

**Board of Education Regular Meeting
Monday, October 12, 2026 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 12, 2026 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. Public Comments
- IV. Consent Agenda
 - IV.A. Minutes of Previous Meeting
 - IV.B. Bills
 - IV.C. Reports and Correspondence Requiring No Action
 - IV.C.1. General Reports and Financial Reports
 - IV.C.2. Reports for Information Only
- V. The school student leaders presented regarding the food drive.
- VI. Principals, District Administrators, and Transportation Director
- VII. Curriculum and Instruction
 - VII.A. IPG walk-through documents to be utilized for CSI, CLSD, and Priority school information.
 - VII.B. Dave Ramsey business curriculum.
- VIII. Superintendent
- IX. Board Committee Reports and Recommendations
- X. Discussion Items
- XI. Action Items
 - XI.A. Discuss, Consider, and Take All Necessary Action with Regard to Approval of Board and Superintendent Goals
 - XI.B. Discuss, consider, and take all necessary action for Mrs. Ferguson to sponsor an independent international trip fully funded by the group.
 - XI.C. Discuss, consider, and take all necessary action to approve the presented food drive initiative allowing for Friday, December 18th, 2026 as a day off for staff and students per meeting goals presented.
 - XI.D. Discuss, consider, and take all necessary action for a *resolution calling for the early redemption of the series 2021 bonds*.
 - XI.E. Discuss, consider, and take all necessary action to join the class action lawsuit with the Frantz Law Group as it pertains to social media and social-emotional effects.

- XI.F. Discuss, consider, and take all necessary action to approve the yearly Hudl cost of \$10,000.
- XII. Executive Session - Negotiations
- XIII. Set Next Meeting Date
- XIV. Adjournment

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

Bayard School Board of Education

Annual Calendar

January	February	March	April	May	June
<ul style="list-style-type: none"> * 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

2012 Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: 01/12/2026

Revised on: _____

Reviewed on: _____

Public Comment Sign-In Sheet

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

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

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

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

#	Name: (Please Print)	Signature:
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Board of Education Special Meeting - Tax Request

Monday, September 14, 2026 5:45 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 5:45p.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. 2008. 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: Karl Grueber, Kim Burry, Bill Ferrero, Randy Eirich, Kacie Clark, Donna Stuart
Administrators present: Superintendent Nesbitt.

I.E. Status of Absent Board Members

II. Approval of Agenda

Motion Passed: Motion to approve the agenda passed with a motion by Randy Eirich and a second by Karl Grueber

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: 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 2026-2027 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 Resolution for the 2026-2027 School Term for the General Fund \$4,400,261, Bond Fund \$44,444, and the Special Building Fund \$ 44457 passed with a motion by Bill Ferrero and a second by Randy Eirich

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

V. Adjournment

Motion Passed: Motion for adjournment at 5:50p.m. passed with a motion by Kacie Clark and a second by Karl Grueber

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

Secretary

Board of Education Regular Meeting

Monday, September 14, 2026 6:00 PM

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

Kim Burry: Present
Kacie Clark: Present
Randy Eirich: Present
Bill Ferrero: Present
Karl Grueber: 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 06:00p.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. 2008. 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: Karl Grueber, Kim Burry, Bill Ferrero, Randy Eirich, Kacie Clark, Donna Stuart
Administrators present: Superintendent Nesbitt and Principal Ehler.

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 Bill Ferrero and a second by Karl Grueber.

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

III. Public Comments

IV. Consent Agenda

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

Vote: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IV.A. Minutes of Previous Meeting

IV.B. Bills

IV.C. Reports and Correspondence Requiring No Action

IV.C.1. General Reports and Financial Reports

IV.C.2. Reports for Information Only

V. Principals, District Administrators, and Transportation reports

VI. Superintendent Report

VII. Board Committee Reports and Recommendations

VII.A. The transportation committee met on Tuesday, September 8th.

Items discussed on the agenda included:

1. Fleet Information
2. Driver Information
3. Maintenance and Repair Information
4. Bulk fuel
5. Other information:
 1. Reduced routes by 1 this year.
 2. Transportation pay scale discussed

VIII. Discussion Items

VIII.A. Discuss negotiations, expectations, and timelines.

Legislation and the corresponding timeline are as follows:

- On or before September 1 of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as the bargaining agent.
- The governing board shall respond to such a request no later than the following October 1. A request for recognition need not be filed if the certificated and instructional employees' bargaining agent has been certified by the commission as the exclusive collective-bargaining agent.
- On or before November 1 of the year preceding the contract year in question, negotiations shall begin. There shall be no fewer than four negotiation meetings between the certificated and instructional employees' collective-bargaining agent and the governing board's bargaining agent.
- If an agreement is not reached on or before February 8, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission pursuant to sections 48-811 and 48-816, unless the parties mutually agree in writing to forego mandatory mediation or fact-finding.

VIII.B. 2026-2027 Bayard School Budget

IX. Action Items

IX.A. Discuss, consider, and take all necessary action for the BEA to be the sole bargaining agent for the upcoming negotiation year.

Motion Passed: Motion to approve BEA as the sole bargaining agent for the upcoming year passed with a motion by Kim Burry and a second by Randy Eirich

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IX.B. Discuss, consider, and take all necessary action regarding the following items to be identified as surplus:

**Hearing Equipment
20" planer**

Motion Passed: Motion to list hearing equipment and 20" planer as surplus passed with a motion by Kacie Clark and a second by Karl Grueber.

