

**Board of Education Regular Meeting
Monday, October 13, 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, October 13, 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 Mrs. Guitguit and Mr. Trinidad
- IV. Public Comments
- V. Consent Agenda
 - 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
- VI. Student Board Representative Report- Food Drive Project
- VII. Principals and District Administrators
- VIII. Executive Session - Negotiations
- IX. Superintendent
- X. Discussion Items
 - X.A. Discuss utilizing a money market interest bearing account for the Depreciation Fund at Platte Valley Bank.
 - X.B. Discuss creating a committee for cost-saving strategies.
 - X.C. Discuss plan for emptying downtown building
- XI. Action Items
 - XI.A. Authorize Superintendent Lori Liggett and/or Business Manager Bobbie Stuart to have authority over financial management activities within the board approved depository institutions subject to board approved financial policies and procedures.
 - XI.B. Declare abandoned 1970 Chevy flatbed truck surplus for sale by sealed bids.
- XII. Adoption of Policies and Notice of Replaced Policy
 - Policy 5002 Admission replacing 5001, 5001.1.
 - Policy 5005 Transportation replacing 5041,
 - Policy 5006 Foreign Exchange Students, no preexisting policy.

Policy 5007, Enrollment of Expelled Students replacing Policy 5120,
Policy 5008 Pregnant and Parenting Students no preexisting policy.
Policy 5009 Adult Education no preexisting policy
Policy 5010 Immunization replacing 5002
Policy 5011 Physical Examination of Students replacing 5002
Policy 5012 Testing and Assessment replacing Policy 6211 and 6212
Policy 5014 Homeless replacing Policy 5003 and 5418
Policy 5015 Student Rights replacing 5419 and 5095
Policy 5018 Parental Involvement replacing Policy 1412
Policy 5019 Communication with Parents no preexisting policy
Policy 5031 Student Appearance replacing 5093

- XIII. Set Next Meeting Date. November 3, 2025
Board NASB Training 1:00-5:00 pm
Civics Committee Meeting 5:30 pm
Regular Board Meeting 6:00 pm
XIV. Adjournment

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

Bayard School Board of Education Annual Calendar

January	February	March	April	May	June
<ul style="list-style-type: none"> * 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, September 8, 2025 6:00 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 06:01p.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 Randy Eirich 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

III. Introduction of Guests

The guests introduced themselves to the board.

IV. Recognition of Student Achievements

V. Public Comments

VI. Consent Agenda

Motion Passed: Motion to approve the Consent Agenda passed with a motion by Bill Ferrero 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

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.E.1. Approve Policy 2015 Board Student Representative replacing Policy 9006 Student Board Representative

VI.E.2. Approve policy 3004.1 Fiscal Management for Purchasing and Procurement Using Federal Funds replacing 3202 Federal Purchasing

VI.E.3. Approve policy 3023 Record Management and Retention, replacing 3561 Procurement

VI.F. Adoption of Policies on Second Reading

VI.G. Approval of Contracts within Policy Guidelines

VII. Student Council Representative Board Report

Due to a lack of interest in currently applying for the Board Student Representative position, the Student Council asked if they could send a representative to speak at each board meeting.

VIII. Invited Presentations and Discussions with Presenters

IX. Principals and District Administrators

Mrs. Ehler provided her report to the board. Events: PLCs are scheduled every Wednesday with the following groups meeting once a month to discuss student progress, Leader in Me discussions, Teacher goal setting and growth, culture, and other academic needs. K-3, 4-6 ,MTSS (Multi-tiered system of support- this outlines everything from our SPED students, to Title, to High Achieving),and Whole staff. The Panhandle Prevention Coalition will be hosting a meeting in the elementary library on September 24 at 2pm. All are welcome to attend. Celebrations: Grandparents Day was a huge success! We had 120 grandparents join our students for breakfast and activities in their classrooms. NWEA assessments are being completed at every grade level. Dibels is also given to assess reading skills. We will use this data for intervention groups, including supporting our high-achieving students. Student Lighthouse Team members have been nominated, interviewed, and selected. This group is sponsored by Mrs. James and Mrs. Ferrero. They are going to be in charge of morning announcements and monthly assemblies, along with

schoolwide celebrations. They will also be focusing on creating committees for other schoolwide projects. Students are loving the replanted grass on the playground. Pathfinders is fully staffed. Our entire instructional staff (teachers and paras) are going to be completing “Teach Like a Champion” training this year. We’ve had our first session and will have several more throughout the year. This is focused on usable, effective teaching techniques. Celebrations: After the large crowd at Grandparents Day, it reinforced our concern with our elementary parking lot. We often have issues during track meets with people being blocked in because of improper parking. We’d like to start a donation drive at our elementary events to gather donations to paving the parking lot! Even if it takes us a few years, it is definitely a project that will benefit our district and safety. Above and Beyond: Several boys in 3-6th grade are participating in Carpenter Center Football. We have 10 new students in K-6 this year. Our preschool enrollment is the highest it’s been since we split three and four-year-olds (potentially longer as memory serves). We have 18 3-year-olds and 17 4-year-olds.

Dr. Rice provided her report to the board. Academics: NWEA Testing is in progress. We will be looking at the data during our next inservice day. Our new science curriculum seems to be going well. Several comments from our JH students state that they are enjoying this curriculum more than Amplify. I would like to commend Mrs. Tillman and Mrs. Reffalt for filling in while we wait for our teachers from the Philippines to arrive. Their dedication to our students is greatly appreciated. Teachers have said that the cell phone policy is going well and have seen higher engagement in the classroom. We are still having difficulty with ICampus allowing students to log in and see their grades. Mrs. Schluterbush is working to resolve this issue. Leadership: Leadership classes started this past week. We are using an online curriculum called “Be Good People”. Teachers worked together during our August in-service days to plan the year. I would like to commend Maisea Chase for her leadership in preparing sports buttons for the fall activities. Engagement: Our Theme this year is “You Hold the Keys to Success”. Mrs White is commended for helping with the beginning of school activities to promote belonging and inclusion. Mr. Rafferty and the FFA students are to be commended for an outstanding Labor Auction. Community: The senior FFA members will once again assist the City in setting up for Pioneer Days.

Mr. Nesbitt provided his report to the board. Academics: Each week starts by checking the eligibility list. This week was our first week, and we are working with kids to ensure they are utilizing homerooms when available and academic intervention to ensure they keep their grades up. We are working to get the kids on track to be down in no classes. Leadership: Football: 17 players on the roster. Varsity won the first game against Morrill and showed some real grit. We moved the JV game vs Hemingford to later in the year. The varsity played Kimball on Friday. Volleyball: 15 players on the roster. They got their first win the other night against Creek Valley. They are working hard with so many new players on the varsity floor to learn and grow as a team. The JV has had a few games and is learning a lot. XC: 5 JH boys are out. They are young and inexperienced this year but have grown already. They are a great group of kids, and we are excited to see the growth of these individuals. Girls Golf: 2 Golfers are out this year. Maisea Chase and Kimberly Trevino are the golfers this year and have been working hard to get into the season. Softball – 11 players on the roster. The softball team is off and running. They have a lot of games coming up with some great opportunities. They are a young team, but they are learning a lot against some very good opponents. They play in Brush, CO for a tourney coming up along with some larger schools. Play Production– Mrs. Ireson is going to get started soon working with the play production crew for the upcoming year. We are excited to have her as part of our One

Acts program. Band - These kids are working hard to get started playing the national anthem and other songs for homecoming football later in the year. Also, they are working on getting ready for their fundraiser coming up on September 20th. Mrs. Smith has been working with these students to grow and encourage others to participate. She enjoys the help of the community band, looks forward to their help again when needed, but is looking to the future to regrow the program through more student involvement as a goal for the years to come. Choir - They have set a date for the Nuggets game again this year and will be singing the national anthem. They will attend the game on January 18th. They have also been working in class to get ready for 21st-century singers and choreography. They have multiple competitions put into place and are getting started this year. E-Sports - E-sports is up and running for the year. One of the new things this year is online chess for students to play, which will be a great opportunity. Also, through our subscription to play, e-sports was given 2 new Nintendo Switches free of charge to help grow the program. FFA - They had their annual auction to begin the year and raised a good amount of money from the people who attended. Talking with Mr. Rafferty they were able to raise a little more than last year. He will be taking kids to Husker Harvest Days, and their first competition of the year is coming up, which is land judging. Mr. Rafferty is again doing a great job with these students and the greenhouse as well. Pictures - Elementary pictures will be on 9/23 and high school pictures will be the following day on 9/24, along with fall activities pictures. Engagement: Hudl TV We are using Hudl TV again this year for our activities. Hudl TV is a free service for those watching, or it can be charged a fee as part of our previous subscription. It can be run more easily with the cameras we have put into place. I contacted Hudl about a possible reduction in cost, but to ensure we can utilize the program, we are at the lowest cost they offer at this time. I will be working with the journalism class to get help with pre-game social media posts throughout the fall sports. I am excited to get some great ideas and new looks for the sports this fall. They will be developing them and sharing them with me to put out after I have looked at them. I applied for a grant through T-Mobile Friday Night Lights. If chosen the beginning amount given towards the football field and weight room would be \$5000. Then we would be put into the next level to try and win \$25000 and if taken to the max could win \$1,000,000 for the football field and weight room. I will be putting stuff out more on social media to hype this up, and could use your help when you see it. A part in the ice machine went out again this year, but Jeff was able to find the part and fix it cheaply to ensure we can keep this up and running. Community: We have been working closely with the City of Bayard to ensure the softball home games will go well again this year. Tiger Paws will be helping with the softball concessions again this year. We want to thank Cindy and the Tiger Paws crew for their service. We are looking at some possible leadership opportunities that involve students/athletes and the community. The junior class for the post-prom will have a float this year for the parade. I have talked with some student leaders to see if we can get an activities float put together for numerous students to be a part of across not only sports, but all activities at the school. We want to ensure we can get good involvement before we put it all together, but we are hoping this will come together.

