination of employment.

#### 5. Student and Parents.

It is recognized that coaches cannot be aware of every incident in which a student has symptoms of a possible concussion or brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches on a timely basis.

6. Effective Date.

This policy becomes operative on July 1, 2012. The administration may, but shall not be required to, implement provisions of this policy prior to such date as it determines appropriate.

Legal Reference: Neb. Rev. Stat. §§ 71-9102 to 71-9106

Adopted: 7-11-11

Revised: 8-11-14

## POLICY NO. 6284 - RETURN FROM PEDIATRIC CANCER

The Superintendent or designee shall make available training on how to recognize that students who have been treated for pediatric cancer and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff.

A 504 team meeting will be held, as appropriate, to develop individual return to learn accommodations and modifications.

Legal Reference:                    LB 511 (2015)

Approved: 8-10-15

Revised: 11-14-16

## POLICY NO. 6286 - INITIATIONS, HAZING, SECRET CLUBS, AND OUTSIDE ORGANIZATIONS

Initiations. Initiations by classes, clubs or athletic teams are prohibited except with the approval of the administration. Any student who engages in or encourages initiations that have not been approved by the administration is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

The administration may only give consent to initiation activities that are consistent with student conduct expectations and that do not present a risk of physical or mental injury or belittlement.

Hazing. Hazing by classes, clubs, athletic teams or other student organizations are prohibited. Hazing means any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any school organization. Such prohibited hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, sexual conduct, nudity, or any brutal treatment or the performance of any act which endangers the physical or mental health or safety of any person or the coercing of any such activity. Hazing is prohibited even though the person who has been the subject of the hazing consents to the activity. Any student who engages in or encourages hazing is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

Secret Organizations. It is unlawful for students to participate in or be members of any secret fraternity or secret organization that is in any degree a school organization. Any student who violates this restriction is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

Outside Organizations. It is unlawful for any person, whether a student of the District or not, to enter upon the school grounds or any school building for the purpose of rushing or soliciting, while there, any student to join any fraternity, society, or association organized outside of the schools. Any person who violates this restriction is subject to criminal prosecution and removal and exclusion from school grounds.

Legal Reference:       Neb. Rev. Stat. §§ 79-2,101 to 79-2,103  
                              Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-296  
                              Reference Neb. Rev. Stat. §§ 28-311.06 to 28-311.07

Adopted: 11-14-16

**POLICY NO. 6920 - STUDENT SELF-MANAGEMENT OF ASTHMA, ANAPHYLAXIS, AND/OR DIABETES**

Students with asthma, anaphylaxis or diabetes will be permitted to self-manage such medical conditions upon:

1. Written request of the student's parent or guardian;
2. Authorization of the student's physician; or, for asthma and anaphylaxis, a health care professional who prescribed the medication for treatment of the student's condition;
3. Receipt of a signed no liability statement from the parent or guardian; and
4. Development of an asthma or anaphylaxis or diabetes medical management plan for the student.

Students with such a medical management plan may possess the necessary medication to

Manage their condition under the conditions established in the plan and not be subject to discipline for such possession. Provided that, if the student uses or allows the medication to be used for any reason other than as prescribed or as provided in the plan or possesses the medication other than as provided in the plan the student shall be subject to discipline in accordance with the student conduct and drug-free school policies.

Legal Reference: Neb. Rev. Stat. §§ 79-224 and 79-225

Adopted: 10-9-06

Reviewed: 8-9-10

Revised: 11-14-16

**Bayard Public Schools  
Administrative Reports**

**January 8, 2024**

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

[Elementary Principal's Report](#)

[Secondary Principal's Report](#)

[Activity Director's Report](#)



