

**Board of Education Regular Meeting
Monday, August 11, 2025 6:00 PM**

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

Notice is hereby given that a Board of Education Regular Meeting of the School District of Bayard in the Counties of Morrill, Scotts Bluff, Box Butte, and Banner in the State of Nebraska will be held on Monday, August 11, 2025 at 6:00 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 _____ through _____ in the _____ series.
 - XIII.B. Discuss revisions to policy 5017 Routine Directory Information
 - XIII.C. Discuss revisions to Policy 5020 Rights of Custodial and Non Custodial Parents
 - XIII.D. Discuss the Superintendent's goals for 2025-26
- XIV. Action Items

- XIV.A. Amend Superintendent's Contract to modify insurance benefits from \$9,489 annually for a single health and dental plan to \$7,200 annually in a Health Savings Account (HSA) deposit.
- XIV.B. Declare a collection of historic portraits stored at Bayard Elementary as surplus property for sale or discarded.
- XIV.C. Replace existing policies 2001 Superintendent of Schools, 2002 Superintendent Qualifications, 2003 Superintendent Duties and 2004 Superintendent Contract with policy 4025 Superintendent.
- XIV.D. Replace existing policy 2113 Superintendent Evaluation with policy 4057 Superintendent Evaluation.
- XIV.E. Replace existing policy 5801 Dating Violence with policy 5030.
- XIV.F. Replace existing policy 5132 Asthma and Allergic Reaction Protocol with policy 5053 Self Management of Diabetes or Asthma/Anaphylaxis
- XIV.G. Approve the District Emergency Operations Plan for the 2025-2026 school year.
- XIV.H. Approve an updated Classified salary schedule which will go into effect with new hires post 08/11/2025
- XIV.I. Accept sealed bid offer for surplus property Parcel ID 100024917 also known as Lot 3 Block East Edition as presented.
- XIV.J. Declare surplus or discard items located in the Main Street storage.
- XIV.K. Accept sealed bid offer for surplus property Parcel ID 100018070 Lot 2 Block 6 South Bayard as presented.
- 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, July 14, 2025 7:00 PM

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

Kim Burry: Present
Jessica Dankowski: Present
Randy Eirich: Present
Bill Ferrero: Present
Christina Mascher: Present
Donna Stuart: Present

I. Opening the Meeting

I.A. Call to Order

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

I.B. Open Meetings Act

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

I.C. Notice of Meeting

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

I.D. Roll Call

The following members were present: Christina Mascher, Kim Burry, Bill Ferrero, Randy Eirich, Jessica Dankowski, Donna Stuart Administrators present: Superintendent Liggett, Principals Ehler and Rice, and Director Nesbitt.

I.E. Status of Absent Board Members

I.F. Pledge of Allegiance

II. Approval of Agenda

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

Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

III. Introduction of Guests

The guests introduced themselves to the board.

IV. Public Comments

V. Consent Agenda

Motion Passed: Motion to approve the Consent Agenda passed with a motion by Bill Ferrero and a second by Kim Burry.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

V.A. Minutes of Previous Meeting

V.B. Bills

V.C. Board Member Reports

V.D. Reports and Correspondence Requiring No Action

V.D.1. General Reports and Financial Reports

V.D.2. Reports for Information Only

V.E. Adoption of Policies on First Reading

V.F. Adoption of Policies on Second Reading

V.G. Approval of Contracts within Policy Guidelines

VI. Invited Presentations and Discussions with Presenters

VII. Principals and District Administrators

Mrs. Ehler provided her report to the board. Events: July 23-25- Administrator Days in Kearney Celebrations: Science training went well. Mrs. Rafferty, Mrs. Batt, Mrs. Nesbitt, Mrs. McKibbin, Mr. James, Mrs. Barker, and I all attended. Early Childhood Enrollment Numbers- 15 Three-Year-Old Preschool, 8 Four-Year-Old Preschool, 13 Kindergarten. We are excited to have all of our teaching positions filled. Teachers are welcoming testing changes coming this next year. Students will be taking NWEA, which is has much more usable information to adjust instruction. Mr. McKibbin, Ms. Rowe, Mrs. Stuart, Mrs. Burry, and I met with NRD to discuss resources for the Aulick Greenhouse. We will continue to develop plans and prepare to move it to the garden area behind the elementary when it is completed. NRD would like to work with us to report on updates, marketing opportunities, and educational resources. Challenges: We are waiting on information regarding our 21st Century Learning Grant. That funding stream was put on hold, and we haven't gotten an update on whether or not we will receive funds this year. We have a couple of good candidates for the custodian position, but are considering all financial factors before making an offer. Above and Beyond: Summer custodial help has done a phenomenal job and are way ahead of schedule! They've been able to tackle some projects as well. Several teachers have offered to mentor our new teachers as they are coming in to help them start off with success.

Dr. Rice provided her report to the board. Academics: We are still working on securing an English Teacher for the 25-26 school year. I have been working on confirming our test data with NDE. Leadership: I have taken the Greenheart orientation to help ensure that Mr. Jonic Trinidad has a successful experience at Bayard. I am signed up to attend the OnToCollege webinar on July 29th as well as the Human Performance Project training on Aug. 7th, sponsored by the Monument Prevention Coalition. Engagement: Mrs. Karen Petersen has reached out to Bayard

Public Schools in her new role of Morrill County 4-H Assistant. She is eager to work with both the Elementary and High School to promote 4-H and agriculture. Community: I would like to commend our custodial staff for the work they have done to prepare our campus for the upcoming school year. I want to encourage community members to attend the Morrill County Fair to support our FFA and 4-H students. We will also have several art projects entered in the Open Class category.

