

**Board of Education Regular Meeting
Monday, April 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, April 8, 2024 at 7:00 PM in the Bayard High School Library located at 726 4th Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4th Avenue, Bayard, NE 69334.

AGENDA

- I. Opening the Meeting
 - I.A. Call to Order
 - I.B. Open Meetings Act
 - I.C. Notice of Meeting
 - I.D. Roll Call
 - I.E. Status of Absent Board Members
 - I.F. Pledge of Allegiance
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Recognition of Student Achievements
- V. Public Comments
- VI. Consent Agenda
 - VI.A. Minutes of Previous Meeting
 - VI.B. Bills
 - VI.C. Board Member Reports
 - VI.D. Reports and Correspondence Requiring No Action
 - VI.D.1. General Reports and Financial Reports
 - VI.D.2. Reports for Information Only
 - VI.E. Adoption of Policies on First Reading
 - VI.F. Adoption of Policies on Second Reading
 - VI.G. Approval of Contracts within Policy Guidelines
- VII. Student Board Representative Report
- VIII. Invited Presentations and Discussions with Presenters
- IX. Principals and District Administrators
- X. Curriculum and Instruction
- XI. Superintendent
- XII. Board Committee Reports and Recommendations
- XIII. Discussion Items
 - XIII.A. Review and Discussion of Policies 9000 through 9341 in the 9000 series.
- XIV. Action Items
 - XIV.A. Discuss, Consider, and Take All Necessary Action to the Approval FFA to Attend the National FFA Convention in Indianapolis, Indiana held October 23th-26th 2024.
 - XIV.B. Discuss, Consider, and Take All Necessary Action to the Approval of the 2025-2026 Collective Bargain Entity

- XIV.C. Discuss, Consider, and Take All Necessary Action to the Approval of the Pathfinder's After-School Program and the Bayard Tiger Cub Preschool Handbooks.
- XIV.D. Discuss, Consider, and Take All Necessary Action in Regard to Policy 5088 Random Illegal Drug, Alcohol, and Nicotine Testing Program
- XIV.E. Discuss, Consider, and Take All Necessary Action to the Removal of Policy No 8108 Committee on American Civics
- XIV.F. Discuss, Consider, and Take All Necessary Action to the Resignation of Certificated Staff.
- XIV.G. Discuss, Consider, and Take All Necessary Action to the Approval of Lacey James as an Elementary Teacher.
- XIV.H. Discuss, Consider, and Take All Necessary Action to the approval of Sharon Schluterbusch as Certified Media Specialist/Technology Coordinator.
- XIV.I. Discuss, Consider, and Take All Necessary Action Regarding the Compensation of Classified Staff.
- XIV.J. Discuss, Consider, and Take All Necessary Action Regarding the Compensation of the Activities Director and Principals.
- XIV.K. Discuss, Consider, and Take All Necessary Action on Superintendent Job Performance and Contract
- XV. Set Next Meeting Date
- XVI. Adjournment

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

Bayard School Board of Education Annual Calendar

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

Bayard School Board of Education Annual Calendar

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

POLICY NO. 9106 - BOARD MEMBER CODE OF ETHICS

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

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

AS A SCHOOL BOARD MEMBER:

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

IN MEETING MY RESPONSIBILITY TO MY SCHOOL DISTRICT COMMUNITY:

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

IN MY RELATIONSHIP WITH THE SUPERINTENDENT AND EMPLOYEES:

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

TO COOPERATE WITH OTHER SCHOOL BOARDS:

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

Legal Reference: Neb. Statute 79-526

Adopted: 10-08-12

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

Public Comment Sign-In Sheet

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

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

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

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

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Board of Education Regular Meeting

Monday, March 11, 2024 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 Burry at 07:01 p.m. President Burry noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

I.B. Open Meetings Act

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

I.C. Notice of Meeting

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

I.D. Roll Call

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

I.E. Status of Absent Board Members

I.F. Pledge of Allegiance

The Pledge of Allegiance was recited

II. Approval of Agenda

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

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

III. Introduction of Guests

IV. Recognition of Student Achievements

The following students were recognized by the board:

District Wrestling State Qualifiers

1/2 grade 105lb- Micaiah Leonard- 1st

Girls Prek/K 39-41lb- Gracelynn Barnholtz-1st

Girls 5/6 150lb- Belin Gonzalez- 1st

Girls 7/8 113lb- Elizabeth Menke- 1st

3/4 60 lb- James Slavina-4th

3/4 65 lb- Demarcus Miller- 3rd

3/4 80 lb- Landon Brown- 3rd

3/4 80lb- Logan Stuart -1st

5/6 105lb- Lucas Newhoff- 2nd

5/6 112lb- Cade Armstrong- 2nd

7/8 140lb- Brayen Gonzalez Trejo- 2nd

14 kids competed- 11 qualified for state!

High School Wrestling state qualifiers:

Carlie McKibbin at 100 and placed 2nd at districts.

Nolan Dueker at 113 and placed 4th at districts.

Coy Armstrong at 138 and placed 4th at districts.

Luke Wetherington at 126 and placed 4th place at districts.

Nate Barker at 132 and placed 4th at districts. Nate also surpassed 100 wins this season.

Brock Burry at 138 and placed 3rd at districts. Brock also surpassed 100 wins this season.

Kolby Houchin at 175. Kolby also got 3rd at state. Kolby also surpassed 100 wins this season.

Basketball

Girls basketball records

Lexi Fiscus x5: All-time leading scorer-1,173, 2nd in Season 3 Pointers-44, 2nd in Career 3 Pointers-117, 4th in Single Game 3 Pointers-4 (even though she made 5 in a game as a sophomore-so maybe not this one), and 4th in Season Scoring-354 (even though she broke this record as a sophomore)

Joslyn Hopkins x4: 3rd in Season Scoring-365, 3rd in Career Scoring-960, 2nd in Career Rebounds-552, and 4th in Single Game 3 Pointers-4

Dani Harter x4: 1st in Career Steals-381, T-3rd in Single Game Steals-12, 2nd in Season Assists-98, and 1st in Career Assists-360. She broke the season assists and steals record as a sophomore and junior.

Scarlett Norman x2: 4th in Season Blocked Shots-38, 2nd in Career Blocked Shots-76

Girls' basketball team awards

The girls' basketball team was the MAC champion for the 3rd straight year and runner-up 4 years ago. They also would be the MAC season champions. They also placed 2nd in the WTC tourney this year for the highest finish in numerous years and 2nd in the WTC for the season. They had 22 wins on the season which is a record for a girls' basketball team and will be the first 20 win season in school history.

V. Public Comments

Greg Schmall addressed the board.

VI. Consent Agenda

Motion Passed: Motion to approve the Consent Agenda was made by Randy Eirich. Donna Stuart amended the motion to approve the Consent Agenda and pull out Retirements and Resignations which passed with a motion by Donna Stuart 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

VI.A. Minutes of Previous Meeting

VI.B. Bills

VI.C. Retirements and Resignations

Motion Passed: Motion to accept the resignation of Jennifer Tavenner and thank her for her years of service as an Elementary Teacher passed with a motion by Donna Stuart and a second by Carolyn Applegate.

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

VI.D. Board Member Reports

VI.E. Reports and Correspondence Requiring No Action

VI.E.1. General Reports and Financial Reports

VI.E.2. Reports for Information Only

VI.F. Adoption of Policies on First Reading

VI.G. Adoption of Policies on Second Reading

VI.H. Approval of Contracts within Policy Guidelines

VII. Student Board Representative Report

Student Board Representative Zach Araujo presented his report to the board. Student Activities: The Lady Tigers won their game over the Maxwell Tigers at Bayard for their first rounds of sub-districts. The Lady Tigers then went and won the sub-district championship against the Perkins County Plainsmen. They will now play at the district level against Niobrara-Verdigre. The Bayard Show Choir went and performed at the Alliance Show Choir Festival and received a silver rating. The wrestlers who qualified for state drove down to Omaha to compete. There the tigers put up a good fight. Kolby Houchin came back with a third-place medal. The speech team went to Ogallala High School for a speech meet. The Boys' basketball team traveled to North Platte to play their first round of sub-districts. They lost to Hemingford, thus ending their season. At Lexington, the lady tigers went up against the Niobrara/Verdigre Cougars for the district championship. The Tigers put up a good fight but unfortunately lost to the Cougars thus ending their season. For MAC speech in South Platte, Leah Cerny and Elyse Harris took third place. At Mitchell, Leah Cerny and Elyse Harris Competed. Other Pertinent Student Information/Feedback from students: There has been no feedback from students. Progress on Student Board Representative Initiative: We have all the TV's that we need. We just need to set them up. The Chromebooks have been ordered. We are still asking businesses as of now.

VIII. Invited Presentations and Discussions with Presenters

IX. Principals and District Administrators

Mrs. Ehler provided her report to the board. Academics: Our WORDS coaches have praised our K-3 teachers for the progress being made in Reading. They just made their final visit and will have one more PD day in April. They have found areas where we can continue to improve which we will be building on the rest of this year as well as the next. They complimented our staff on being so receptive to the coaching and implementing new strategies. TNTP Observers were here on March 6 doing observations in Reading and Math classes. They had some valuable feedback for teachers. Our content, culture, and vocabulary were very strong. Growing points are pacing and pushing for student ownership. Spring Assessments are scheduled to begin in April with Dibels (Reading skills), NWEA (for grades K-2) and NSCAS (State Assessment for grades 3-6).. Leadership: We are thrilled to announce formally that Bayard Elementary has achieved Lighthouse Status through Leader in Me. We are the first Lighthouse School in the state of Nebraska. Lighthouse Certification is a highly regarded standard that is attainable by every Leader in Me School. FranklinCovey Education has established the Lighthouse Rubric to establish high standards for process fidelity and, ultimately, school outcomes. Lighthouse Certification comes as a result of implementing Leader in Me with fidelity. Schools use this Lighthouse Rubric to measure outcomes in three areas: teaching leadership principles, creating a leadership culture and aligning academic systems. Schools also measure their success as it relates to their unique school. Lighthouse Schools serve as exemplars to their community and other schools. (From leaderinme.com). Our Student Lighthouse Team organized the AR party for third quarter, traveling to the YMCA. FFA students put on a wonderful assembly and activity stations for the 3-6 elementary students, introducing them to some of the competitions that they participate in. We celebrated Read Across America Week March 4-7 with Educator's Rising students reading aloud to the elementary students, traveling to read with other classes, "The Masked Reader" on Morning Announcements, and dressing up as their favorite Dr. Suess

characters. Engagement: STEAM Night on February 27 was a big success with over 50 attendees. The stations were build your own bouncy ball, life-size checkers, "Help Save Fred" problem solving, giant puzzles, electrical circuit origami, and build-your-own car launcher. Families will be in the building this week for our third annual Bingo night and proceeds will go to the Student Lighthouse Team for student activities throughout the year. We plan to have Kindergarten Round-Up March 12 and Preschool Registration on March 19. Community: We have several students who qualified for the State Federation Wrestling tournament. Bayard Tiger Cub Childcare Center celebrated its one year anniversary and has also acquired their permanent DHHS license.

Dr. Rice provided her report to the board. Academics: The 8th graders presented their Science Fair projects to the senior class. The seniors provided feedback to them prior to the Regional competition. Thirteen 8th graders (9 entries as some competed with a partner) were selected to compete in the Panhandle Science Fair. Ashton Staman won the People's Choice Award. While we did not have any qualify for State, the students did a great job and really stepped out of their comfort zone. I would like to commend Mrs. Barker for her hard work in helping prepare these students for competition. The journalism class submitted 24 entries for the State Journalism Preliminary Contest. We will find out at the end of the month if any qualify for the State contest. There were over 800 entries a week before the submission deadline, and they expect that number to grow dramatically before the deadline. Teachers are making the final push to prepare students for the NWEA/NSCAS tests. Testing will begin the week of April 2nd. Juniors will be taking the ACT on April 9th. Mr. Rafferty took the sophomores to Columbus on March 4th and then spent the day on March 5th transplanting 2500 seedlings. We look forward to seeing how this project continues to develop. WNCC will be here in March to administer the Accuplacer test. Any student wanting to take dual credit or college-level classes must complete this test. 21 Students earned the Tiger Way reward for 2nd semester and spent the afternoon on February 26th bowling at Bowl Arena. Leadership: All Teacher Evaluations have been completed at the JH/HS. Mrs. Rafferty has been working with seniors to complete scholarship applications. Her dedication to this process is to be commended. The new stage curtains have been installed and they look amazing. Thank you for approving this purchase and supporting the arts. I have applied for contribution dollars through PVB and FNBO to help offset the cost of the curtains. Depending on the outcome, I will also apply for funds through the Oregon Trail Foundation. Engagement: Parent-teacher conferences were held on March 4th. Mrs. Torres took 11 students to Lincoln on March 4th-5th to compete at the State Educator's Rising competition. I would like to commend Mrs. Gier for continually updating our web and social media pages. We appreciate her dedication to highlighting all of the great things happening in our district. Community: Winter Royalty was held on February 24th with 68 students attending. Our Spring Concert and Student Showcase will be on Tuesday, April 16th. Please come and see the fantastic things our students have accomplished this year.

Mr. Nesbitt provided his report to the board. Academics: Each week started checking the eligibility list, and every student has been working hard to maintain their grades so they can participate. We do see an increase sometimes between sports, but we are working hard to keep that to a minimum or not see an increase during that time. Juniors will be taking the ACT on April 9th here at school. Seniors will be traveling to Bridgeport on April 12, 2024 for County Government day. Leadership: Speech: The speech team will be competing in Perkins County for districts this year. Leah Cerny and Elyse Harris participated all year in many different meets. They placed 3rd at the MAC conference meet with their duet and are looking forward to participate at districts in

hopes to go to state Speech. Girls and Boys Basketball: The boys finished up there season at North Platte against Hemingford. They ended 6-18 on the year and saw a large amount of growth throughout the season. The girls finished with a record of 22-4 on the year in the district finals against Niobrara-Verdigre. The awards banquet will be on March 14th at 6:00 pm. Wrestling: We had 7 individuals qualify for the state wrestling tourney. Carlie McKibbin, Brock Burry, Coy Armstrong, Nate Barker, Nolan Dueker, Luke Wetherington, and Kolby Houchin qualified for state this year. Kolby brought home the 3rd place medal. The others battled hard in some tough brackets this year as well. The teams had great years with lots of growth throughout the season. The awards banquet will be on March 14th at 6:00 pm. FFA: FFA has a livestock judging contest on March 6, 2024 at Kimball. FFA seniors will be going on their annual ski trip in March. State FFA is coming up and qualified numerous students for the event coming up on April 2nd through the 6th. Sophomores left on March 3rd to help pick up plants for the greenhouse and returned on the 4th. They will spend at least a day preparing and planting to get the greenhouse started for this spring. Educators Rising: Mrs. Torres took some students to the state Edrising for only the 2nd year. She has 11 students attending and competing this year. They are still waiting to hear on 1 group but qualified 9 individuals to the national event in Washington DC this June. They are hoping to qualify the other 2 as well. Also, Emily Bennett will be an EdRising officer for the upcoming year at the state level. That is a great opportunity for her. Quiz Bowl: We will have our home quiz bowl meet on March 13th here in Bayard. We will be hosting a JH quiz bowl meet here in Bayard towards the end of the year. Mrs. Rafferty has been working hard to get home meets for both our JH and HS students. She has numerous JH/HS quiz bowl meets set up in the months of March and April for our kids to participate in as well. Honor Band: We have students attending on March 12, 2024, in Gordon-Rushville. High School Choir: We had some students attend the Scottsbluff Panhandle choral clinic at the end of February. They worked with a conductor all day and performed that night with more than 200 students around the panhandle. MAC music is coming up on March 26th, 2024 in Garden County. They are working hard to prepare. District music will be coming up in the middle of April as well for our choir and band students. Boys Golf: The first competition is on April 9th in Mitchell. They began practice last week with the rules of the game. He has interest from 4-6 student athletes. Track & Field: The first competition is on March 16, 2024, at CSC starting at 9 am. Our First Home Track Meet will be on March 28, 2024. 16 Girls and 14 Boys are out for Track and Field this season. Spring Practices: They could have started on February 26, 2024. With the basketball season going later this year they began practice on March 5th, 2024. I am currently working on a spreadsheet with all activities and athletics with participation numbers from the 2023-2024 school year and some numbers that can be accurately estimated for the 2024-2025 school year. Engagement: We hosted community members and students for Ashley Garza to sign to play college softball. Students showcase will be coming up April 16th. We hope to showcase our students in many different ways to all our community members in the old gym. Some freshmen and sophomores attended Discover day at WNCC in February to look at different careers and the college. Some freshmen and sophomores will be attending colleges in North Platte, Curtis, Grand Island, and Kearney on March 21st and 22nd to get a good feel for their colleges. They will be doing campus visits during that time. Community: The Youth Boys Basketball team of Bayard competed in the Lions club tournament. Youth Volleyball starts this week. They will be practicing on Mondays and Thursdays. The elementary is doing a Bingo night for the community on March 21st. Matt Erdman working with a group Veritas has been working with us to come give back to our school to help our students increase their speed as part of our strength and conditioning programs. They

will also be tested as part of this program, our students will be given drills, and staff will be given instruction on how to continue to help our kids be faster as part of their strength and conditioning. I have attached a possible sponsorship poster with a letter for activity groups to be looking into sponsorships for not only the activities program as a whole, but also the possibility of specific projects needed for our different groups.

X. Curriculum and Instruction

XI. Superintendent

Mr. Olson presented his report to the board. While below is a very brief outline of a report each of these areas will probably take a couple of minutes for me to elaborate on and may spark questions for the Board which should be addressed to the best of my ability within an open session. I anticipate that this report will most likely last in the area of 10 minutes and may exceed that contingent on questions raised. On-going conversations with Carl Dietz. Bobbie has and continues to provide expenses, receipts, and anticipated changes based on negotiated agreements, and Federal wage requirements. We have also provided current and anticipated enrollment numbers, special services needed, and current duty assignments of staff as well as additional services provided for by ESU 13. Conservation with select neighboring school districts concerning potential partnerships. On-going conservation with school finance, accreditation, and certification as it relates to expenditures, funding streams, endorsements, and a strict interpretation of Rule 10 as it relates to accreditation. Further exploration concerning grant funding and partnerships for vocational programs. This includes work with ESU 13 and appropriate school/community/regional entities designed to meet Federal requirements in line for the next 5-year cycle of Perkins Vocational Funding and possible Perkins Revision funding. Phone conferences with former and current Supt. that have engaged in creating or operating a Unified School District. Also, conversations with the Superintendent concerning extended or hybrid cooperative programs. Individual and group meetings with staff concerning our current and anticipated financial condition, culture with the school, partnerships we are cultivating, and possible changes within the district concerning duty assignments and how we go about prioritizing program etc. in making those decisions concerning duty assignments.