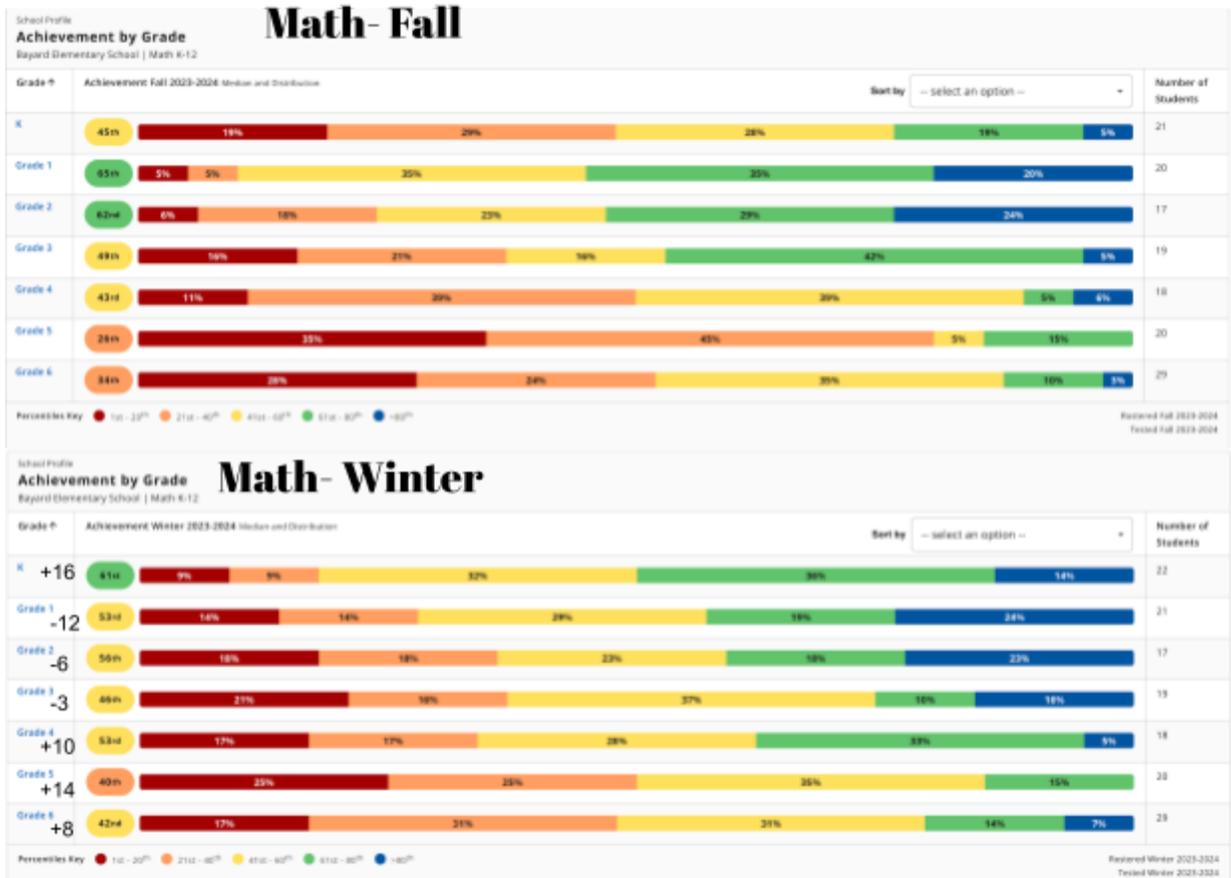
***The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities.***

# Elementary Principal's Report

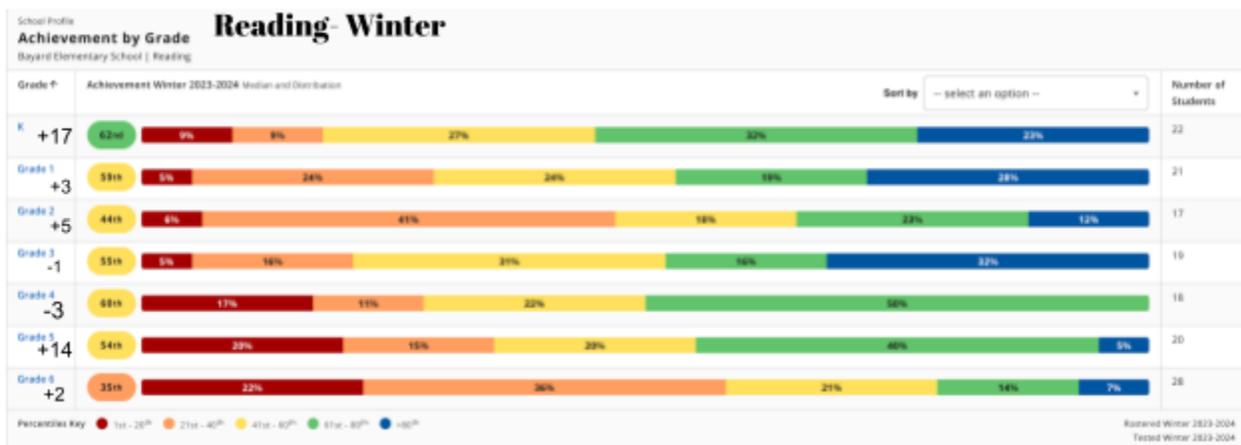
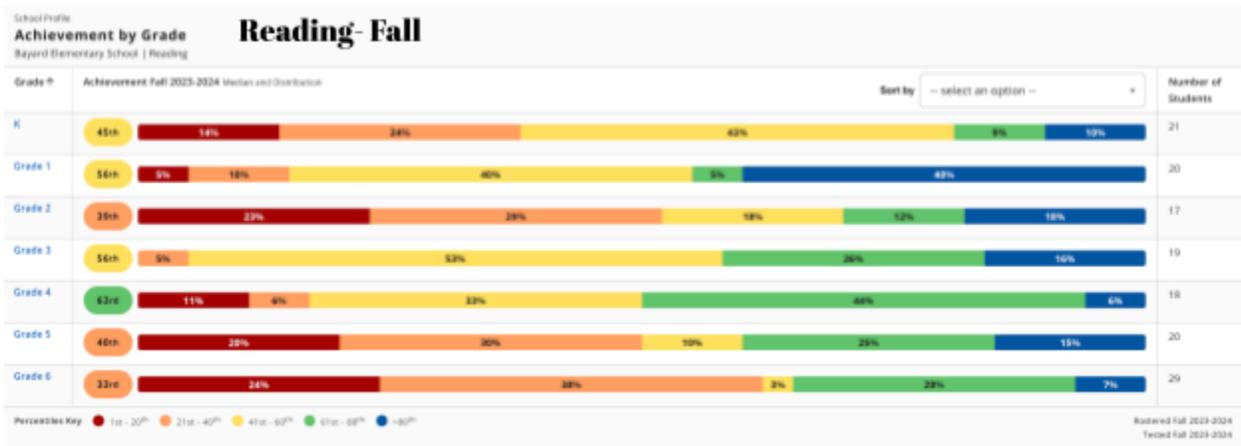
## Academics