Mr. Nesbitt provided his report to the board. Academics: We will have all our students eligible for activities for the 2025-2026 academic year, per NSAA guidelines. We have been notified of 1 secondary student level that will be optioning into another district. We did not receive any notification of students transferring in that will meet the May 1st deadline at this time. Incoming freshmen, JH students, or Elementary students are still eligible to play per NSAA guidelines if option in after the May 1st deadline. Leadership: We have filled a couple more positions, with some possible options for other positions for activities for the 2025-2026 school year. Edrising has had a good showing in Orlando with the following placing: Jayde McAllister and Braylea Halverson, JV Children's Literature PreK, Lexi Nesbitt- V Children's Literature PreK, Carlie McKibbin- V Children's Literature PreK, Competed and Placed: 3rd Riley Hopkins-Exploring Noncore Teaching Careers, 7th Amy Albro- Exploring Support Services Careers, Groups are still working on skills this summer for activities. The weight room is also open for the students to grow. Summer weight attendance has been holding strong throughout the summer. Coaches and working hard to ensure we have supervision of the weight room over the summer. Many of our girls softball players are playing on a summer league for the City of Bayard outside of the school team. They have done very well I have heard. Basketball had a few camps in June and had some great learning. Cross Country had their camp this summer. Football had a team camp in Bayard this year. Volleyball had a few camps with another coming up closer to the season. Wrestling attended a camp in Crawford this past weekend. All of the camps and games are in accordance with NSAA bylaws and coaches have also done a great job letting kids be kids with some free time in the summer. They have done well to create a balance for the kids to get better, but not take up their entire summer. The school calendar was opened to the public on rSchool for the upcoming 2025- 2026 school year for our staff, students, and patrons. I am working with Mrs. Schluterbusch to get it to sync to the school website, hopefully soon. Some items will need to be added and adjusted as changes occur throughout the year. I updated the student activities handbook for the upcoming school year and shared that document with the board of education. Community: We will plan our activities golf tournament, on August 2nd, 2025. This is a great tournament for our groups that want to be involved to raise money for their upcoming seasons. This is a great opportunity for our students and coaches to work with the community members positively. It is a great thing to kick off our school year. Link to the athletic calendar: ➤ https://docs.google.com/document/d/1qsUO5S_TQoBj1EQfgPe5ySYiS482V5xBfRrQH60PbuY/edit?usp=sharing

VIII. Curriculum and Instruction

IX. Superintendent

Ms. Liggett provided her report to the board. The first eight days have been great! When I took this position I said I liked to be busy, and so far I have not been disappointed! Everyone has been very welcoming and helpful. I am still getting familiar with a lot of things, but I feel like I made the right decision in coming to Bayard. Some highlights so far. Staffing, there have been some

resignations that we are working hard to get filled if needed, while evaluating to see if there are any opportunities to be more efficient. I have been working on the classified salaries and plan to have a proposal for the budget committee to look at by the end of this week. There are a lot of pieces in your classified salary schedule, and I want to make sure everyone's compensation is increased appropriately and fairly. With the hectic first few days I have been here, I haven't had time to focus just on that and calculate a final budget number. It is on the top of my list this week. The new policy versions. You will be approving existing policies and handbooks at this meeting. This is to ensure something is in place to start the school year. The plan is to have a board work session to introduce you to the new versions and compare them to the existing ones, etc. to help you as a board have a thorough understanding of what the policies are and how they tie to the various handbooks. Due to the time of year and most of the staff being on break, I haven't had an opportunity to sit down with the other administrators and review the new handbook versions. I have sent them the electronic draft versions, so they can start to look through those. We will be meeting as soon as everyone is back from break, and start the process of finalizing the updates they would like to have in the existing handbooks. I am closely monitoring the federal funding issues for the After School Program, Title I, etc. To be honest, I am not 100% sure that all of the programs will be funded fully for the 25-26 school year. It literally depends on who you ask. I am attending a budget training meeting on Thursday, with NDE, hopefully they will have more information. Administrator Days is next week, there should be some information there as well. 25-26 Budget. I have started a rough draft, and will continue to work on this in the next few weeks. I met with ESU 13 administrators regarding programming etc.

X. Board Committee Reports and Recommendations

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

XII. Discussion Items

XII.A. Discussion Regarding Discipline Rubric

The board discussed the discipline rubric.

XII.B. Discussion Regarding Next Steps with KSB Policies

The board discussed the KSB policies. The board will hold a workshop on July 31st at 5p.m. to work on the policies.

XIII. Action Items

XIII.A. Discuss, Consider, and Take All Necessary Action in Regard to Appointment of Ms. Lori Liggett as Designated Official of the Board of Education with Authority to Apply for Elementary and Secondary Education Act Grants and to Testify before Legislative Committees and to Provide Authorization of Ms. Liggett signatory of School District Bank Accounts

Motion Passed: Motion Appoint Ms. Lori Liggett as the Designated Official of the Board of Education With Authority to Apply for Elementary and Secondary Education Act Grants and to Testify before Legislative Committees and to authorize Ms. Liggett as a signatory on school district bank accounts effective July 1st, 2025 passed with a motion by Kim Burry and a second by Randy Eirich.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

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

Motion Passed: Motion to reaffirm the Student Fees Policy, Parental Engagement Policy, School Wellness Policy, and Student Anti-Bullying Policy passed with a motion by Jessica Dankowski and a second by Christina Mascher.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

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

Motion Passed: Motion to reaffirm the Vision Statement, Mission Statement, and Core Covenants passed with a motion by Kim Burry and a second by Jessica Dankowski.

Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

XIII.D. Discuss, Consider, and Take All Necessary Action in Regards to the Approval of the Certificated Staff Handbook, Substitute Teacher Handbook, Classified Staff Handbook, Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student Parent Handbook for the 2025-2026 School Year.

Motion Passed: Motion to approve the Certificated Staff Handbook, Substitute Teacher Handbook, Classified Staff Handbook, Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student Parent Handbook for the 2025-2026 School Year passed with a motion by Jessica Dankowski and a second by Randy Eirich.

Vote: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

XIII.E. Discuss, Consider and Take All Necessary Action on Establishing School Lunch Program and School Breakfast Program Prices for the 2025-2026 School Year

Motion Passed: Motion to establish the following School Lunch Program and School Breakfast Program Prices for the 2025-2026 School Year: Breakfast- Early Childhood \$1.75, Elementary \$3.75, High School \$3.85, Adult \$4.00 Lunch- Early Childhood \$2.90, Elementary \$4.90, High School \$5.00, Adult \$6.00 passed with a motion by Kim Burry and a second by Randy Eirich.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

XIII.F. Discuss, Consider and Take All Necessary Action with Regard to Establishing Prices for Athletic Admission and Activity Tickets for the 2025-2026 School Term

Motion Passed: Motion to keep the following activity rates the same:

JV/Varsity Activities: Adults \$5.00 Students \$3.00

JH Activities: Adults \$3.00 Students \$2.00

Season Tickets:

K-6 \$25.00

7-12 \$30.00

Adults- \$45.00

10% Discount on all passes purchased during the month of August 2025

passed with a motion by Kim Burry and a second by Jessica Dankowski.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

XIII.G. Discuss, Consider, and Take All Necessary Action in Regards to the Resignation of Certificated Teacher

Motion Passed: Motion to approve the resignation of Mrs. Amanda Anderson- Howell and thank her for her years of service passed with a motion by Bill Ferrero and a second by Kim Burry.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

XIII.H. Discuss, Consider, and Take all Necessary Action in Regards to the Employment of Certificated Teacher Mykinzee Musfelt

Motion Passed: Motion to approve the employment of certificated teacher Mykinzee Musfelt passed with a motion by Randy Eirich and a second by Bill Ferrero.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

XIV. Set Next Meeting Date

The board will hold a workshop July 31 2025 at 5:00p.m.