XII. Board Committee Reports and Recommendations

The Budget Committee met last week with Administrators. A special meeting will be held on March 18, 2024.

XIII. Discussion Items

XIII.A. Discussion Regarding the Five-year Facilities Plan

The board reviewed the five-year facilities plan

XIII.B. Discussion of Future Board Retreat or Workshop

The board discussed future board and retreat or workshop to start a strategic plan

XIII.C. Review and Discussion of Policies 8001 through 8474 in the 8000 series.

The board reviewed policies 8001 through 8474 in the 8000 series.

XIV. Action Items

XIV.A. Discuss, Consider, and Take All Necessary Action on Adopting Resolution Pertaining to Non-Resident Students

Motion Passed: Motion to adopt the resolution pertaining to non-resident students passed with a motion by Carolyn Applegate and a second by Donna Stuart.

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

XIV.B. Discuss, Consider, and Take All Necessary Action to the Approval of the 2024-2025 School Calendar

Motion Passed: Motion to approve the 2024-2025 School Calendar passed with a motion by Donna Stuart and a second by Carolyn Applegate.

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

XV. Set Next Meeting Date

Next regular meeting will be April 10, 2024 at 7:00p.m. Special meeting will be held March 18, 2024.

XVI. Tour of Facilities

The tour of facilities started at 8:09 p.m. and concluded at 8:44 p.m.

XVII. Adjournment

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

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

Secretary

Bayard Public Schools

4/8/2024

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
AL'S MARKET	01 6968 610 002 002 2	cooking club	11.57
	01 6968 610 002 002 2	cooking club	7.70
	01 6968 610 002 002 2	cooking club	7.27
	01 6968 610 002 002 2	cooking club and science club	72.04
	Total		98.58
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	28.95
	Total		57.90
Amazon Capital Services	01 2510 610 000 000 0	Labor Law Posters	80.85
	01 1100 610 001 001 1	Great Gatsby paperbacks	25.00
	01 3540 610 002 002 2	https://www.amazon.com/Ziploc-Big-Bags-	44.48
	01 3540 610 002 002 2	https://www.amazon.com/Drawstring-	29.39
	01 1100 610 001 001 1	baqs for dust collector	39.99
	01 2620 610 002 002 2	Light balast	211.88
	01 1200 610 003 002 2	pack of 3 noise reduction earmuffs for k	25.79
	Total		457.38
APPLE AWARDS INC.	01 2310 610 000 000 0	Laurie Bauer Retirement Bell	109.35
	01 2310 610 000 000 0	Shipping	21.81
	Total		131.16
BAYARD AUTOMOTIVE	01 2730 352 000 000 0	Bus #09B front tire rotation & wheel stu	1,497.35
Total		1,497.35	
Bayard Tiger Cub Childcare Center	01 2610 330 002 002 2	corina walters cpr training	65.00
Total		65.00	
Bayard Transcript	01 2310 540 000 000 0	mar24 publications	389.63
Total		389.63	
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	110.77
	Total		221.55
BEST WESTERN PLUS- NORTHPLATTE	01 2310 580 000 000 0	ferrero lodqing-nasb budget	107.00
	Total		107.00
BLACK HILLS ENERGY	01 2610 621 002 002 2	#462419 heating fuels	1,494.01
	01 2610 621 000 000 0	#267959 heating fuels	397.33
	01 2610 621 001 001 1	#242155 heating fuels	4,892.09
	Total		6,783.43
BLUUM USA INC	01 2310 610 000 000 0	Acer CX14-C54G, Chrome OS, Intel	1,449.15
	01 6992 610 004 000 0	Lenovo 300e G4, MTK, 11.6 Touch 4	4,611.60
	01 6992 610 004 000 0	Google Chrome OS Management Console	570.00
	Total		6,630.75
CANNON FINANCIAL SERVICES	01 1100 810 001 001 1	copier lease	142.45
	01 1100 810 002 002 2	copier lease	142.45
	Total		284.90
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva and fees	66.72
Total		66.72	
CDW GOVERNEMENT	01 1100 610 000 000 0	dongles	175.50
Total		175.50	
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	37.00
	01 2610 621 002 002 2	#75600 electric	431.17
	01 2610 410 002 002 2	#75600 utilities	1,264.00
	01 2610 621 001 001 1	#75400 electric	5,140.73
	01 2610 410 001 001 1	#75400 utilities	777.75
	Total		7,650.65
CONTRACTORS MATERIALS	01 2610 610 001 001 1	Rope for field	300.00
Total		300.00	
CRABLE, BOB	01 2730 352 000 000 0	bus service	1,803.00
Total		1,803.00	
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	r/o	221.45
	01 2610 610 001 001 1	r/o	55.50
	Total		276.95
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 000 000 0	feb 24 network	267.63
Total		267.63	
DENNIS SUPPLY CO.	01 2620 610 000 000 0	HVAC filter	952.45
Total		952.45	
EAKES OFFICE SOLUTIONS	01 2610 610 002 002 2	Cleaning suppl	371.30
Total		371.30	
FNBO CARD	01 2310 610 000 000 0	credit	(340.69)
	01 2310 610 000 000 0	Paper samples	19.78
	01 1100 610 000 000 0	Olympic bar and collars	375.18
	01 1100 610 001 001 1	Ebook: Tuesdays with Morrie	82.50

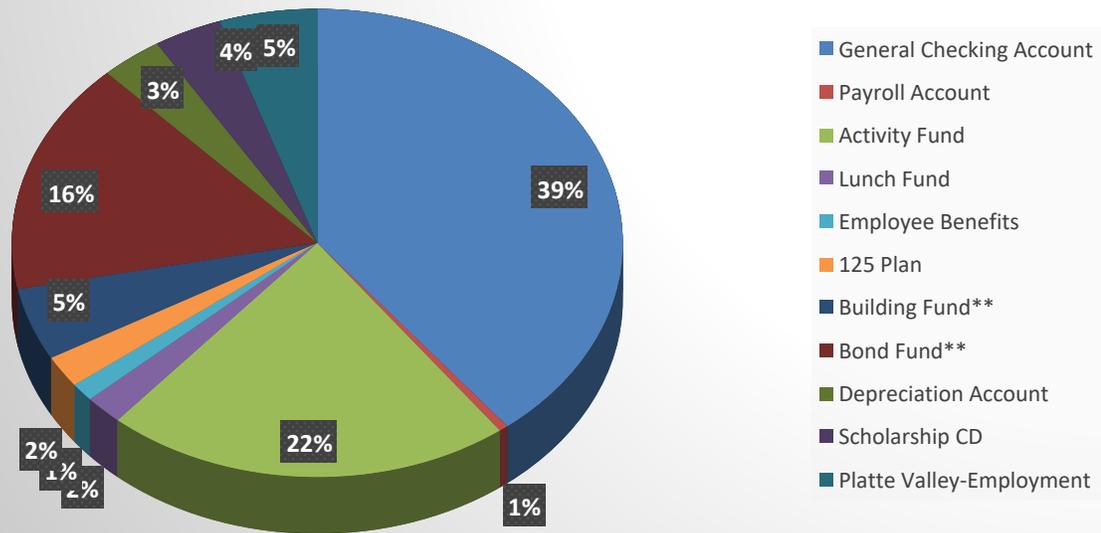
	01 1100 610 001 001 1	Phase Change Vocab	2.99
	01 1100 610 001 001 1	Phase Change reading comp ?s	9.99
	01 1100 610 001 001 1	Matter and Energy vocab	2.99
	01 1100 610 001 001 1	Matter and Energy reading comp ?s	12.99
	01 2410 330 001 001 1	NE Data Conference 2024	300.00
	01 2410 330 002 002 2	NE Data Conference 2024	300.00
	01 2510 531 000 000 0	postage	56.65
	01 2730 352 000 000 0	repairs	262.86
	01 1160 580 000 000	neta conf travel	1,047.61
	01 2510 330 000 000 0	conference reg	175.00
	01 2320 330 000 000 0	data conf req	300.00
	Total		2,607.85
FOLLETT EDUCATION SERVICES	01 2220 640 002 002 2	Dist. Member LM - Hosted Service	697.89
	01 2220 640 002 002 2	RPS Online for Lexiles renewal Destiny D	213.93
	01 2220 640 002 002 2	Title Peek Online Service Renewal - Dest	161.25
	01 2220 640 001 001 1	District Member LM - Hosted Service	697.89
		Rene	
	01 2220 640 001 001 1	Title Peek Online Service Renewal - Dest	161.25
	Total		1,932.21
HOTSY EQUIPMENT CO.	01 1100 352 001 001 1	Hotsy repair and soap	337.37
	Total		337.37
HULLINGER GLASS & LOCKS INC.	01 2620 610 000 000 0	keys	61.75
	Total		61.75
IDEAL LINEN SUPPLY	01 1100 352 001 001 1	cleaning of choir robes	102.50
	Total		102.50
IDEAL/BLUFFS FACILITY SOLUTIONS	01 2610 610 001 001 1	Cleaning supplies	648.95
	Total		648.95
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	ruqs mops raqs	350.51
	01 2610 610 002 002 2	ruqs mops raqs	529.64
	Total		880.15
INLAND TRUCK PARTS COMPANY	01 2730 352 000 000 0	charter service and repairs	1,353.85
	Total		1,353.85
INSTRUMENTALIST CO., THE	01 1100 610 000 000 0	sousa combination	87.00
	Total		87.00
JONES SCHOOL SUPPLY CO. INC.	01 1100 610 002 002 2	blue 1st place field day ribbons	66.00
	01 1100 610 002 002 2	red 2nd place field day ribbons	22.00
	01 1100 610 002 002 2	white 3rd place field day ribbons	22.00
	01 1100 610 002 002 2	yellow 4th place field day ribbons	22.00
	01 1100 610 002 002 2	green 5th place field day ribbons	22.00
	01 1100 610 002 002 2	pink 6th place field day ribbons	22.00
	01 1100 610 002 002 2	shipping	10.00
	Total		186.00
JOSTENS	01 2310 610 000 000 0	diploma	18.60
	Total		18.60
KANSAS CITY AUDIO-VISUAL INC	01 6992 610 004 000 0	Newline 650Q 4K LED Android 11.0 IFP	1,707.32
	01 6992 610 004 000 0	TRUTOUCH Mobile Stand	375.95
	01 6992 610 004 000 0	Google Certified OPS - 8GB Ram/64GB	234.18
	Total		2,317.45
KOLEY JESSEN ATTORNEYS	01 2330 317 000 000 0	legal fees	670.50
	Total		670.50
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	36.58
	Total		36.58
MENARDS	01 2610 610 001 001 1	Field supplies	95.14
	Total		95.14
NE COLORADO CELLULAR, INC	01 1100 382 001 001 1	hotspots	286.83
	Total		286.83
NE SAFETY CENTER	01 2710 330 000 000 0	level 1 dl course	225.00
	01 2710 330 000 000 0	class b and passenger endorsement	270.00
	Total		495.00
NORTHLAND SECURITIES, INC	01 2510 352 001 001 1	consulting services Mar 24- Feb 25	15,000.00
	Total		15,000.00
ONE SOURCE	01 2710 810 000 000 0	background check	17.00
	Total		17.00
PHONAK	01 1200 610 003 002 2	hearing equipment	2,695.24
	Total		2,695.24
PROTEX CENTRAL INC.	01 2620 352 001 001 1	remote alarm monitoring	360.00
	01 2620 352 002 002 2	remote alarm monitoring	360.00
	Total		720.00
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	97.67
	Total		97.67
RENAISSANCE LEARNING INC.	01 1100 810 002 002 2	Additional accounts for AR	13.20
	Total		13.20
SCHMIDT, ROBIN	01 1100 352 001 001 1	ACCOMPANIST	448.00

	01 1100 352 001 001 1	mileage	<u>206.36</u>
	Total		654.36
SHERWIN WILLIAMS	01 2620 610 001 001 1	Bleacher Paint	293.41
	01 2620 610 001 001 1	locker room paint	<u>243.56</u>
	Total		536.97
SIGN GLASSES LLC	01 1200 591 003 002 2	remote interpreting	2,100.00
	01 1200 591 003 002 2	remote interpreting	2,772.00
	01 1200 591 003 002 2	remote interpreting	<u>2,898.00</u>
	Total		7,770.00
SIMMONS OLSEN LAW FIRM P.C.	01 2330 317 000 000 0	legal services	<u>125.00</u>
	Total		125.00
SOAR PEDIATRIC THERAPY, LLC	01 2173 591 003 000 0	0-2 pt	303.45
	01 2172 591 003 000 0	3-5 pt	695.25
	01 2171 591 003 002 2	sa pt	<u>1,458.45</u>
	Total		2,457.15
STAPLES ADVANTAGE	01 1100 610 001 001 1	texas instruments	<u>224.58</u>
	Total		224.58
STAR-HERALD	01 2220 640 001 001 1	newspaper sub	<u>455.00</u>
	Total		455.00
TEXTHELP INC	01 1100 610 000 000 0	12 month renewable premium Unlimited	<u>694.58</u>
	Total		694.58
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	timeclock	<u>182.00</u>
	Total		182.00
VERIZON	01 2710 610 000 000 0	qps	<u>210.47</u>
	Total		210.47
COMMUNITY BUILDING SOLUTIONS LLC	06 2510 739 000 000	final payment on item 4 phase ii 7 units	<u>26,046.00</u>
	Total		26,046.00
		General Fund Total	72,559.80
		Depreciation Fund	26,046.00
		Payroll	424,661.41

BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of Mar2024

General Checking Account	\$	622,964.48	
Payroll Account	\$	7,705.81	
Activity Fund	\$	341,228.46	
Lunch Fund	\$	32,080.33	
Employee Benefits	\$	20,027.32	
125 Plan	\$	34,979.02	
Building Fund**	\$	79,256.74	
Bond Fund**	\$	255,024.01	
Depreciation Account	\$	52,014.52	
Scholarship CD	\$	57,214.75	
Platte Valley-Employment	\$	82,079.42	
	\$		1,584,574.86

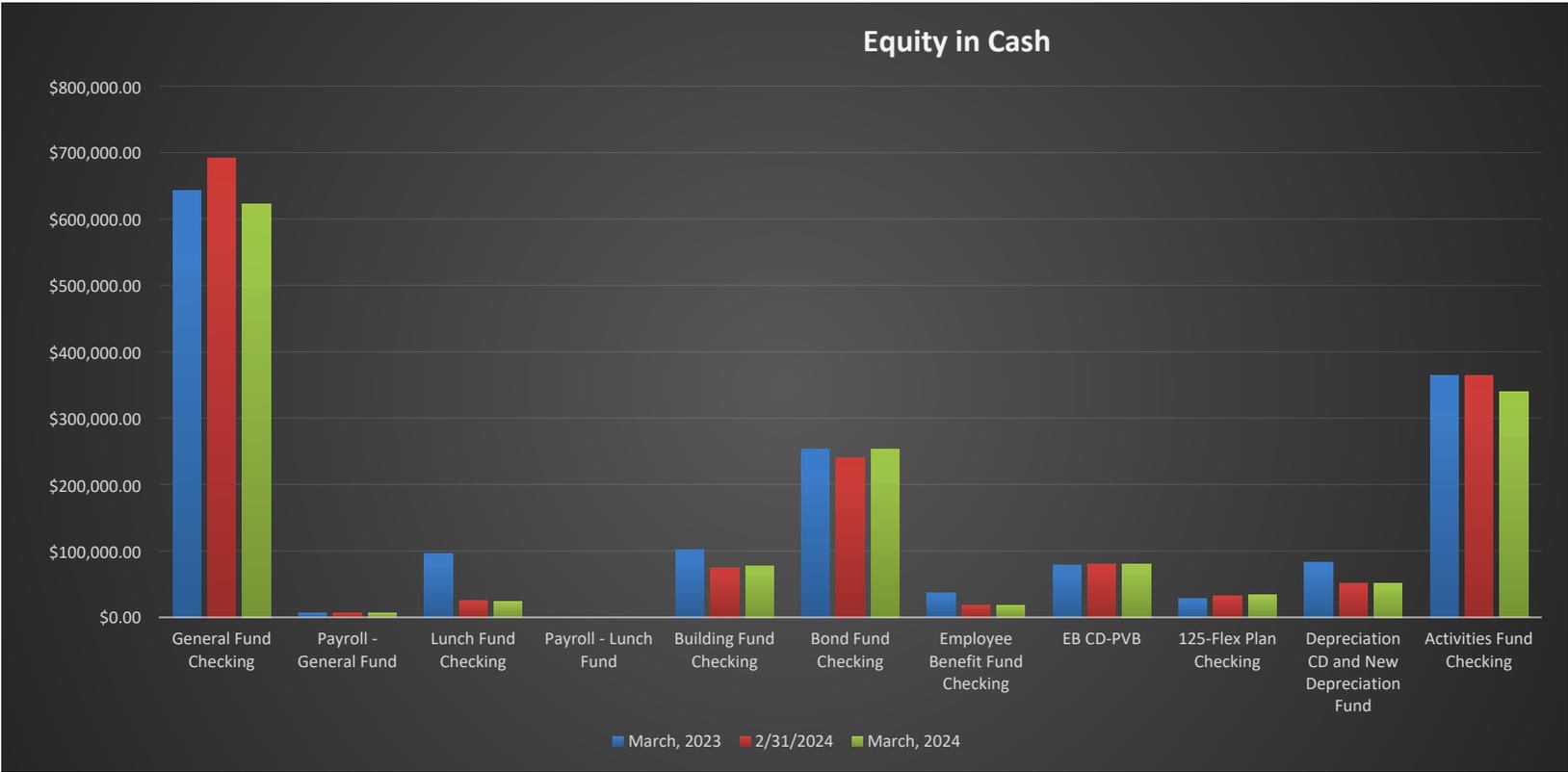
Account Percentages



Bayard Public Schools

Equity in Cash March 31, 2024

Fund	Fund #	March, 2023 PRIOR YEAR BALANCE	2/31/2024 PRIOR MONTH BALANCE	March, 2024 REVENUES	March, 2024 EXPENSES	March, 2024 ENDING BALANCE
General Fund Checking	01-101	\$643,092.17	693,081.34	472,426.96	(542,543.82)	\$622,964.48
Payroll - General Fund	01-104	\$7,812.34	\$ 7,719.91	426,032.09	(426,046.19)	\$ 7,705.81
Lunch Fund Checking	02-101	\$97,146.21	27,386.86	33,916.23	(35,673.08)	\$25,630.01
Payroll - Lunch Fund	02-104	\$0.00	0.00	10,847.13	(10,847.13)	\$0.00
Building Fund Checking	03-101	\$103,231.78	75,515.85	5,734.08	(1,993.19)	\$79,256.74
Bond Fund Checking	04-101	\$254,348.22	241,193.89	13,830.12	0.00	\$255,024.01
Employee Benefit Fund Checking	05-101	\$38,481.04	19,974.95	52.37	0.00	\$20,027.32
EB CD-PVB	05-106-1000	\$80,537.10	82,079.42	0.00	0.00	\$82,079.42
125-Flex Plan Checking	05-107	\$29,802.16	34,384.30	4,324.98	(3,730.26)	\$34,979.02
Depreciation CD and New Depreciation Fund	06-101	\$84,358.00	51,950.72	63.80	0.00	\$52,014.52
Activities Fund Checking	07-101	\$364,812.94	365,219.22	17,644.90	(41,635.66)	\$341,228.46
Scholarship CD	07-114	\$61,396.71	57,214.75	0.00	0.00	\$57,214.75
TOTAL		\$1,765,018.67	\$ 1,655,721.21	\$ 984,872.66	\$ (1,062,469.33)	\$1,578,124.54



NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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Vision

Engagement

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1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

Snapshots



IN THIS EDITION OF BOARD NOTES ...