Vote: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IX.C. Discuss, consider, and take all necessary action to accept the following handbooks:

(Updates) Student/Parent Handbook

(NEW) Pathfinders Handbook

(NEW) Preschool Handbook

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

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IX.D. Discuss, consider, and take all necessary action regarding the updated 2026-2027 Driver Pay rates.

Motion Passed: Motion to approve the 2026-2027 driver pay rates as presented passed with a motion by Bill Ferrero and a second by Kacie Clark.

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IX.D.1. Discuss, consider, and take all necessary action regarding a Speech COOP between Bayard Public Schools and Minatare Public Schools for the 2026-2027 school year.

Motion Passed: Motion to approve the Speech COOP between Bayard Public Schools and Minatare Public Schools for the 2026-2027 school year passed with a motion by Kim Burry and a second by Kacie Clark.

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IX.E. Discuss, consider, and take all necessary action regarding the following policies:

Policy 6021 — District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations

Policy 5066 — Early Graduation

Policy 4029 — Salary Schedule for Certificated Employees

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

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

IX.F. Approve 2026-27 Bayard Public School Budget as presented.

Motion Passed: Motion to approve the 2026-2027 Bayard Public School Budget General \$8,341,897, Depreciation \$567,891, Employee Benefit \$146,804, Activities \$415,000, School Nutrition \$475,000, Bond \$264,554, Special Building \$170,000 for a total budget of \$10,381,146 passed with a motion by Kim Burry and a second by Bill Ferrero.

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

X. Set Next Meeting Date

Next meeting set for October 12, 2026 at 6:00p.m.

XI. Adjournment

Motion Passed: Motion for adjournment at 6:53p.m. passed with a motion by Randy Eirich and a second by Kacie Clark

Votes: Kim Burry: Yea, Kacie Clark: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

Secretary

Board of Education Special Meeting - Budget Hearing

Monday, September 14, 2026 5:30 PM

Bayard High School Library

726 4th Avenue

Bayard, NE 69334

Kim Burry: Present

Kacie Clark: Present

Randy Eirich: Present

Bill Ferrero: Present

Karl Grueber: Present

Donna Stuart: Present

I. Open 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 5:31p.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. 2008. 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: Karl Grueber, Kim Burry, Bill Ferrero, Randy Eirich, Kacie Clark, Donna Stuart
Administrators present: Superintendent Nesbitt.

I.E. Status of Absent Board Members

II. This hearing is held to receive public input on the proposed 2026-2027 budget and 2026-2027 property tax levy for Bayard Public Schools' general fund, special building fund, and bond fund, as required by Nebraska law.

Hearing was opened at 5:33pm.

III. Public Comments

IV. Close the Hearing

Hearing was closed at 5:35p.m.

Secretary

Bayard Public Schools

10/12/2026

GENERAL FUND

Vendor Name	GL Acct #	Description	Amount
20/20 TECHNOLOGIES LLC	01 2660 352 000 000 0	remote support	419.25
	Total		419.25
AL'S MARKET	01 3300 610 000 000	cooking club	8.87
	01 3300 610 000 000	cooking club	14.01
	01 2660 610 000 000	Water for students(High Nitrates)	113.56
	Total		136.44
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	28.95
	Total		57.90
Amazon Capital Services	01 2610 610 002 002 2	wallmount return	(23.66)
	01 2610 610 002 002 2	Air Filter	71.96
	01 1100 610 001 001 1	https://www.amazon.com/PNY-Elite-X-	113.98
	01 1100 610 001 001 1	Avery® Printable Shipping Labels, Sure F	30.99
	01 2660 610 000 000	credit	(273.00)
	01 2620 610 002 002 2	RO Water Filters	383.94
	01 2610 610 002 002 2	wall mount bracket	24.75
	01 2610 610 001 001 1	Ice machine filter	243.76
	Total		572.72
APPSEVENTS USA LLC	01 1100 810 001 001 1	Google Workspace Education Plus	1,575.00
	Total		1,575.00
ATC GROUP SERVICE. LLC	01 2620 352 001 001 1	3 year AHERA reinspection	1,440.00
	Total		1,440.00
Barnes & Noble Inc.	01 2220 640 001 001 1	150 fiction and graphic novels for JH/HS	413.91
	01 2220 640 001 001 1	150 fiction and graphic novels for JH/HS	116.80
	01 2220 640 001 001 1	150 fiction and graphic novels for JH/HS	158.07
	Total		688.78
BAYARD AUTOMOTIVE	01 2710 610 000 000 0	def	142.56
	01 2610 610 001 001 1	Hose clamps	9.82
	01 2730 352 000 000 0	Fuel filter	118.23
	01 2730 352 000 000 0	Oil Filter	14.31
	01 2730 352 000 000 0	15W-40 Oil - Gallon	90.00
	01 2730 352 000 000 0	Washer Fluid Gallon	3.71
	01 2730 352 000 000 0	Wipe/Vac	1.71
	01 2730 352 000 000 0	Oil Change	30.00
	01 2730 352 000 000 0	Tire Repair	25.00
	01 2730 352 000 000 0	Shop Labor	100.00
	01 2730 352 000 000 0	Air Filter	22.87
	01 2730 352 000 000 0	Oil Filter	7.71
	01 2730 352 000 000 0	Washer Fluid	3.71
	01 2730 352 000 000 0	Mobile 1 5W-30 (5 Quart)	47.84
	01 2730 352 000 000 0	Mobile 1 5W-30 (1 Quart)	11.42
	01 2730 352 000 000 0	Labor Oil Change	20.00
	01 2730 352 000 000 0	Air Filter	26.15
	01 2730 352 000 000 0	Oil Filter	7.71
	01 2730 352 000 000 0	0W-20 Oil	82.48
	01 2730 352 000 000 0	Labor-Duane	20.00
	01 2730 352 000 000 0	oil change sub 22a	147.53
	01 2730 352 000 000 0	Bus #10WC-Haul Rollback-Transmission-	195.00
	01 2730 352 000 000 0	Suburban #9 - Flat Fix	25.00
	Total		1,152.76
BAYARD PUBLIC SCHOOLS - LUNCH	01 1370	auq prek meals	470.05
	01 1370	sept prek meals	1,898.15
	Total		2,368.20
BAYARD PUBLIC SCHOOLS	01 3300 610 000 000	grandparents day	369.69
	Total		369.69
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	121.86
	01 2620 352 002 002 2	pest control	121.85
	Total		243.71
BLACK HILLS ENERGY	01 2610 621 001 001 1	#267959 heating fuels	9.38
	Total		9.38
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva	12.99
	01 6968 330 002 002 2	rowe get connected conference	125.00
	01 2510 810 000 000 0	fees	76.45
	Total		214.44
CENTURY LINK	01 2510 382 000 000 0	telephone	167.91
	Total		167.91
CITY OF BAYARD	01 2610 621 002 002 2	#75600 electric	273.77
	01 2610 410 002 002 2	#75600 utilities	2,949.05