The next regular meeting will be August 11 2025 at 6:00p.m.

XV. Adjournment

Motion Passed: Motion for adjournment at 8:38 p.m. passed with a motion by Bill Ferrero and a second by Kim Burry

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

Secretary

Bayard Public Schools

8/11/2025

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
20/20 TECHNOLOGIES LLC	01 2510 382 000 000 0	long distance jul 23- sept 25	540.00
	01 2510 382 000 000 0	PHONE 1 YEAR MAINTENANCE	<u>265.00</u>
	Total		805.00
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	<u>28.95</u>
	Total		57.90
Amazon Capital Services	01 2710 610 000 000 0	Windshield Repair Starter Kit	299.00
	01 2710 610 000 000 0	PETICON SUV Cargo Liner for Dogs,	75.96
	01 2710 610 000 000 0	ejet Remanufactured 63XL Color Ink Cartr	33.49
	01 1100 610 002 002 2	YRYM HT Clear Vinyl Transfer Paper	38.95
	01 1100 610 002 002 2	https://www.amazon.	163.96
	01 2620 610 002 002 2	Air filters	125.14
	01 2710 610 000 000 0	12PCS Broom and Mop Holder, Heavy	13.98
	01 2710 610 000 000 0	Treela 4 Pcs Magnetic Cup Holder Heavy	25.99
	01 2710 610 000 000 0	Frienda 12 Pieces Mini Digital Clock Sma	18.99
	01 2710 610 000 000 0	Magnetic Clips, 24 Pieces Metal Magnet C	11.89
	01 2710 610 000 000 0	Loctite Fun-Tak Mounting Putty, 2 oz, 1,	5.98
	01 2710 610 000 000 0	Sprayway Glass Cleaner with Foaming	20.88
	01 2710 610 000 000 0	Wizards - Vinyl & Tire Shine Spray, Tire	<u>51.99</u>
	Total		886.20
	APPLE INC.	01 1200 610 003 000 0	11-inch iPad Air Wi-Fi 128GB - Space Gra
01 1200 610 003 000 0		3-Year AppleCare+ for Schools iPad Air	237.00
01 1200 610 003 000 0		13-inch MacBook Air: Apple M4 chip with	1,798.00
01 1200 610 003 000 0		3-Year AppleCare+ for Schools 13-inch	<u>318.00</u>
Total		4,000.00	
APPSEVENTS USA LLC	01 1100 810 001 001 1	google workspace ed plus student license	1,417.50
	Total		1,417.50
BAYARD AUTOMOTIVE	01 2620 610 000 000 0	paint rollers	2.88
	01 2620 610 001 001 1	Hallway ac belt repair	<u>22.79</u>
	Total		25.67
BAYARD TRANSCRIPT	01 2310 540 000 000 0	publications	440.30
	01 2310 540 000 000 0	publications jul 25	<u>566.91</u>
	Total		1,007.21
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	<u>110.77</u>
	Total		221.55
BRENING, PERRY	01 1100 352 001 001 1	Piano tuning	<u>280.00</u>
	Total		280.00
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva	12.99
	01 2510 810 000 000 0	fees	7.61
	01 2710 610 000 000 0	bus cleaning supplies	44.20
	01 2710 626 000 000	Gas @ Hanks Store @ Lexington, NE	74.91
	01 2710 626 000 000	Nebraskaland Tire - Lexington - Gas	66.23
	01 2710 626 000 000	Cenex - Scottsbluff - Gas	46.82
	01 2710 626 000 000	E-15 Gas	<u>14.66</u>
	Total		267.42
CENTURY LINK	01 2510 382 000 000 0	telephone	<u>180.94</u>
	Total		180.94
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	39.00
	01 2610 621 002 002 2	#75600 electric	362.40
	01 2610 410 002 002 2	#75600 utilities	2,834.50
	01 2610 621 001 001 1	#75400 electric	6,765.12
	01 2610 410 001 001 1	#75400 utilities	<u>1,548.50</u>
	Total		11,549.52
CONNECTING POINT	01 1100 352 001 001 1	service contract copiers	250.24
	01 1100 352 002 002 2	service contract copiers	<u>250.23</u>
	Total		500.47
CROSSROADS MUSIC	01 1100 352 001 001 1	General care and cleaning of 18 instrume	<u>1,815.00</u>
	Total		1,815.00
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	r/o	109.90
	01 2610 610 002 002 2	r/o	<u>27.50</u>
	Total		137.40