X. Curriculum and Instruction

XI. Superintendent

Ms. Liggett provided her report to the board. We are completing a desk audit of federal grants that is due Sept 12th. The audit reviews how the district has spent federal monies and the policies you have in place to address federal money requirements. This includes numerous federal grants the district receives. NASB has offered a scholarship to the Bayard Board of Education for a complimentary board training session. Marcia Herring has submitted a list of dates that she is available to do the training. She said the content or topic of the training can be developed to specifically meet the needs of this board. The State Education Conference is November 19-21, 2025. Registration opens Wednesday September 10 please let me know if you are interested in attending. We have been working on correcting the address of option out students to meet their current living and enrollment situation. There were nine students on your option out list, to Scottsbluff, that have been removed due to change in residence status. We believe Mr. Trinidad, the math teacher that is coming, will be booking his flight this week. Hopefully I will have an update by meeting time. Ms. Guitguit passed her immigration hearing and is now in the social media surveillance stage, which takes two weeks. After that, she should be scheduling her flight. Enrollment Synopsis : Enrollment September 8, 2025 HP 3 ,HP3 25, PK 17, K 17 ,1st 19 ,2nd 22 ,3rd 19 ,4th 13, 5th 18, 6th 22, PK-6 Total 175. 7th 22, 8th 24, 9th 31 ,10th 20, 11th 16 ,12th 27 ,7-12 Total 140 PK-12 Total 315

XII. Board Committee Reports and Recommendations

XIII. Discussion Items

XIII.A. Review and Discussion of Policies _____ through _____ in the _____ series.

XIII.B. Recognition of ALICAP Safety Award and NRD acknowledgment of container greenhouse project through Pathfinders.

XIII.C. Tentative Date for Private School Field Day May 11, 2026

The board set a tentative date for a private school field day of May 11, 2026.

XIII.D. Discuss NASB Board training scholarship opportunity.

XIII.E. 2025-2026 Budget

The board discussed the 2025-2026 Budget.

XIV. Action Items

XIV.A. Declare old pole vault pit mats and stand surplus for sale or disposal.

Motion Passed: Motion to declare the old pole vault pit mats and stands surplus for sale or disposal 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

XIV.B. Declare surplus brake lathe machine and CNC machine from ag shop, for sale.

Motion Passed: Motion to declare the brake lathe machine and CNC machine from the ag shop as surplus for sale passed with a motion by Jessica Dankowski 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

XIV.C. Approve Preschool handbook, deleting text in red, adding text in green as required by regulations.

Motion Passed: Motion to approve the preschool handbook passed with a motion by Kim Burry 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

XV. Set Next Meeting Date

Next meeting scheduled for September 22, 2025 at 6:00p.m.

XVI. Adjournment

Motion Passed: Motion for adjournment at 7:07p.m. passed with a motion by Kim Burry 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

Secretary

Board of Education Special Meeting to Set Final Tax Levy

Monday, September 22, 2025 6:15 PM

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 06:46p.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

II. Approval of Agenda

Motion Passed: Motion to approve the agenda passed with a motion by Bill Ferrero 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

III. Public Comments

IV. Action Items

IV.A. Discuss, Consider, and Take All Necessary Action in Regard to Approval of the Tax Request Resolution for the 2025-2026 School Term for the General Fund, Bond Fund, and Special Building Fund for Morrill County School District 21.

Motion Passed: Motion to approve the tax request resolution for the 2025-2026 school term for \$4,328,283.00 for the General Fund, \$212,121.00 for the Bond Fund, and \$27,576.00 for the Building Fund 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

V. Adjournment

Motion Passed: Motion for adjournment at 6:52p.m. passed with a motion by Jessica Dankowski 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

Board of Education Special Meeting 2025-26 Budget Hearing

Monday, September 22, 2025 6:30 PM

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

I. Opening the Hearing

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 06:56pm. 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

II. This hearing is held to receive public input on the proposed 2025-2026 budget for Bayard Public Schools, as required by Nebraska law.

Hearing opened at 6:57p.m.

Hearing closed at 7:00p.m.

III. Public Comments

IV. Close the Hearing

Secretary

Approve Tax Request Authority Up To 7%

Monday, September 22, 2025 6:00 PM

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 06:00p.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 Bill Ferrero.

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

III. Public Comments

Greg Schmall addressed the board.
Teri Shimp addressed the board.
Terry Snyder addressed the board

IV. Action Items

IV.A. Discuss, consider, and take all necessary action to adopt resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority up to 7%.

Motion Passed: Motion to adopt resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority up to 7% 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

V. Adjournment

Motion Passed: Motion for adjournment at 6:42p.m. passed with a motion by Randy Eirich 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

Board of Education Special Meeting Approve 2025-2026 Budget

Monday, September 29, 2025 6:00 PM

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

I. Opening the Meeting

I.A. Call to Order

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 06:00p.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.

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.

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

III. Public Comments

IV. Approve 2025-26 Bayard Public School Budget as presented.

Motion Passed: Motion to approve the 2025-2026 Bayard Public Schools budget as presented for the General Fund, Depreciation Fund, Employee Benefit Fund, Activities Fund, School Nutrition Fund, Bond Fund, and Special Building Fund in the amount of \$9,434,944.00 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

V. Adjournment

Motion Passed: Motion for adjournment at 6:06p.m. passed with a motion by Kim Burry 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

Secretary

Bayard Public Schools

10/13/2025

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
ACT	01 1100 810 001 001 1	Vouchers	<u>1,512.00</u>
	Total		1,512.00
AL'S MARKET	01 6968 610 002 002 2	cooking club	27.44
	01 6968 610 002 002 2	cooking club	8.72
	Total		<u>36.16</u>
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	28.95
	Total		<u>57.90</u>
Amazon Capital Services	01 1100 610 001 001 1	OSCARBIDE 20 inch Planer Blades, 4	68.79
	01 1100 610 001 001 1	Adjustable Magnetic Planer Jointer Knife	31.34
	01 1100 610 001 001 1	water test kit for aquaponics	35.82
	01 2510 610 000 000 0	hp148A ink cartridge for check printer	140.89
	01 1190 610 000 000 0	preschool supplies to meet ecers	36.65
	01 1100 610 001 001 1	balsa wood sticks for bridge project	21.77
	01 2610 610 001 001 1	Nearmoon shower caddy pack of 2 clean	141.15
	01 2710 610 000 000 0	Black Ink Cartridge for Bus Barn Printer	36.95
	01 1100 610 001 001 1	rockwool cubes for hydroponics	12.34
	Total		<u>525.70</u>
ASSOCIATION OF SCHOOL BUSINESS	01 2510 810 000 000 0	district member dues 848388	499.00
	Total		<u>499.00</u>
Austin, Brooke	01 1100 352 001 001 1	accompiansit	2,450.00
	01 1100 352 001 001 1	mileage	405.00
	Total		<u>2,855.00</u>
BAYARD AUTOMOTIVE	01 2710 610 000 000 0	credit	(2.88)
	01 1100 610 010 001 1	Murphy tire soap compound	61.10
	01 2710 610 000 000 0	Suburban #9 - Headlight Bulb	16.05
	01 2710 610 000 000 0	Bus #20 Wiper Blade - 18 Inch Force	18.62
	01 2730 352 000 000 0	Suburban #13 Flat Tire	20.00
	01 2710 610 000 000 0	Bus #3 Fuel Filter	42.79
	01 2710 610 000 000 0	DEF 2.5 gallons juq	62.15
	01 2710 610 000 000 0	Floor Dry - 24 quarts	18.35
	01 2710 610 000 000 0	Luma Stix - Rechargeable Flashlight	48.06
	01 2730 352 000 000 0	Bus #5 Tire Repair - Inside Dual	31.50
	Total		<u>315.74</u>
BAYARD PUBLIC SCHOOLS	01 1370	aug25 meals	365.95
	01 1370	sept 25 meals	1,789.00
	Total		<u>2,154.95</u>
BAYARD TRANSCRIPT	01 2310 540 000 000 0	sept 25 publications	848.31
	01 2220 610 001 001 1	renewal	25.00
	01 1100 610 001 001 1	renewal-journalism	25.00
	Total		<u>898.31</u>
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	110.77
	Total		<u>221.55</u>
CANNON FINANCIAL SERVICES	01 1100 610 001 001 1	copier lease	142.45
	01 1100 610 002 002 2	copier lease	142.45
	01 1100 352 001 001 1	copier lease	142.45
	01 1100 352 002 002 2	copier lease	142.45
	Total		<u>569.80</u>
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva fee	15.41
	Total		<u>15.41</u>
CENTURY LINK	01 2510 382 000 000 0	#1510 telephone	162.89
	Total		<u>162.89</u>
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	39.00
	01 2610 621 001 001 1	#75400 electric	9,017.63
	01 2610 410 001 001 1	#75400 utilities	1,184.50
	01 2610 621 002 002 2	#75600 electric	484.94
	01 2610 410 002 002 2	#75600 utilities	2,281.50
	01 2610 810 002 002 2	dump fee	25.00
	Total		<u>13,032.57</u>
CONNECTING POINT	01 1100 352 001 001 1	service contract copiers	721.76
	01 1100 352 002 002 2	service contract copiers	721.75
	01 1100 610 001 001 1	staples	118.02
	01 1100 352 001 001 1	service contract copiers	930.75
	01 1100 352 002 002 2	service contract copiers	930.75
	Total		<u>3,423.03</u>
CROSSROADS MUSIC	01 1100 352 001 001 1	instruments	963.00
	Total		<u>963.00</u>
CULLIGAN WATER CONDITION	01 2610 610 002 002 2	r/o	220.10