	01 2610 621 001 001 1	#75400 electric	9,180.59
	01 2610 410 001 001 1	#75400 utilities	<u>1,117.95</u>
	Total		13,521.36
CONNECTING POINT	01 1100 352 001 001 1	service contract copiers	885.52
	01 1100 352 002 002 2	service contract copiers	<u>885.51</u>
	Total		1,771.03
CROSSROADS MUSIC	01 1100 610 001 001 1	Essential Elements trumpet book	<u>53.96</u>
	Total		53.96
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	ro	190.00
	01 2610 610 002 002 2	ro	<u>29.50</u>
	Total		219.50
DAS STATE ACCOUNTING - CENTRAL	01 2510 382 000 000 0	network	<u>321.20</u>
	Total		321.20
Docu-Shred	01 2510 352 001 001 1	paper shred service	<u>120.00</u>
	Total		120.00
EAKES OFFICE SOLUTIONS	01 2610 610 002 002 2	bleach	62.20
	01 2610 610 002 002 2	Hand soap	40.28
	01 2610 610 002 002 2	Air freshener	58.20
	01 2510 610 000 000 0	checks	186.27
	01 2510 610 000 000 0	checks	378.07
	01 2510 610 000 000 0	checks	184.22
	01 2510 610 000 000 0	checks	<u>373.16</u>
	Total		1,282.40
EDUCATIONAL SERVICE UNIT #13	01 2190 591 000 000 0	mips	80.00
	01 1100 330 002 002 2	j nesbitt instructional coaches	25.00
	01 1160 591 000 000 0	valts	4,250.00
	01 1160 591 000 000 0	dl	758.00
	01 1160 591 000 000 0	erate	300.00
	01 1160 591 000 000 0	neva	708.33
	01 2162 591 003 000	3-5 ot	751.64
	01 1292 591 003 000 0	0-2 sped sup	22.74
	01 2161 591 003 002 2	elem ot	399.28
	01 2163 591 003 000 0	0-2 ot	284.28
	01 2171 591 003 001 1	secondary pt	37.80
	01 1200 330 003 000 0	sped inservice	62.10
	01 1200 591 003 001 1	lifelink	2,300.00
	01 1200 591 003 000	sped sup inservice	4.97
	01 1200 591 003 000	sped consult	675.00
	01 1200 591 003 002 2	sped sup elem ot	31.94
	01 1200 591 003 001 1	panhandle beginnings	2,849.00
	01 1200 591 003 000	sup secondary pt	3.02
	01 1200 591 003 000	sped sup sa psych	100.98
	01 1291 591 003 000 0	sup 3-5 ot	60.13
	01 2141 591 003 001 1	sa psych	<u>1,262.25</u>
	Total		14,966.46
FLOYD'S SALES & SERVICE INC.	01 2710 610 000 000 0	Bus #3 Oil Bath Hub Cap	<u>25.72</u>
	Total		25.72
FNBO CARD	01 1100 810 001 001 1	google	12.00
	01 6968 580 002 002 2	get connected fuel	61.02
	01 6968 580 002 002 2	get connected meal	24.47
	01 2510 531 000 000 0	mail chimp	13.00
	01 2510 531 000 000 0	postage	2.85
	01 1100 810 020 000 0	ed puzzle	13.50
	01 2510 531 000 000 0	postage	11.02
	01 1100 810 002 002 2	Elementary Registration	199.00
	01 1100 810 001 001 1	Junior High Registration	199.00
	01 1100 610 001 001 1	cooking enrichment class	63.00
	01 2510 610 000 000 0	Spray refills	17.04
	01 1200 610 003 000 0	SLP Toolkit; data tracking platform	<u>215.00</u>
	Total		830.90
FOLLET SOFTWARE CO.	01 2220 810 002 002 2	DISTRICT MEMBER RM - ASSET	279.27
	01 2220 810 002 002 2	RESOURCE MANAGER HOSTING	122.10
	01 2220 810 001 001 1	DISTRICT MEMBER RM - ASSET	279.27
	01 2220 810 001 001 1	RESOURCE MANAGER HOSTING	<u>122.10</u>
	Total		802.74
HOLIDAY INN - KEARNEY	01 2710 330 000 000 0	transportation training lodging	<u>110.00</u>
	Total		110.00
IDEAL LINEN SUPPLY	01 2610 610 002 002 2	mops mats rags	560.67
	01 2610 610 001 001 1	mops mats raqs	<u>303.99</u>
	Total		864.66
KAY ANDERSON	01 1100 330 001 001 1	cpr training	<u>40.00</u>
	Total		40.00
KSB SCHOOL LAW	01 2330 317 000 000 0	legal fees	<u>395.00</u>
	Total		395.00