YOU'VE GOT A FRIEND EM ME

AT THE BOARD TABLE

MARCH HIGH SCHOOL MASCOT MADNESS 2024

WHY HIGH-QUALITY INSTRUCTIONAL MATERIALS MATTER

EDUCATION & REVENUE TREES: A LEGISLATIVE UPDATE

RELY ON NASB'S NATURAL GAS PROGRAMS

NATIONAL WALK @ LUNCH DAY - APRIL 24

NASB MEMBER GOLF OUTING - JUNE 12

YOUR 2024 NASB AFFILIATES

THIS MONTH IN ... AND MUCH MORE!

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

TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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



NAEP State Convention - March 27-28 - Kearney



NASB Leadership Workshop - June 5-6 - Lincoln

NASB Member Golf Outing - June 12 - Kearney



School Leaders & Law Conference - June 12-13 - Kearney



Board Candidate Workshop - July 9 - Ogallala

Board Candidate Workshop - July 10 - Hastings

Board Candidate Workshop - July 11 - Ord

Board Candidate Workshop - July 16 - Milford

ALICAP Summer Workshop - July 10 - Gering

ALICAP Summer Workshop - July 11 - Kearney

ALICAP Summer Workshop - July 12 - Lincoln

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

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Exeter-Milligan Public Schools

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

BOARD OF EDUCATION

Adam Erdkamp, President

Kendra Jansky

Paul Jurgensen

Dan Kallhoff

Eric Milton

Allen Vavra

Paul Sheffield, Superintendent

Friend Public Schools

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

BOARD OF EDUCATION

Jamie Tuttle, President

Tyler Bartels

Tiffany Shoner

Scott Spohn

Nancy Vossler

Megan Weber

Derek Anderson, Superintendent

Consolidation. A decision that takes time, patience, data, and understanding. The school districts in Exeter-Milligan and Friend have been in an on and off working partnership when it comes to the topic of consolidation for about 25 years.

In 1999, a feasibility study was done that included four school districts. Exeter, Milligan, Friend and Dorchester. The outcome of this initial study resulted in the consolidation of Exeter-Milligan becoming one district. Fast forward to 2015, Friend Public Schools, and Exeter-Milligan Public Schools begin the cooperative agreement for Junior High Football, with High School Football to follow in 2018. During this time, the school's student bodies voted to adopt a cooperative mascot and school colors known as the EMF Bobcats, represented in silver and black. Shortly thereafter, the districts also initiated shared staff to enhance academics for both school districts.

In 2020, the shared staff and successful co-op spawned further discussion of opportunities to support the success of each district. However, the discussion was tabled for several reasons for each district. In 2021, Friend hired Derek Anderson as the new Superintendent. Discussion was revisited leading to an all NSAA activity co-op for the 2023-24 school year. Through this co-op, it became clear that not only could the two districts see athletic success by coming together, but it could translate into academic success. A timeline to support the consolidation followed.

In January 2024, the two boards held four joint public meetings. The first two initial meetings were held in each district for the sole purpose of providing information only. At the conclusion of each meeting, community members were invited to submit questions for the two school boards and administrators. The questions were addressed at the next set of meetings and posted on both school websites. At the final two joint public meetings in recent weeks, additional information was shared, and public comment was included to provide patrons the opportunity to present additional questions or general comments regarding the proposed consolidation. The feedback received at each public meeting supported the work of the boards of education and this initiative. Each district will provide yet another opportunity for comment at their next regular board meeting. A final vote for consolidation will also be on the agenda for the Friend and Exeter-Milligan April board meeting.

The petition submitted to NDE includes the use of both buildings in Exeter and Friend. The Exeter site will provide K-5 instruction and Friend will house grades 6-12, and each site will provide a preschool.

NASB is appreciative of the opportunity to serve in a facilitative and advisory role throughout this process. We congratulate each board and the superintendents for the hard work, purposeful decision-making, and focus on the students of each school district.

District Resources for their Communities

<https://www.emwolves.org/page/school-board>

<https://www.friendbulldogs.org/vnews/display.v/SEC/EMF%20Consolidation>

AT THE BOARD TABLE

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BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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



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

APRIL BOARD AGENDA ITEMS

Please see the March 15 email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the April Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402- 450-5152 or Stacie at 402-209-1608.

UPCOMING NASB BOARD LEADERSHIP EVENTS

2024 Candidate Workshops

July 9 - Candidate Workshop - Ogallala Library

July 10 - Candidate Workshop - Hastings - ESU 9

July 11 - Candidate Workshop - Ord High School

July 16 - Candidate Workshop - Milford - ESU 6

***Additional Sites to be added, updates will be posted at www.NASBonline.org*

The March 1 deadline for non-incumbent board candidates to file for school board is fast approaching.

The Board Leadership team encourages the Superintendent and Board President to invite the non-incumbent board candidate(s) to visit the district to initiate a positive working relationship by learning more about the individual and share information pertaining to board service.

Following the 2024 Primary Election, the Association will mail a Candidate packet to each non-incumbent candidate who will appear on the General Election ballot. We will include a copy of the 2024 Preparing To Serve publication, NASB Association Membership Guide, and a personal invite to attend the Candidate Workshop to be held throughout the state this July.

The Candidate Workshop is designed to provide a high-level overview of the role and responsibilities of a board member. This workshop is sponsored/provided free of charge to all participants courtesy of the Nebraska Public Leadership Foundation [NPLF]. Target audience includes non-incumbent board candidates, experienced board members who wish to accompany candidates, and superintendents.

If you have questions and/or wish to learn more about the workshop, please feel free to contact a Board Leadership team member at 800-422-4572. Registration is not required but appreciated.

MARCH HIGH SCHOOL MASCOT MADNESS 2024

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ONE NEBRASKA



March High School Mascot Madness 2024: NCAA Tournament-style bracket

Original Article by Mike Swanson, SBLive Sports, @sblivesport, <https://scorebooklive.com/>

Modified slightly for NASB's Board Notes

The race is officially on to crown the best high school mascot in America in 2024, and Nebraska is represented with Nebraska's very own Mighty Bunnies, Chanticleers, and Crimson Pride! (*NASB side note: We definitely feel there are some other extremely creative names from Nebraska missing from this list!*)

Here's the field and matchups in SBLive Sports' annual contest where you can vote for the best high school mascot in America.

<https://highschool.si.com/national/2024/03/15/march-high-school-mascot-madness-2024-ncaa-tournament-style-bracket-first-round-links>

Last fall SBLive Sports held 50 contests to determine the best mascot in every state, and now those winners and top vote-getting runners-up will compete to be named best high school mascot in America in a traditional NCAA Tournament-style bracket, complete with 64 overall seeds. The winners will be determined by fan votes. In addition to the Omaha Benson Mighty Bunnies, Ord Chanticleers, and Roncalli Catholic Crimson Pride ... here are the other mascots from around the U.S. to make the list. The overall seeds were sorted according to which teams earned the most votes in our fall statewide contests. Each team's write-up ends with the total number of votes it received during SBLive Sports' fall mascot contests, its first-round matchup and when that matchup's poll closes.

1. Oakville Acorns (Washington)
2. Charles Wright Tarriers (Washington)
3. Coalinga Horned Toads (California)
4. Hollister Haybalers (California)
5. Tarpon Springs Spongers (Florida)
6. Key West Conchs (Florida)
- 7. Omaha Benson Mighty Bunnies (Nebraska)**
8. Ridgefield Spudders (Washington)
- 9. Ord Chanticleers (Nebraska)**
10. Compton Tarbabes (California)
11. North Kingstown Skippers (Rhode Island)
12. Alma Airedales (Arkansas)
13. Fordyce Redbugs (Arkansas)
14. Jordan Beetdiggers (Utah)
15. Clarkston Bantams (Washington)
16. Cairo Syrupmakers (Georgia)
17. Fort Vancouver Trappers (Washington)
18. Lincoln Abes (Washington)
19. Corbin Redhounds (Kentucky)
20. Shelton Highclimbers (Washington)
21. Camas Papermakers (Washington)
22. Ascension Episcopal Blue Gators (Louisiana)
23. Lincoln Fighting Zebras (California)
24. Lancaster Golden Gales (Ohio)
25. Crowley Gents/Ladies (Louisiana)
26. Gurdon Go-Devils (Arkansas)
- 27. Roncalli Catholic Crimson Pride (Nebraska)**
28. Ashland Clockers (Massachusetts)
29. Shenandoah Zeps (Ohio)
30. Danville Little Johns (Arkansas)
31. Taylorsville Tartars (Mississippi)
32. Kenmare Honkers (North Dakota)
33. Colon Magi (Michigan)
34. Man Hillbillies (West Virginia)
35. Bend Lava Bears (Oregon)
36. Yuma Criminals (Arizona)
37. Farson-Eden Pronghorns (Wyoming)
38. Orofino Maniacs (Idaho)
39. Waterloo West Wahawks (Iowa)
40. Archie Whirlwinds (Missouri)
41. Miami Wardogs (Oklahoma)
42. Northeast Dubois Jeeps (Indiana)
43. Hesston Swathers (Kansas)
44. Hutto Hippos (Texas)
45. Avon Old Farms Winged Beavers (Connecticut)
46. Alabama School for the Deaf Silent Warriors
47. Tabernacle of Prayer Christian Revelators (VA)
48. Northampton Konkrete Kids (Pennsylvania)
49. Carlsbad Cavemen (New Mexico)
50. Polo Marcos (Illinois)
51. Archmere Academy Auks (Delaware)
52. Crisfield Crabbers (Maryland)
53. Tonopah Fighting Muckers (Nevada)
54. Clinton Dark Horses (North Carolina)
55. Hillsboro-Deering Hillcats (New Hampshire)
56. Rhinelander Hodags (Wisconsin)
57. Wai'anae Seariders (Hawaii)
58. Anaconda Copperheads (Montana)
59. Roosevelt Teddies (Minnesota)
60. Vineland Fighting Clan (New Jersey)
61. Alamosa Mean Moose (Colorado)
62. Edward Little Red Eddies (Maine)
63. Marion Swamp Foxes (South Carolina)
64. Vermont Commons Flying Turtles (Vermont)
65. Haines Glacier Bears (Alaska)
66. Beresford Watchdogs (South Dakota)
67. Chattanooga Central Purple Pounders (TN)
68. Somers Tuskers (New York)

WHY HIGH-QUALITY INSTRUCTIONAL MATERIALS MATTER

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Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016.

The Nebraska Student Centered Assessment System (NSCAS), Nebraska's statewide accountability test, measures student achievement in terms of attainment of the Nebraska college and career ready standards. For students to perform well on the NSCAS, they need to learn the content found in the standards and at the level of understanding called for in the standard. For example, if we expect students to use inquiry to answer, "why do some things sink?" instructional materials need to provide students with opportunities to hypothesize and experiment to find the answer to that question.

High-quality instructional materials (HQIM) include textbooks and teaching and learning materials that are aligned with standards, are user-friendly, and include lesson ideas that demand more than memorization. High-quality instructional materials include meaningful content and call for interaction between active learning and critical thinking.

In 2017, the Nebraska Department of Education partnered with the ESU Coordinating Council and the Nebraska State Literacy Association to establish the Nebraska Instructional Materials Collaborative (NIMC). The purpose of the collaborative is to inform and support local school districts as they select and implement high-quality instructional materials and curriculum.

The NIMC uses Ed Reports, an independent non-profit organization, to conduct reviews of existing instructional materials such as textbooks. The reviewers determine degree of alignment of Math, English Language Arts, Social Studies, and Science instructional materials with Nebraska College and Career-ready Standards, look for academic rigor, and determine useability of the materials. The reviews are conducted for instructional materials by grade level for K-8 and by course for high school.

The NIMC publishes review results on the nemataterialsmatter.org website so educators, local school board members, and the public can determine if a specific instructional material meets, partially meets, or does not meet the NE high-quality materials criteria. For each reviewed text and supporting materials, result ratings are presented like a stop light. That is, a red circle rating means the material does not meet expectations for being high-quality, a yellow circle signifies the text and supporting materials only partially meet the standard for being high-quality, and a green circle signifies the published material is high-quality because the content is aligned with Nebraska college and career-ready standards, has appropriate academic rigor, and is user-friendly.



In addition to the instructional material reviews, the NIMC website includes resources to help schools navigate the instructional materials selection process, such sample selection processes used by other school districts, a timeline for the materials' selection process, and a guidebook that includes questions school textbook selection committees might ask when choosing teaching and learning materials.

Selecting high-quality materials is the first step. But materials do not matter if the accompanying instruction is not high-quality. Professional development is an integral component of the NIMC. High-quality professional development helps educators understand the college and career-ready standards, develop skills necessary to align learning goals and lesson with the standards, implement research-based instructional strategies, and use student centered approaches.

The use of the Nebraska Instructional Materials Collaborative resources has led to increased numbers of schools adopting and implementing high-quality instructional materials. More than half of Nebraska elementary schools are using high-quality instructional materials. The percentages for middle and high school are lower. Schools that have implemented HQIM are experiencing increased student proficiency rates on the NSCAS test. The important work of the collaborative is not done. Continuing to build awareness of the impact of high-quality instructional materials and instruction on achievement and removing barriers that prevent the adoption and implementation of HQIM are important next steps. The Nebraska Department of Education will survey schools to determine why they have not adopted or implemented HQIM. The collaborative will then provide information and resources necessary so all Nebraska students will have opportunities to learn from high-quality materials with teachers who are implementing high-quality instructional and learning strategies.

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

EDUCATION & REVENUE TREES: A LEGISLATIVE UPDATE

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EDUCATION TREES (as of 3/21/24)

LB 1329 (Murman ... Education Priority) - Change provisions of the Nebraska Career Scholarship Act

LB 1284 (Walz) - Provide for a statewide computer science education expansion program

LB 1329 = Includes grants to schools for emergency response mapping, actions relating to outstanding debts on a school lunch accounts, projection maps, school safety, firearms in schools, streamline the application process for teacher certification process, option enrollment, excessive absences, and more. Bills include LB 231, **LB 550**, **LB 673**, LB 855, **LB 962**, **LB 1012**, **LB 1328**, LB 1339, **LB 1377**, & LB 1385

LB 1284 = A lot of good ideas but expensive (\$20 million tree). Some items may get cut. Includes computer science and technology education, reading improvement, dyslexia research grants, special education teacher recruitment, loan forgiveness, Teach in Nebraska Today Act, period poverty, and more. Bills include **LB 964**, LB 985, LB 986, **LB 1005**, LB 1014, **LB 1050**, **LB 1238**, **LB 1253**, **LB 1254**

REVENUE TREE (as of 3/21/24)

LB 388 (Linehan ... Revenue Priority) - Change provisions relating to sales taxes. Per media sources, this is a \$650 million property tax relief package. It lowers local school taxes by frontloading current property tax refunds directly to schools and increasing foundation aid. Paid for by raising state sales tax by up to one cent and eliminating several sales tax exemptions from items like candy, soda, pet grooming, state lottery, skill games, cigarettes, and vaping. All of this is subject to change.



RELY ON NASB'S NATURAL GAS PROGRAMS

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<https://members.nasbonline.org/programs-services/njump-cjump>

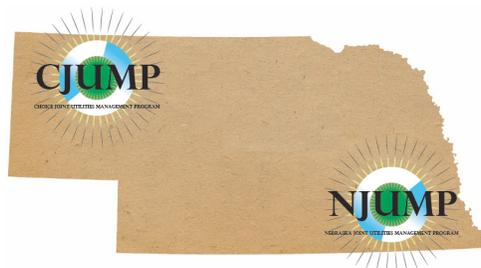
NASB's natural gas programs were created to fulfill two needs that many local districts had in dealing with utility costs – competitive prices and budget certainty. NASB has over 115 school districts and ESUs across Nebraska participating in our NJUMP and CJUMP purchasing consortiums to leverage their purchasing power and achieve lower utility bills. With this year's timely purchase of supplies at very competitive prices, we've continued to add new members for next year.

Superintendents and their business managers have their hands full with a huge range of responsibilities to oversee. Natural gas purchasing is one job your peers in these Interlocals can handle for you. Rather than pricing the entire year's gas needs on one day, the consortiums lock in fixed prices as market opportunities become available by purchasing in layers over time and in varying percentages of total projected volumes. Historically, this approach has achieved a better price for natural gas with a higher level of budget certainty than the districts could have achieved on their own.

The Nebraska Joint Utilities Management Program (NJUMP) purchases natural gas for school districts and ESUs on the Black Hills Energy natural gas pipeline in southeast Nebraska. Choice Joint Utilities Management Program (CJUMP) supplies natural gas on the Black Hills Energy (formerly SourceGas) distribution system in northern, central and western Nebraska. Both programs operate as independent Interlocal Pools created and governed by their own Board of Trustees drawn from consortium members. The trustees hold their annual meeting at the State Education Conference in Omaha each November.

Now is the time to sign up for membership in NJUMP or CJUMP for the 2024-25 heating season.

For more information, NASB members on the Black Hills Energy distribution system can contact Alan Pederson of WoodRiver Energy at alan.pederson@woodriverenergy.com ... Members on the SourceGas distribution system can contact Mandy Heermann of Public Alliance for Community Energy at mheermann@nmppenergy.org. Jim Luebbe of the NASB staff can also discuss the program with you and help you enroll in this time-saving, dollar-stretching consortium.



NATIONAL WALK @ LUNCH DAY - APRIL 24

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National Walk at Lunch (NW@L) Day is Wednesday, April 24

To participate, visit <https://www.nebraskablue.com/walk> and register your organization as a team for the event. Invite your employees to participate by using the promotional materials available at the NebraskaBlue.com page under Walk-Resources.



NASB Member Golf Outing June 12 - Kearney Country Club



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... GALLUP STRENGTHS

With the excitement of March Madness and bracketology upon us, take a minute to explore some relevant strengths ...

Arranger, Analytical, Competition, Context, Deliberative, Includer, Input, Strategic.

How many of you have a bracket (or two) filled out and plan to watch closely as March Madness unfolds?