	01 2610 610 001 001 1	r/o	27.50
	01 2620 352 001 001 1	install r/o	<u>240.00</u>
	Total		487.60
DHHS LICENSURE UNIT	01 1200 810 003 000 0	ellie cummings licensure fee	<u>140.00</u>
	Total		140.00
EAKES OFFICE SOLUTIONS	01 2610 610 002 002 2	Hand soap 1 Gal	82.72
	01 2610 610 002 002 2	Tash bags 33Gal	224.80
	01 2610 610 002 002 2	Trash bags 16 gal	234.80
	01 2610 610 002 002 2	Laundry soap	219.24
	01 2610 610 002 002 2	liners	180.30
	01 2610 610 002 002 2	Disinfectant 32 oz	<u>32.90</u>
	Total		974.76
EDUCATIONAL SERVICE UNIT #10	01 1200 330 003 002 2	sped workshops steps training	<u>120.00</u>
	Total		120.00
EDUCATIONAL SERVICE UNIT #13	01 2190 591 000 000 0	mips	120.00
	01 1200 330 003 000 0	cpi training miller leonard baumann	225.00
	01 1200 330 003 000 0	mastering iep process reish stuart	50.00
	01 1160 591 000 000 0	valts 4th quarter	6,000.00
	01 1160 591 000 000 0	non sped counseling	1,386.00
	01 1100 382 000 000 0	dl	754.00
	01 1100 382 000 000 0	erate	300.00
	01 1160 591 000 000 0	neva	708.33
	01 1292 591 003 000 0	0-2 sup low vision	3.40
	01 2161 591 003 002 2	elem ot	889.64
	01 2183 591 003 000 0	0-2 low vision	42.50
	01 2162 591 003 000	3-5 ot	544.64
	01 1292 591 003 000 0	0-2 sped sup ot	17.81
	01 2171 591 003 001 1	secondary pt	127.80
	01 2181 591 003 001 1	secondary low vision	219.30
	01 1200 330 003 000 0	sped inservice	64.40
	01 1200 591 003 000	sup elem ot	71.17
	01 1200 591 003 000	sup secondary speech	13.03
	01 1200 591 003 000	sup secondary low vision	17.54
	01 1200 591 003 000	sup secondary pt	10.22
	01 1200 591 003 000	sup esu programs sped	226.91
	01 1200 591 003 000	meridian a	2,300.00
	01 1200 591 003 000	lifelink	2,300.00
	01 1200 591 003 000	district consultation	1,300.00
	01 1291 591 003 000 0	35 sup ot	43.57
	01 2151 591 003 001 1	speech sa	162.87
	01 2141 591 003 001 1	secondary psych	2,772.00
	01 2163 591 003 000 0	0-2 ot	<u>222.64</u>
	Total		20,892.77
FNBO CARD	01 6968 580 002 002 2	get connected conf meals	11.05
	01 6968 580 002 002 2	get connected conf fuel	42.01
	01 2620 610 001 001 1	sink replacement	184.11
	01 1100 610 001 001 1	curriculum supplies	73.52
	01 1100 810 001 001 1	google suite	12.00
	01 1100 810 002 002 2	Music Plauy	200.00
	01 2900 330 000 000 0	NCSA Law Conference registration fee	40.00
	01 1200 580 003 000 0	ashmore sped training	39.68
	01 2410 810 001 001 1	Active Membership	435.00
	01 2410 810 001 001 1	National Assoc. of Secondary School Prin	250.00
	01 2710 610 000 000 0	Head light for suburban 09, Richs Wrecki	86.00
	01 3535 610 000 000 0	CoreIDRAW subscription	283.80
	01 3535 610 000 000 0	CoreIDraw Sub	283.80
	01 1100 610 010 001 1	bar load binder and ratchet straps	33.98
	01 1200 610 003 002 2	BMOU Kids Case for iPad (A16) 11th	63.82
	01 1200 610 003 000 0	SLP Toolkit Subscription yearly	215.00
	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 610 001 001 1	Table Height Gear	<u>68.97</u>
	Total		2,359.72
GRADUATE LINCOLN	01 1200 580 003 000 0	ashmore lodging nases	<u>357.00</u>
	Total		357.00
HAMPTON INN-KEARNEY	01 6968 580 002 002 2	rowe get connected lodging	<u>278.00</u>
	Total		278.00
HEIGEL'S FIELD SERVICE	01 2730 352 000 000 0	Read the engine codes to diagnois the bu	<u>120.00</u>
	Total		120.00
HOLIDAY INN - KEARNEY	01 1200 580 003 000 0	ashmore lodging	471.80
	01 2320 580 000 000 0	admin days lodging- liggett	<u>419.85</u>
	Total		891.65
INNOVATIVE OFFICE SOLUTIONS LLC	01 1100 610 000 000 0	annual buy supplies	35.85