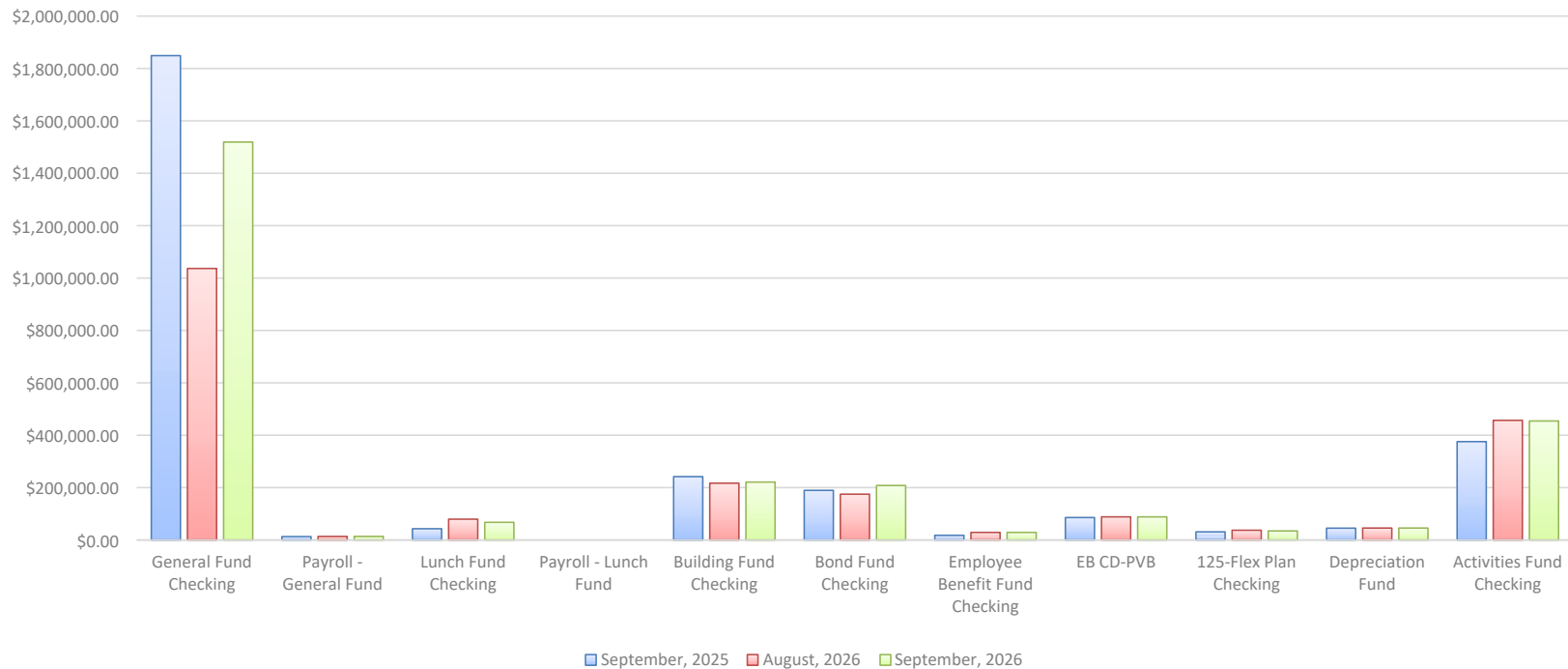
KUSKIE STATION LLC	01 2610 626 001 001 1	fuel	142.67
	01 2710 626 000 000	fuel	1,693.08
	01 2710 626 000 000	fuel	5,427.43
	01 2610 626 001 001 1	fuel	<u>139.73</u>
	Total		7,402.91
LITTLE BEE SPEECH CO	01 1200 610 003 000 0	little bee hive articulation testing	<u>119.99</u>
	Total		119.99
MCGRAW-HILL	01 1100 610 001 001 1	Math books	<u>295.43</u>
	Total		295.43
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	<u>39.64</u>
	Total		39.64
MIDWEST BUS REPAIR	01 2710 610 000 000 0	Bus #20 - DEF Header and Tank	1,850.00
	01 2710 610 000 000 0	Bus #20 - DEF Filter	155.10
	01 2710 610 000 000 0	Shipping	<u>113.25</u>
	Total		2,118.35
MORRILL COUNTY HOSPITAL	01 1200 733 003 002 2	Educational mic compatible with students	<u>790.50</u>
	Total		790.50
NEIN PHARMACY	01 1160 610 000 000	Nebulized Albuterol	<u>17.00</u>
	Total		17.00
OLIVERIUS, HEATHER	01 2510 580 000 000 0	mielage reimb	<u>24.32</u>
	Total		24.32
PRINT EXPRESS INC.	01 1100 610 002 002 2	signs	<u>150.00</u>
	Total		150.00
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	<u>262.47</u>
	Total		262.47
REGION V ELEMENTARY PRINCIPALS	01 2410 810 002 002 2	Region V Principal dues	<u>60.00</u>
	Total		60.00
S & S WORLDWIDE, INC.	01 1100 610 000 000 0	annual buy	<u>124.11</u>
	Total		124.11
Savvas Learning Company LLC	01 1100 610 002 002 2	5th grade science books	<u>253.26</u>
	Total		253.26
SCHEIN, HENRY	01 1100 610 000 000 0	annual buy	<u>97.92</u>
	Total		97.92
SHERWIN WILLIAMS	01 2620 610 002 002 2	paint 5 gallon	<u>295.46</u>
	Total		295.46
SOAR PEDIATRIC THERAPY, LLC	01 2173 593 003 000 0	0-2 pt	82.00
	01 2172 593 003 000 0	3-5 pt	662.91
	01 2171 593 003 002 2	elem pt	<u>983.91</u>
	Total		1,728.82
STAR-HERALD	01 2220 810 002 002 2	subscription	<u>488.39</u>
	Total		488.39
Stuart, Bobbie	01 2510 580 000 000 0	mielage reimb	<u>167.20</u>
	Total		167.20
TIME MANAGEMENT SYSTEMS	01 2510 352 002 002 2	timeclock	<u>172.50</u>
	Total		172.50
WPCI	01 2710 810 000 000 0	random pool management fee	<u>150.00</u>
	Total		150.00
WRENCH SLINGER DIESEL SERVICE	01 2730 352 000 000 0	Replaced Heater under seat - used part f	375.00
	01 2730 352 000 000 0	Replaced DEF tank, header, and filter -	500.00
	01 2730 352 000 000 0	Welded Radiator Bracket and changed	<u>250.00</u>
	Total		1,125.00
Wurdeman, Marjorie	01 2510 531 000 000 0	reimb postage	<u>8.30</u>
	Total		8.30
ZANER-BLOSER	01 1100 610 002 002 2	K, 2, 3 grade handwriting books	<u>573.65</u>
	Total		573.65
SNELL SERVICES INC	03 4700 720 000 000	install gas valbe	<u>1,169.70</u>
	Total		1,169.70
General Fund Total			\$61,206.33
Building Fund			\$1,169.70
Payroll			\$436,455.59