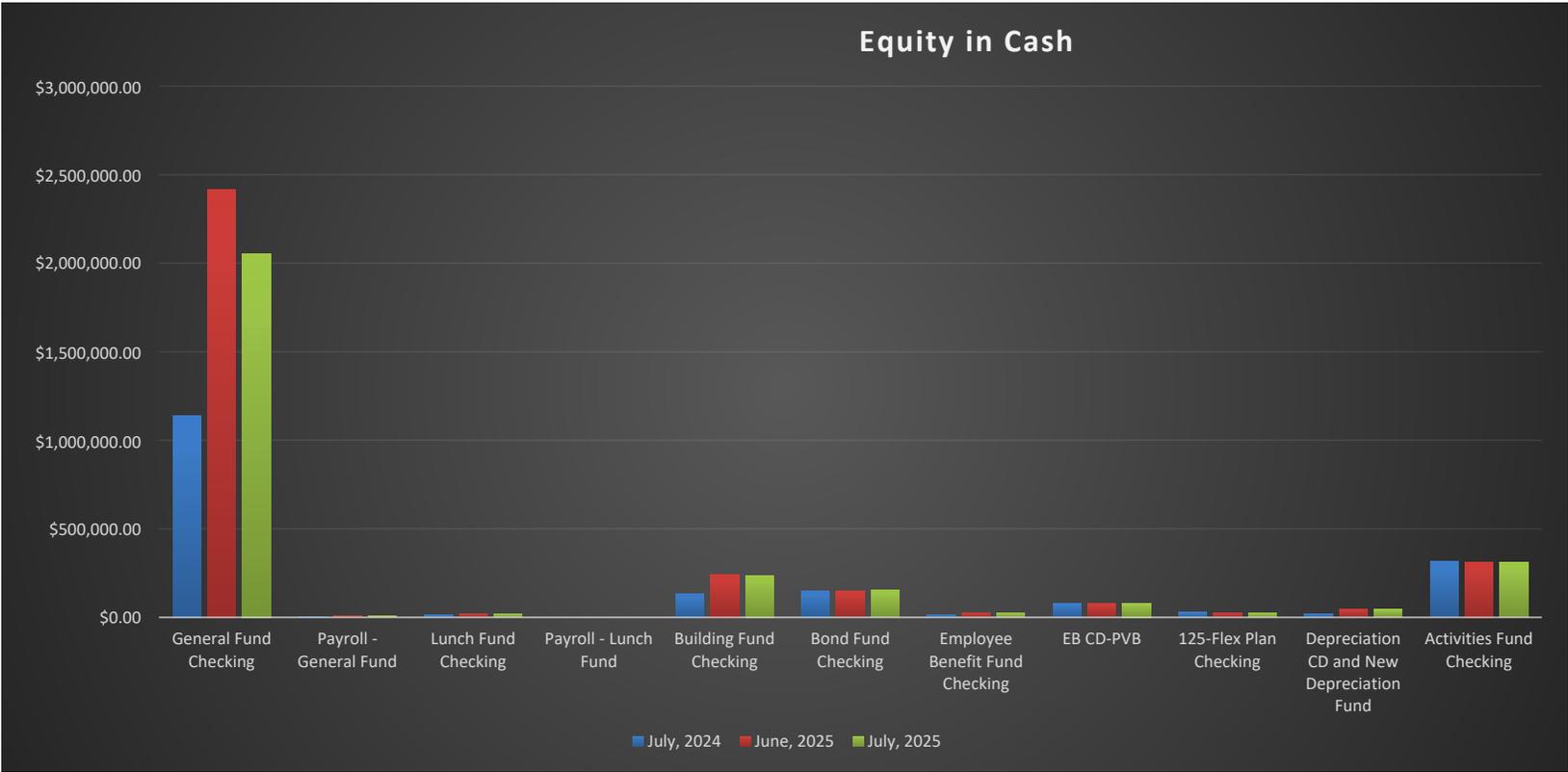
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 000 000 0	jun 25 network	292.87
	Total		292.87
EDUCATIONAL SERVICE UNIT #13	01 2220 640 001 001 1	sub ne schools library	189.15
	01 1160 591 000 000 0	dl	856.00
	01 1100 591 001 001 1	erate	300.00
	01 1160 591 000 000 0	neva	708.33
	01 1292 591 003 000 0	0-2 sup ot	7.95
	01 1292 591 003 000 0	0-2 sup summer speech	36.74
	01 2161 591 003 002 2	elem ot	513.36
	01 2153 591 003 000 0	0-2 summer speech	459.27
	01 2162 591 003 000 0	3-5 ot	605.36
	01 2163 591 003 000 0	0-2 ot	99.36
	01 1200 591 003 002 2	sup elem pt	41.07
	01 1200 591 003 002 2	sup elem summer speech	34.02
	01 1291 591 003 000 0	3-5 sup summer speech	35.64
	01 1291 591 003 000 0	3-5 ot	48.43
	01 2152 591 003 000 0	3-5 summer speech	445.50
	01 2151 591 003 002 2	elem summer speech	425.25
	Total		4,805.43
ESU COORDINATING COUNCIL	01 1100 810 001 001 1	renewal canvas	45.00
	01 1100 810 001 001 1	movie license	379.00
	01 2670 610 000 000 0	securly sub	3,844.00
	01 2220 640 001 001 1	world book	108.50
	01 2220 640 002 002 2	world book	108.50
	01 1100 810 001 001 1	fortimail renewal	311.61
	Total		4,796.61
FAIRFIELD INN & SUITES BY MARRIOTT-	01 1100 330 002 002 2	nesbitt lodqing heroes	110.00
	Total		110.00
FNBO CARD	01 2510 531 000 000 0	postage	10.48
	01 2510 531 000 000 0	mailchimp	13.00
	01 1100 810 001 001 1	edpuzzle	13.50
	01 1100 580 002 002 2	nesbitt heroes training meal and fuel	54.41
	01 2510 810 000 000 0	fee	39.00
	Total		130.39
GIBBS SMITH EDUCATION	01 1100 610 002 002 2	Fourth Grade Social Studies	599.40
	Total		599.40
HOLIDAY INN - KEARNEY	01 2320 580 000 000 0	liggett lodqing admin days	419.85
	Total		419.85
IDEAL LINEN SUPPLY	01 2610 610 002 002 2	mops raqs mats	524.05
	Total		524.05
JOURNEYED.COM, INC.	01 1100 610 000 000 0	adobe k12 licenses	500.00
	Total		500.00
KSB SCHOOL LAW	01 2310 610 000 000 0	policies	9,500.00
	Total		9,500.00
KUSKIE STATION LLC	01 2610 626 001 001 1	fuel	62.44
	Total		62.44
MCI COMM SERVICE	01 2510 382 000 000 0	annual buy	30.15
	Total		30.15
MENARDS	01 2610 610 002 002 2	E6000 Glue	27.93
	01 2620 610 000 000 0	Practice field sprinkler	202.71
	01 2610 610 001 001 1	Football main line sprinkler repair	20.66
	Total		251.30
MID-AMERICAN RESEARCH CHEMICAL	01 2610 610 002 002 2	wax	700.00
	Total		700.00
MIDWEST BUS PARTS INC	01 2710 610 000 000 0	portable child restraint	624.00
	Total		624.00
NASB ALICAP	01 2310 520 000 000 0	property liability insurance	148,056.00
	01 2310 520 000 000 0	dividend	(9,515.00)
	01 2510 270 001 001 1	work comp	12,333.00
	01 2510 270 002 002 2	work comp	12,333.00
	Total		163,207.00
NE SAFETY CENTER	01 2710 330 000 000 0	pupil transport training	250.00
	Total		250.00
NEBRASKA ASSOCIATION OF SCHOOL	01 2310 330 000 000 0	stuart,ferrero, mascher, burry leadershi	534.00
	01 2320 330 000 000 0	liggett area membershipand leadership	178.00
	01 2310 330 000 000 0	dankowski leadership	89.00
	Total		801.00
ONE SOURCE	01 2510 810 000 000 0	background check	71.00
	Total		71.00
PLANBOOK INC	01 1100 810 001 001 1	25-26 PLANBOOK	342.00
	01 1100 810 002 002 2	25-26 PLANBOOK	342.00
	Total		684.00
PROTEX CENTRAL INC.	01 2620 352 002 002 2	elem fire alarm inspection	167.00