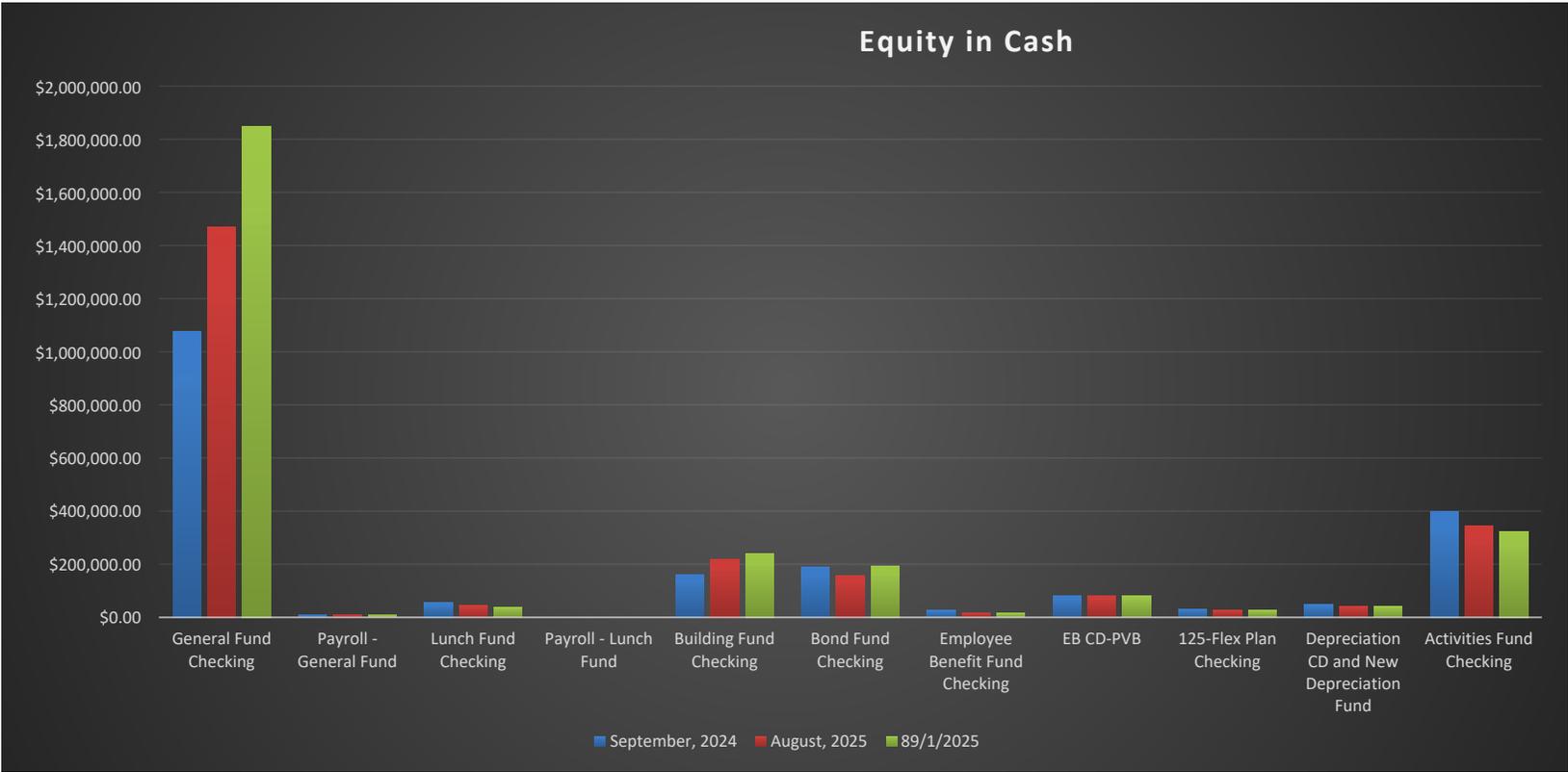
	Total		35.85
J W PEPPER & SON INC.	01 1100 610 000 000 0	music	251.59
	01 1100 610 000 000 0	music	41.30
	01 1100 610 000 000 0	music	29.50
	Total		322.39
KUSKIE STATION LLC	01 2610 626 001 001 1	custodial fuel	133.93
	Total		133.93
LITTLE BEE SPEECH CO	01 1200 610 003 002 2	Little Bee Speech Test Center App	120.00
	Total		120.00
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	8.75
	Total		8.75
MENARDS	01 1100 610 001 001 1	shop supplies	0.00
	01 2610 610 001 001 1	washers safety hasp	21.50
	01 1100 610 001 001 1	air hose reel	29.99
	01 1100 610 001 001 1	shop supplies for a7th grade project	439.84
	01 1100 610 001 001 1	16 ga. nailer air hose ends	84.45
	Total		575.78
NATIONAL ART & SCHOOLS SUPPLIES, INC.	01 1100 610 000 000 0	annual buy	669.30
	Total		669.30
NE COUNCIL OF SCHOOL	01 2320 330 000 000 0	school law training	100.00
	01 1200 580 003 000 0	ashmore nases conf	190.00
	Total		290.00
NEBRASKA ASSOCIATION OF SCHOOL	01 2410 810 001 001 1	NAEP 25-26 Membership renewal	65.00
	01 2510 810 000 000 0	stuart naep membership	65.00
	01 2310 330 000 000 0	dankowski area membership	89.00
	Total		219.00
NEBRASKALAND TIRE AND SERVICE	01 2730 352 000 000 0	Invoice#: 38781 - Mount	100.00
	01 2730 352 000 000 0	Invoice#: 38781 - Valve	19.90
	01 2730 352 000 000 0	Invoice#: 38781 - Labor	20.00
	01 2730 352 000 000 0	Invoice#: 38781 - Used Truck Tire	175.00
	01 2730 352 000 000 0	Invoice#: 38781 - Shop Supplies	9.79
	01 2730 352 000 000 0	Invoice#: 39019 - Refund 1 of 2 Mounts	(50.00)
	01 2730 352 000 000 0	Invoice#: 39025 - Refund 1 of 2 Valve S	(9.95)
	01 2730 352 000 000 0	Invoice#: 39025 - Refund 8 of 8 pressure	(20.00)
	Total		244.74
OLIVERIUS, HEATHER	01 2510 580 000 000 0	mileage reimb	22.40
	Total		22.40
PLATTE RIVER GLASS	01 2730 352 000 000 0	Windshield Replacement	156.00
	01 2730 352 000 000 0	ReplacUrethane/Primer	30.00
	01 2730 352 000 000 0	Labor	100.00
	Total		286.00
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	493.47
	Total		493.47
REGION V ELEMENTARY PRINCIPALS	01 2410 810 002 002 2	Region V dues	60.00
	Total		60.00
SIGN GLASSES LLC	01 1200 352 003 002 2	remote interpreting	252.00
	01 1200 591 003 002 2	remote interpreting	336.00
	01 1200 591 003 002 2	remote interpreting	252.00
	Total		840.00
SIMMONS OLSEN LAW FIRM P.C.	01 2330 317 000 000 0	legal fees	110.00
	Total		110.00
SOAR PEDIATRIC THERAPY, LLC	01 2173 591 003 000 0	0-2 pt	301.00
	01 2172 591 003 000 0	3-5 pt	240.00
	01 2171 591 003 002 2	sa pt	1,225.13
	Total		1,766.13
STAR-HERALD	01 2220 640 002 002 2	elem renewal	464.99
	Total		464.99
Stuart, Bobbie	01 2510 580 000 000 0	mileage reimb	99.40
	Total		99.40
TEACHING STRATEGIES LLC	01 1190 610 000 000 0	GOLD/Teaching strategies renewal	1,060.75
	Total		1,060.75
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	TIMECLOCK	194.18
	Total		194.18
Trevino, Ricky	01 1200 810 003 000 0	interpreting fee	37.50
	Total		37.50
VALLEY NEWS TODAY	01 2310 540 000 000 0	publication	20.00
	Total		20.00
WESTERN NEBRASKA ADMINISTRATORS	01 2320 810 000 000 0	Dues for WNA	150.00
	Total		150.00
WPCI	01 2710 340 000 000 0	Random Drug Testing - Jennie Wyckoff	68.00
	Total		68.00
WURDEMAN, GREGG	01 2730 352 000 000 0	sept 25 repairs	697.50
	Total		697.50

Wurdeman, Marjorie	01 2710 626 000 000	mileage reimb	301.00
	Total		301.00
JOHNSON CONTROLS	03 4700 720 000 000	auditorium return fan	15,077.00
	03 4700 720 000 000	shop classroom rtu low on frigerant	2,923.02
	Total		18,000.02
PIPE WORKS PLUMBING LLC	03 4700 720 000 000	elem plumbing	612.40
	Total		612.40
		General Fund Total	\$63,155.57
		Building Fund	\$18,612.42
		Payroll	\$461,871.76

Bayard Public Schools

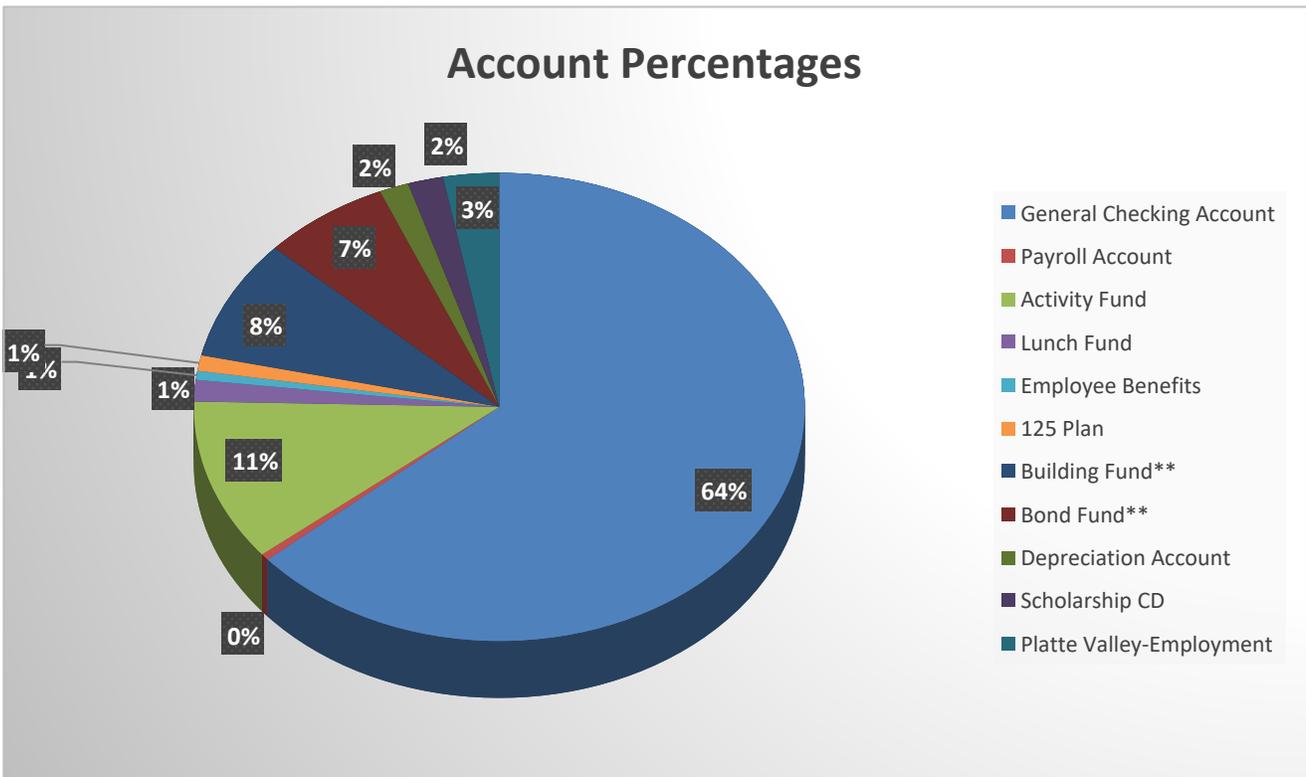
Equity in Cash September 30, 2025

Fund	Fund #	September, 2024 PRIOR YEAR BALANCE	August, 2025 PRIOR MONTH BALANCE	September, 2025 REVENUES	September, 2025 EXPENSES	89/1/2025 ENDING BALANCE
General Fund Checking	01-101	\$1,078,350.39	1,472,181.05	851,063.44	(474,136.37)	\$1,849,108.12
Payroll - General Fund	01-104	\$11,324.85	\$ 13,104.89	407,007.57	(407,007.57)	\$ 13,104.89
Lunch Fund Checking	02-101	\$57,738.79	48,739.22	14,458.50	(20,107.01)	\$43,090.71
Payroll - Lunch Fund	02-104	\$0.00	0.00	7,927.85	(7,927.85)	\$0.00
Building Fund Checking	03-101	\$165,705.28	223,327.82	18,709.91	0.00	\$242,037.73
Bond Fund Checking	04-101	\$192,839.57	161,144.48	34,284.85	0.00	\$195,429.33
Employee Benefit Fund Checking	05-101	\$29,223.32	19,190.88	61.01	(1,200.00)	\$18,051.89
EB CD-PVB	05-106-1000	\$83,307.24	85,825.20	0.00	0.00	\$85,825.20
125-Flex Plan Checking	05-107	\$35,190.86	31,788.32	6,288.30	(6,885.39)	\$31,191.23
Depreciation CD and New Depreciation Fund	06-101	\$51,207.76	45,194.88	44.80	0.00	\$45,239.68
Activities Fund Checking	07-101	\$401,390.97	348,728.62	41,658.04	(64,808.50)	\$325,578.16
Scholarship CD	07-114	\$54,215.10	54,270.28	0.00	0.00	\$54,270.28
TOTAL		\$2,160,494.13	\$ 2,503,495.64	\$ 1,381,504.27	\$ (982,072.69)	\$2,902,927.22