Bayard Public Schools

Equity in Cash
September 30, 2026

Fund	Fund #	September, 2025 PRIOR YEAR BALANCE	August, 2026 PRIOR MONTH BALANCE	September, 2026 REVENUES	September, 2026 EXPENSES	September, 2026 ENDING BALANCE
General Fund Checking	01-101	\$1,849,108.12	1,036,578.03	939,623.39	(457,140.66)	\$1,519,060.76
Payroll - General Fund	01-104	\$13,104.89	\$ 13,756.73	397,737.03	(397,608.03)	\$ 13,885.73
Lunch Fund Checking	02-101	\$43,090.71	79,559.77	10,614.06	(22,703.11)	\$67,470.72
Payroll - Lunch Fund	02-104	\$0.00	0.00	9,981.00	(9,981.00)	\$0.00
Building Fund Checking	03-101	\$242,037.73	217,025.52	4,134.25	0.00	\$221,159.77
Bond Fund Checking	04-101	\$189,539.43	174,943.52	33,186.05	(4.41)	\$208,125.16
Employee Benefit Fund Checking	05-101	\$18,051.89	29,069.03	0.00	0.00	\$29,069.03
EB CD-PVB	05-106-1000	\$85,825.20	88,419.26	0.00	0.00	\$88,419.26
125-Flex Plan Checking	05-107	\$31,191.23	37,297.82	5,756.29	(8,380.00)	\$34,674.11
Depreciation Fund	06-101	\$45,239.68	45,708.20	50.35	0.00	\$45,758.55
Activities Fund Checking	07-101	\$375,598.44	456,883.84	24,049.01	(26,545.08)	\$454,387.77
Scholarship CD	07-114	\$74,843.06	74,843.06	0.00	0.00	\$74,843.06
Investment Fund	06-105	\$0.00	1,411,214.54	0.00	0.00	\$1,411,214.54
TOTAL		\$2,967,630.38	\$ 3,665,299.32	\$ 1,425,131.43	\$ (922,362.29)	\$4,168,068.46

Equity in Cash





2026-27 ADMINISTRATOR BOARD REPORTS

October 2026

Mrs. Ehler - Elementary

- We have a parent who would like to help with the Booster Club and make it a district wide group. We are having an organizational meeting October 19 at 6pm.
- IPG walkthrough data is being collected and information is being entered into a database that will help us to see trends that will be helpful for future professional development.
- ESU gave us some great feedback from their visits on September 24th and 29th.
 - 🌟 **GLOWS**
 - *Lessons are generally aligned to grade-level expectations and the intended rigor of the standards (conceptual, procedural skill and fluency, or application).*
 - In most of the lessons observed, the mathematics addressed was appropriately connected to grade-level standards, and several lessons intentionally built on students' prior learning.
 - *Foundational skills in Reading lessons are aligned and consistent routines are being followed by teachers.*
 - 🌱 **GROWS**
 - *A next step is to create more opportunities for students to do the thinking and talking beyond just stating answers. Explaining their reasoning, sharing and connecting strategies, and responding to classmates are ways students can show their thinking.*
- Grandparents' Day was a hit with over 100 grandparents attended our annual celebration. Students had a great time showing them around the school and sharing a meal together!
- Student Lighthouse members have been selected and have begun planning first semester activities (AR party, Veteran's Day program, fundraiser)
- The Fresh Fruits and Vegetables program is up and running. Students are getting to try items twice a week in the afternoons. Mrs. Becca Smith is managing most of this project.