	01 2620 352 001 001 1	hs fire alarm inspection	206.00
	Total		373.00
QUADIENT LEASING	01 2510 531 000 000 0	postage meter lease	158.97
	Total		158.97
QUICK CARE MEDICAL SERVICES	01 2710 340 000 000 0	driver physical	125.00
	Total		125.00
Savvas Learning Company LLC	01 1100 610 000 000 0	science curriculum	1,636.74
	01 1100 610 000 000 0	hs science curriculum licenses	9,760.00
	Total		11,396.74
SCHOLASTIC INC.	01 1100 810 001 001 1	subscription science world	131.87
	01 1100 810 002 002 2	subscription lets find out	171.88
	01 1100 810 002 002 2	subscription my big world	126.50
	Total		430.25
SOAR PEDIATRIC THERAPY, LLC	01 2171 591 003 002 2	sa pt	141.75
	01 2172 591 003 000 0	3-5 pt	448.50
	Total		590.25
STAPLES	01 1100 610 000 000 0	credit	(164.30)
	01 1100 610 000 000 0	annual buy	108.36
	01 1100 610 000 000 0	annual buy	79.80
	01 1100 610 000 000 0	annual buy	85.68
	01 1100 610 000 000 0	annual buy	6.12
	01 1100 610 000 000 0	refund annual buy	(33.14)
	01 1100 610 000 000 0	refund annual buy	(6.12)
	01 1100 610 000 000 0	annual buy	26.28
	01 1100 610 000 000 0	binder rings	30.60
	01 1100 610 000 000 0	TAPE	50.40
	01 1100 610 000 000 0	refund	(85.68)
	Total		98.00
Stuart, Bobbie	01 2510 580 000 000 0	mileage reimbursement	121.80
	Total		121.80
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	timeclock	197.53
	Total		197.53
WURDEMAN, GREGG	01 2730 352 000 000 0	repairs	312.60
	Total		312.60
BAYARD PUBLIC SCHOOLS - LUNCH	03 4700 720 000 000	repair booster pump	1,739.14
	03 4700 720 000 000	electrical for new dishwasher	336.35
	Total		2,075.49
JOHNSON CONTROLS	03 4700 720 000 000	malfunctioning control module	3,187.40
	03 4700 720 000 000	condenser fan repairs	2,760.05
	Total		5,947.45
TWIN CITY ROOFING	03 4700 720 000 000	GUTTERS AND HEAT TAPE	8,113.35
	Total		8,113.35
		General Fund Total	\$225,315.41
		Building Fund	\$16,136.29
		Payroll	\$359,133.72