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

- ❖ Winter Assessments are complete and we have lots to report.
  - 140 out of 146 students in 1-6 grew in one or more of their assessments (NSCAS Growth- ELA and Math, NWEA- Reading, Language, Math)
  - mClass report shows significant growth in many grades. This assessment offers intervention plans to target areas students need to improve on.
  - 4-6 Intervention plans will focus on Writing and Math for the next few weeks, as well as pushing our higher achieving students to continue to be challenged in problem based learning groups.
- ❖ Mrs. Nesbitt has done a phenomenal job in helping review data and lead discussions on where improvements can be made.



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



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

School	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark	Total Students	
Bayard Pub School District 21					Current as of 12/28/2023	
<b>Grade K</b>	<b>Reference Data</b> Reference Point: <b>District</b>					
	23-24 BOY	12(57%)	4(19%)	4(19%)	1(5%)	21
	23-24 MOY	7(35%)	3(15%)	7(35%)	3(15%)	20
Bayard Elementary School	23-24 BOY	12(57%)	4(19%)	4(19%)	1(5%)	21
	23-24 MOY	7(35%)	3(15%)	7(35%)	3(15%)	20
<b>Grade 1</b>	<b>Reference Data</b> Reference Point: <b>District</b>					
	23-24 BOY	9(45%)	3(15%)	3(15%)	5(25%)	20
	23-24 MOY	6(28%)	6(29%)	3(14%)	6(29%)	21
Bayard Elementary School	23-24 BOY	9(45%)	3(15%)	3(15%)	5(25%)	20
	23-24 MOY	6(28%)	6(29%)	3(14%)	6(29%)	21
<b>Grade 2</b>	<b>Reference Data</b> Reference Point: <b>District</b>					
	23-24 BOY	8(46%)	3(18%)	2(12%)	4(24%)	17
	23-24 MOY	8(49%)	2(13%)	2(13%)	4(25%)	16
Bayard Elementary School	23-24 BOY	8(46%)	3(18%)	2(12%)	4(24%)	17
	23-24 MOY	8(49%)	2(13%)	2(13%)	4(25%)	16
<b>Grade 3</b>	<b>Reference Data</b> Reference Point: <b>District</b>					
	23-24 BOY	5(28%)	4(22%)	1(6%)	8(44%)	18
	23-24 MOY	5(26%)	2(11%)	3(16%)	9(47%)	19
Bayard Elementary School	23-24 BOY	5(28%)	4(22%)	1(6%)	8(44%)	18
	23-24 MOY	5(26%)	2(11%)	3(16%)	9(47%)	19
<b>Grade 4</b>	<b>Reference Data</b> Reference Point: <b>District</b>					
	23-24 BOY	2(11%)	3(17%)	12(66%)	1(6%)	18
	23-24 MOY	2(11%)	4(22%)	7(39%)	5(28%)	18
Bayard Elementary School	23-24 BOY	2(11%)	3(17%)	12(66%)	1(6%)	18
	23-24 MOY	2(11%)	4(22%)	7(39%)	5(28%)	18