Mrs. Beberniss - Secondary

- ❖ NDE's Amanda Morris and a team of ESU staff visited most JH/HS classrooms September 24-25th conducting walkthroughs and interviewed staff, students, and parents in an effort to help give us support and input as we strive to improve academically.

- ❖ NWEA test results helped Math, Reading, and Science PLC's to reorganize our Academy Day intervention groups today, October 12th. We invited Deidre Amundsen and her team from ESU to lead the process.
- ❖ We have 38 Sophomores, Juniors, and Seniors who chose to take the ACT tomorrow on Oct. 13th as we signed up to be a testing site for this test.
- ❖ Congratulations to our students who have been participating in the many opportunities offered recently:
 - Senior FFA members attended Husker Days on September 15-16th
 - Manufacturing Contest hosted by Aulick on September 30th.
 - Human Performance Project Leadership summit on September 30th
 - Regional West Junior/Senior Health Careers Day on September 30th
 - FFA has started competing - Land Judging in Scottsbluff on October 7th
- ❖ We had a successful Homecoming week with a lot of staff and students participating in the dress-up days, hallway decorating, and the fun games.

September 2026

Mrs. Ehler - Elementary

- "Climbing Higher Together" is our selected theme this year and teachers and students are already off to a great start by setting the tone of hard work and
- Habit Houses are something new that we are implementing this year with the Leader in Me. All students have drawn numbers to join a house, and those groups will be organizing assemblies, community impact projects, and schoolwide competitions.
- We are excited to welcome Nurse Gartrell to school. She worked closely with Nurse Jobman prior to her leaving and she has already hit the ground running. They both assisted with student health screenings in August. (See attached report from the Bridgeport Lions Club, who also assisted with the screening process).
- Teachers have created their classroom expectations, similar to what the administrators presented last month. These were shared with parents during open house and the first week of school.
- Initial assessments are looking promising, and teachers are already beginning to implement interventions for areas of need.

Mrs. Beberniss - Secondary

- **School Climate & Expectations:** Classroom expectations are posted throughout classrooms and the teachers' lounge to maintain consistency across the building. This reinforces a daily culture of working hard, respecting everyone, and taking personal responsibility—expectations held for students and staff alike.
- **Strong Start to Friday Academy Day:** Friday Academy Day got off to a great start! Students completed necessary emergency protocol reminders and bus evacuation practice rotations, selected their enrichment classes, learned about our new Tiger's Committed initiative, and gained a clearer understanding of our priority school goals.

- **Academic Assessment:** Fall NWEA testing for 7-10th grades has been finished, and juniors have completed the diagnostic testing for their PrepScholar ACT prep program.
- **Extracurricular Highlights:** Student artwork is proudly displayed, fall sporting events are in full swing, and the coop for softball is going well. The FFA chapter is off to a great start with their labor auction.
- **Focused Learning Environment:** Our approach to cell phones is still working—phones are tucked away and not a distraction to student learning. I've witnessed consistency in teachers using all of their class time and students working hard to get work turned in on time.
- **Experiential learning:** Sophomores had a successful Career Day at WNCC, a meaningful field trip was organized for juniors to visit the traveling Vietnam Wall up at Crawford, and the construction class, Bobbie, and Mrs. Beberniss had a tour of the Aulick facilities. The highlight moments for these events were the students getting exposed to “real world” jobs and interacting with people in the business world. Aulick was especially inspirational because they challenged the students to “BE ALL IN” for life and know that a job could change their life for the better if they take it seriously.

BAYARD PUBLIC SCHOOLS

Transportation Department Monthly Report

Transportation Director: Hope Wurdeman

Reporting Month: October 2026

Fleet Maintenance & Readiness

Bus #3 – East Route | Driver: Sarah Jimenez-Flores

- **Front heater installation:** Planned through Wrench Slingers after the safety concerns identified on backup Bus #5 have been addressed.
- **Oil-bath hub cap:** Replaced the left-side hub cap at a parts cost of \$25.72. I completed the installation after identifying a cracked hub cap and oil leakage.
- **Right-side hub cap:** Replacement is needed due to continued excessive oil leakage following prior service by Floyd's. Bayard Auto has been unable to source the correct size.
- **Left headlight:** The headlight continues to loosen while traveling on county roads. A replacement headlight and mounting frame have already been installed. Further monitoring is needed to determine a lasting solution.

Bus #20 – Northwest Route | Driver: Dan Coolidge

- **Under-seat heater repair:** The heater core developed a leak. I removed a replacement heater from parts Bus #14, and Wrench Slingers installed it.
 - Labor: 3 hours at \$125/hour = **\$375.00**
- **DEF header replacement:** The DEF header failed, requiring the use of Bus #21 as the backup vehicle.
 - Wrench Slingers labor: 6 hours at \$125/hour = **\$750.00**
 - DEF header assembly: \$1,850.00
 - DEF filter kit: \$155.10
 - Freight: \$113.25
 - **Total documented DEF header repair costs: \$2,868.35**

Mini Bus #11 – Southwest Route | Driver: BJ Abner

- **Engine code and service:** Addressed a water-in-fuel engine code, oil change, and routine service through Bayard Auto.
 - Parts and labor: **\$382.96**
 - Services included an oil change, fuel filter replacement, and tire repair.
- **Rear tires:** Replacement of both rear dual tires is needed before the end of October. The tires are approaching the minimum allowable tread depth for Nebraska pupil transportation inspections of 2/32.
- **Body repairs:** I completed fiberglass repairs to address damage from a previous incident by an unknown driver before I was hired near the rear clearance light. I also applied caulking around the lights to help reduce dust entering the bus during route operation.