BAYARD PUBLIC SCHOOL
 TREASURER REPORT
 BANK STATEMENT BALANCES as of Sept2025

General Checking Account	\$	1,849,108.12	
Payroll Account	\$	13,104.89	
Activity Fund	\$	325,578.16	
Lunch Fund	\$	43,090.71	
Employee Benefits	\$	18,051.89	
125 Plan	\$	31,191.23	
Building Fund**	\$	242,037.73	
Bond Fund**	\$	195,429.33	
Depreciation Account	\$	45,239.68	
Scholarship CD	\$	54,270.28	
Platte Valley-Employment	\$	85,825.20	
	\$		2,902,927.22



October 13, 2025 Superintendent Report

- Mr. Trinidad and Mrs. Guituit are both here and in the process of finalizing their NE teaching certificates. Jonic has received his SS# and has submitted his NE application. Kathleen is waiting to be issued her SS# and then we will get her application completed. Hopefully this week. Both have been engaging in their respective classrooms, but we have to have an official NE certificate to meet the Rule 10 requirements to teach in NE. I am inviting them both to the meeting on Monday to introduce them to the board.
- I submitted two articles to the Bayard Transcript this month. One on Assessment and Testing Requirements and the second on Attendance Requirements. I will be doing an article every other week, until I run out of things to write about!
- October is a big month for reports to NDE, these include financial reports, student achievement reports, summer school, certified and non certified staff reports, TEEOSA reports (levies, valuations,) fall count, PK report and instructional materials report.
- The Rule 10 Assurance report is due November 1st. This report confirms that the district is in compliance with requirements of Rule 10. (Instructional Practices)
- The audit has been completed
- Homecoming week was well planned and the students seemed to enjoy the variety of activities. Thanks to the Student Council for organizing the events.
- I asked staff to complete a cost savings idea survey, I will share the results of that with you during the discussion portion of the meeting. We also need to discuss the next steps including getting input from patrons.
- Update on the properties you sold in August. John Selzer will have the deed/title work completed to be approved at the November BOE meeting for the parcel next to the parking lot. In regard to the building downtown, we are still on a waiting list for a large dumpster. We were #6, we are now #4.
- In September in collaboration with the Morrill County Sheriff, the Bayard PD, and the Scottsbluff County Sheriff we conducted a sniffer dog drill. The dog did not hit on anything in the school or in the parking lot, which was what we expected to happen. This drill is a good way to work collaboratively with local PD to keep our schools and students safe. Other drills are in the planning stages. Due to the sensitive nature of the drills, only the administration will have previous knowledge of them occurring.
- Late start 10/9/25. The late start this morning was unexpected, but I believe it was the right call given the heavy fog and it being harvest season. The other admin and I will be going over the existing protocol and updating for our current needs and situation. Just so you know, I take student safety very seriously, and will always lean on the side of caution when appropriate.
- We need to go into a short executive session for negotiations at this meeting.



Questions

Responses

Settings

Cost Saving Measures (Survey 1)

In an effort to gather relevant information for the Board of Education, I am asking staff to share their ideas and thoughts on how Bayard Public Schools might reduce spending and help alleviate the tax burden on our patrons.

DEADLINE FOR RESPONDING OCTOBER 6, 2025 11:59 PM

Personnel (Examples: staffing efficiencies, reassignments, use of part-time positions, contracted services, etc.)

Long answer text

Instruction (Examples: curriculum adjustments, resource sharing, use of technology, scheduling changes, etc.)

Long answer text

Facilities (Examples: energy savings, building usage, maintenance practices, consolidation of spaces, etc.)

Long answer text





Copy of Cost Savin



Questions

Responses

Settings

Long answer text

Transportation (Examples: bus routes, vehicle replacement schedules, fuel-saving measures, contracting options, etc.)

Long answer text

Activities (Examples: extracurricular offerings, transportation for activities, shared programs with other districts, etc.)

Long answer text

Other (Any ideas that don't fit neatly into the categories above)

Long answer text

Name (optional)

Short answer text



12-month Time Deposit Open CD (TDOA):

- Requires \$10,000 to open
- Current interest rate is 3.00% (3.02% APY)
- You can add to this CD as often as you'd like. Minimum deposit is \$1,000
- You can withdraw from this CD penalty-free once every 7 days. Minimum withdrawal is \$1,000
- This CD has a variable interest rate, meaning that we can increase the rate on your CD as often as rates go up (at a minimum of every 7 days) for the duration of the CD. We only change the rate on your CD with your permission and signature on our rate adjustment form. It would be a good idea to check rates with us once a month to see if a rate increase is in order. We will never drop the rate on these CD's, so if rates would happen to fall, your CD will continue earning interest at its current rate. (Rate changes are limited to no greater than 5% from original rate)
- If the balance falls below \$10,000 during the term, you will continue earning interest on the remaining balance. If the balance is below \$10,000 at maturity, the CD will not automatically renew and interest will no longer accrue following the maturity date.

If you have any questions or would like more information, please don't hesitate to call me at (308) 262-2100.

Billie Smith
Personal Banker
Platte Valley Bank-Bridgeport

5002
Admission of Students

Students shall be admitted to the school district who are required by law to be enrolled or are permitted to enroll by law or board policy.

Students who have been placed in a foster home within the school district are not residents of the district and will not be permitted to enroll unless the district has received a written determination from the Nebraska Department of Health and Human Services that it is in the best interests of the student not to attend his or her district of residence.

Prior to enrolling any student who is a ward of the state of Nebraska or a ward of any court, the district will ask to review a completed copy of the "Education Court Report Form" promulgated by the Nebraska Supreme Court's Commission on Children and Families in the Courts – Education Sub-Committee. If there is no such completed form, district staff will offer assistance to the appropriate responsible individual in securing the information necessary to complete the form as part of the district's enrollment process.

Except in adult education classes or when otherwise required by law, no student who is of 21 years of age or older, or who has earned a high school diploma or its equivalent will be allowed to be enrolled in or continue to attend school in the district.

Students who seek to enroll in the district must comply with each board policy, state statute and regulation that applies to their situation. Grade level placement will be determined in accordance with district policy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5005 Transportation

The school district will provide free transportation, partially provide free transportation, or pay an allowance for transportation in lieu of free transportation on each day school is in session to the students who reside in the district and qualify for transportation according to the district's transportation plan. The families of students who will not be provided transportation pursuant to the district's plan or who must drive students to a pick-up point will be reimbursed according to statute if they qualify for such reimbursement. Parents seeking mileage reimbursement must submit requests to the district on forms which may be obtained from the office of the Superintendent of Schools.

When a student who has been attending the district is placed into foster care, school district staff will collaborate with state and local child welfare agencies to determine whether transportation is required under state law when it is in the child's best interest that their school of origin be maintained. The district will only provide transportation to students placed in foster care when the responsible child welfare agency agrees to reimburse the school district for the cost of transportation or when transportation is otherwise required by law. The board designates the Superintendent of Schools as the initial point of contact for child welfare agency representatives to discuss transportation issues related to children in foster care.

Students who are homeless will be provided with transportation pursuant to Board Policy 5014.

The district will provide transportation to tuition students in accordance with the contract provisions, if any, for services from the contracting districts.

The use of buses for class parties, field trips, and similar purposes shall require the prior approval of the superintendent or appropriate principal.

The board of education provides transportation to option students only if (a) the option student lives on an existing bus route or (b) the option student makes arrangements to be picked up and dropped off at preexisting stops along an existing bus route. The district does not provide mileage reimbursement for option-enrolled students unless otherwise required by law.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5006
Foreign Exchange Students

The school district may accept a foreign exchange student on a non-tuition basis if the student is sponsored by an organized exchange program that is acceptable to the board of education, approved for enrollment, and resides with a host family that lives within district boundaries.

A foreign student is not entitled to tuition-free schooling in the school district merely because he or she resides with a family within the district. The host family and/or sponsoring exchange program must file an application with the administration to enroll the student. In reviewing the application, the administration will consider the following factors:

- whether the student possesses a sufficient command of the English language;
- whether an appropriate program is available;
- whether the student meets the general admission requirements for the school; and
- such other factors as are relevant to the admission of the student.

Foreign exchange students who are accepted and enrolled will be subject to all policies and regulations governing the conduct and behavior of resident students.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5007
Enrollment of Expelled Students

The administration shall not enroll any student during the term of any known expulsion of the student from any public school in any state unless the board of education has approved the enrollment by a vote of a majority of the members of the board. The district shall not enroll any student during the known term of any expulsion of the student from a private school for an offense for which expulsion is authorized for a public school student unless the board has approved the enrollment by a vote of a majority of the members of the board. This policy does not require the board to take a vote on the enrollment application of any such student.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5008 Pregnant or Parenting Students

The District will not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy. Students who are pregnant or parenting are encouraged to continue participating in the district's educational and extracurricular programs.