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

Grade 5	Reference Data	Reference Point: District
	23-24 BOY	
	23-24 MOY	
Bayard Elementary School	23-24 BOY	
	23-24 MOY	
Grade 6	Reference Data	Reference Point: District
	23-24 BOY	
	23-24 MOY	
Bayard Elementary School	23-24 BOY	
	23-24 MOY	

## Leadership

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

- ❖ Our Leader In Me Coach, Jen Jones, helped us with a successful mock Lighthouse review. We are fine tuning a few items and look forward to our real review, January 31.
  - I would like to thank Mrs. Ferrero and Mrs. James who have been working closely with teachers throughout this whole process and guiding our students to expand their leadership skills.
- ❖ Our Student Lighthouse Team and entire student body did an amazing job with our food drive. Our goal was 500 cans and we gathered over 1,000 just in the elementary school to donate.

## Engagement

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

- ❖ The three year old preschool classroom has been moved to the former flex room to accommodate the growing daycare. We are seeing great success in the intervention of our early childhood program with service providers available here at our school.
- ❖ Our growing numbers in Kindergarten and first grade have prompted staffing adjustments to meet the needs of these grades as well as our Special Education students.

## Community

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

- ❖ We hosted a Christmas meal for families to attend on December 15 and had nearly 80 people join us. Mrs. Harter and her staff did a wonderful job coordinating and serving such a delicious meal. We hope to continue making this an annual event.
- ❖ We conducted a lockdown drill before Christmas break and have continued to identify areas of need in terms of safety. We will plan another drill this Spring to continue to familiarize our students and staff with the procedures.

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

- ❖ The Childcare Center plans to celebrate their 1 year anniversary in February. We will be inviting current and potential donors to see our expansion and talk about plans in the future to continue growth.

***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.*

- ❖ We ended the semester with 91% of our students in good academic standing. Our teachers are commended for their efforts to help our students succeed.
- ❖ Our math team met with Kristin Kasten and Craig Hicks to discuss adjustments that need to be made in teaching the new math curriculum. They will look at combining some of the lessons and updating the pacing guide so that they can have all of the material covered by the end of the year.
- ❖ Teachers are making adjustments to the course catalog for next year. Mrs. Rafferty's leadership is very much appreciated.
- ❖ The Jr class will take the ACT on April 9th.

## Leadership

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

- ❖ I would like to commend our teachers on their leadership as we begin the second semester. They spent the day on January 3rd preparing their classrooms to welcome students back to school.
- ❖ Our JH LEAD team is to be commended for their leadership during the food drive.

## Engagement

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

- ❖ The student council delivered gifts to 32 children during the Christmas season. Mrs. Rafferty is commended for organizing this event every year. I would also like to thank all of the individuals who purchased gifts. Their generosity is greatly appreciated.
- ❖ The container project and partnership with Aulick Industries is underway. I would like to thank Kim Burry for her leadership in helping to get the project started at Bayard.

## Community

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

- ❖ We had several seniors complete community service hours by helping the city put up Christmas lights

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

- ❖ The Elementary and Secondary Christmas Concerts were well attended. I would like to commend Ms. Schmidt and the students for their efforts.
- ❖ The High School Choir represented Bayard well by performing the National Anthem at the Denver Nugget's game on January 7th.

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

# Activities Director Report

## Academics

*We are starting into a new semester so we will begin the eligibility list again soon. We had all our students continue to be eligible per NSAA guidelines to continue to compete in NSAA activities in the 2nd semester.*

## Leadership

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

**Speech:** Competition first competition is on January 13, 2024, at Scottsbluff. Mrs. Anderson is working hard to get practices in and students practicing for upcoming events.

**Girls and Boys Basketball:** MAC will begin January 15- 20, 2024. Parents' night will be on 1/12/24 for girls and girls wrestling and cheer will be added to this night.

**Girls and Boys Wrestling:** Boys wrestling will parents night during their tourney on 1/19/24. They will hit the ground running this semester with lots of meets. I have been working on getting helpers and people for our home meets upcoming.

**FFA:** January 10, 2024 they will be attending a contest at the Harms Center in Scottsbluff. They will be attending the FFA Denver Stock Show on 1/15/24.

**Fall sports schedules:** I am working hard to schedule for the fall. Most of the fall is scheduled with some possible changes in volleyball and some changes to come in softball. I will also be reaching out to Hemingford to chat with them about how they did their coop with Alliance as we are still in discussions with Bridgeport at this time.

**Choir:** The choir will be leaving on 1/7/24 to sing the national anthem for the Denver Nuggets game that night. They have been fundraising hard to get the money needed to have this neat experience. We had multiple students make both the Kearney honor choir and CSC honor choir in January and February.