Suburban #13 – Northeast Route | Driver: Heather Oliverious

- Tire repair completed by Bayard Auto: **\$25.00**

Suburban #9 – ESU Route | Driver: Sarah Jimenez-Flores

- Tire repair completed by Bayard Auto: **\$25.00**
- **Camera system:** Gathering quotes to transfer the camera system from sold Bus #22 to Suburban #9 and install video cameras in the remaining Suburbans.

Mini Bus #10WC – Wheelchair-Accessible Garza Route | Transportation Director: Hope Wurdeman

- **Transmission failure:** The transmission failed while the vehicle was on route. Bayard Auto charged **\$195.00 for towing**. Repair and replacement quotes are being gathered for presentation to Superintendent Nesbitt and the Board.
- **Replacement vehicle:** Returned Mini Bus #09C, previously listed for sale, to service. Two child safety harnesses have been purchased for this vehicle to accommodate the three-year-old and first-grade student. Two harnesses borrowed from Bridgeport Schools are currently being used while the district's replacements are arranged.
- **Route coverage:** As noted in last month's report, Suburban #13 was considered as a temporary replacement for this route. However, the schedules of the Northeast and SPED routes do not allow the same vehicle to cover both routes.
- **Next steps:** I plan to tow Mini Bus #10WC from Wrench Slingers to the bus barn, where it will remain parked while repair options and next steps are evaluated.

Activity Vehicles – 5,000-Mile Service by Bayard Auto

- Suburban #22: **\$136.34**
- Suburban #22A: **\$147.53** (drain plug replaced)
- Car #18: **\$113.55**

Bus #21 – Northwest Route Backup and Activity Bus | Driver: Dan Coolidge

- **DEF system:** The bus experienced a DEF system malfunction. The diagnostic code indicated a possible restriction in the system. While the bus was being used as the Northwest Route backup, the issue appeared to clear with continued operation. No additional repairs have been completed at this time.
- **Air-brake warning system:** During use, the air-brake pressure switches triggered an engine code and warning indicators. With remote assistance(FaceTime) from Zac Swift, I checked the switches and connections. The warning indicators and engine codes returned to normal after the system connections were reset, and the replacement switches were returned. The bus passed the air brake timing test set by state and federal regulations. Zac Swift continues to provide valuable remote troubleshooting assistance to the district at no charge.

Bus #5 – Full-Size Backup Bus

The following items were identified during the 80-day inspection process and require attention:

- **Fuel tank:** Replace the rusted fuel tank. I am researching aftermarket replacement options.
- **Battery tray:** Replace the rusted battery tray. I am exploring the possibility of having the Bayard Public Schools Ag Shop fabricate a replacement.
- **Wheel seal:** Wrench Slingers will complete the wheel seal repair.

These safety concerns will be addressed before Bus #5 is relied upon as a backup vehicle.

Bertha – Flat-Nosed Activity Bus

- **Oil sending unit:** The unit has failed and needs replacement. Wrench Slingers estimates the part at 300–400; labor costs should be confirmed.
- **Return-to-service evaluation:** If replacing the oil sending unit resolves the low-oil-pressure and heating-related warning codes, I will evaluate the bus for reliability before returning it to local activity service.
- **Air conditioning:** If the bus proves reliable, I plan to pursue replacement of the passenger-side A/C compressor and blower. The driver-side A/C currently works.
- **Next steps:** Once Mini Bus #10WC has been moved from Wrench Slingers to the bus barn. I plan to take Bertha to Wrench Slingers for the oil sending unit repair. The goal is to have Bertha available as an additional backup for the Tiger Bus, along with Bus #21, if repairs and safety checks allow.

Safety & Preventive Maintenance

- **ESU Route camera coverage:** Camera coverage is being pursued to support student safety, provide documentation when incidents occur, and protect the district. The ESU route has been moved from Suburban #9 to Mini Bus #09 while camera installation options are evaluated.
- **Child safety restraints:** Ordered five child safety harnesses designed for use on bus seats. Two are intended for the wheelchair-accessible route, with the remaining three distributed among routes to accommodate younger students, including three-year-olds, four-year-olds, and kindergarteners. Proper fit and compatibility with the seating and restraint systems will be verified.
- **Outstanding inspection repairs:** Continuing to address repairs identified during the July 80-day inspections.
- **Upcoming 80-day inspections:** The next inspection cycle is scheduled to begin October 22, 2026. I will submit a quote from Gregg Wurdeman for the second-quarter inspections. The third-quarter inspections are planned with Wrench Slingers in December, and the fourth-quarter inspections are planned with Gregg Wurdeman.
 - Wrench Slingers: **\$125 per hour**
 - Gregg Wurdeman: **\$30 per hour**
 - Estimated time: Approximately one hour per vehicle across a 15-vehicle fleet.
- **Winter readiness:** Continuing preventive maintenance and preparation for winter operating conditions.

Routes & Staffing

- **CDL training:** Jonathan McMillian-Peter will begin classes toward obtaining a Class B Commercial Driver's License (CDL-B) and the required air-brake, passenger, and school bus qualifications and endorsements.