I. Accommodations Regarding Attendance and Participation

A. Generally

Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming. The building principal will work with the student to develop a plan to assist the student in participating in district curriculum and extra-curricular activities. Such a plan may include:

1. If the student cannot regularly attend classes, the provision of online courses;
2. The arrangement of meeting times with teachers during the school day.
3. If the student has not identified appropriate childcare, the identification of child care providers that meet statutory requirements for quality and care; and
4. All other curricular adjustments, modifications, and means of supplementing classroom attendance deemed appropriate by the school administrators including, but not limited to, modification of attendance policies.

B. Students with Disabilities

For students with disabilities who have an IEP or Section 504 plan, the administrators, student's parents or guardians, and student if appropriate will collaborate with the student's educational team to coordinate accommodations consistent with state and federal law. As permitted by law, students may be entitled to accommodations as a result of pregnancy.

C. Title IX

When a student, or a person with a legal right to act on a student's behalf, informs a District employee of the student's pregnancy or related conditions, the District will inform the student of the Title IX Coordinator's contact information. The employee will also inform the student that the Title IX Coordinator can coordinate actions to prevent sex discrimination and ensure the student's equal access to the District's education program or activity.

The District will make reasonable accommodations to the District's policies, practices, and procedures as necessary to prevent sex discrimination and ensure equal access to the District's education program or activity. The District will coordinate reasonable modifications based on the student's individualized need. The District will consult with the student when determining what reasonable modifications may be appropriate, and the student has the discretion to accept or decline the reasonable modifications offered by the District.

The District will allow the student to voluntarily access any separate and comparable portion of the District's education program or activity. The District will allow the student to voluntarily take a leave of absence from the District's education program or activity to cover, at a minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. Upon the student's return, the student will be reinstated to the student's academic status, and as practicable, to the extracurricular status that the student held when the voluntary leave began.

II. Accommodations Regarding Lactation and Breastfeeding

A. Accommodations

1. In order to accommodate lactating and breastfeeding students, the district will provide reasonable opportunities to express breast milk or breastfeed in a place, other than a bathroom, which is shielded from view and free from intrusion from district students, employees, and the public.

2. Students who wish or need to express breast milk on a regular schedule will work with school administrators to create a schedule which accommodates the student's needs while facilitating education to the maximum extent possible.
3. The district will provide a location for students to store expressed breast milk in or near the location designated for students to express milk to create the least amount of disruption to the student's participation in class or activities.

B. Educational Process

In order to prevent interference with the educational process, no student shall express breast milk within school classrooms or buses. Nothing in this policy limits the authority of the administration to impose consequences consistent with the Student Discipline Act and other state and federal law.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5009
Adult Education

The board authorizes the administration to design and implement adult education as appropriate to the needs of the community and the programs of the district. The specific courses offered and expenditures necessitated by the adult education program will be approved by the board on an ad hoc basis.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5012
Testing and Assessment Program

I. Basic Testing and Assessment Program

The school district will use a basic testing and assessment program to evaluate the outcome of the educational program and to provide information needed in working with individuals. The program will be supplemented by such individual and supplementary tests as the needs of the educational program and the district indicate. The superintendent and designees will coordinate the program from Kindergarten through twelfth grade to provide continuity. Teachers are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. Teachers should consult with relevant board policies and district protocols assessment administration and security.

II. Accountability Reporting

At the board of education's regular July meeting, or as soon after as a report can be completed, the superintendent of schools shall provide an annual written report as required by NDE Rule 10. The report shall be presented to the board and made available to the public. The report must contain the elements required by Rule 10, including but not limited to: student academic performance as reported to NDE (demographics, achievement, educational input characteristics, as defined in section 005.02 of Rule 10); school system demographics; school improvement goals and progress; and financial information about the school district. Building level results will be reported only to appropriate staff for review, goal setting, and intervention as needed.

This report shall not include any individual test scores or assessment, but individual student test scores or assessment results will be reported to the student's parents or legal guardian(s). If the school has fewer than ten students in the grades being reported, or if reporting would allow for the identification of students because they all had comparable scores, no public reports of student performance are provided for those grades.

A comprehensive evaluation of the district shall be conducted at least once every five years using instruments and guides approved by NDE.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5014 Homeless Students

- 1. General Policy.** The District will provide tuition-free education for homeless children and youth who are in the district and accord them the educational rights and legal protections provided by state and federal law. Homeless children and youth shall not be stigmatized or segregated on the basis of their status as homeless and shall have access to the same services offered to other students. It is the intent of this policy to remove barriers to the enrollment and retention of homeless children and youth in the District.

- 2. Homeless Liaison.** The District’s homeless liaison is the Superintendent of Schools. Students in homeless situations who require assistance should contact the liaison at 308-586-1325 or in person at 726 4th Avenue, Bayard, NE 69334. The liaison may appoint a building principal as liaison designee. The liaison’s responsibilities include:

 - a. Ensuring homeless children and youth are identified through coordination with the Nebraska Department of Education, community groups, and other school personnel;
 - b. Receiving training regarding state and federal law governing homeless children and youth;
 - c. Ensuring homeless children and youth and their families are referred to appropriate health care, housing, and other relevant service providers and programs available in the community;
 - d. Assisting other District personnel to work with homeless children and youth and their families on regular attendance, participation in programs and activities of the District, and completing academic work to meet academic standards of the District;
 - e. Assisting homeless children and youth and working with other District employees to prepare for and improve college readiness, including assistance with applications, selection, financial aid, and status verification for purposes of the Free Application for Federal Student Aid; and
 - f. Carrying out other aspects of this policy.

- 3. Definitions**

 - a. “Homeless children and youth” means individuals who lack a fixed, regular, and adequate nighttime residence and includes:

- i. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals;
 - ii. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
 - iii. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
 - iv. Migratory children who qualify as homeless for the purposes of this subtitle because the children are living in circumstances described in clauses (i) through (iii).
 - b. The term "homeless" or "homeless individual" does not include any individual imprisoned or otherwise detained by an act of Congress or by state law.
 - c. "Child" and "youth" refers to persons who, if they were children of residents of the District, would be entitled to a free education.
 - d. The term "unaccompanied youth" shall mean a homeless child or youth not in the physical custody of a parent or guardian.
 - e. "School of origin" means the school that the child or youth attended when permanently housed, or the school in which the child or youth was last enrolled.
4. **School Stability and Enrollment.** Generally, the District presumes that keeping a homeless child or youth in their school of origin is in the child's best interest unless it is contrary to a request of the child's parent, guardian, or in the case of an unaccompanied youth, the youth. The District will also consider factors including, but not limited to: the impact of mobility on achievement, education, health, and safety of the child.
 5. **Strategies to Address Enrollment Delays.** In order to address enrollment delays resulting from homelessness, the school

district shall immediately enroll homeless students even if they are unable to produce records normally required for enrollment such as immunization and medical records, residency documents, birth certificates, school records, or other documentation, or guardianship documents. The school district shall immediately contact the school last attended by the student to obtain academic and other records. The school district's homeless liaison shall assist in obtaining necessary immunizations, or immunization or medical records.

6. **Transportation.** Transportation shall be provided to homeless students to the extent required by law and comparable to that provided to students who are not homeless. At the request of the parent or guardian (or in the case of an unaccompanied youth, the liaison), transportation shall be provided to and from the school of origin as follows:
 - a. If the homeless child or youth continues to live in the area served by the school district, the child's or youth's transportation to and from the school of origin shall be provided or arranged by the school district.
 - b. If the homeless child's or youth's living arrangements in the area served by the school district terminate and the child or youth, though continuing his or her education in the school district, begins living in an area served by another school district, the school district and the new school district in which the homeless child or youth is living shall negotiate to agree upon a method to apportion the responsibility and costs for providing the child with transportation to and from the school district. If the districts are unable to agree, the responsibility and cost for transportation shall be shared equally.
7. **Records.** The District will maintain and respond to requests for enrollment records for homeless children or youth consistent with its record policies and state and federal record laws. Any information about a homeless child's or youth's living situation shall be treated as a confidential education record and shall not be deemed directory information.
8. **Dispute Process.** If a dispute arises over school selection or enrollment in a school:

- a. The child or youth shall be admitted immediately to the school in which enrollment is sought, pending resolution of the dispute;
- b. The child, youth, parent, or guardian shall be referred to the district's homeless liaison who shall carry out the dispute resolution process within (30) thirty calendar days after receiving notice of the dispute;
- c. The parent or guardian of the child or youth or, in the case of an unaccompanied youth, the youth, shall be provided with a written explanation of the school's decision regarding school selection or enrollment, including the rights of the parent, guardian, or unaccompanied youth to appeal the decision within (30) thirty calendar days of the time such complaint or dispute is brought.
- d. In the case of an unaccompanied youth, the homeless liaison shall ensure that the youth is immediately enrolled in the school in which enrollment is sought pending resolution of the dispute.

9. Appeal Process

- a. **Nebraska Department of Education.** If the Complainant is not satisfied with the written decision of the District after the dispute resolution process, the Complainant may appeal the decision of the District to the Commissioner of the Nebraska Department of Education within (30) thirty calendar days of receipt of the decision from the District, pursuant to Nebraska Department of Education Rule 19.
- b. **State Board of Education.** If the Complainant is not satisfied with the decision of the Commissioner, the Complainant may file a Petition with the State Board of Education within (30) thirty calendar days of the receipt of the decision of the Commissioner pursuant to Nebraska Department of Education Rule 19.