**Band:** We had 4 students make the Doane honor band that was held in Bridgeport. We are excited that we were selected to participate in this event.

## Engagement

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

- We will have a Wyobraska tournament in Bayard for the 2-6th grade boys and girls on 1/13/24.
- We had the youth wrestling meet here in Bayard on 12/30/23, ran by so many community members for a great day of youth wrestling. They were the first ones to use the new screen on the wall. It worked well.

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

- Mrs. Gier has been amazing in putting together the social media posts to ensure we can reach as many of our patrons as possible. We are still working on ways to ensure we reach more of our patrons with our students involved.

## **Community**

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

I am working to update how to schedule the usage of our facilities as we have many people interested in using our facilities for the betterment of all our students such as youth girls and boys basketball along with youth girls and boys wrestling.

I will be working with students, coaches, and community members as I have put together a sponsorship sheet that will help us get the word out. This money could be used for some of the projects we are in need of completing such as shot clocks per NSAA rules, softball scoreboard, track timing system, and other updating possibilities as they arise. I have put together a graphic to share with the admin team first then hoping to start that process this spring for sponsors for the upcoming year.

We would like to begin using the big screen for other events in the gym to possibly help with positive graphics for our school, information for the community, visualizing our sportsmanship, schedules, and other positive ideas we can share with our patrons.

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

District	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Alliance</b>	1500	1450	1397	1321	1314	1362	1303	1301	1279	1280
<b>Banner County</b>	155	156	146	141	120	120	156	134	142	132
<b>Bayard</b>	406	373	394	372	365	357	344	321	305	303
<b>Bridgeport</b>	474	477	461	453	446	445	454	470	492	501
<b>Chadron</b>	840	833	877	888	895	924	908	900	905	866
<b>Crawford</b>	208	208	204	201	188	168	152	158	156	154
<b>Creek Valley</b>	231	251	230	197	180	187	190	179	160	163
<b>Garden County</b>	224	250	246	240	238	241	203	214	181	197
<b>Gering</b>	1980	1952	1909	1831	1825	1791	1737	1756	1767	1755
<b>Gordon/Rushville</b>	624	594	610	574	563	561	494	515	496	488
<b>Hay Springs</b>	155	171	166	166	178	186	188	186	189	192
<b>Hemingford</b>	381	382	393	402	423	409	375	371	375	362
<b>Kimball</b>	494	473	435	406	388	363	361	360	364	368
<b>Leyton</b>	213	206	202	184	158	164	137	146	132	145
<b>Minatare</b>	213	200	198	191	182	171	158	148	143	132
<b>Mitchell</b>	656	640	618	632	671	659	594	587	569	554

<b>Morrill</b>	319	344	348	356	360	347	352	335	295	279
<b>Potter/Dix</b>	172	168	163	174	186	180	179	158	161	161
<b>Scottsbluff</b>	3152	3184	3289	3312	3268	3315	3236	3220	3268	3203
<b>Sidney</b>	1289	1341	1305	1254	1191	1173	1166	1196	1149	1100
<b>Sioux County</b>	95	92	104	96	97	90	96	96	81	86
<b>TOTAL</b>	<b>13781</b>	<b>13745</b>	<b>13695</b>	<b>13391</b>	<b>13236</b>	<b>13213</b>	<b>12783</b>	<b>12751</b>	<b>12609</b>	<b>12421</b>

# **Memorandum of Understanding Cooperative Education Program/Internship/Apprenticeship By and Between**

Aulick Industries (hereafter referred to as the Company) of Scottsbluff, NE and Bayard Public Schools (hereafter referred to as the High School), 726 4<sup>th</sup> Ave, Bayard, NE 69334.

The Cooperative Education/Internship/Apprenticeship (hereafter referred to as the Program) constitutes a basis of understanding among the above parties and the Intern/Apprentice/Cooperative student (hereafter referred to as co-op student) concerning their mutual responsibilities in the Program. In addition, this agreement sets forth the Program's purpose and objectives.

## **PROGRAM PURPOSE**

1. To allow the Company to assist the High School in developing a program that is tailored to meeting the current and future workforce needs of the company. Furthermore, to provide study-related work experience for individuals who are pursuing direct employment, career training or an Associate's Degree or certificate in a Career & Technical Education program or related field of study.
2. The Program provides a resource for potential employment of student-trainees (co-ops) upon successful completion of the Program and graduation. Full-time/regular employment is not guaranteed upon completing the Program.