Bayard Public Schools

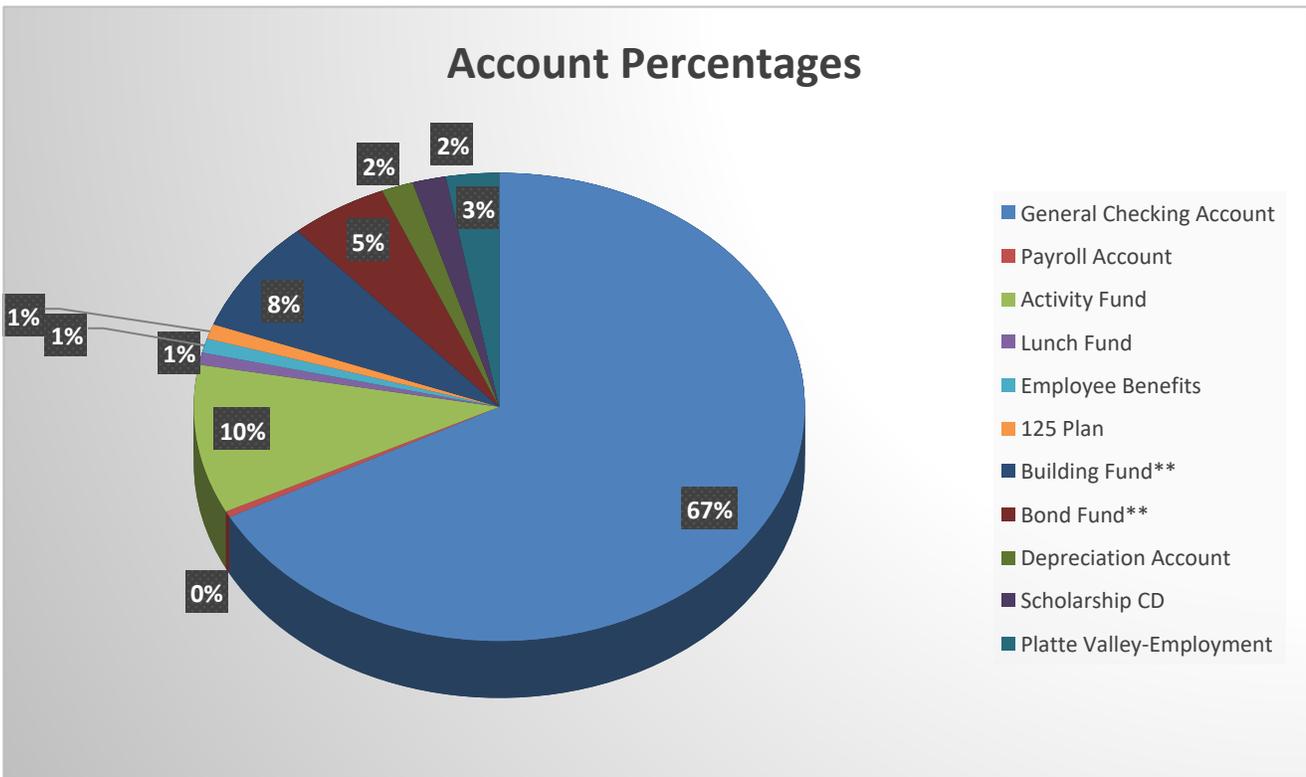
Equity in Cash July 31, 2025

Fund	Fund #	July, 2024 PRIOR YEAR BALANCE	June, 2025 PRIOR MONTH BALANCE	July, 2025 REVENUES	July, 2025 EXPENSES	July, 2025 ENDING BALANCE
General Fund Checking	01-101	\$1,142,450.30	2,420,902.78	190,133.27	(555,541.28)	\$2,055,494.77
Payroll - General Fund	01-104	\$7,779.31	\$ 13,104.89	371,725.70	(371,725.70)	\$ 13,104.89
Lunch Fund Checking	02-101	\$16,958.04	26,043.77	6,850.41	(7,289.58)	\$25,604.60
Payroll - Lunch Fund	02-104	\$0.00	0.00	5,772.52	(5,772.52)	\$0.00
Building Fund Checking	03-101	\$137,792.02	245,896.84	1,368.49	(9,048.59)	\$238,216.74
Bond Fund Checking	04-101	\$153,353.51	153,642.61	5,423.10	0.00	\$159,065.71
Employee Benefit Fund Checking	05-101	\$20,254.62	30,208.89	32.03	(194.27)	\$30,046.65
EB CD-PVB	05-106-1000	\$83,307.24	84,567.12	1,258.08	0.00	\$85,825.20
125-Flex Plan Checking	05-107	\$33,385.66	30,929.56	4,206.01	(3,844.69)	\$31,290.88
Depreciation CD and New Depreciation Fund	06-101	\$26,117.05	51,631.25	65.78	0.00	\$51,697.03
Activities Fund Checking	07-101	\$323,377.60	317,554.08	2,067.85	(5,586.60)	\$314,035.33
Scholarship CD	07-114	\$57,833.09	54,256.56	0.00	0.00	\$54,256.56
TOTAL		\$2,002,608.44	\$ 3,428,738.35	\$ 588,903.24	\$ (959,003.23)	\$3,058,638.36



BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of July2025

General Checking Account	\$	2,055,494.77	
Payroll Account	\$	13,104.89	
Activity Fund	\$	314,035.33	
Lunch Fund	\$	25,604.60	
Employee Benefits	\$	30,046.65	
125 Plan	\$	31,290.88	
Building Fund**	\$	238,216.74	
Bond Fund**	\$	159,065.71	
Depreciation Account	\$	51,697.03	
Scholarship CD	\$	54,256.56	
Platte Valley-Employment	\$	85,825.20	
	\$		3,058,638.36



Superintendent's Report August 2025

The start of the school year is finally here! This time of year always feels special. If I start counting from Kindergarten, I think this will be my 55th official “first day” of starting a school year—and it is still just as exciting!

Over the past couple of weeks, I've been meeting more and more staff prior to their first official day on August 18th. Many have stopped by the office to introduce themselves, and last week I held a meeting with all special education staff to review IEP numbers and familiarize myself with the accommodations the district is providing. Jessica Broderick was also in attendance for that meeting.

On Friday, I met with KC from the newspaper. I'll be starting a monthly—possibly even weekly—column from the superintendent's office, sharing information about school-related topics. The first article will appear in this week's paper and will highlight the teachers joining us from the Philippines. Other topics I plan to cover include explaining unfunded mandates, sharing updates on new legislation that impacts schools, and shining a spotlight on some of the lesser-known projects happening in our district—such as the Lighthouse program, the greenhouse containers, and more.

The goal is to focus on areas beyond our school activities, which already receive a lot of well-deserved attention. If there's a topic you'd like me to address, please let me know—I'd love to hear your ideas.

A list of possible goals for the superintendent are included as a discussion item. You asked for two goals, but I have drawn up five for you to choose two from.

I will continue to work on downsizing the budget and have been in conversation with the other administrators on ways to cut expenses for the upcoming year.

Mr. Nesbitt may expand on this but the district received an unexpected check from the NSAA for hosting district events in the amount of \$5,000. Kudos to all those involved in planning and carrying out these events, and representing Bayard Public Schools so well.

Remember the Area Membership meeting is August 20th in Gering at the Conference Center check-in starts at 4:30 pm.

08/11/2025

I would like to introduce myself, my name is Lori Liggett, and I am honored to serve as the Interim Superintendent of Schools at Bayard Public Schools for the 2025–2026 school year.

A little about my background—I was raised on a farm in southern Box Butte County, attended a one-room school through 8th grade, and graduated from Alliance High School before earning my bachelor's in K–8 Education from Chadron State College. I began teaching in a one-room school in Cherry County, then spent 19 years teaching mostly science to 7th–9th graders in Gordon. After earning my master's in administration, I served as activities director, computer science teacher, high school principal for 12 years, and superintendent for seven years, also completing an EdS from Wayne State and ABD status for my doctorate at Doane University. Since retiring from Gordon-Rushville Public Schools in 2022, I have worked as a grant writer and started a craft coffee roasting business, and now serve as Bayard's interim superintendent, driven by my passion for education and belief in the value of small rural communities.

My goal during my tenure at Bayard Public Schools is straightforward: to work in partnership with students, staff, parents, and community members to continue the proud tradition of educational excellence that defines this district. I hope we will work together to continue to build a strong educational future by proactively preparing for the ever-evolving landscape of public education in Nebraska.

I will be using this recurring Bayard Transcript article to share updates on Bayard Public Schools and highlight opportunities in our district. This year, we welcome two new teachers from the Philippines—Mr. Jonic Trinidad (mathematics) and Ms. Kathleen Guitguit (English)—through the Vantage Resources recruitment program, which helps fill hard-to-staff positions in rural areas. This rigorous process involves extensive screening for both the school and candidates and was pursued only after all other options within the continental U.S. were exhausted. Beyond meeting staffing needs, this brings valuable cultural exchange opportunities for our students. Mr. Trinidad is expected to arrive during the first quarter, while Ms. Guitguit's arrival date is still pending but anticipated this semester. Until then, students will be taught by two outstanding full-time substitute teachers who have extensive experience in the district.

Bayard High School is also pleased to welcome Mr. Justin Reinmuth, who will serve as the other half of our math department, teaching 7th and 8th Grade Math, Personal Finance, Computers, and Algebra II. Mr. Reinmuth brings 12 years of teaching experience, including a strong background in STEM instruction.

At Bayard Elementary, we are excited to welcome Ms. Mykinzee Musfelt, a May 2025 graduate of Chadron State College with a bachelor's degree in Elementary Education, who will be teaching 2nd Grade.