Adopted on: _____
 Reviewed on: _____
 Revised on: _____

5015
Protection of Pupil Rights

The Board of Education respects the rights of parents and their children, and has adopted this policy in consultation with parents to comply with the federal Protection of Pupil Rights Amendment (PPRA).

1. Surveys

- a. Surveys Created by a Third Party
 - i. This section applies to every survey:
 - (1) that is created by a person or entity other than a district staff member or student;
 - (2) regardless of whether the student answering the questions can be identified; and
 - (3) regardless of the subject matter of the questions
 - ii. Parents have the right to inspect any survey created by a third party before that survey is distributed to their student.
- b. Surveys Requesting Particular Sensitive Information
 - i. Sensitive information shall include:
 - (1) Political affiliations or beliefs of the student or the student's parent(s);
 - (2) Mental or psychological problems of the student or the student's family;
 - (3) Sexual behavior or attitudes;
 - (4) Illegal, anti-social, self-incriminating, or demeaning behavior;
 - (5) Critical appraisals of other individuals with whom respondents have close family relationships;
 - (6) Legally recognized privileged or analogous relationships, such as those of lawyers; physicians, and ministers;
 - (7) Religious practices, affiliations, or beliefs of the student or student's parent(s); or
 - (8) Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program), without prior written consent of the parent or eligible student.
 - ii. No student shall be required to submit to a survey, analysis, or evaluation that requests sensitive information.

- iii. If a survey requesting sensitive information is funded, in whole or in part, by a program administered by the U.S. Department of Education, the school district must obtain the written consent of a student's parent(s) before the student participates in the survey.
- iv. School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey (created by any person or entity, including the district) containing any sensitive information.
- v. Parents have the right to inspect any survey which requests sensitive information before that survey is distributed to their student.
- c. **Survey Inspection Requests**
 - i. School officials shall inform parents of their right to inspect surveys requesting sensitive information before the surveys are distributed to any student.
 - ii. All survey inspection requests must be in writing to the building principal and delivered to the building principal prior to the date on which the survey is scheduled to be administered to the students.
 - iii. The principal shall respond to survey inspection requests without delay.
- d. The district will also comply with any survey requirements found in the district's policy on Parent Involvement in Education Practices.

2. Invasive Physical Examinations

- a. The term "invasive physical examination" means:
 - i. any medical examination that involves the exposure of private body parts; or
 - ii. any act during such examination that includes incision, insertion, or injection into the body; and
 - iii. does not include a hearing, vision, or scoliosis screening.
- b. Parents may refuse to allow their student to participate in any non-emergency, invasive physical examination or screening that is:
 - i. required as a condition of attendance;
 - ii. administered by the school and scheduled by the school in advance; and
 - iii. not necessary to protect the immediate health and safety of the student, or of other students.

- c. This policy does not apply to any physical examination or screening that:
 - i. is permitted or required by an applicable state law, including physical examinations or screenings that are permitted without parental notification;
 - ii. is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 *et seq.*)
 - iii. is otherwise authorized by Board policy.

3. Collection of Personal Information from Students for Marketing

- a. The term “personal information” means individually identifiable information, including:
 - i. student’s and parent(s)’ first and last name;
 - ii. home or other physical address;
 - iii. telephone number; and/or
 - iv. social security number.
- b. No school official or staff member shall administer or distribute to students a survey or other instrument for the purpose of collecting personal information for marketing or for selling that information.
- c. This policy does not apply to the collection, disclosure or use of personal information for the exclusive purpose of providing educational services to students, such as the following:
 - i. post-secondary education recruitment;
 - ii. military recruitment;
 - iii. tests and assessments to provide cognitive, evaluative, diagnostic or achievement information about students; and/or
 - iv. student recognition programs.

4. Inspection of Instructional Material

- a. Definition
 - i. The term “instructional materials” means instructional content that is provided to a student regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet).
 - ii. The term does not include academic tests or academic assessments.

- b. Parents may inspect, upon their request, any instructional material used as part of their child’s education curriculum.
- c. Curriculum inspection requests must be made to the building principal in writing.
- d. Building principals shall respond to inspection requests within a reasonable amount of time.

5. Notification of Rights and Procedures

- a. The superintendent shall notify parents of:
 - i. this policy and its availability upon request from the office of the district;
 - ii. how to opt their child out of participation in activities as provided for in this policy;
 - iii. the approximate dates during the school year when a survey requesting personal information is scheduled or expected to be scheduled; and
 - iv. how to request access to any survey or other material described in this policy.
- b. This notification shall be given to parents as least annually, at the beginning of the school year and within a reasonable period after any substantive change in this policy.

Adopted on: _____
Revised on: _____
Reviewed on: _____

5016 Student Records

The school district shall manage student records and reports as is necessary for effective administration and in compliance with law. In general "student records" shall not include transitory communications such as email, text messages, handwritten communication between school and home, and the like, and these items will not generally be maintained by the district. "Student records" also shall not include any records created and maintained by the district's law enforcement unit for a law enforcement purpose.

For purposes of the district's compliance with state and federal law, and subject to the limitations in the paragraph above, the district "maintains" student records which are printed and kept in the student's physical file or which school district staff have intentionally saved within the official school district digital student information system that specifically identifies the student for whom those records are maintained. The school district may also use learning management systems, which deliver and manage instructional content. The school district maintains student records within its student information system but not in its learning management system. The official school district student information system is INFINITE CAMPUS.

Each building principal will assign responsibilities for the preparation and maintenance of records and will ensure compliance with the applicable federal and state laws, regulations, and record retention schedules regarding their storage and use in the building. No "student record" or record required to be retained by the Nebraska Secretary of State's Record Retention Schedules applicable to the district will be destroyed unless it is first saved in a retrievable, digital format. This includes only records required to be kept by the applicable Retention Schedules and "student records" as defined by state and federal law, and this policy does not prohibit the district from following its record expungement procedures for all other records.

Students or their parents, guardians, teachers, counselors, or school administrators shall have access to the school's files or records maintained concerning themselves or their students. For purposes of this policy, "teachers" include paraeducators and volunteers who are providing educational services to a student on behalf of the School District. A school official may access, maintain, and use education records containing personally identifiable information (PII) when he or she has a legitimate educational interest in such. "School official" includes any agent, volunteer, or contractor performing an institutional service or function for which the school would otherwise use its own employees and who is under the school district's direct control with respect to their access to, maintenance of, and

use of PII from student records. For example, a school official may include, but would not be limited to, a teacher or other educator, administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); school board member; volunteer; contractor or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, representative of the district's insurance providers, auditor, medical consultant, therapist, or a third-party website operator who has contracted with the school district or its agent to offer online programs for the benefit of students and/or the district; members of law enforcement acting on behalf of the school district; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a "legitimate educational interest" if the official needs to review an education record in order to fulfill a school-related professional, contractual, statutory, or regulatory responsibility.

All disciplinary material shall be removed and destroyed upon the pupil's graduation or after the pupil's continuous absence from the school for a period of three years, and after authorization is given by the State Records Board pursuant to state law. Upon request, the school district will disclose education records without consent to officials of another school district in which a student seeks or intends to enroll.

Outside agencies such as physicians, probation officers, psychologists, child guidance clinics, and other agencies concerned with child welfare who are working directly with a child may have access to information pertaining to that child with written parental consent or upon issuance of a valid court order.

The school district shall share student data, records, and information with school districts, educational service units, learning communities, and the State Department of Education to the fullest extent practicable unless otherwise prohibited by law. This includes sharing information with the Department of Education necessary to comply with the requirement of state law that all third-year high school students take a college entrance exam. Any redisclosure of information related to the administration of this exam shall be governed by the agreement between the Nebraska Department of Education and the third-party testing company.

Each year, the school district will notify parents and guardians of their rights under this policy and the Family Educational Rights and Privacy Act.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5018 Parent Involvement in Education Practices

For purposes of this policy, “parent” includes a parent, guardian, or educational decisionmaker (a person designated or ordered by a court to make educational decisions on behalf of a student).

The school district recognizes the importance of parental involvement in the education of their children. To the extent practicable, the school district will make a reasonable effort to make any learning materials, including original materials, available for inspection by a parent upon request.

The school district will take the following steps to ensure that the rights of parents to participate in the education of their children are preserved.

1. Parents will be provided access to textbooks, tests, activities information; digital materials; websites or applications used for learning; training materials for teachers, administrators, and staff; procedures for the review and approval of training materials, learning materials, and activities; and other curriculum materials (“curricular materials”) as follows:
 - a. A parental request to review specific curricular materials (written, visual, or audio) should be made to the principal of the building where the curricular materials are used.
 - b. The building principal will assess the request and determine the allowable volume and time frame of the review to prevent disruption to the efficient operations of the district.
 - c. The purpose of this provision is to allow reasonable access to the extent practicable. Individuals who make requests (a) for the purpose of adding staff burden; (b) at an unreasonable frequency or volume; or (c) for purposes inconsistent with the efficient operations of the district may be denied access to materials.
 - d. A parental request to review specific standardized and criterion-referenced tests used in the district should be made in writing to the building principal. Copies of the most recent tests used in the district will be available for parent review. Parents wishing to review statewide assessments will be provided with sample questions and a copy of a practice test, but will not be provided with copies of the actual assessment due to testing security. In

the case of other secure tests such as the ACT, parents must contact the publisher to obtain copies of the test.