Contact Shari at
sbecker@NASBOnline.org

... TECHNOLOGY

Welcome New Subscribers
Sargent Public Schools

We are still missing quite a few Negotiated Agreements for 2024-2025. Please continue to upload these or send them to Darion and he'll upload them for you.

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

... DATA ANALYTICS

There continues to be a push in the Legislature to force districts to look at consolidation possibilities, although NASB pushes back with the philosophy of allowing local districts to determine their own futures. However, we do provide Consolidation Feasibility Studies for districts to give you helpful, detailed information about your district's various options. We supply information to facilitate the discussion – we never make recommendations ourselves since that decision should always be the responsibility of the Board. Jim Luebbe can give you further information about the scope of these studies and how the process works.

... POLICY

The use of vaping devices is now returning to the high levels of a few years ago, and are now disguised to look like highlight markers with a colored tip. Vape users inhale ultrafine particles along with unregistered and untested chemical flavorants, not to mention the frequent presence of heavy metals such as nickel, tin, and lead. Chest x-rays of teenage vape users sometimes show significant oily residues already coating their lungs. Your district's Tobacco Free Schools policy should have clear language regarding the prohibition of nicotine delivery products, vapor products, and e-cigarettes. This language should also be included in your Student Handbook.

Contact Jim to learn more!

... MEMBER ENGAGEMENT

Great to see so many of you at the Amplified Finance and Budget & Finance Workshops this month!

NASB Membership Drive is nearly complete. We look forward to working with you again in 2024.

Save the Date for the NASB Golf Outing at the Kearney County Club on June 12.

- Sharon -

... EDUCATION LEADERSHIP SEARCH

We are updating our interim list. Let Shari know if you might be interested in serving as an interim superintendent.

Contact Shari Becker with questions
sbecker@NASBOnline.org

... ALICAP & INSURANCE

ALICAP says "Welcome!" to some new members:
Seward Public Schools
McPherson County Schools

ALICAP's school district/ESUs member count grows to 194.

Thanks, Megan!

... BOARD LEADERSHIP

Check out "At the Board Table" on page 4.

Marcia, Kari, Katie,
Caden, Stacie, Ben & Stephanie

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... ENERGY PURCHASING

If you are not already in NJUMP or CJUMP, April is the last chance to get signed up for these gas purchasing programs for the coming winter heating season in 2024-25. Contact Jim Luebbe for the Board Resolution form or other information to join.

... ADVOCACY & GOVERNMENT RELATIONS

As you can again see by this month's SNAPSHOTS, NASB members have been busy at the Capitol this past month.

Let us know if you want to engage with senators at the capitol or simply watch from the rotunda. The invite is open, give us a call.

A lot of moving pieces, stay up to speed via the NASB Bills Page at <https://nasb.envisiams.com/legislative-bills>

We are nearing the final stretch with only 12 working days left!

See the latest updates from the Education and Revenue Committees on Page 7.

More details to come as we know more, specifically on the Revenue Tree in the coming days ... Stay Tuned!

Call Colby & Matt with questions any time!



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Public Finance
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pgrieger@dadco.com



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



Andy Forney
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402-392-7988
aforney@dadco.com

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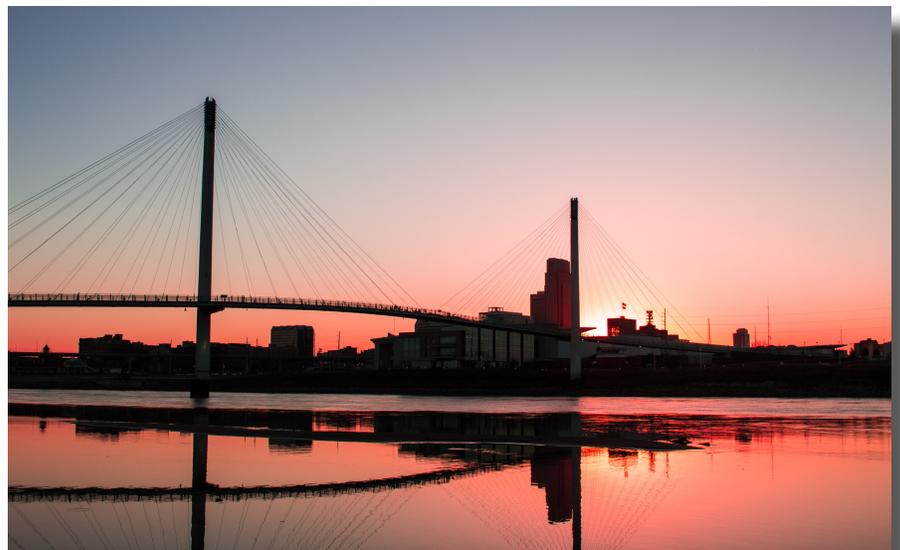
Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

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



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Bayard

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Region 4 - Elizabeth Kumru
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Makenzie Barry
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Matt Belka
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YOUR 2024 GOLD AFFILIATES

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Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE

BVH Architecture
PLATINUM LEVEL AFFILIATE

Carlson West Povondra Architects
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DLR Group
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BD Construction
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Boyd Jones
PLATINUM LEVEL AFFILIATE

Cheever Construction
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Hausmann Construction
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MCL Construction
GOLD LEVEL AFFILIATE

Project Control

Sampson Construction
PLATINUM LEVEL AFFILIATE

ENERGY SERVICES

Facility Advocates
PLATINUM LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

Outdoor Recreation Products
PLATINUM LEVEL AFFILIATE

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE

Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE

Northland, (First National Capital Markets)
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Piper Sandler
PLATINUM LEVEL AFFILIATE

FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
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INSURANCE SERVICES

American Fidelity
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Blue Cross Blue Shield of Nebraska
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National Insurance Services

Public Risk Management/ALICAP
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LEGAL SERVICES

Mueller Robak, LLC

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
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PLAYGROUND/SCOREBOARDS (CONTINUED)

Crouch Recreation
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Cunningham Recreation/GameTime

Fisher Tracks, Inc.

SAFETY & SECURITY SERVICES

One Source The Background Check Company
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TeamMates Mentoring Program
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Bishop Business
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Enviser
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Hamilton
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Sparq Data Solutions
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A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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NASB BOARD QUICKS

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



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

JOIN US!

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



60th and final day of the 2024 Legislative Session - April 18

Legislative Proposals for 2025 can be submitted at any time between now and July 1 at <https://members.nasbonline.org/government-relations/legislative-proposals>



NASB Leadership Workshop - June 5-6 - Lincoln

NASB Member Golf Outing - June 12 - Kearney

School Leaders & Law Conference - June 12-13 - Kearney



Board Candidate Workshops - July 9, 10, 11, 16
Ogallala - Hastings - Ord - Milford

ALICAP Summer Workshop - July 10, 11, 12
Gering - Kearney - Lincoln

Continued on Page 2



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Area Membership Meetings - August & September



North Platte, Gering, Valentine, Kearney, York, Norfolk, Nebraska City, Omaha & Fremont



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a different opinion

BCDM
architects

Boyd Jones

BISHOP
BUSINESS

BVH
ARCHITECTURE

CP CARLSON
WEST
POVONDRA
ARCHITECTS

CMBA
ARCHITECTS

CROUCH
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HAMITON

HAUSMANN
construction

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POLICY NO. 5114.A - Instruction- Artificial Intelligence

Bayard Public Schools acknowledges that artificial intelligence continues to emerge as a resource that may assist students with future technology and different wants of learning. However, artificial intelligence also poses a challenge to delineate the responsible use of artificial intelligence with student plagiarism. As a result, the Board of Education adopts this Policy to specifically address how the District will address academic honesty and integrity regarding a student's use of artificial intelligence/

Permissible Uses of Artificial Intelligence in School Assignments

Students may use artificial intelligence or related platforms when any of the following occurs:

1. The student receives advance permission from the teacher for the given assignment or project;
or
2. The teacher's classroom rules or expectations established artificial intelligence as a permissible resource for students to access.

Any student with questions about the use of artificial intelligence should contact their teacher in advance of using artificial intelligence to assist with any assignment. It is the responsibility of each student to understand the permissible use (if any) of artificial intelligence in a given class or a particular assignment. Students must be fully forthright and honest about their use of artificial intelligence to assist with any school assignment.

Impermissible Uses of Artificial Intelligence in School Assignments

Unless otherwise permitted by this Policy, students may not use artificial intelligence or related platforms to assist or complete any assignment, project, test, or other school-related task. The impermissible use of artificial intelligence may subject the student to discipline in accordance with the District's plagiarism policy and academic dishonesty rules.

Date of Adoption:

Superintendent report topics to discuss:

MS Pieper has taken a position at Spalding Academy and formally resigned. We are now advertising for a combined position that will include Media Specialist and Technology Coordinator duties. We are unable to fill either position from within. We are advertising for both positions on the NDE "Teach in NE" website and on our school website.

Breakdown of staffing and other changes at this point:

1. Don't replace one elementary position opened due to resignation.
2. Don't replace one central office staff position vacated due to retirement.
3. Absorb with current staff the Birth through age 5 Special Education need currently provided for by ESU 13.
4. Absorb with current staff the Licensed Mental Health Practitioner services currently provided by ESU 13.
5. Continue to discuss, with neighboring school districts, the possibility of shared services and interlocal agreements.
6. Continue to work with the NE School Board Association concerning financial planning, multidistrict agreements and patron communication.

9000 Series - Board By-Laws

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

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

Adopted: 8-17-76.

Reviewed: 10-11-10

POLICY NO. 9002 - PERMANENT BOARD COMMITTEES

Committees will be appointed by the president of the board. The president of the board shall be ex-officio member of any such committee. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action. Committee action is considered to be advisory only. The following committees are appointed for one year.

Committee on American Civics

Budget and Audit

Curriculum

Building and Insurance

Policy

Teacher & Staff

Transportation

Adopted: 8-17-76

Revised: 2-13-12, 7-8-19

POLICY NO. 9003 - TEMPORARY BOARD COMMITTEES

The President may appoint temporary committees comprised of less than the full membership for special purposes. These committees shall be discharged on the completion of their assignment. The President of the Board shall be ex-officio member of any such committee.

Adopted: 8-17-76

Revised: 8-12-85

POLICY NO. 9003.1 - TEMPORARY BOARD ADVISORY COMMITTEES

Whenever the board considers it necessary, the board may appoint a committee composed of patrons, students, staff, administrators and board members.

An advisory committee is formed by board resolution which shall outline the duties and the purpose of the committee. The committee is advisory in nature and had no duty or responsibility other than that specifically stated in the board resolution. The committee shall automatically dissolve upon the delivery of its final recommendation to the board or upon completion of the duties outlined in the board resolution. The board will receive the report of the committee for consideration. The board retains the authority to make a final decision on the issue. The committee will conduct its meetings as open meetings and a record of committee members present will be kept.

The method for selection of committee members shall be stated in the board resolution. When possible, and when the necessary expertise required allows, the committee members will be representative of the school district community and shall consider the various viewpoints on the issue. The board may designate a specific board member and administrator to serve on an advisory committee. The committee will select its own chairperson, unless the board designates otherwise.

Adopted: 8-17-76

Revised: 8-12-85; 11-08-10

POLICY NO. 9004 - VACANCIES

A vacancy occurs when a board member resigns, forfeits or otherwise leaves the office. A vacancy also includes, but is not limited to, the following: failure to elect at an election when there is no incumbent to continue in office until his or her successor is elected and qualified, failure to reside in the school district or a continuous absence from the district of more than 60 days, absence from more than 2 consecutive regular board meetings unless excused by a majority of the remaining members of the board, death of the incumbent, a court order declaring the seat vacant, conviction of a felony, or any public offense in violation of the oath of office.

The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board. The board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term in writing to the election commissioner or county clerk, and by a notice published in a newspaper of general circulation in the school district.

It is prohibited to meet in closed session for discussion of the appointment or election of a new board member.

Legal Reference: Neb. Statute 32-560 et seq.
 32-1308
 84-1410(1)(d)

Cross Reference: 201.02 Board Membership - Elections/Appointment
 201.03 Qualifications

Adopted: 11-14-16

POLICY NO. 9005 - PROCEDURES FOR FILLING A BOARD VACANCY

The resignation of a board member or any other reason for a vacancy shall be made a part of the minutes of the school board. If a vacancy occurs on the board for any reason other than the expiration of a term, the vacant position shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term. The registered voter appointed shall meet the same requirements as the member whose office is vacant. If the board does not fill the vacancy by appointment, the vacancy may be filled by election at a special election or school district meeting called for that purpose. If one half or more of the offices of the school board members are vacant, the Secretary of State will call a special school district election to fill the vacancies. Unless otherwise provided by law, all vacancies shall be filled within forty-five days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden.

When a vacancy on the board of education occurs, the remaining members shall proceed to fill the vacancy in the following manner:

- I. The school board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term (a) in writing to the election commissioner or county clerk and (b) by a notice published in a newspaper of general circulation in the school district,
- II. The board shall publicly request, in a manner the board deems effective, interested residents of the school district to submit to the Board President or Superintendent by a certain date selected by the board: (a) written statements indicating their desire to be considered as candidates for the vacancy and (b) any other information the board deems relevant such as a resume.
- III. At the time of the vacancy, the board shall choose a specific selection process for reviewing and/or interviewing candidates and selecting a candidate. If the board cannot decide on a selection process, then the Board President shall determine the selection process. The selection process shall be communicated to all candidates who have submitted the information requested by the board as set forth above.

It is prohibited to meet in closed session for discussion of the appointment or election of a new board member.

Legal Reference: Neb. Statute 32-501 et seq.

Adopted: 11-14-16

POLICY NO. 9006 - STUDENT BOARD REPRESENTATIVE

I. PURPOSE

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

II. SELECTION AND TERM OF OFFICE

1. Student representation to the Board of Education is open to all students in grades 9-12 at Bayard Public Schools who are in proper academic standing equivalent to participation in athletics or other student activities and maintain proper academic standing throughout their term of office.
2. The term of office will be one semester. The first semester will start in September and end in December. The second semester will start in January and end in April.
3. Students must complete the Google form application in full by April 15th to be considered for the next school year, and an in person interview will be scheduled for each student with the Committee on American Civics. The Bayard Board of Education will give preference to first time applicants in an effort to provide this opportunity for all interested students. The students' application and interview will be scored on a rubric, and the Bayard Board of Education will select one student board representative for the first semester to be sworn in at the September Board of Education meeting, and one student representative for the second semester to be sworn in at the January Board of Education meeting. If no student applications are received by the deadline, then the Board of Education will work with the Secondary Principal to appoint a student representative for each semester.

4. The student board representative serves at the discretion of the Bayard Board of Education. The Board of Education may remove a student board representative for failure to fulfill his or her duties, for failure to maintain academic standards, or for behaviors that the Board determines unacceptable as a student board representative.

III. RIGHTS AND RESPONSIBILITIES

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

8. The student board representative will work to represent opinions of all students and not solely their own personal opinions.
9. The student board representative will be required to submit a monthly report to the Board of Education regarding student activities and other pertinent student information.
10. The student board representative will be required to develop an initiative for the betterment of the school district to be approved by the Secondary Principal prior to being presented to the Board of Education for consideration. The total cost allowed for the initiative is \$2,500 with no annual or recurring costs.
11. The student board representative will be required to submit a written summary of their experience on the Board of Education at the completion of their semester term.

Adopted: 9-14-20

Reviewed:

Revised: 9-13-21, 12-13-21, 12-12-22

POLICY NO. 9101 - 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 employments 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

POLICY NO. 9102 - 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

POLICY NO. 9104 - 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

POLICY NO. 9105 - 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

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

POLICY NO. 9238 - MEETING NOTICE

Reasonable advance public notice shall be given for meetings and work sessions held by the board. The board's designated method of giving reasonable advanced publicized notice is by publication in a local newspaper at least 3 days prior to the meeting. The board may, in its discretion, also use additional methods of public notice including, but not limited to, publishing notice in the Bayard Transcript or other newspaper, advertising on local radio station(s), posting notice on the district's website, and posting on the door(s) of business(es) within the district.

Public notice shall indicate the meeting's time, place and date, and shall include a statement that the agenda shall be readily available for public inspection at the district office during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature the agenda shall not be altered later than 24 hours before the meeting.

A copy of the public notice will be provided to those who have filed a request for notice with the superintendent. These requests for notice must be in writing. A copy of the public notice will also be accessible to employees and students.

In the case of special meetings, public notice shall be given in the same manner as for a regular meeting unless it is an emergency meeting. Public notice of emergency meetings shall be given as soon as practical and possible in light of the situation. Reasonable efforts shall be made to notify news media who have requested notification of meetings.

It shall be the responsibility of the recording secretary of the board to give public notice of board meetings and work sessions. The recording secretary of the board shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification of the time and place of each meeting and the subjects to be discussed.

Legal Reference: Neb. Rev. Stat. §§ 84-1408 to 1414, 79-554

Approved: 3-12-12

Revised: 9-14-20

POLICY NO. 9239 - PUBLIC PARTICIPATION AT BOARD MEETINGS

A. Attend

Members of the public shall be permitted to attend and to speak at board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

The Board may allow advisors, consultants, and other persons who are not Board members to appear at the meeting via telephone or other similar means.

The chair has the authority to assure that people conduct themselves in an orderly manner at the meeting. Undue interruption or other interference with the orderly conduct of business will not be allowed. The chair may order persons who are disorderly to be removed from the meeting.

Legal Reference: §§ 79-570; 79-571;
§ 84-1411 (3) and (6); § 84-1412 (1) and (3)

B. Hear

The board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

Legal Reference: § 84-1412 (7)

C. Record

Members of the public may use recording devices (tape recorder, video camera, etc.) to record any part of a meeting of a public body, except for closed sessions. No recording, other than note taking, shall be done without informing the President in advance. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

Legal Reference: § 84-1412 (1)

D. Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

Legal Reference: § 84-1412 (8)

E. Speak

Members of the public will be permitted to speak at Board meetings at which a public forum is on the Agenda.

The board requires any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the board waives the address requirement to protect the security of the individual. Members of the public who desire to address the Board will be required to identify themselves.

Members of the public may also speak when invited to make a presentation or when recognized by the chair. The Board is not required to allow members of the public to speak at each meeting. However, the Board will not forbid public participation at all meetings.

Members of the public will not be required to have their name be placed on the agenda prior to the meeting in order to speak about items on the agenda.

The President or chair for the meeting shall have the authority to establish reasonable time limits for individual speakers and for the duration of public forum sessions. The following time limits are established but may be altered by the President or chair if the pressure of business or other circumstances dictate at a particular meeting: 5 minutes for individual speakers and 30 minutes for the duration of the public forum session.

The board will not respond or take action on public comment.

Speakers will be permitted to address the Board consistent with free speech rights. However, offensive language, defamatory remarks, and hostile conduct will not be tolerated. Further, charges or complaints against a school employee shall not be made for the first time at a public Board meeting without having followed the school's complaint procedure.