## **PROGRAM OBJECTIVES**

1. To provide qualified high school students with supervised vocational training, on-the-job training and learning experience related to their CTE field of study.
2. To make available a variety of occupational experiences designed to assist co-op students in determining the professional field(s) for which they may be suited.
3. To provide learning and employment opportunities for qualified co-ops regardless of race color sex, religion, disability, veteran status, age or national origin.
4. To establish and strengthen the relationship between the Company and the High School in order to ensure mutual reinforcement between vocational curricula and the world of work occupations.

## **ELIGIBILITY OF THE CO-OP STUDENT**

To be eligible for consideration for the Program, an applicant must:

1. Complete and submit a program application packet consisting of the application, resume, transcript review, instructor recommendation, and the Co-op Applicant's Agreement.
2. Have committed to become a Career and Tech. Ed. (CTE) Concentrator in the field for which student is applying for co-op. (Note: Students need not have CTE Concentrator status, but must indicate a desire to obtain indicating commitment towards CET Concentrator status.)
3. Have/Maintain an overall 2.0 GPA with a 3.5 GPA or higher in CTE chosen program of study.
4. Have completed all required Math classes with a grade of "2.0" or higher.
5. Have completed at least two CTE Courses or will complete a second semester of CTE Course of Study during the ensuing semester.
6. Have an attendance record that places the candidate in good standing for program selection and completion.
7. Continue in the Program and maintain a full schedule of classes.
8. Be a minimum of Sophomore standing.
9. Be eligible for employment in the United States.
10. Adhere to company-specific (Aulick Industry) personnel policies regarding performance and attendance.
11. The selection committee may wave the aforementioned criteria if there is sufficient evidence that other indicators of vocational interest and aptitude exist which indicate an applicant may prove to be a strong candidate or fit for the program.

## **WORK SCHEDULE**

1. Each work experience shall be planned consistent with the co-op's academic studies and career goals.
2. While enrolled, Co-op students are expected on average to work a minimum of 4 hours a week and a MAXIMUM of 20 hours a week in their vocational area while simultaneously

maintaining full time student status. Exceptions to the work schedules of 4 minimum and 20 maximum hours will be handled on a case-by-case basis under the direct supervision of the High School Counselor and Principal. Co-op work schedules will follow the Companies and High Schools agreed upon guidelines and SHOULD NOT interfere with the co-op's academic schedule.

## **SELECTION**

1. The High School will identify and recommend eligible applicants for Company consideration.
2. Eligible applicants will need to fill out all required application materials for the Program.
3. The High School's Selection Committee, which may include Company representation, will make the final decision on Co-op candidate selection. The High School's Selection Committee will consist of the Secondary Counselor, High School Principal, Vocational Instructor and Company representative if so dispatched by the Company.
4. Co-op students selected for the entrance into the program may be required to undergo Company's standard pre-employment selection procedures, including a pre-employment health assessment, drug screen, criminal background check, etc.

## **PERFORMANCE APPRAISALS**

1. At the end of each semester, the vocational instructor will complete a Supervisor's Evaluation/Grade Sheet. The supervisor, instructor (or designee), and the co-op student will review the evaluation and discuss behaviors to continue and areas of improvement.
2. If the co-op student's academic or job performance falls below standards, he/she may be given an opportunity to improve or will be separated from the Program.

## **TERMINATIONS**

**While engaged in the High School and Company's vocational training Co-op students are considered potential employees for the Company and must follow both High School and Company policies. Appointments to the High School program and potential Company employment may be terminated at any time for any reason by the High School or the Company, including but not limited to the following reasons:**

1. Co-op resignation request may be honored.

2. Change to a curriculum that will not qualify co-op for the position.
3. Suspension, expulsion, or withdrawal from the High School.
4. Unsatisfactory work performance and /or conduct.
5. Failure to maintain academic standards.
6. Failure to maintain vocational standards.
6. Failure to comply with Company or High School policies and procedures.
7. Inability of the Company or High School to continue in the Program.

**Note: The appointment may also be terminated if the underlying agreement is terminated by either the Company or the High School.**

## **CONDITIONS OF AGREEMENT**

This agreement will remain in effect until such time any of the above parties terminate said agreement by providing the other party with thirty days-notice of intention to terminate the Agreement prior to the start of a semester.

### **The Company will:**

1. Designate a Company point of contact to maintain coordination with the High School.
2. In coordination with the vocational instructor provide work expectations and job descriptions in advance of the co-op student assignment.
3. For internships/apprenticeships establish work schedules congruent with the co-op student's class schedule to enable coop to complete the program.
4. Orient the co-op to the Company's policies and procedures. This may be done by the vocational instructor after consultation with the Company's representative.
5. Select co-op students referred by the High School or designate a member of the High School to act on their behalf in this capacity.
6. In conjunction with the High School process all personnel actions and keep necessary records relation to the co-op employment.