Please join me in welcoming Ms. Musfelt and Mr. Reinmuth as the school year begins next week—and in extending a warm Bayard welcome to Mr. Trinidad and Ms. Guitguit when they arrive.

5017
Routine Directory Information

The school district shall disclose the following as routine directory information pertaining to any past, present or future student who is, has been, or will be regularly enrolled in the district.

- Name and grade
- Name of parent and/or guardian
- Address
- Telephone number, including the student's cell phone number
- Email address
- Date and place of birth
- Dates of attendance
- The image or likeness of students in pictures, videotape, film or other medium
- Major field of study
- Participation in activities and sports
- Degrees and awards received
- Social media usernames or handles
- Weight and height of members of athletic teams
- Most recent previous school attended
- Certain class work which may be published onto the Internet
- Classroom assignment and/or home room teacher
- Student ID number, user ID, or other unique personal identifier used by the student for purposes of accessing or communicating in electronic systems, but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identity, such as a personal identification number (PIN), password, or other factor known or possessed only by the authorized user.

Directory information does not include a student's social security number.

Upon request, the district will provide military recruiters and institutions of higher education with the names, addresses, and telephone numbers of high school students unless a student's parents have notified the district in writing that they do not want this information disclosed without their prior

written consent. Military recruiters will be granted the same access to a student in a high school grade as is provided to postsecondary educational institutions or to prospective employers of such students.

Within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following such enrollment, the district will notify parents and guardians each year of their rights under this policy and the Family Educational Rights and Privacy Act. Parents will be given an opportunity to prevent the release of this directory information by filing a written objection with the district.

When a student reaches 18 years of age, the permission or consent required of and the rights accorded to the parents or guardians of such student under this policy shall only be required of and accorded to such student. Within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following such enrollment, each school district shall notify each student who is at least 18 years of age or who will reach 18 years of age during such school year of (1) the option to make a written request to the school district that routine directory information for such student not be released in response to a request made by a military recruiter without such student's written consent and (2) that any such request made previously by a parent or guardian for such student expires upon the student reaching 18 years of age.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5020

Rights of Custodial and Non-Custodial Parents

The school district will honor the parental rights of natural and adoptive parents unless those rights have been altered by a court.

The term "custodial parent" refers to a biological or adoptive parent to whom a court has given primary physical and legal custody of a child, and a person such as a caseworker or foster parent to whom a court has given legal custody of a child.

The district will not restrict the access of custodial and non-custodial parents to their students and their students' records, unless the district has been provided a copy of a court order that unambiguously prohibits access to the records or child by either parent. If the district is provided such a court order, school officials will follow the directives set forth in the order.

The district will provide the custodial parent with routine information about his or her child, including notification of conferences. The district ~~will~~ **may not** provide the non-custodial parent with such information on a routine basis, but will provide it upon the non-custodial parent's request unless it has been denied by the courts.

A non-custodial parent who wishes to attend conferences regarding his or her child will be provided information about conference times so both parents may attend a ~~single~~ conference. The district is not required to schedule separate conferences if both parents have been previously informed of scheduled conference times.

If either or both parents' behavior is disruptive, staff members may terminate a conference and reschedule it with appropriate modifications or expectations.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Superintendent Goals for 2025/26 School Year

1. Ensure a Smooth Start and Continuity

- Support principals and staff to ensure a smooth opening of the school year.
- Maintain stability by continuing key initiatives already in place.

2. Build Relationships and Trust

- Meet with school board members, staff, students, parents, and community leaders.
- Communicate openly and regularly to establish transparency.

3. Support Teaching and Learning

- Monitor instructional practices and student achievement to ensure continuous improvement.
- Support principals and teachers in aligning instruction with curriculum goals and district standards.
- Identify areas of low student performance and work collaboratively to implement targeted improvement strategies.

4. Maintain Financial and Operational Stability

- Oversee budget management and ensure all financial decisions align with district goals and priorities.
- Identify potential areas for cost reduction without compromising educational quality or essential services.
- Collaborate with the Board of Education to develop and implement strategic cost-saving measures.

5. Facilitate Leadership Transition

- Document key decisions, priorities, and timelines to ensure continuity for the incoming superintendent.
- Provide support and guidance during the transition period to help orient the new superintendent effectively.

Amendment to Lori Liggett’s 2025–2026 Contract with Bayard Public Schools

Position: Superintendent of Schools

Amendment:

Per Board action on August 11, 2025, in lieu of providing a single health insurance policy (\$759/month) and dental policy (\$31.78/month), totaling **\$9,489.36 annually**, the District will instead contribute **\$600 per month** to a **Health Savings Account (HSA)**, totaling **\$7,200 annually**. This adjustment results in an **annual savings of \$2,289.36 to the District**.

All other terms and conditions of the contract remain unchanged.

Signed:

Lori Liggett, Superintendent

Donna Stuart, Board of Education President

2025/2026 Original Contract

February 10, 2025

Salary \$135,000

Insurance \$9,489

Ret/FICA \$21,235

Total \$165,724

2025/26 Amended Contract

August 11, 2025

Salary \$135,000

HSA Contribution \$7,200

Ret/FICA \$21,235

Total \$163,435

4025
Superintendent

The superintendent is hired by and shall report directly to the board of education. The superintendent will be the chief administrative officer of the board of education and shall keep the board informed on important issues. The board delegates to the superintendent the general power and authority to make necessary decisions to ensure the efficient and effective operations of the school.

The superintendent is charged with timely preparing, presenting, and filing an annual school budget, subject to the approval of the board at the annual budget hearing.

All school employees shall be under the direct and/or delegated supervision of the superintendent. The board delegates to the superintendent the authority to hire and terminate the employment of all classified staff. He or she shall review all certified and non-certified employees applying for vacancies and shall make recommendations regarding these employees.

All of the grounds and buildings are supervised by the superintendent, including necessary repairs and improvements unless the board is required to approve such repairs or improvements.

The superintendents other duties shall be included in his or her job description, contract, or as otherwise assigned by the board.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4057 Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his/her first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding, and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations should take place (1) during the first semester at or prior to the ~~October~~ board meeting, and (2) during the second semester of the first year of employment. ~~at or prior to the January board meeting.~~ Annual evaluations shall generally take place during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to complete a draft evaluation document. The board president shall compile the individual draft evaluations into a single and final evaluation, provide a copy to the superintendent, and discuss it with him or her. If the superintendent's evaluation is conducted at a board meeting, the superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent

and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal, amendment, or cancellation of the employment contract.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5030
Dating Violence

Dating violence, as that term is defined by Nebraska law, will not be tolerated by the school district. Students who engage in dating violence on school grounds, in a school vehicle or at a school activity or that otherwise violates the Nebraska Student Discipline Act will receive consequences consistent with the Act and the district's student discipline policies.