Legal Reference: § 84-1412 (1) (2) and (3)

Adopted: 7-14-08

Reviewed: 10-11-10

Revised 8-8-2022

POLICY NO. 9240 - DETERMINING AGENDA

The agenda for each board meeting shall be prepared in advance by the superintendent and board president and a copy shall be sent to each board member on Friday preceding the regular Monday meeting.

Except in an emergency the agenda must be set at least twenty-four (24) hours prior to the meeting. Items of an emergency nature may be added by majority action of the board.

Adopted: 8-15-83

Reviewed: 10-11-10, 4-12-21

Revised: 3-10-2022

POLICY NO. 9241 - MEETING MINUTES

The board shall keep and maintain permanent records of the board including, but not limited to, records of the minutes of board meetings, documentation received or disclosed in open session of the meetings, and other required records of the board. The minutes may be kept as an electronic record.

It shall be the responsibility of the recording secretary of the board to keep the minutes of the board meetings. The minutes of each board meeting shall include as a minimum the following items: a record of the date, time, place, members present, action taken and the vote of each member, and the schedule of bills allowed shall be attached. This information shall be available within 10 days of the board meeting or prior to the next convened meeting, if earlier. Minutes shall be forwarded to the newspaper designated as the official newspaper for publication prior to the next regular meeting of the board. The permanent records of the board minutes may include more detail than is required for the publication of the minutes.

Minutes awaiting approval at the next board meeting will be available for inspection at the central office of the district after the office transcribes the notes into a document which has been proofread for errors and corrected.

Legal Reference: Neb. Statute 79-577
 79-580
 84-712
 84-1408 to 1414

Approved: 8-10-15

Reviewed: 4-12-21

POLICY NO. 9242 - ORDER OF BUSINESS

Except in an emergency the agenda must be set at least twenty-four (24) hours prior to the meeting. Items of an emergency nature may be added by majority action of the board.

The following is a sample order of business. The sample order of business is only an example; the board may include or not include various items on said agenda as it deems necessary.

Agenda

- I. Opening the Meeting
 1. Call to Order: The regular June meeting of the Bayard Public Schools Board of Education was called to order on ____ (day) ____ (month) __ (date), 20__ (year) at ____:____ P.M., in the Bayard Public Schools Board Room, Bayard, Nebraska.
 2. Open Meetings Act
 3. Notice of Meeting
 4. Roll Call
 5. Status of Absent Board Members
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Recognition of Student Achievements
- VI. Invited Presentations and Discussions with Presenters
 1. Strategic Plan Progress Presentation and Discussion
- VII. Reports
 1. Board Members
 2. Board Committees
 3. Principals and District Administrators
 4. Superintendent
- VIII. Action Items
 1. Consent Agenda
 - i. Minutes of Previous Meeting
 - ii. Bills
 - iii. General Reports

iv. Adoption of Policies on Second Reading

v. Additional Items as Necessary

2. Action Item

3. Action Item

IX. Discussion Items

1. Review and Discussion of Policies

2. Discussion Item

3. Discussion Item

X. Set Next Meeting Date

XI. Adjournment

The Bayard Public Schools Board of Education reserves the right to convene a Closed Session for purposes in accordance with § 84-1410(1).

Adopted: 8-17-76

Revised: 8-15-83 8-12-85, 11-8-10, 12-12-11, 7-8-19

Reviewed: 4-12-21

POLICY NO. 9243 - REGULAR MEETING

The Board shall meet on the second Monday of each month to consider items of business and other matters pertaining to the school system.

All meetings shall be held in the Bayard Jr./Sr. High School Library, unless otherwise determined by the presiding officer of the board.

The Superintendent shall be present at every meeting of the Board, unless excused by personal illness or other emergent reasons, except for that portion of any meeting when his own employment is under consideration.

All meetings of the Board shall be held at the location designated in the notice of said meeting. If circumstances dictate meeting in a different location than designated in the notice, it shall be the responsibility of the Superintendent to take the appropriate steps to inform Board members and the public. Meetings of the Board may be held outside the School District boundaries when deemed necessary by the Board of Education. Meetings of the Board may be held outside the state of Nebraska upon compliance with the provisions of Neb. Rev. Stat. 84-1412 (6), and other applicable laws.

Legal Reference: Neb. Rev. Stat. 84-1411

Neb. Rev. Stat. 84-1412 (6)

Adopted: 8-17-76

Revised: 8-13-01, 7-8-19

Reviewed: 10-11-10, 4-12-21

POLICY NO. 9244 - SPECIAL MEETINGS

The President shall call a special meeting of the Board when requested by two members of the Board to do so. The President may call a special meeting of the Board whenever he or the Superintendent considers such a meeting desirable. All members shall have prior notice of the time and place of the meeting.

Unless altered by the board, the order of business at a special meeting will be:

1. Roll Call
2. Status of Board Members
3. State the purpose of the meeting
4. Transaction of the business for which the meeting was called
5. Adjournment

Adopted: 8-17-76

Revised: 8-15-83

Reviewed: 10-11-10, 4-12-21

POLICY NO. 9245 - ADJOURNED MEETINGS

Any legal meeting of the Board may be adjourned to a specific time and place. Only problems on the agenda of the meeting adjourned may be acted upon at the adjourned meeting.

Adopted: 8-17-76

Reviewed: 10-11-10, 4-12-21

POLICY NO. 9246 - POLL OF THE BOARD

The President of the Board of Education or the Superintendent may poll the Board Members. Action taken must be approved by roll call vote at the next Special or Regular scheduled Board Meeting.

Adopted: 8-17-76

Revised: 8-12-85

Reviewed: 10-11-10, 4-12-21

POLICY NO. 9247 - USE OF PUBLIC OFFICE, CONFIDENTIAL INFORMATION, OR SCHOOL PERSONNEL, RESOURCES, OR FUNDS FOR FINANCIAL GAIN OR FOR PURPOSES OF CAMPAIGNING FOR OR AGAINST THE NOMINATION OR ELECTION OF A CANDIDATE OR THE QUALIFICATION, PASSAGE, OR DEFEAT OF A BALLOT ISSUE.

No member of the Board of Education or administrator or other employee of the School District shall use or authorize the use of, for personal financial gain, financial gain of a member of his or her immediate family, or financial gain of a business with which he/she is associated, other than compensation as provided by law, his/her public office, or confidential information received through such office, or school personnel, resources, or funds for financial gain, or for purposes of campaigning for or against the nomination or election or a candidate or the qualification, passage, or defeat of a ballot issue under that person's care or control other than in accordance with prescribed constitutional, statutory, and regulatory procedures.

Legal Reference: Section 19 of LB 242, Laws of 2001

Adopted: 8-13-01

Reviewed: 10-11-10, 4-12-21

POLICY NO. 9248 - BOARD MEMBER HEALTH INSURANCE

All members of the Board of Education shall have the opportunity to become members of the major medical insurance plan made available to all district employees. Beginning February 1, 2008 until September 1, 2008, the District shall pay for single coverage for the member. Effective September 1, 2008 the cost of such coverage shall be born solely by the School Board member. The District shall pay no part of the premium. If a member chooses not to participate, he or she shall execute a declination of participation in the form of the attachment to this policy. Board Members seated after the operational date of this policy will have thirty days after taking the oath of office to indicate their intentions concerning participation.

Reference: Nebraska School Law Statute 79-502

Adopted: 12-10-07

Reviewed: 10-11-10, 4-12-21

Effective February 1, 2008

POLICY 9249 - PUBLIC HEARINGS

Public notice of a public hearing shall be in the same manner as a board meeting and shall be given at least five days before the hearing is to be held.

At public hearings, citizens of the district, who identify themselves, will be allowed to speak on the issue for which the public hearing is being held. Others may be allowed to speak at the board's discretion. Speakers are asked to keep their remarks as brief as possible. Prior to the beginning of the hearing, speakers and spectators will be apprised of the rules of order to be followed regarding time limitations, questions, remarks and rebuttals. In no event will a speaker be allowed to take the time of another speaker.

The board shall conduct public hearings in an orderly fashion. At the beginning of the hearing statements, background materials and public hearing rules and procedures will be presented by the board president or administrators. The board president will recognize the speakers. A board member may ask questions of the speakers after receiving permission for the board president. Only those speakers recognized by the chair will be allowed to speak. Comments by others are out of order. Individuals who interfere with or interrupt speakers, the board or the proceedings shall be asked to leave.

Adopted: 11-08-10

Reviewed: 4-12-21

POLICY 9300 - POLICY DEVELOPMENT

The board has jurisdiction to determine the policies which will govern the operations of the school district with the force and effect of law.

The written policy statements contained in the manual provide guidelines and goals to the citizens, administration, employees and students in the school district community. The policy statements shall be the basis for the formulation of regulations by the administration. The board shall determine the effectiveness of the policy statements by the evaluation periodic reports from the administration.

Policy statements may be proposed by a board member, administrator, employee, student or member of the school district community. Proposed policy statements or ideas shall be submitted to the superintendent's office for possible placement on the board agenda. It shall be the responsibility of the superintendent to bring these proposals to the attention of the board.

Adopted: 11-08-10

Reviewed: 4-12-21

POLICY NO. 9301 - POLICY ADOPTION

The board shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of a regular board meeting. The proposed policy changes shall be distributed and public comment will be allowed at the meeting prior to final board action. This notice procedure shall be required except for emergency situations. If the board adopts a policy in an emergency situation, a statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The board shall have complete discretion to determine what constitutes an emergency situation.

The final action taken to adopt the proposed policy shall be approved by a simple majority of the board at the regular meeting. The policy will be effective on the later of the date of passage or the date stated in the motion.

In the case of an emergency, a new or changed policy may be adopted by a majority vote of a quorum of the board. The emergency policy shall expire at the close of the second regular meeting following the emergency action, unless the policy adoption procedure stated above is followed and the policy is reaffirmed.

Adopted: 11-08-10

Reviewed: 4-12-21

POLICY NO. 9302 - POLICY REVIEW AND REVISION

The board will review, update and approve the policy manual periodically.

It shall be the responsibility of the superintendent to keep the board informed as to legal changes at both the federal and state levels. The superintendent shall also be responsible for bringing proposed policy statement revisions to the board's attention.

Adopted: 11-08-10

Revised: 7-8-19

Reviewed: 4-12-21

POLICY NO. 9303 - ADMINISTRATION IN THE ABSENCE OF POLICY

When there is no board policy in existence to provide guidance on a matter, the superintendent is authorized to act appropriately, keeping in mind the educational philosophy and financial condition of the school district.

It shall be the responsibility of the superintendent to document the action taken and to inform the board of the situation. If needed, the superintendent shall draft a proposed policy for the board to consider.

Adopted: 11-08-10

Reviewed: 4-12-21

POLICY NO. 9341 - VOTING

Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or not voting. The requirements of a roll call or viva voce vote may be satisfied by use of an electronic voting device which allows the yeas and nays of each member of the board to be readily seen by the public.

Adopted: 11-14-16

Reviewed: 4-12-21

Bayard Tiger Cub Preschool Parent Handbook



**2024-2025 School Year
Bayard Tiger Cub Preschool
A Collaboration between Bayard Public Schools &
Educational Service Unit #13 Head Start**

Bayard Tiger Cub Preschool is a partnership between Bayard Public Schools and Educational Service Unit #13 Head Start. Our aim is to provide a quality preschool experience for children in the community of Bayard.

Bayard Tiger Cub Preschool is governed by the Bayard Board of Education. The Bayard Tiger Cub Preschool follows all federal, state, and local regulations, and the Head Start Performance Standards.

Administration

Bayard Public Schools

Superintendent Mr. Rodney Olson 308-586-1325

Elementary Principal Mrs. Ehler 308-586-1211

Special Ed Director Jessie Broderick, ESU 13 308-635-3696

Preschool Teachers Mrs. Shawna Reish & Ms. April Halverson 308-586-1211

Bayard Tiger Cub Preschool

726 4th Ave.

Bayard, NE 69334

586-1211

Monday-Friday

Morning Session: 8:00 a.m. – 11:30 a.m. (Three Year Olds, Four Year Olds optional)

Full Day Session: 8:00 a.m. - 3:30 p.m. (Four Year Olds only)

Statement of Non-Discrimination

The Bayard Tiger Cub Preschool does not discriminate on the basis of race, color, national origin, gender, or handicap in admission or access to, or treatment, or employment of its programs or activities. The Bayard Tiger Cub Preschool complies with Section 504 of the Rehabilitation Act of 1973 and the Family Educational Rights and Privacy Act. If you have questions or concerns about these acts, or feel that you or your child has been discriminated against, please contact an administrator listed above.

Letter from the Teachers

Hello,

We would like to take this opportunity to welcome you to the Bayard Tiger Cub Preschool. We are excited to be a part of this collaboration and to be your child's teacher for the upcoming school year. We can't wait to meet each and every one of you.

We believe that learning happens best when children are actively involved and enthusiastic about what they are learning. Our goal is to provide a preschool experience that will be both interesting and exciting for each child. There will be much to learn, share, and experience together. We also know that as parents you are your child's first and best teacher. You are as important to their success in education as any other part of the process. By working together, as parents and staff in our preschool, we can make this a wonderful experience for your child.

If you ever have any questions, suggestions, or concerns, please feel that you can always share them with me. We value you and your knowledge of your child and welcome any and all comments. We are looking forward to working with you and your child this year.

Sincerely,

Mrs. Shawna Reish and Ms. April Halverson

Enrollment

Priority enrollment selection criteria that have been adopted by the Board of Education are used to make enrollment decisions for the Bayard Tiger Cub Preschool. A child will be eligible for admission into preschool at the beginning of the school year if the child is three years old or will be three years old on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins.

Fees

The fees to attend Bayard Tiger Cub Preschool will be determined by the free and reduced lunch schedule.

When Children Qualify for Enrollment The Family Pays

Half Day Enrollment:

Head Start \$0.00*

Reduced/Free Lunches \$30.00/month*

Full Priced Lunches \$80.00/month*

Full Day Enrollment:

Head Start \$0.00

Reduced/Free Lunches: \$60.00/month

Full Priced Lunches: \$120.00/month

*Meals and snacks are included in the monthly fees.

A payment agreement must be signed and followed for all paying students. Any non payment of fees will be collected under school district Policy No. 5110.

Pick-Up/Drop-off Points

Please pick up and drop off preschool students along the south side by the playground (726 4th Ave.).

Parents/caregivers will need to sign in and out preschool students each day. These guidelines are

established for student safety. Please use crosswalks when dropping off and picking up your child.

School Hours

The half day preschool session begins at 8:00 A.M. Monday – Friday and ends at 11:30 A.M. Full day sessions are from 8:00 a.m.- 3:30p.m. We ask that students not come to school before 7:55 A.M. unless they are engaged in a special, supervised activity. We ask that your child is picked up by 3:30 P.M. **PLAYGROUNDS ARE NOT SUPERVISED BEFORE 8:00 A.M. AND AFTER SCHOOL. PLEASE DO NOT LEAVE YOUR PRESCHOOL STUDENT UNATTENDED.**

Meals and Snacks

Students in the half day preschool session will be offered breakfast and a morning snack. Students in the full day session of the preschool will also be offered lunch and an afternoon snack.

Toilet Training

Children in our program must be toilet trained to attend school. Recognizing that occasionally accidents happen, they will be dealt with in a kind and loving fashion. Clothing soiled by urine or feces will be immediately put into a plastic bag (without rinsing or avoidable handling) and sent home for laundering.

A child who is toilet trained can:

- Avoid toilet accidents
- Ask to use a restroom
- Dress and Undress self
- Practice toilet hygiene
- Wash own hands

Checking Your Child's Backpack

Please check your child's backpack every night. They are excited about their work at this age and will be excited to share it with you. This is the best way for us to communicate with you. Also, please make sure that they have a backpack daily to carry their work home.

Parent Engagement

The Bayard Tiger Cub Preschool is founded on the belief that a child's parents will make a lifelong impact on a child's desire to learn, view of the world, and self-esteem. Tiger Cub Preschool provides parents with a variety of opportunities for positive involvement in their child's education, including opportunities for decision-making within the program. Each parent chooses to participate in activities that fit individual needs, schedules, and interests. The classroom setting is age appropriate for all enrolled children, and focuses on the individual needs of each child. Our priority is to partner with parents in order to provide the highest quality of services to children.

Parent Visitations

Parents are encouraged to visit children's classrooms at any time. **PARENT VISITS WITH THE EXCEPTION OF SCHOOL PARTIES, ARE LIMITED TO 30 MINUTES PER VISIT.** If you wish to confer with a teacher, please arrange for an appointment at a time outside regular class hours. All visitors must report to the school office before going to the classroom.

Center Meal Policy for Volunteers

Bayard Tiger Cub Preschool welcomes volunteers, but must limit those adults eating with the children to a reasonable number. Each preschool class can serve meals to an average of two volunteers per day. By notifying the teacher and adding your name to the preschool calendar for lunch, you can assist staff members in planning. Please let a staff member know, as soon as possible, if you plan to stay for lunch, so appropriate accommodations can be made.

Addressing Concerns

We try hard to meet the needs of each child and family. We strive to work with parents to provide quality services to children and families. If you have a concern with our program, we need to work out a satisfactory solution. We ask that parents solve problems with the program by using the following procedure:

1. Please contact the teacher and visit with them about your questions and concerns.
2. General questions – ask your preschool teacher or family advocate.
3. Speak with the building principal
4. If you need further assistance, please contact the Bayard Public Schools Superintendent.

When concerns arise, both staff and parents are better able to work together when they keep from looking at the situation with an “us against them” frame of mind. Instead of making assumptions, we all need to ask questions for more information. When learning more about our program, you will find that behind most of our decisions there are Performance Standards or licensing rules that we must follow. By viewing each other as teammates, we can positively resolve any problem that comes our way for the benefit of the program and more importantly for the benefit of the children we are all responsible for teaching.

Home Visits

Home visits are a requirement for the Bayard Tiger Cub Preschool. Tips for successful home visits are as follows:

Notify your teacher, Family Advocate, or other visiting staff member of changes or cancellations of visits. If you are unable to keep a scheduled visit due to an emergency, please contact the expected staff member to cancel the visit. If you do not have a phone available, please leave a note on your door letting that person know your plan for contacting her/him, or note an alternative time when you will be available to meet.

Please notify your visiting staff member of any upcoming changes in your address or phone number.

Consider scheduling appointments for the same time of the day and same day of the week, making appointments easier to remember.

Home visits can take place in an alternate location.

By working together we can make home visits a learning experience that is beneficial to your family and to staff.

Family Gatherings

Parents of children enrolled in the Bayard Tiger Cub Preschool will have many opportunities during the year to get to know each other and to learn together. These activity-based gatherings include a snack, parent-child activities, leadership opportunities, potential outings, and/or craft projects. Input from parents about their interests will make these gatherings informative and fun.