7. In conjunction with the High School provide meaningful work assignments related to the co-op student's academic studies or career goals where he/she can learn and be productive.
8. In conjunction with the High School provide progressive and diversified experience to prepare co-op students for an occupation related to their academic program of study.
9. In the event of an off campus internship/apprenticeship designate a mentor/supervisor for the co-op student during the work period.
10. Support completion of projects assigned by the High School as part of the co-op student experience.
11. Conduct appraisals and review evaluations with the mentor/supervisor (In the case of apprenticeships/internships, the co-op student, and the High School vocational instructor (or designee).
12. In conjunction with the High School counsel co-op students regarding their performance by discussing behaviors to continue and areas that need improvement.
13. In the case of apprenticeships/internships notify the High School of any change in the co-op student's employment status.

**The High School will:**

1. Designate a representative to work with the Company to serve as a liaison between the College and the co-op student.
2. Inform eligible students of the Program opportunities.
3. Refer interested and qualified candidates to the Program without discrimination.
4. Correlate work and study in a manner that will expand the co-op student's educational development.
5. Furnish the company with requested information related to the co-op student's field of study and academic standing.
6. Monitor academic progress.
7. Inform the Company of any change in the co-op student's progress and performance.

## **COMPANY & HIGH SCHOOL SIGNATURES**

This Agreement shall be enforceable under the applicable laws of the State of Nebraska, and no action arising from this Agreement may be filed by either party to this Agreement except in the State of Nebraska.

The co-op and the High School each hereby release and hold the Company harmless from any and all liability or claims for damages that may arise directly or indirectly to the extent caused by the acts or omissions of the High School and/or the co-op with regard to the Company's participation in the Program that is the subject of this agreement.

Aulick Industries Designated Representative

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Bayard Public Schools Principal or Counselor

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

High School Superintendent of Schools

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Co-op Applicant's Agreement

1. Adhere to Aulick Industries policies, and procedures.
2. Assume personal and professional responsibilities for actions and activities.
3. Use a courteous enthusiastic and professional approach to policies and procedures within the Company and High School.
4. Meet academic, performance, and conduct standards set forth by Aulick Industries and Bayard Public Schools .
5. Enroll in the appropriate co-op classes.
6. Provide Aulick Industries and the secondary Principal and Counselor with periodic progress reports on the quality of work and study assignments.
7. Review transcripts at the end of each semester with vocational instructor.
8. Work effectively with peers and supervisors.

### **SIGNATURE(S)**

The co-op releases and holds Aulick Industries harmless from any and all liability of claims for damages that may arise directly or indirectly to the extent caused by the acts or omissions of the co-op in the Program.

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**From:** Rodney Olson [rodney.olson@bayardtigers.org]

**To:** Donna Stuart [donna.stuart@bayardtigers.org], Kimberly Burry [burrykim@gmail.com], Carolyn Applegate [carolyn.applegate@bayardtigers.org], Joe Applegate [joe.applegate@bayardtigers.org], Randy Eirich [randy.eirich@bayardtigers.org], Bill Ferrero [bill.ferrero@bayardtigers.org]

**Cc:** Bobbie Stuart [bobbie.stuart@bayardtigers.org]

**Subject:** Board Updates and Report for 1/8/24

**Sent:** Thu 1/4/2024 4:32 PM GMT-06:00

**Importance:** Normal

There are a number of things that we have completed, are working on or are exploring as potential avenues as we continue to strengthen both our academic/vocational programs while meeting student needs and protecting the arts. Below is a list of some of the building improvements, projects, student initiatives, and groundwork for future curriculum and student soft-skill enhancement. As you review the following please feel free to contact me if you have any questions or concerns.

Sincerely,  
Rod Olson

1) Building maintenance projects:

- a. Over the Christmas break we had a number of staff working on projects at the elementary that we were unable to complete prior to the start of the school year. These included some additional stripping, waxing and deep cleaning.
- b. At the elementary the move from our current 3 year old room to what we were using as a flex room for Title I, small group instruction or meetings has now occurred. The reason for this change was due to the expansion of our daycare numbers. Rooms have been moved and are now up and running. To provide a respite for the flex room we cleaned out one of the storage rooms by the elementary stage and will be able to use it for most of the uses of the previous flex room such as some Title I, small group instruction and meetings.
- c. As part of the aforementioned move, we will continue to use the adult sized restrooms with step-up stools for the 3 year old students as we did with the neighboring room for our 4 year old preschool students. The only significant adaptation is to add a panel and door for the urinal area for privacy. The cost of this, with shipping, will be in the area of \$1,600 but will allow us to use that restroom as a public restroom for the preschool students without an interior lock.
- d. Over the Christmas break on the high school side there was deep cleaning and Jeff/Jared installed and primarily finished the overhead door where the handicap ramp/storage area is located.
- e. There was the completion of a wall in the northeast corner of the gym above the partial wall that can now serve as a projection area for activities and advertisements. This was utilized last Saturday at the Youth Wrestling tournament and will be used for the track wrestling program as we host District Wrestling in Feb. In addition to this we hope to be able to use the system during