The school district shall provide dating violence training to staff deemed appropriate by the administration and in accordance with **Nebraska law 79-2, 141 & 142.**

A copy of this policy shall be included in the student handbook.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5053

Self-Management of Diabetes or Asthma/Anaphylaxis

Upon receiving the written request of a student's parent or guardian and the written medical authorization described in the applicable provisions below, , the school district will work with the parent or guardian in consultation with appropriate medical professionals to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis (referred to herein as "medical condition").

A student with diabetes must obtain written authorization to self-manage from the student's physician. The plan for a student with diabetes will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, and (d) be signed by the student's parent or guardian and the physician responsible for the student's medical condition.

A student with asthma or anaphylaxis must obtain written authorization to self-manage from the student's physician or from the health care professional who prescribed the medication for treatment of the student's condition. The plan for a student with asthma or anaphylaxis will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, (d) include the name, purpose, and dosage of the prescription asthma or anaphylaxis medication prescribed for such student, (e) include procedures for storage and access to backup supplies of such prescription asthma or anaphylaxis medication, and (f) be signed by the student's parent or guardian and the physician or other health care professional responsible for the student's medical condition.

The plan will permit the students to self-manage his or her medical condition in any part of the school or on school grounds during any school-related activity, or in a private location. The parent or guardian of a student for whom such a medical management plan has been developed shall sign a statement acknowledging that (a) the school and its employees and agents

are not liable for any injury or death arising from a student's self-management of his or her medical condition and (b) the parent or guardian will indemnify and hold harmless the school district and its employees and agents against any claim arising from a student's self-management of his or her medical condition. The student's parent or guardian will be personally responsible for any and all costs associated with any injury to school personnel or another student resulting from the a student's misuse of necessary medical supplies.

The district may prohibit a student who is self-managing his or her diabetic condition from possessing medical supplies for self-management and may establish other necessary and appropriate restrictions or conditions when the district determines that the student has endangered himself, herself, or others through misuse or threatened misuse of such medical supplies. The district will promptly notify the parent or guardian of any such prohibition, restriction, or condition.

The district may impose disciplinary consequences on a student with asthma or anaphylaxis who uses his or her prescription asthma or anaphylaxis medication other than prescribed. These disciplinary consequences shall not include limitations on the student's access to necessary medication. The district will promptly notify the parent or guardian of any disciplinary action imposed.

Adopted on: _____

Revised on: _____

Reviewed on: _____

**BAYARD PUBLIC SCHOOLS
DRAFT CLASSIFIED STAFF SALARY SCHEDULE
UPDATED 2025-26**

STEP (Years)	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5		
1	\$14.00	\$15.00	\$16.00	\$23.00	\$22.00		
2	\$14.25	\$15.25	\$16.25	\$23.25	\$22.25		
3	\$14.50	\$15.50	\$16.50	\$23.50	\$22.50		
4	\$14.75	\$15.75	\$16.75	\$23.75	\$22.75		
5	\$15.00	\$16.00	\$17.00	\$24.00	\$23.00		
6	\$15.25	\$16.25	\$17.25	\$24.25	\$23.25		
7	\$15.50	\$16.50	\$17.50	\$24.50	\$23.50		
8	\$15.75	\$16.75	\$17.75	\$24.75	\$23.75		
9	\$16.00	\$17.00	\$18.00	\$25.00	\$24.00		
10	\$16.25	\$17.25	\$18.25	\$25.25	\$24.25		
11	\$16.50	\$17.50	\$18.50	\$25.50	\$24.50		
12	\$16.75	\$17.75	\$18.75	\$25.75	\$24.75		
13	\$17.00	\$18.00	\$19.00	\$26.00	\$25.00		
14	\$17.25	\$18.25	\$19.25	\$26.25	\$25.25		
15	\$17.50	\$18.50	\$19.50	\$26.50	\$25.50		
16	\$17.75	\$18.75	\$19.75	\$26.75	\$25.75		
17	\$18.00	\$19.00	\$20.00	\$27.00	\$26.00		
18	\$18.25	\$19.25	\$20.25	\$27.25	\$26.25		
19	\$18.50	\$19.50	\$20.50	\$27.50	\$26.50		
20	\$18.75	\$19.75	\$20.75	\$27.75	\$26.75		
21	\$19.00	\$20.00	\$21.00	\$28.00	\$27.00		
22	\$19.25	\$20.25	\$21.25	\$28.25	\$27.25		
23	\$19.50	\$20.50	\$21.50	\$28.50	\$27.50		
25	\$19.75	\$20.75	\$21.75	\$28.75	\$27.75		
26	\$20.00	\$21.00	\$22.00	\$29.00	\$28.00		
27	\$20.25	\$21.25	\$22.25	\$29.25	\$28.25		
28	\$20.50	\$21.50	\$22.50	\$29.50	\$28.50		
29	\$20.75	\$21.75	\$22.75	\$29.75	\$28.75		
30	\$21.00	\$22.00	\$23.00	\$30.00	\$29.00		
31	\$21.25	\$22.25	\$23.25	\$30.25	\$29.25		
32	\$21.50	\$22.50	\$23.50	\$30.50	\$29.50		
33	\$21.75	\$22.75	\$23.75	\$30.75	\$29.75		
34	\$22.00	\$23.00	\$24.00	\$31.00	\$30.00		
35	\$22.25	\$23.25	\$24.25	\$31.25	\$30.25		
36	\$22.50	\$23.50	\$24.50	\$31.50	\$30.50		
37	\$22.75	\$23.75	\$24.75	\$31.75	\$30.75		
38	\$23.00	\$24.00	\$25.00	\$32.00	\$31.00		
39	\$23.25	\$24.25	\$25.25	\$32.25	\$31.25		
40	\$23.50	\$24.50	\$25.50	\$32.50	\$31.50		
GRADE 1	Part time employees (i.e Summer, etc.)			GRADE 5	Administrative Assistant-Supt		
	20 hours of less a week				Administrative Assistant - Elementary		
GRADE 2	Food Service, Para Educators				Business Manager		
GRADE 3	Full-time Custodians						
GRADE 4	Head of Maintenance						
	Head of Transportation						
	Head of Food Service						