- 1) Tiger Cub Preschool will provide opportunities for parents to attend four family gatherings during the year.
 - a)) Family Gatherings are to include a business meeting (usually no more than a 15-minute meeting is needed for business). Included in the Family Gathering will be a parent-child activity for you to enjoy as a family.
 - b) Families are encouraged to attend all Family Gatherings scheduled by their preschool Parent Group. Events are to include both parents and their children. A snack will be provided during your time together. This is your opportunity to network with staff and parents. Please make the most of these opportunities.
 - c) Child care will be provided at all family gatherings.
- 2) The Bayard Tiger Cub Preschool will elect the following officers for their parent group:
 - a) Parent Group Chairperson
 - b) Parent Group Vice-Chairperson
 - c) Parent Group Secretary and Treasurer (may be two different offices)
 - d) Policy Council Representative
- 3) Policy Council Representatives are to be elected by October 15, so that they can receive training later that month. An alternative training may be offered in November for those unable to attend the October training depending on the need. The training is open to Parent Group Officers as well. The responsibilities of each of the elected positions will be explained prior to elections.

Policy Council

Policy Council is a decision-making board that is similar to a school board. Members participate in budget planning, program planning, problem solving, and other functions described in the Performance Standards. Every Head Start program is required to have a Policy Council in place; a foundation of the program that supports parent involvement in the decision making process.

1. Bayard Tiger Cub Preschool will be represented on the Policy Council.
2. Our representative will attend monthly Policy Council meetings. If unable to attend a meeting, the representative may arrange for a proxy to attend in his or her place.
3. The Tiger Cub Preschool representative will report back at family gatherings about the Policy Council.

Volunteering

There are many opportunities for you to volunteer in the program, both in and out of the classroom, and during a variety of time frames. Volunteering is a great way to support the Bayard Tiger Cub Preschool program, and enhance your own learning and skills. Some ways parents can volunteer are to serve as an officer of the parent group, become a policy council representative, help in the classroom, assist with field trips or special events, prepare classroom materials, and help with classroom repairs or maintenance. Visit with the teacher or other staff members if you have a special interest or would like to help.

 Families are encouraged to provide volunteer service in or for the preschool at least once a month. Our goal is to have two parents volunteering in or outside of the classroom every day. Volunteering is not a requirement of your child's enrollment, but it is very beneficial to your child and yourself.

 While in the preschool classroom, a volunteer can participate in classroom activities, observe children's

interactions with others, or assist with decorating bulletin boards or other tasks as needed by the teacher.

 Volunteering for tasks outside of the preschool time is just as important and counts in the same way as volunteering during classroom time. If your schedule does not allow for much time during the day, please visit with the teacher for some ideas for volunteering service during other time frames.

 Each time you volunteer, please sign the Volunteer Sheet provide by your classroom teacher. Remember to keep track of your volunteer hours at home and submit those as well. Recognition of volunteers is given throughout the year in a variety of ways for volunteer services.

 Sign the classroom calendar to volunteer to help in the classroom, assist with field trips, assist with office work, etc.

 Each classroom will be working on Community Projects during the year. If you enjoy leadership roles, please consider assisting with community projects. Leadership is also involved when serving as a Parent Group Officer or as a Policy Council Representative.

 Let your opinion be known! As a Policy Council representative from your preschool you can speak for the parents and impact program operations.

Our preschool staff deeply appreciates the time and experience that you offer as a volunteer. We hope to see you often!

EDUCATION

Bayard Tiger Cub Preschool uses the Creative Curriculum along with the Teaching Strategies GOLD Assessment. We know that children learn best when they are actively engaged and involved in interaction with people and materials in their environment.

The objectives for children and/or parents in our program are:

- To develop a positive self-image.
- To learn how to get along with children of their own age.
- To shift gradually from a family circle to a wider school circle.
- To have a wide range of experiences.
- To become a secure and independent person.
- To take responsibility for their own well-being.
- To respect and care for our classroom.
- To communicate his/her ideas to both adults and other children using words and expanded sentences.
- To develop and coordinate large and small muscles.
- To apply knowledge or experiences to new situations
- To express themselves in a variety of creative areas including art, drama, music, & literature.
- To develop visual perception and auditory discrimination skills.
- To enjoy and value reading.
- To demonstrate knowledge of the alphabet.
- To understand the purpose of writing.
- To be excited about learning.
- TO HAVE FUN AND MUCH, MUCH MORE!!!!

Bayard Tiger Cub Preschool provides the following educational services to all families:

- All families will be offered home visits throughout the year.
- All families will have the opportunity to attend 2 parent/teacher conferences each year.
- The Ages and Stages Screening Tool is administered on an as needed basis after entering the program.
- An individual ongoing assessment for each child will be used.

Although home visits and parent/teacher conferences are set up for parent and teacher communication, feel free to contact the teacher as needed.

7 Ways Parents Can Help in Their Child's Educational Experience

1. Volunteer in the classroom or with special projects.
2. Give input into curriculum and lesson plans.
3. Share your culture and family traditions.
4. Help with activities such as field trips, celebrations, and special events.
5. TALK with your child about his/her experiences at preschool.
6. Read to your child at least 15 minutes daily.
7. Make sure that your child gets enough sleep and is physically ready to learn.

Celebration Policy

The Bayard Tiger Cub Preschool program believes that all families are unique and that their beliefs and culture should be respected. Keeping this in mind, the program has developed a policy for staff to use when working with children and families.

Guidelines:

1. Each parent will complete a parent questionnaire on what their beliefs are in regards to holidays/celebrations and how they would like them to be celebrated.
2. All families' cultural and religious beliefs will be respected. (All early childhood programs that receive public funding and/or are affiliated with any public organizations must comply with the First Amendment of the Constitution of the United States, which guarantees the separation of church and state.)
3. All activities will be developmentally as well as age appropriate.
4. Activities will be based on children's interests.
5. All children will be able to participate in any activity that takes place in our program. Children will always be accepted.
6. Foods and snacks served will follow Performance Standard guidelines which state: all federal, state, and local food sanitation and safety laws must be followed; foods are purchased only from licensed vendors and foods and beverages are high in nutrition and low in sugar, salt, and fat.

Biting Policy

For safety and health concerns, we take biting seriously. When it happens, it's very scary, frustrating, and stressful for children, parents, and teachers. It is also not something to blame on children, parents, or teachers, and there are no quick and easy solutions to it. Children bite for a variety of reasons: simple sensory exploration, panic, crowding, seeking to be noticed, or intense desire for a toy. Repeated biting becomes a pattern of learned behavior that is often hard to extinguish because it does achieve results: the desired toy, excitement, attention. Knowing that the effect of their biting will hurt another person is not yet a part of a child of this ages' mindset, so the "cause-effect" relationship

is not internalized. Our teachers plan activities and supervise carefully in order for biting not to happen. There are times, however, when everyone cannot be within immediate reach to prevent a bite.

Our policy for handling a biting incident is as follows:

- The biter is immediately removed from the group with a firm NO. The bitten child is consoled and the bitten area washed with soap and water. If necessary, ice is applied to reduce any swelling or bruising. The biter is not allowed to return to play and is talked to on a level that he/she can understand, then redirected.
- A written incident report is given to the parents of all children involved when they are picked up that day.
- The name of the biting child is not released because it serves no useful purpose and can make an already difficult situation more difficult.
- We look intensively at the context of each biting incident for patterns, in an effort to prevent further biting behavior. Staff will complete the “biting information form” to be sent to the Behavioral Health Coordinator. This information is used to look for a pattern and develop a prevention plan.
- We work with each biting child on resolving conflict or frustration in an appropriate manner.
- We try to adapt to the environment and work with parents to reduce any child stress. We make special efforts to protect potential victims.
- We try to make every effort to extinguish the behavior quickly and to balance our commitment to the family of the biting child and to that of other families.

Health Policies

When a student has a disease, illness or health condition, the chart below will be followed to determine when he/she may return to school:

- Fever – temperature has been below 100 degrees for at least 24 hours
- Vomiting/Diarrhea – last episode more than 24 hours previous to return, and student is eating normally
- Chicken Pox – when all scabs have dried up or disappeared
- Pink Eye – 24 hours after antibiotic started, and no more drainage
- Impetigo – 24 hours after antibiotic started, and sores are decreasing in size
- Ringworm – must remain out of school until under treatment
- Head lice – after the hair is treated for lice, all nits (lice eggs) removed, and first cleaning completed. Students who have had lice will be checked for a minimum of 14 days after the first treatment.

If a student is absent due to illness or injury for more than five (5) consecutive days, a note from a physician stating the student’s fitness to return to school is required.

If your child is ill, please keep them home.

Procedure in case of an accident or illness

1. The parents/guardians will be notified if the student needs to go home and/or a health care provider needs to be consulted. It is expected that the student will be picked up as quickly as possible.
2. Students needing to go home will be cared for and made as comfortable as possible until someone arrives to pick them up.

3. If necessary and circumstances warrant, the student will be taken to the hospital via the rescue squad. Attempts will be made to contact a parent/guardian prior to the student being transported. Each family must complete an emergency card for office use to inform the school of how and who to contact in case of an emergency. **Parents/guardians are expected to update emergency cards annually and when changes occur.**

Students should not be sent to school and will be sent home if any of the following conditions exist.

1. Student has a temperature of 100 degrees or more.
2. Student is experiencing vomiting, severe headaches, or cough, etc.
3. Student has a suspicious contagion, rash, or discharge.

No student will be sent home until a parent, guardian, or responsible adult has been contacted.

Medications

Most medications, including those prescribed three times daily, are most safely and easily given at home. For those few students requiring medications during school hours, the physician and parent must complete the Bayard School Medication Permission Form. Medications will be given as ordered by the physician. Only FDA approved medications will be administered. Medication Permission Forms expire at the end of each school year or sooner, depending on the physician's order.

Medications must be in a pharmacy container labeled with the name of the student, medication, dose and frequency ordered, and the physician's name. When requested, most pharmacies will provide a second labeled bottle of medication to take to the school if needed.

The school can make no changes in the amount of medicine given or when the medicine is given, without a written order from the physician.

FAMILY SERVICES

Family Advocate Services

The Bayard Tiger Cub Preschool has been assigned a family advocate to work with Head Start families, or any family who would like this service. Advocates are an additional resource for families and can be of assistance during times of family crisis. They will support you in setting and reaching family goals, will serve as a source of information on a wide variety of topics, and can assist you in finding needed resources for your family. Family advocates generally visit with families at least three times per program year, but are available for additional home visits on an as needed basis. They can accompany you to other agencies as you seek resources. Advocates may provide transportation if transportation is required to meet immediate basic needs including health needs. Your family advocate can be reached through your teacher.

Family Development Profile/Matrix

The purpose of the Family Development Profile/Matrix is to identify your family's strengths in a variety of areas as well as any needs that you may have. The Family Development Profile is used to assist families in setting goals and is completed in partnership with a family advocate. Families are able to use these tools for goal planning. Family and/or individual goals will be the focus, and family advocates will follow up throughout the year to encourage and support you in obtaining your goals.

Attendance Policy

During childhood, children are learning a number of skills that will serve them for a lifetime. By having your child in the classroom as consistently as possible you are teaching the value of learning, and are increasing the chance of your child's success in school. Please contact the classroom teacher if your child is going to be absent. Also, notify the teacher if the child is going to be absent for extensive circumstances (like a death in the family).

Absences from School - Definitions. An absence from school will be reported as: (a) Unverified, (b) Absent, (c) Verified, (d) Activity, (e) Exempt.

The following codes will be assigned to student absences for the following reasons:

Unverified (UNV): The student is absent and the school has not received any notification pertaining to the student's whereabouts from a parent/guardian.

Absent (A): A parent/guardian has called to let the school know their child will not be in school, but the absence does not qualify as an EXC, EXP, ACT as defined below.

Verified (VER): A parent/guardian has called to let the school know their child will not be in school due to illness, a medical appointment, or family trips in which the student accompanies the parent/guardian. Even though an absence is verified, it does count toward the total number of absences for purposes of credit loss and truancy reporting.

Exempted (EXP): A parent/guardian has called to let the school know their child will not be in school for a purpose deemed by the Principal as an extenuating circumstance. The student's absence will not count against them due to the extenuating circumstance. An Exempted absence may include absences for reasons such as the attendance at a funeral for a member of the immediate family (parents, siblings, and grandparents) counseling/therapy appointments, and court appearances that are required by a court order.

As a federally funded program, we are required to track attendance, and therefore must have an attendance policy. Attendance concerns will be addressed with the following steps:

1. Phone contact by the teacher/secretary is required following the first unexcused absence.
2. A home visit by the family advocate is required following the third unexcused absence to understand the reason for the absences and to discuss the attendance policy if needed.
3. Chronic absenteeism will also be cause for a referral to the family advocate for a home visit to initiate appropriate family support procedures while partnering with the family to resolve barriers that interfere with a child's attendance.
4. Continued absenteeism will result in a referral made to the Data Manager. This is to notify the family by phone or letter to ensure that the family is still interested in continued enrollment in the Bayard Tiger Cub Preschool program and establish ways that the program can be supportive of the child's attendance. If there are barriers causing attendance concerns, the family advocate will follow up with the family to work together to resolve the concerns. An attendance plan and/or team meeting may be

required.

5. If staff is unable to contact the family by phone, and the family does not respond to our letter by the deadline, or chronic absenteeism persists, the management team will meet to discuss the situation and try to resolve barriers before deciding to drop the child. If a plan is developed or a team meeting is held and the parents do not adhere to the guidelines set, we assume that the family is no longer interested in participating in the program and the child's name will be removed from active enrollment.

6. Those parents expressing interest in having their child participate in the program after the deadline will be required to have a written plan in place addressing the attendance concern. Once a child's name is removed from enrollment, the next child on the waiting list will be enrolled in his/her place. There is no guarantee that the program will have another available opening at the time that the request is made.

7. If a pattern of chronic absences are reported that are not consecutive days missed, the same steps will be followed with the family.

***Please advise the teacher and/or Data Manager of extenuating circumstances, such as a death in the family.**

School Closing Information

The importance of notifying employees, parents, and students when school will be delayed in opening, not opened at all, or be dismissed early is of prime concern. We will be using an automated voice messaging system which will allow the school to contact each family with regard to school closing and other notifications. This system is designed to call the phone number or numbers listed in your student's file. Please ensure that the school district is continually notified of any changes to your contact information.

The school also uses local radio stations KMOR, KNEB, KOLT, and KDUH TV to inform staff, parents, and students of closing due to inclement weather. The school will make every effort to make this information available as soon as possible.

Inclement Weather

During inclement weather, outside play times may be reduced or eliminated. If the wind chill factor is below 15 degrees or the temperature is 15 degrees or lower, there will be no outside play time. Otherwise, children are expected to go outside during playtimes. If your child is to stay in during outside play times for health reasons, a note from a Doctor must be sent to school. If it is a "one time" occasion, a note from the parent is sufficient.

Emergency Number

It is important that we have an emergency phone number, other than your personal phone number, on file with the teacher for your child. This emergency number should be a local number. Please make sure this number is kept up to date.

Emergency Drills

Fire drills are held once a month during the school year, and tornado drills are held once in the fall and once in the spring.

Nebraska school laws require that each school hold at least two fire drills the first two weeks of school and eight additional fire drills during the school year. The children are taught to leave the building quickly, quietly, and in a safe organized manner. Schools also engage in lock-down, state-wide tornado, and evacuation drills (bomb threats and other emergencies) during the school year. The evacuation drills could involve evacuation of students to the school's designated alternate site. Please call your building principal if you have questions about drills conducted at your school. These drills are conducted in an effort to achieve maximum preparedness in case of an emergency situation. Your school will also have an established student pick-up protocol in case of certain emergencies.

Emergency Procedures

The school district has developed a Crisis Response Plan that is designed to minimize danger to anyone occupying a school should an emergency occur. Our main objective is to attend to the health and welfare of your children in the event of a crisis. In most emergencies, your children will remain and be cared for at the school they attend. In the rare event of an emergency affecting the school your child attends that prohibits reentry to the building (such as a broken gas or water main, a fire, or toxic spill), elementary students will be cared for in accordance with the school district's emergency procedures.

We ask that you follow the procedure below if you hear of any school emergency:

- 1. Turn on the radio or television. We will keep the media informed of any emergency.**
- 2. Please do not telephone the school. We have limited phone lines. These MUST be used to respond to the emergency.**
- 3. Please do not come to the school unless required to pick up your child.** Any emergency involving your child's school may mean emergency vehicles and workers must be able to get to the building. If the emergency necessitates relocation of staff and students, you will be informed via the media.

In Kind

Every year Bayard Tiger Cub Preschool receives grant money from the Federal Government through a partnership with Head Start. Twenty-five percent of what we receive must be matched with in-kind or donations from parents and other community people. Some things that count toward in-kind are:

- Completing and submitting a Family Activity Calendar
- Volunteering in the center
- Preparing classroom materials
- Attending family gatherings
- Working on community projects as a parent group
- Attending Policy Council meetings
- Donated items

Check with your teacher about other ways you can help with In-Kind.

Reporting Child Abuse / Neglect

The Bayard Tiger Cub Preschool's procedure in reporting child abuse and neglect is based on the Nebraska Statute 28-711 Reporting Law. In the case of suspected child abuse or neglect, staff members are to follow the procedure by reporting to the Child Abuse Hotline at 1-800-652-1999. Our

primary concern is the safety of children and the well-being of their families.

Our policy is that staff will not discuss child abuse reports with parents. If you have questions about child abuse reporting, you are welcome to speak to the teacher or other administrator. The Bayard Tiger Cub Preschool can make referrals to help families struggling with abuse/neglect issues and/or to provide support as the family works with other systems.

Applicable Nebraska Statutes regarding child abuse and neglect are as follows:

1. Any person who has reasonable cause to believe that a child is being subjected to conditions which would result in neglect or abuse is required by law (Nebraska Rev. Stat. 28-711, Reissue 1989) to report such an incident to the proper law enforcement agency, i.e. the police department, sheriff's office, or the Nebraska Department of Social Services.
2. Any person reporting a child who is being subjected to abuse or neglect is immune from any liability, civil or criminal, that might otherwise be incurred or imposed, except for maliciously false statements (Neb. Rev. Stat. 28-716, reissue 1989), and will also be immune from discharge, retaliation, or other disciplinary action solely on the basis of having made a child abuse report.

If you know of a child who is being harmed in any way, please remember that all Nebraska residents are to report suspected child abuse and neglect. You can report suspected abuse/neglect to the Department of Health and Human Services Hotline (1-800-652-1999) or to the appropriate law enforcement agency. Please remember that we are all responsible for the safety of our nation's children.

Student Records

Records are maintained on all students. The records for your child are open for your review at any time. The records include the student's academic and testing record. An appointment to review the records should be made in advance so the teacher will be available to answer any questions.