VB and BB games as a source of advertisement/sponsorships to help fund activities. In both of the high school projects the materials cost was under \$500 per project.

f. Our sound system in the main gym is not working. Mr. Nesbitt has had it checked out and our speakers are fine but the system is failing at times to communicate internally. The replacement of this with discounts would run at approximately \$1,700. Given its use this is something that we should purchase at our earliest convenience due to the high degree of public exposure and major upcoming events such as conference and district level play.

2) Academic-Vocational and activity programs:

a. Aulick Industries delivered a modified storage container for a Career Academy type program for our Woods 2-4 students to begin to work on. This is a project similar to the Scottsbluff Career Academy programs that Aulick Industries wanted to open up for other area schools to participate in. Aulick Industries will supply all material costs for the program. We may have some incidental costs but will try to keep these to a minimum. This has the potential to be a great partnership for our students in that we will be able to offer them additional opportunities for vocational training and transferable skill development, building on our District's already strong Voc. Ag. program.

b. At the secondary level we have a Chadron State student and former Bayard graduate Wyatt Fiscus that will soon be student teaching. Mr. Fiscus will graduate in the spring with a field endorsement in the Social Sciences.

c. Due to a family moving into the district with special needs we continued to contract hearing impaired services with the same teleservice provider that the family was receiving services for prior to enrollment at Bayard. We have also obtained the services of a one-on-one para that has some ability to sign and is now enrolled in a sign language course. Based on the progress the para and student are making we should be able to meet the student's needs next year without the cost of the teleservices.

d. Just prior to Christmas break Dr. Rice, Mrs. Rafferty, Mr. Nesbitt and I had a teleconference with the Steph Reynaga the lead teacher/principal at Community Christian. The main topic of discussion revolved around their ability to either use our track on occasion for track practice this spring or the possibility of entering into a cooperative agreement concerning track for this spring and possibility of additional coops starting next fall. During our conversations I asked Mrs. Reynaga if their Board would have any questions for me concerning our most recent and past conversations. Mrs. Reynaga invited me to their Board meeting on Monday the 15<sup>th</sup>.

e. We have been in earnest discussion with Bridgeport about the possibility of activity cooperative agreements driven primarily by softball. At present the most viable option may be a hybrid cooperative similar to the one held between Alliance and Hemingford with their softball program. We will be getting more

information concerning the Alliance and Hemingford softball cooperative on Wed. of next week at the NSAA Region 6 meeting in Alliance.

3) Fiscal Updates:

- a. The good news is that we have not had any big surprises concerning cash flow. Just the normal ebbs and tides and occasional hiccup but nothing concerning to date.
- b. Just prior to Christmas break I met with Sean Ridgeway to discuss our current line of credit and any concerns that FNBO may have. He understood that we have no intent to borrow money but want to maintain a safety net in the event that there is ever an unexpected lag in state or Federal funds reaching our account. This would be the case in the event of a Federal shutdown. While this is unlikely it does on occasion happen. As part of the process Sean asked about our enrollment numbers since we are heavily dependent on state aid and I provided him with last year's numbers and the Oct. 1 snapshot for this year. In addition to this I also provided him with the attached information showing the last 10 years or growth or constriction for area schools. While the 10 year data looks bleak for most area schools including Bayard, I firmly believe we have turned the corner on our enrollment decline and will see gradual growth over the next 5 year period based on changes made at the school in our cultivation of partnerships, curriculum offerings, early intervention and early childhood programs. As you review the spreadsheet with enrollment numbers feel free to contact me about this if you have questions or feel free to bring it up at the board meeting.
- c. I have been speaking with William Arthur with Nestled Insurance concerning an option that may provide some tax benefit for our staff should they choose to participate with this. This process began last spring and I have been in contact with our auditors, the NE Public Employee Retirement System, other consumers of their service/product and am waiting to hear from the NE Attorney General's Office. Bobbie and Heather have also been part of these conversations. As a perpetual skeptic I'm looking for the down side of this program and find very little. I asked Mr. Arthur to provide the board with a quick synopsis of how the tax benefit works concerning the Affordable Care Act. This should not take long but I ask the Board members please raise any questions or concerns that they may have. Both the City of Morrill and Morrill Public schools are currently enrolled in this program.