2. Parents will be permitted, within district procedures, to attend and observe courses, assemblies, counseling sessions, and other instructional activities.
 - a. Parents are invited to make appointments with the building principal to visit classes, assemblies, and other instructional activities. The principal shall give permission after determining that parental observation would not disrupt the activity. Observations that last more than 60 minutes or occur on consecutive days are typically disruptive and will not be permitted absent unusual circumstances, in the sole discretion of the building principal.
 - b. Parents may contact the building principal to request permission to attend counseling sessions in which their child is involved.
3. Parents may request that their children be excused from testing (except as provided below), classroom instruction, learning materials, activities, guest speaker events, and other school experiences ("school events") that parents find objectionable.
 - a. Parents must submit this request in writing to the building principal for consideration.
 - b. Building principals may excuse a student from any school events at the parent's written request if, in the principal's professional judgment, excusal from the activity would not result in diminution of the student's educational experience.
 - c. When the building principal determines it appropriate, alternative experiences may be provided for the student by the school.
4. Parents will be informed through the student handbook and district policies of the manner that the district will provide access to records of students.
5. Parents will be informed of the standardized and criterion-referenced district testing program. Parents may request additional information from the building principal.

6. Parents will be informed of the circumstances under which they may opt-out of state and federal assessments.

a. In accordance with federal law, at the beginning of the school year, the District shall provide notice of the right to request a copy of this policy to parents of students attending schools receiving Title I funds. The District will provide a copy of this policy to a requesting parent in a timely manner.

b. State Assessments

State and federal law simultaneously require students to take state assessments, with few exceptions, but also permit parents to request to opt their students out of these assessments. Approval of opt out requests is contrary to the mandatory testing laws, so the District cannot "approve" the request. Parents who do not present their child for testing will result in the child receiving the lowest score possible on the assessment.

c. National Assessment of Educational Progress

As a condition of receiving federal funds, the District participates in the National Assessment of Educational Progress (NAEP). To help ensure that the District has a representative sample of students taking the NAEP, which will allow the District to assess the quality and effectiveness of its programming on a national level, the District strongly encourages all eligible students to participate. However, student participation in NAEP is voluntary.

The District shall provide parents of eligible students with reasonable notice prior to the exam being administered. Parents wishing to opt their students out of the NAEP assessment must notify the district in writing at least three days prior to the exam date to ensure that the District can coordinate supervision and alternative activities for students who have opted out.

7. Parents will be notified of their right to remove their children from surveys prior to district participation in surveys.

- a. The principal must approve all surveys intended to gather information from students before they are administered to students.
- b. Students' participation in surveys is voluntary. Parents may restrict their child from participating in any survey.
- c. If the school administers (1) a survey requesting that students provide sexual information, mental health information, medical information, information on health-risk behaviors, religious information, information of political affiliation, or any other information that the school board deems to be sensitive in nature or (2) a non-anonymous survey requesting students provide information relating to drug, vape, alcohol, or tobacco use, the school district shall, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers of students that are to receive such survey. The notice will be made through the school's electronic notification system or by physical mail to the address on file for the student. The notice will describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed.
- d. Parents have the right to: (1) request that a copy of the survey be sent through the school's electronic notification system or physical mail to the address on file for the student, (2) review the survey in person at the school, and (3) exempt their child from participating in the survey.
- e. Unless required by federal or state law or regulation, school personnel administering any survey shall not disclose personally identifiable information of a child.
- f. No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.
- g. The district will also comply with any survey requirements found in the district's policy on Protection of Pupil Rights.

8. The district will make this policy accessible by a prominently displayed link on its public website. Any amended policy will be made accessible within a reasonable time of its amendment.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5019
Communicating with Parents

Parents shall be kept informed of student progress, grades, and attendance through report cards, progress reports, and parent/teacher conferences. The school district will notify parents if their students are failing or close to failing, either through communication from the school or through parental access to the district's student information system. The district's student information system is Infinite Campus. The school district will endeavor to notify parents of failing students prior to entry of the failing grade on the student's report card. Parents will also be notified of their student's possible failure to meet graduation requirements. Other pertinent information will be communicated to parents by mail, electronic communication, telephone calls, by personal contact or other appropriate method including the district adopted communication system ParentSquare. Official transcripts of student progress, grades, and attendance will be sent to other school systems upon the student's transfer when the district receives a written request signed by the student's parent or guardian or upon being notified that the student has enrolled in another school. By providing the school district with their telephone number(s), parents agree to receive notifications from the school district's automatic notification system.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5010 Immunizations

1. General Rule

- a. Each student wishing to enroll in the school district must be immunized as required by state law and the rules and regulations promulgated by the Nebraska Department of Health and Human Services in effect at the time of the student's enrollment.
- b. The district is not responsible for the cost of such immunizations; it is the responsibility of the parent/guardian.
- c. Any student who does not comply with this policy shall not be permitted to continue attending school.
- d. The building principal in coordination with the registered school nurse shall be responsible for maintaining immunization records for the students enrolled in his/her building and shall share that information with the school's threat assessment and crisis teams as appropriate.

2. Exceptions

a. Provisional Enrollment

Students who meet the statutory requirements for provisional enrollment may be allowed to attend school for sixty days without the necessary immunizations.

- b. Immunization shall not be required if the student's parent or guardian submits one of the following to the superintendent of schools:
 - i. A statement signed by a medical professional stating that the required immunization would be injurious to the health and well-being of the student or any member of the student's household; or
 - ii. An affidavit signed by the student or a legally authorized representative of the student, stating that the

immunization conflicts with the student's sincerely held religious beliefs.

- c. Students who are excepted from the immunization requirement may be excluded from school in the event of an outbreak of any contagious disease in the school population.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5011
Physical Examination and Visual Evaluation of Students

I. Physical Examination

The following students shall provide evidence of a physical examination by a qualified health care provider:

- all incoming students in the beginner grade or students attending the school district for the first time at any age/grade;
- students in seventh grade; and
- all out-of-state transfer students.

Evidence of a physical examination must be dated no more than six months prior to entrance

II. Visual Evaluation for Students

The following students shall provide evidence of a vision evaluation by a qualified vision health care provider:

- all incoming students in the beginner grade or students attending the school district for the first time at any age/grade; and
- all out-of-state transfer students

The health care provider must test the student for amblyopia, strabismus and internal and external eye health, with testing sufficient to determine visual acuity. Evidence of a visual evaluation must be dated no more than six months prior to entrance.

Parents or guardians who wish to receive information regarding free or reduced-cost visual evaluations may contact Kids Connection at (877)-NEB-KIDS or the Nebraska Optometric Association at (800) 766-4466.

III. Objection to Examination

Any parent(s) or guardian(s) who object to a physical and/or vision examination and evaluation must submit a signed and dated refusal form to the school.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5031 Student Appearance

General Regulations. The District prohibits student attire or appearance that:

- Causes or is likely to cause a material and substantial disruption to the District's programs and activities.
- Promotes, depicts, or refers to violence, drugs, alcohol, vulgarity, obscenity, illegal activity, hate speech, bullying speech, or harassing speech.
- Includes words, gestures, or images that contain or imply sexual content or innuendo.
- Otherwise undermines the District's mission to inculcate the habits, manners, and values fundamental to civility, community, and the educational environment.

The District reserves the right to request immediate attire changes from students. The District will require students to adhere to uniform standards and/or wear district approved or issued uniforms in order to participate in activities.

Altering a student's appearance or removing or altering a student's attire without consent from their parent/guardian/caregiver is not allowed. Additionally, students' hair should not be permanently or temporarily altered by school personnel.

Cultural and Religious Attire. Students are allowed to wear religious attire, adornments, and other attire associated with race, national origin or religion, or tribal regalia. Additionally, students are permitted to wear natural and protective hairstyles including but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.

Any person who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any public or private location where the person is otherwise authorized to be on school grounds or at any school function.

Health and Safety Considerations. Students may be required to wear protective clothing or equipment or otherwise modify their attire or secure their hair to ensure the safety of themselves and others. In such cases, a good faith effort to reasonably accommodate students will be made to ensure safety without compromising religious beliefs,

grooming practices, or requiring students to permanently alter their appearance. The least restrictive means appropriate to address the identified health or safety concern shall be used.

Health and Safety Accommodation Process. If a health and safety standard accommodation is necessary, the District will:

1. Engage in a good-faith effort to reasonably accommodate the student and
2. Notify the student's parent or guardian of such an attempt to accommodate the student's appearance or any attire, tribal regalia, hairstyles, adornment, or other characteristic associated with race, national origin, or religion
3. Attempt to obtain consent from a student's parent or guardian prior to altering a student's appearance or removing or altering a student's attire, tribal regalia, hairstyle, adornment, or other characteristic associated with race, national origin, or religion.

Recordkeeping. The District will record efforts made to accommodate a student's appearance, attire, hairstyle, adornment, or other characteristics associated with race, religion, sex, disability, or national origin. Each record must include: the student's name; federally identified demographic characteristics; date of the occurrence; the health and safety standard relating to the accommodation; the nature of the accommodation requested; staff involved; communication with parents/guardians/caregivers, and; the outcome of the effort.

Enforcement. Violations of this policy shall be addressed in a manner consistent with the board's policies regarding student discipline.

Adopted on: _____

Revised on: _____

Reviewed on: _____