Confidentiality

Families have the right to protection of personal information. Bayard Tiger Cub Preschool operates under the following principles:

1. Parents should be the primary source of information about themselves and information sought from them should be limited to that which is essential for services.
2. Parents and other volunteers are prohibited from reviewing records other than those of their own children.
3. Health, education, and social service records for children/families are open only to staff and consultants on a "need to know" basis to the extent necessary to provide services or assess the effectiveness of the services that are being offered.
4. Information is not to be released to anyone outside the program without written consent from the family.

5. Other agencies and individuals are to be consulted only with the family's consent and within the limits of that consent.

6. Information recorded and records maintained are to be limited to those essential for providing services. Children's files and other information will be stored in locked files to ensure confidentiality at each site.

*Exceptions to the above include child abuse/neglect reporting, and persons at risk of harming self or others.

Please note that **confidentiality also applies to you**. While volunteering in the center, you may hear or see something regarding the child of another family. If you have specific concerns, please address them appropriately with staff. Respect the rights of families served in our program and do not discuss information with others.

Health Services

Dental Health Examinations:

Every child must have a complete oral exam during his/her first 90 days of enrollment in the program. This exam should be completed by a dentist. **The Bayard Tiger Cub Preschool would like the oral exam to be completed prior to enrollment in the program.**

Well-Child Examinations (Physical Exam):

Every child shall be up to date on his/her well-child examinations within 30 days of the start of the program. Please notify the teacher if you need assistance in finding a health care provider in the area you would like your child to see. **The Bayard Tiger Cub Preschool would like the physical exam to be completed prior to enrollment in the program.**

Immunizations:

Every child is required to be up-to-date on his/her immunization series. If your child is not up-to-date on immunizations within 30 days of enrollment, he/she will not be able to attend the center unless the immunizations are in the process of being updated. **Bayard Tiger Cub Preschool requires that a copy of the immunization record be submitted prior to enrollment in the program.** If you need assistance in scheduling immunizations for your child please contact the teacher as soon as possible. If your child does not receive immunizations for personal or religious practices please notify the teacher to complete all necessary paperwork.

Vision Screening:

Every child will complete a visual acuity screening within 45 days of the start of the program. A nurse will be conducting this screening. Your child may be referred to a local eye doctor of your choice for follow-up treatment depending on the results of the completed screening.

Growth Assessments:

Every child will complete a height and weight measurement within 45 days of the start of the program and periodically throughout his/her enrollment. A nurse will be conducting this screening. This

information will help us monitor your child's growth pattern throughout his/her participation in the program.

Lead Testing: Any child can be poisoned by lead with no symptoms at all until the poisoning is severe. Lead screening is typically completed in conjunction with your child's well child exam at 12 and 24 months of age. A copy of those results needs to be included in your child's file with the preschool. You can obtain a copy from your doctor. If the test has never been done, ask your doctor to do the test now.

Behavioral Health

Behavioral Health or social-emotional development refers to how children get along with others and how they learn to express their emotions in healthy ways.

A behavioral health professional (Licensed Mental Health Practitioner) is available to provide direct and indirect services to families.

Direct services are provided by observing children in classrooms (at the request of the teacher or parent), consulting with parents, speaking to parent groups, and providing crisis intervention.

Indirect services are provided by consulting with staff and then staff provides information to parents.

Head Start students will complete the behavioral screening, or Social-Emotional Questionnaire, within 45 days of the child's enrollment. Parents are asked to answer questions about their child's behavior or social-emotional development.

Staff and classroom volunteers are expected to follow the Behavior Guidance Policy, which promotes positive behavior support. Please let your teacher know if you would like a copy of the policy for your reference.

When parents are concerned about their child's behavior, contact the teacher or family advocate. The staff will contact the Behavior Health Coordinator, as needed, for consultation and/or to meet with parents and staff.

A safe classroom is a must for learning to take place. Therefore, if a child is hurting other children or staff, or threatens to hurt others, the parent/s will be asked to meet with the staff and the Behavior Health Coordinator to make a behavior plan. The Family Advocates and the Behavior Health Coordinator will work with parents who request mental health services.

Disabilities

- The Ages & Stages Questionnaire will be completed within 45 calendar days of enrollment to screen the child's development in the areas of Communication, Gross Motor, Fine Motor, Problem-Solving and Personal Social.
- Speech and hearing screenings will be done within 45 calendar days of enrollment.
- Parents will be notified of screening results.
- If developmental concerns exist, staff will contact the parents. Parental permission must be given before a child is referred for further testing by the school district.
- After an evaluation, a meeting called the Multi-Disciplinary Team (MDT) meeting is held to go over the evaluation with the parents.
- During the MDT meeting, if it is determined that the child needs special services, another meeting is

held called the Individual Education Program (IEP). This meeting will include the parents. The team will develop a plan in which goals and objectives are established for the child.

Disabilities Service Plans, which provide strategies for meeting the special needs of children with disabilities and their parents, is updated annually.

Child Find

Child find is a community-wide effort to provide opportunities for children with disabilities. Parents, educators, and members of the medical community take part in the program to locate children who may have a disability.

Parents/Community members who contact Child Find may have concerns about the child's development in the areas of:

- Hearing
- Vision
- Speech/language skills
- Motor skills
- Thinking skills
- Emotional/social skills

Child Find provides developmental screening and, when appropriate, a comprehensive, multi-disciplinary evaluation for children from birth to kindergarten age.

If you live within the Bayard School District and have or know of a child who may have a disability, contact the Special Services Director at 586-1700 (high school) or 586-1211 (elementary)

Nutrition

Our preschool program receives federal cash assistance to serve healthy meals to your children.

- The children will receive nutritious meals and snacks. The menus will follow the *Dietary Guidelines for Americans* that say that the foods must be high in nutrients and low in fat, sugar, and salt. Menus at parent activities will follow the same guidelines.
- Foods served to the children must be commercially prepared or inspected. The only foods which may be donated to the program are raw fruits and vegetables, and prepared foods. This is to ensure the health and safety of children and staff in the center.
- Diet prescription for food allergies, milk intolerance, or other special diets is required to be submitted before the child attends preschool. In addition, when an enrolled child is placed on a diet in the middle of the school year, a written diet prescription signed by a physician is also required. The diet prescription **should include** the diagnosis and symptoms, along with suggested acceptable foods. The parents are encouraged to work closely with the staff to find acceptable substitutes for problem foods.
- Food experiences are used throughout the year to introduce new foods to the children, along with familiar foods served in a different way. Through cooking, children learn many concepts, including science, math, language, and social and motor skills. Good nutrition is discussed using the food pyramid.
- Effective dental hygiene is practiced after meals at the preschool.
- Physical activity is encouraged each day.

- Parents will be provided through parent meetings, community meetings, and newsletters various nutritional information for the family.
- A Registered Dietitian is available to the program for consultation.

Asbestos

The Institute for Environmental Assessment was requested by the Bayard Public Schools to review and prepare an asbestos management plan, identifying the presence of asbestos within District school buildings. After reviewing the characteristics of District buildings, a management plan was prepared for each building, a copy of which is maintained at the administrative office for each major building, describing the asbestos plan and the intended response. Under the present management plan, the asbestos should not present a detectable risk to any building occupant. The District conducts periodic surveillance to provide a continuous assessment of asbestos-containing materials.

The detailed plan and updated information for each building, or for the entire district, is open to public review and is located in the office of each building. If you have any questions, please contact the District's administration.

Discipline: Definitions and Procedures

State law gives the administrations and teaching personnel in the school the responsibility of maintaining good order and discipline. Those in charge of the classrooms and activities may take such actions as are necessary regarding student behavior, including, but not limited to: counseling, parent conferences, and/or requirements that a student remain in school before or after regular hours to do additional work.

The teachers, aides, custodians, and all other staff members have the responsibility and authority to insist upon good discipline in the classrooms, school building, on the school grounds, and at school activities. Staff members who supervise students in the classroom, cafeteria, and the playground will work to reward positive behavior when students exhibit it.

When students exhibit inappropriate behavior, the families will be consulted and worked with in order to ensure safety for all children.

Good discipline begins in the home where a child learns from his/her parents at an early age to develop self-control. This will carry directly into his/her school behavior. Students are expected to conduct themselves in a manner which is in keeping with the activity in which they are involved, respect the rights of others, and obey safety rules and regulations.

Disciplinary action may be taken in accordance with the Bayard Public Schools Student/Parent Handbook procedures and Board Policy.

No Child Left Behind Act of 2001

Notice Concerning Staff Qualifications:

The No Child Left Behind Act of 2001 gives parents the right to get information about the professional qualifications of their child's classroom teachers. Upon request, Bayard Public Schools will give parents the following information about their child's classroom teacher:

1. Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
2. Whether the teacher is teaching under an emergency or provisional teaching certificate.
3. The baccalaureate degree major of the teacher.
4. Information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree; and
5. We will also, upon request, tell parents whether their child is being provided services by a paraprofessional and, if so, the qualifications of the paraprofessional.

The request for information should be made to an administrator in your child's school building. The information will be provided to you in a timely manner. Finally, Bayard Public Schools will give timely notice to you if your child has been assigned, or has been taught for four or more consecutive weeks by a teacher who does not meet the requirements of the NCLB Act of 2001.

RESOURCE GUIDE

Western Nebraska Resource Guide <https://panhandlepartnership.com/directory/>

Bayard Tiger Cub Preschool
ESU#13 Child Development Programs
Parent Handbook
Acknowledgement & Agreement

Signing this Acknowledgement & Agreement will confirm two very important responsibilities that you take on as a Parent & Parents or Guardians.

First: you acknowledge that you received your copy of the Parent Handbook.

Sign _____ Date _____
Sign _____ Date _____

Second: you agree to follow the guidelines and policy out-lined in this Parent Handbook.

Sign _____ Date _____
Sign _____ Date _____

Bayard Public Schools Pathfinders Program

2024-2025

Handbook



Dear Parents, Families, and Community Members:

Welcome to the Pathfinders Afterschool Program at Bayard Public Schools!

The Pathfinders Program is a 21st Century Learning Center located at Bayard Elementary School. In partnership with the University of Nebraska Extension Center and Morrill County 4-H, the program provides a high-quality after-school program that supports excellence for all participants.

The Pathfinders Program provides services to students in Kindergarten through sixth grade, families, and community members as they work to achieve their greatest potential. Participants have the opportunity to engage in educational programming and productive behaviors that promote well-rounded development in academic, career, leadership, and life skills. This program promotes the development of the individual and the community as a whole.

This handbook is designed to give a helpful insight into the after-school program offered by the Bayard Public Schools. It includes detailed information about after-school program activities, procedures, and policies. Please read this handbook carefully and keep it in a safe place for easy reference during the school year.

The Pathfinders Program strives to provide an atmosphere where children can enjoy, grow, and learn. The staff welcomes suggestions and ideas that will help to make students' time at the after-school program beneficial and rewarding. Parents are encouraged to share thoughts and ideas for the program with the Pathfinders staff.

Students in the Pathfinders Program are invited to strive for excellence and navigate individual paths to a successful future. Along the way, Pathfinders students are encouraged to be cognizant of the mission, vision, and core covenants of Bayard Public Schools.

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

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

Core Covenants:

Focused on the Student

Positive Interactions and Relationships

Focus On Student Potential

Diverse Opportunities

Unconditional Acceptance

Attitude of Excellence

Act With Integrity

Expect To Be Great

Accept Daily Challenges & Setbacks

Think “Big Picture”

Community

Support Each Other

Set Aside Self For the Benefit Of The Group

Respect Everyone

Be A Wing, Not A Weight

Tiger Way!

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

PATHFINDERS PROGRAM

HANDBOOK 2024-2025

The following information should help answer most questions about the program. Please read through this handbook carefully and keep it for future reference. If you have any further questions, please contact the program director or the building principal.

APPLICATION/REGISTRATION:

- A. Forms are available online, in the elementary school office, and at the end of this handbook. All students are accepted into the Pathfinders Program. If there is a problem or concern with the registration, we will work with you to find a solution. Please pay close attention to the medical information and emergency contacts. **We must be able to reach a parent or parent-designated person in case of an emergency.**
- B. All paperwork must be completed before a child may attend the after-school program.

DROP-OFF and PICK-UP PROCEDURES:

- A. The Pathfinders Program begins when school is dismissed and ends promptly at 6:00 pm. Parents or parent-designated person may sign their student out at any time. Please arrange to pick up your child no later than 6:00 pm. If your child is not picked up, law enforcement will be called.
- B. Children should come to the designated location immediately upon dismissal from school in the Elementary Gym/Multi-Purpose Room. From time to time the Elementary Gym/Multi-Purpose Room may be used by other groups. When this occurs, the children will be directed to an alternative location in the school. Attendance will be taken promptly at 3:30 p.m. by the Pathfinders Program staff.

- C. If you want your student to walk/bike home from the Pathfinders Program, please, indicate this on the enrollment form.
- D. For your child's safety, NO CHILD will be released to any person other than their parent/guardian or parent-designated person. If a questionable situation arises staff may request identification for proper release of the student.
- E. The Pathfinders Program follows the school calendar and will be open on all the regular full school days. It is not open on early dismissal days, half days, or vacation days.
- F. In the event we need to cancel the after-school program parents will be notified in the same manner as for other school cancellations.
- G. A written, dated, and signed (by parent or legal guardian) note is needed to change parent designated pick up people or walking/biking permission.

PAYMENT:

- A. Bayard Public Schools and Pathfinders Program is proud to initially offer this program at no cost to our families and community members. Our program is fully funded through the Nebraska Department of Education's 21st Century Learning Centers Grant as well as through our partnership with the University of Nebraska Panhandle Research and Extension Center.

PROGRAM ACTIVITIES:

- A. Each day will include unstructured outdoor play, a healthy snack, a structured activity, supervised free time, and homework time. These activities will be planned according to the age, interests, and number of participants. Extended learning opportunities are offered during the after-school program.

GOALS OF THE PROGRAM:

- A. Improve student learning performance in one or more academic areas.
- B. Increase student leadership skills, social benefits, and positive behavioral changes.
- C. Increase family and community engagement in supporting students' education.

STAFF AND PERSONNEL:

- A. Problems should first be directed to the Pathfinders Program director. The Pathfinders Program director and staff are directly responsible for the program. If a problem persists, contact the building principal.
- B. Staff members will be required to have current CPR and First Aid training.

VOLUNTEERING:

- A. We encourage all parents and community members to be involved in our program. If you are interested in volunteering or sponsoring one of our clubs please visit with the program director. All volunteers need to pick up and complete a volunteer application form in the elementary office.

WHAT NOT TO BRING:

- A. Any weapons whether real or a toy will not be tolerated. Please do not send money or valuables. Any items the child brings need to be marked with his/her name.
- B. The program and/or staff will not be responsible for the damage or loss of any items.

C. For the safety of students and to eliminate disruptions in the learning environment, all students in grades K-6 who bring cell phones to school are to place them in a box when they check in to Pathfinders and will be kept in the office . Students will pick up their phones on the way out the door when they are leaving for the day.

RULES OF CONDUCT/STUDENT EXPECTATIONS:

Pathfinders Program will incorporate the behavioral expectations of Bayard Elementary School's **ROARS** Program. Under the ROARS Program students are expected to engage in actions exemplifying **R**espect, **O**wnership, **A**ttitude, **R**esponsibility, and **S**afety.

Respect

- Take care of school property and equipment
- Respect and care for the personal property of yourself and others
- Borrow things only after receiving permission
- If you break someone's property, fix or replace it
- Cooperate with others
- Work and play without disrupting others
- Use positive words and actions
- Show courtesy towards others

Ownership

- Accept responsibility and consequences for your actions
- Use an "I" message and say "I'm sorry" for your mistakes
- Participate
- Keep your school and work area clean and neat

Attitude

- Use kind words and actions towards others and self
- Have a "can do" attitude
- Believe in yourself

- It's ok to let adults be in charge
- Say please and thank you
- Be helpful
- Work Together
- Be a good sport
- Use a positive greeting either verbal or silent

Responsibility

- Be a good listener
- Set a good example for others
- Be on time
- Work hard and do your best
- Ask permission
- Make smart choices
- Immediately and accurately report problems

Safety

- Be kind with words and actions
- Use furniture and equipment properly
- Walk in the building
- Use playground equipment properly
- Keep hands and feet to self

DISCIPLINE PROCEDURES:

- A. Infractions of the above rules will result in a referral and the parent will be notified. Severe misbehavior may result in exclusion from the program and additional student discipline sanctions in accordance with Board Policy and the Student/Parent Handbook.
- B. Once 3 referrals are received, the program director will meet with the parent. The student may be suspended from the program for 1 day or more.

- C. Subsequent referrals may result in additional days of suspension. As a general guideline, a 2nd suspension will be for 3 days.
- D. After two suspensions, if continued infractions occur, students may be excluded from the program for the safety of others. A meeting will occur with the program director, parent, and building principal.

**** Serious infractions will result in an automatic suspension or exclusion pending a meeting with the parent, program director, and the building principal.

- A. Serious infractions may include – harming another child or staff member, stealing, damaging property, using foul language, and being totally disruptive and uncontrollable in the group.

PROBLEM SITUATIONS:

- A. Please let our staff know if your child is having a problem during the after-school program. We will do our best to help your child get along, but we need to work together.
- B. If your child is witnessed damaging school property you will be asked to pay for the repair or replacement of the item. This is a serious infraction.

SUGGESTIONS:

- A. Please be sure all outerwear is marked with the child's name.
- B. Be sure your child/ren is dressed appropriately for outdoor play.
- C. Put any transportation changes in writing.
- D. Please put into writing any information that needs to be shared with the staff.
- E. If a child is ill, the child will not be allowed in the program.

PATHFINDERS PROGRAM CONTACT INFORMATION:

Bayard Elementary School
726 4th Avenue
P.O. Box 607
Bayard, NE 69334

For concerns about your child and/or questions about schedules, policies, or staffing, please call the Elementary School at **308-586-1211**.

To report an absence, a change of pickup information, or a pickup delay, please call **308-586-1211**.

COMMUNICATION:

Pathfinders Program maintains an open-door policy. Please feel free to direct suggestions for programming, questions, or concerns related to the program to the program director at any time.

PATHFINDERS- PARENT HANDBOOK RECEIPT AND REGISTRATION FORM

I, _____, have received the Pathfinders Program Handbook for the 2023-2024 school year. This receipt acknowledges that my child and I have read and understand the contents of the handbook. By signing this receipt, my child and I agree to follow all school policies and Pathfinders program policies and rules of conduct. I understand that failure to abide by the expectations of the program may result in discipline including exclusion from the Pathfinders Program and additional discipline in accordance with the Bayard Public Schools Student/Parent Handbook.

I want my student included in any publicity that the Pathfinders Program may receive including Bayard Public School Website, social media, newspaper, and others.

_____ **YES**

_____ **NO**

Parent/Guardian Signature: _____ Date: _____

Student Signature (s) : _____ Date: _____

_____ Date: _____

_____ Date: _____

_____ Date: _____

Phone: Best contact number _____ Alternate number: _____

Address: _____

Emergency Contacts: _____

How will your child get home? Who can pick up your child?

Walk with _____

Ride with _____

Which days are your children attending Pathfinders Afterschool Program? (circle)

Child#1 _____ Varies Monday Tuesday Wednesday Thursday Friday

Child#2 _____ Varies Monday Tuesday Wednesday Thursday Friday

Child#3 _____ Varies Monday Tuesday Wednesday Thursday Friday

Child#4 _____ Varies Monday Tuesday Wednesday Thursday Friday

Child#5 _____ Varies Monday Tuesday Wednesday Thursday Friday

Comments (other information we should know):

POLICY NO. 5088 - RANDOM ILLEGAL DRUG, ALCOHOL AND NICOTINE TESTING PROGRAM

Drug/Alcohol/Nicotine Use Prohibited

Bayard Public Schools students who participate in the school-sponsored extracurricular activities listed below shall not use alcohol, nicotine, or illegal drugs.

Purposes of the Policy

1. To promote the safety and health of students participating in school-sponsored extracurricular activities.
2. To discourage alcohol, nicotine, and illegal drug use and provide students a reason to refute peer pressure to use alcohol, nicotine, and illegal drugs.
3. To encourage students who have used alcohol, nicotine, and/or illegal drugs to seek and receive the appropriate interventions, education, and treatment.

Random Drug Testing

All students in grades 7 through 12 who participate in the school-sponsored extracurricular activities listed below must participate in the District's Random Drug Testing Program, as spelled out in this policy. In addition, students in grades 7 through 12 who do not participate in the extracurricular activities listed below may choose to opt into the District's Random Drug Testing Program with the written consent of their parents or guardians.

Applicable School-Sponsored Extra-Curricular Activities

In addition to those students who opt into the District's Random Drug Testing Program, this policy applies to students who participate in the following school-sponsored extracurricular activities (referred to "Applicable Activities"):

Student Council, National Honor Society, Quiz Bowl, One Act, Speech, Destination Imagination, Football, Volleyball, Cross Country, Cheerleading, Wrestling, Girls Basketball, Boys Basketball, Track, Girls Golf and Boys Golf.

Consent Forms/Duration

Prior to participating in an Applicable Activity, a student and his or her parent or guardian must have consented in writing, on a form provided by the District, to the District's Random Drug Testing Program and provided the form to the District. The consent form shall remain effective unless and until the student or his or her parent or guardian withdraws the consent in writing to the District. If a student and his or her parent or guardian have not consented to the District's Random Drug Testing Program, then the student is ineligible to participate in any Applicable Activity. If a student or his or her parent or guardian withdraws his or her previous written consent, then the student is ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before the student once again becomes eligible to participate in any Applicable Activity. School Administration may request an updated consent form from a student and parent or guardian at any time, but no less frequently than at least once for each school year and upon any amendment to this Policy.

Random Drug Testing Procedure

Use of Drug Program Administer/Medical Review Officer: The District shall contract with a qualified drug program administrator ("DPA") and medical review officer ("MRO") to administer and review the random drug tests. The DPA and MRO shall abide by all applicable laws and best practices related to testing, transporting and preserving specimens, confirming tests, and confidentiality.

Drugs Tested For: Alcohol, nicotine, and any substance, the use of which is considered illegal under Nebraska law, may be tested for, as determined by the DPA and/or MRO from time to time, provided that the determination of which drugs will be tested for in a particular test shall not be made between the time a student is identified for a test and the test of that student.

Random Nature of Tests: The Superintendent, in conjunction with the Activities Director, shall determine from time to time the frequency of tests and the number of students to be tested. All students who consent to be tested will be entered into a testing pool, but identified by number only. From the testing pool, the DPA will determine who will be tested.

Sample Collection: Samples will be collected as directed by the DPA on the same day the student is selected for testing. Breath, saliva, or urine samples may be required. If a urine sample is required, the student shall provide the sample in a private bathroom or stall, alone, with the door closed.

Determining Results: The DPA, in conjunction with the MRO, will determine if the drug test has a positive result which identifies the use of alcohol, nicotine, or illegal drugs.

Communicating Results: The MRO shall convey all positive test results to the parent or guardian of the student and allow the student or his or her parent or guardian to discuss the result with the MRO. All positive results shall also be conveyed to the Activities Director.

Positive Tests/Consequences

The following consequences of a positive result shall apply:

For the first offense the student shall not be allowed to participate in, but must still practice for the activity with the team or group, and shall not attend any school sponsored activity for fourteen (14) calendar days from the date of written notification and must complete a minimum of eight (8) hours of professional drug education and counseling. (The education course and or counseling will be the parents' or student's expense).

The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program.

A second violation of these rules and regulations during any one year period, will result in the student being ineligible to compete in or participate in or attend any extracurricular activity for the 12 month period beginning on the date of the first offense.

Failure or refusal to participate in the actions described above after a positive test will make the student ineligible for all Applicable Activities for one calendar year.

Positive results will not lead to any academic consequences or disciplinary actions, except as specified above. The results of alcohol, nicotine, and drug tests administered under this policy shall be (1) disclosed only to school staff members, coaches, and activity sponsors who need to know the information to carry out their duties and/or the consequences set forth in this policy; and (2) kept in a separate file and not become a part of the student's academic or discipline records.

The results of alcohol, nicotine, or drug tests will not be disclosed to law enforcement or other juvenile or criminal enforcement authorities except as required by a judicial order, lawfully issued subpoena, or other legal process, provided that to the extent allowed by law, upon receipt of any judicial order, subpoena, or other legal process, the District shall make a reasonable effort to notify the student and parent or guardian in advance of compliance so that they may seek protective action.

Refusal to Submit to a Drug, Nicotine or Alcohol Test

If a student (either by himself or herself or by his or her parent or guardian) refuses to submit to a drug, nicotine, or alcohol test for which the student is selected, then at the student's and his or her parent's or guardian's option, the refusal may be treated as (1) the withdrawal of consent to test and the student shall be ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before once again becoming eligible to participate in any Applicable Activity or (2) a positive test result for which the provisions pertaining to positive test results shall apply (without any right to appeal).

Tampering with Samples

If a student tampers with any drug, alcohol, or nicotine test or sample, the student will be subject to discipline as determined appropriate by School Administration, which could include, without limitation, ineligibility from any Applicable Activity for up to a year.

Appeal Procedures

Within five calendar days after a positive test result, the student may make an appeal in writing to the Superintendent. Filing an appeal with the Superintendent will stay any consequences as a result of the positive test until the Superintendent rules on the appeal. If the appeal involves the validity of the test result, then the Superintendent will consult with the DPA and MRO prior to ruling on the appeal. The Superintendent's ruling on the appeal will be final.

Policy Not Limiting

This policy shall not limit any other District policy, rule, or procedure regarding student discipline and/or student drug alcohol, and nicotine use.

Adopted: 1-14-19

Revised: 9-14-20

Reviewed: 7-13-20

POLICY NO. 5088 - RANDOM ILLEGAL DRUG, ALCOHOL, AND NICOTINE TESTING PROGRAM

Drug/Alcohol/Nicotine Use Prohibited

Bayard Public Schools students who participate in **any of the** school-sponsored extracurricular activities ~~listed below~~ shall not use alcohol, nicotine, or illegal drugs.

Purposes of the Policy:

1. To promote the safety and health of students participating in school-sponsored extracurricular activities.
2. To discourage alcohol, nicotine, and illegal drug use and provide students a reason to refute peer pressure to use alcohol, nicotine, and illegal drugs.
3. To encourage students who have used alcohol, nicotine, and/or illegal drugs to seek and receive the appropriate interventions, education, and treatment.

Random Drug Testing

All students in grades 7 through 12 who participate in **any** school-sponsored extracurricular activities listed below must participate in the District's Random Drug Testing Program, as spelled out in this policy. They will be in the pool of students **for the entire school year**. In addition, students in grades 7 through 12 who do not participate in the extracurricular activities listed below may choose to opt into the District's Random Drug Testing Program with the written consent of their parents or guardians.

Applicable School-Sponsored Extra-Curricular Activities

In addition to those students who opt into the District's Random Drug Testing Program, this policy applies to students who participate in **any of** the following school-sponsored extracurricular activities (referred to as "Applicable Activities"):

Journalism, Band, Cheerleading, EdRising, Esports, FFA, Newspaper, HAL, National Honor Society, HOSA, Quiz Bowl, Vocal Music, Cross Country, Football, Softball, Girls Golf, Volleyball, One Acts, Basketball, Wrestling, Speech, Boys

Golf, DI, Track, Student Council, Hope Squad, and other added extra-curricular activities.

~~Student Council, National Honor Society, Quiz Bowl, One Act, Speech, Destination Imagination, Football, Volleyball, Cross Country, Cheerleading, Wrestling, Girls Basketball, Boys Basketball, Track, Girls Golf and Boys Golf.~~

Consent Forms/Duration

Before participating in an Applicable Activity, a student and his or her parent or guardian must have consented in writing, on a form provided by the District, to the District's Random Drug Testing Program and provided the form to the District. The consent form shall remain effective unless and until the student or his or her parent or guardian withdraws the consent in writing to the District. Suppose a student and his or her parent or guardian have not consented to the District's Random Drug Testing Program. In that case, the student is ineligible to participate in any Applicable Activity. Suppose a student or his or her parent or guardian withdraws his or her previous written consent. In that case, the student is ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide new written consent before the student once again becomes eligible to participate in any Applicable Activity. School Administration may request an updated consent form from a student and parent or guardian at any time, but no less frequently than at least once for each school year and upon any amendment to this Policy.

Random Drug Testing Procedure

Use of Drug Program Administer/Medical Review Officer: The District shall contract with a qualified drug program administrator ("DPA") and medical review officer ("MRO") to administer and review the random drug tests. The DPA and MRO shall abide by all applicable laws and best practices related to testing, transporting, and preserving specimens, confirming tests, and confidentiality.

Drugs Tested: Alcohol, nicotine, and any substance, the use of which is considered illegal under Nebraska law, may be tested for, as determined by the DPA and/or MRO from time to time, provided that the determination of which drugs will be tested for in a particular test shall not be made between the time a student is identified for a test and the test of that student.

Random Nature of Tests: The Superintendent, in conjunction with the Activities Director, shall determine from time to time the frequency of tests and the number of students to be tested. All students who consent to be tested will be entered into a

testing pool. ~~but identified by number only~~ From the testing pool, the DPA will determine who will be tested.

Sample Collection: Samples will be collected as directed by the DPA on the same day the student is selected for testing. Breath, saliva, or urine samples may be required. If a urine sample is required, the student shall provide the sample in a private bathroom or stall, alone, with the door closed.

Determining Results: The DPA, in conjunction with the MRO, will determine if the drug test has a positive result that identifies the use of alcohol, nicotine, or illegal drugs.

Communicating Results: The ~~MRO~~ **a Bayard Public Schools administrator or designee** shall convey all positive test results to the parent or guardian of the student and allow the student or his or her parent or guardian to discuss the result with the MRO. All positive results shall also be conveyed to the Activities Director.

Positive Tests/Consequences

The following consequences of a positive result shall apply:

For the first offense, the student shall not be allowed to participate in, but must still practice for the activity with the team or group, and shall ~~not attend~~ but **not participate in** any school-sponsored activity for fourteen (14) calendar days from the date of written notification and must complete a minimum of eight (8) hours of professional drug education and counseling through **the** Bayard Public Schools Base training program. ~~(The education course and or counseling will be the parents' or student's expense).~~ The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program.

A second offense of these rules and regulations during any one year will result in the student being ineligible to compete in, participate in, or attend any extracurricular activity for the ~~12~~ **6** months beginning on the date of the first offense. **The student will also be required to be drug tested during all the school's random drug testing dates and test negative during all those dates. The student will also be required to complete outside counseling with a licensed drug and alcohol counselor at the cost of the parent and student to be completed with verification before the end of the 6 month period.**

A third offense of these rules and regulations during any one year will result in the student being ineligible to compete in, participate in, or attend any extracurricular activity for the 12 months beginning on the date of the first offense. **The student will also**

be required to be drug tested during all the school's random drug testing dates and test negative during all those dates. The student will also be required to complete outside counseling with a licensed drug and alcohol counselor at the cost of the parent and student to be completed with verification before the end of the 12 month period.

Failure or refusal to participate in the actions described above after a positive test will make the student ineligible for all Applicable Activities for one calendar year.

Positive results will not lead to any academic consequences or disciplinary actions, except as specified above. The results of alcohol, nicotine, and drug tests administered under this policy shall be (1) disclosed only to school staff members, coaches, and activity sponsors who need to know the information to carry out their duties and/or the consequences outlined in this policy; and (2) kept in a separate file and not become a part of the student's academic or discipline records.

The results of alcohol, nicotine, or drug tests will not be disclosed to law enforcement or other juvenile or criminal enforcement authorities except as required by a judicial order, lawfully issued subpoena, or other legal process, provided that to the extent allowed by law, upon receipt of any judicial order, subpoena, or other legal process, the District shall make a reasonable effort to notify the student and parent or guardian in advance of compliance so that they may seek protective action.

Refusal to Submit to a Drug, Nicotine or Alcohol Test

If a student (either by himself or herself or by his or her parent or guardian) refuses to submit to a drug, nicotine, or alcohol test for which the student is selected, then at the student's and his or her parent's or guardian's option, the refusal may be treated as (1) the withdrawal of consent to test and the student shall be ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before once again becoming eligible to participate in any Applicable Activity or (2) a positive test result for which the provisions pertaining to positive test results shall apply (without any right to appeal).

Tampering with Samples

If a student tampers with any drug, alcohol, or nicotine test or sample, the student will be subject to discipline as determined appropriate by the School Administration, which could include, without limitation, ineligibility from any Applicable Activity for up to a year.

Appeal Procedures

Within five calendar days after a positive test result, the student may appeal in writing to the Superintendent. If the appeal involves the validity of the test result, then the Superintendent will require ~~consult with the DPA and MRO prior to ruling on the appeal~~ the student to complete another drug test at the student's and parent's own cost and on the student's and parent's own time with a registered drug testing facility within that 5 calendar days of the positive test. Only medicines that the DPO and MRO identify as drugs that can create false positives will be used. No outside medical doctor notes will be used per this appeal process. Filing an appeal with the Superintendent will stay any consequences as a result of the positive test until the Superintendent rules on the appeal and after the results of the 2nd test have been shared from the facility with the superintendent. If the test is not completed within the 5 calendar days, the first positive test will be used, and the consequences will begin at the end of those 5 calendar days. The Superintendent's ruling on the appeal will be final.

Policy Not Limiting

This policy shall not limit any other District policy, rule, or procedure regarding student discipline and/or student drug alcohol, and nicotine use.

Adopted: 1-14-19 Revised: Reviewed: 3/20/24

POLICY NO. 8101 - COMMITTEE ON AMERICAN CIVICS

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

Adopted: 8-17-76

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

Revised: 3-8-21

POLICY NO. 9002 - PERMANENT BOARD COMMITTEES

Committees will be appointed by the president of the board. The president of the board shall be ex-officio member of any such committee. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action. Committee action is considered to be advisory only. The following committees are appointed for one year.

Committee on American Civics

Budget and Audit

Curriculum

Building and Insurance

Policy

Teacher & Staff

Transportation

Adopted: 8-17-76

Revised: 2-13-12, 7-8-19

79-724. Committee on American civics; created; duties; school board, State Board of Education, and superintendent; duties.

It is the responsibility of society to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens to ensure a strong, stable, just, and prosperous America. Such a citizenry necessitates that every member thereof be knowledgeable of our nation's history, government, geography, and economic system. The youth in our state should be committed to the ideals and values of our country's democracy and the constitutional republic established by the people. Schools should help prepare our youth to make informed and reasoned decisions for the public good. Civic competence is necessary to sustain and improve our democratic way of life and must be taught in all public, private, denominational, and parochial schools. A central role of schools is to impart civic knowledge and skills that help our youth to see the relevance of a civic dimension for their lives. Students should be made fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles of those through whose efforts these benefits were gained. Since young people are most susceptible to the acceptance of principles and doctrines that will influence them throughout their lives, it is one of the first duties of our educational system to conduct its activities, choose its textbooks, and arrange its curriculum in such a way that the youth of our state have the opportunity to become competent, responsible, patriotic, and civil American citizens.

(1) The school board of each school district shall, at the beginning of each calendar year, appoint from its members a committee of three, to be known as the committee on American civics, which shall:

(a) Hold no fewer than two public meetings annually, at least one when public testimony is accepted;

(b) Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;

(c) Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;

(d) Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;

(e) Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to

this section;

(f) Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;

(g) Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:

(i) Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or

(ii) Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or

(iii) Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in subdivision (6) of this section or on a topic related to such person or persons or event; and

(h) Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

(2) All social studies courses approved for grade levels as provided by this section shall include and adequately stress contributions of all ethnic groups to (a) the development and growth of America into a great nation, (b) art, music, education, medicine, literature, science, politics, and government, and (c) the military in all of this nation's wars.

(3) All grades of all public, private, denominational, and parochial schools, below the sixth grade, shall devote at least one hour per week to exercises or teaching periods for the following purpose:

(a) The discussion of noteworthy events pertaining to American history or the exceptional acts of individuals and groups of Americans;

(b) The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;

(c) The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and

(d) Instruction as to proper conduct in the presentation of the American flag.

(4) In at least two of the three grades from the fifth grade to the eighth grade in all public, private, denominational, and parochial schools, time shall be set aside for the teaching of American history from the social studies curriculum, which shall be taught in such a manner that all students are given the opportunity to (a) become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for both the Constitution of the United States and the Constitution of Nebraska and (b) prepare to preserve, protect, and defend freedom and democracy in our nation and our world.

(5) In at least two courses in every high school, time shall be devoted to the teaching of civics and American history as outlined in the social studies standards adopted pursuant to section 79-760.01, during which specific attention shall be given to the following matters:

(a) The Declaration of Independence, the United States Constitution, the Constitution of Nebraska, and the structure and function of local government in this state;

(b) The benefits and advantages of representative government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and communism;

(c) The duties of citizenship, which include active participation in the improvement of a citizen's community, state, country, and world and the value and practice of civil discourse between opposing interests; and

(d) The application of knowledge in civics, history, economics, financial literacy, and geography to address societal issues.

(6) Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent in every public, private, denominational, and parochial school on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

(7) Every school board, the State Board of Education, and the superintendent of each school district in the state shall be held directly responsible in the order named for carrying out this section. Neglect thereof by any employee may be considered a cause for dismissal.

Source: Laws 1949, c. 256, § 19, p. 697; Laws 1969, c. 705, § 1, p. 2705; Laws 1971, LB 292, § 3; R.S.1943, (1994), § 79-213; Laws 1996, LB 900, § 398; Laws 1999, LB 272, § 86; Laws 2011, LB544, § 1; Laws 2019, LB399, § 1.

Effective Date: September 1, 2019

Cross References

Flag display requirements, see section 79-707.