October Report - September 2026



Financial Updates:

Category	September 2025	September 2026	Dollar Change (\$)
Balance Forward	\$1,472,181.00	\$1,036,578.03	-\$435,602.97
Banner	\$14,345.35	\$14,385.77	+\$40.42
Box Butte	\$4.85	\$4.70	-\$0.15
Morrill	\$464,447.48	\$486,702.51	+\$22,255.03
Scottsbluff	\$135,863.67	\$102,838.40	-\$33,025.27
Prop Tax Cred	\$0.00	\$0.00	\$0.00
School Tax Cred	\$0.00	\$0.00	\$0.00
State Aid	\$142,378.00	\$245,423.00	+\$103,045.00
Total County/State	\$757,039.35	\$849,354.38	+\$92,315.03
Federal	\$13,997.00	\$12,862.00	-\$1,135.00
SPED	\$0.00	\$0.00	\$0.00
Total Revenue	\$771,036.35	\$862,216.38	+\$91,180.03
Payroll	\$414,935.42	\$407,589.03	-\$7,346.39
Bills	\$13,097.96	\$21,527.57	+\$8,429.61
Total Expenses	\$428,033.38	\$429,116.60	+\$1,083.22

NASB: Marcia Herring sat with us on Monday, October 5th, to talk about superintendent-board goals. We attached those goals later for approval based on the information provided. To recap, these goals were broken down into 4 main sections, including: Board-Superintendent relations, Financial and Operational Stability, Educational Leadership, and Community Partnerships, and Communication, and Strategic Planning Leadership. Please note that in each section, you will find Superintendent action steps that I will be working on, and you can find Board action steps for the board. Together, through these action steps, we look to work together- Board, Superintendent, staff, students, and community for the longevity of our great school.

As part of these goals, we talked about getting kids, keeping kids, and reducing our homeschool numbers. One of those thoughts is through our continued partnership with working together with the daycare to get kids from the daycare to pre-school, into kindergarten/elementary school, then

into JH/HS to protect our enrollment numbers. The daycare is not run by the school, but some exciting information that was shared with me on this front was that the daycare currently has filled 45 out of 56 spots. Average attendance is 20-24 with our 8 staff members. They have built a fence around the playground and currently are fundraising to build some sort of shade over that play area.

Priority School/CSI Update: Amanda Morris was here with ESU representatives Thursday, September 24th, as part of the Priority School action items. She conducted walkthroughs in many classrooms, met with students, teachers, and board members, and will call parents from a provided list. We got very good feedback about how kind, generous, and all-in our kids that she talked to were. They truly made an impact. She was also very impressed with the commitment that our board members and teachers had during those conversations. She is writing up a full report that she will then share with Mrs. Beberniss and me, which will go over via Zoom when it is complete. That report will give more information into thoughts, goals, growth, and good things happening in our classrooms and also on our Academy Day Fridays. During that time she also did walkthroughs at the elementary for our CSI status. She was very impressed with the growth of the elementary, and she gave great feedback on great things, growths, and goals for the elementary as well.

Negotiations: Negotiations are upon us. Marcia at NASB went through some great information as it pertains to the guidelines of this process. Through a conversation with Donna, she will be reaching out to the BEA to set up the first meeting prior to November 1st per legislation and then plan a follow-up meeting in the middle of November when more information has become available.

Legislation and the corresponding timeline are as follows:

- On or before September 1 of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as the bargaining agent.
- The governing board shall respond to such a request no later than the following October 1. A request for recognition need not be filed if the certificated and instructional employees' bargaining agent has been certified by the commission as the exclusive collective-bargaining agent.
- On or before November 1 of the year preceding the contract year in question, negotiations shall begin. There shall be no fewer than four negotiation meetings between the certificated and instructional employees' collective-bargaining agent and the governing board's bargaining agent.
- If an agreement is not reached on or before February 8, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission pursuant to sections 48-811 and 48-816, unless the parties mutually agree in writing to forego mandatory mediation or fact-finding.

Reports: This is a busy time of year for reporting. I have been working with Melanie, Shania, Bobbie, and others to ensure we are turning in the appropriate paperwork with accurate information. Melanie has been working hard with Shania on our student count that is turned in to the state via Infinite Campus, which is important for our funding. They are continuing to ensure

we do not have errors in this reporting. That is a major task. Shania has been keeping up with filing and reporting for SPED. To help ensure oversight, I have been working with these ladies to ensure we are holding each other accountable for these due dates and information. Other upcoming items not on this list include: Rule 10 assurance statement, Rule 11 update, and working on 21st Century grant information.

Superintendent/ESU Administrator Transparency Pay Act (CDC)	Legacy	Reporting under the Transparency Pay Act	Jul 31
ESSA Ineffective Teachers	New	Report on ineffective teachers under ESSA	Aug 5
High Ability Learners	New	Report on gifted/high ability learners	Sep 13
Instructional Materials Data Collection 2.0	New	Data on instructional materials used	Sep 13
Staff Reporting	New	Staff data reporting for the 2025-26 year	Sep 15
LC-2 2024-2025 and Budget Submission	Legacy	District budget submission for 2024-25	Sep 30
Assessed Valuation and Levies (CDC)	New	District's assessed valuations and levy data	Oct 15
Estimated Expenditure for LEP and Poverty (CDC)	Legacy	Estimated spending for LEP and poverty programs	Oct 15
PK Instructional Program Hours/K Program (CDC)	Legacy	Report on pre-K instructional hours	Oct 15
Student Growth Adjustment (CDC)	Legacy	Data on student growth adjustments	Oct 15
Summer School Student Unit (CDC)	Legacy	Summer school student unit data	Oct 15
TEEOSA State Aid	New	State aid and levy data	Oct 15
ADVISER Validation	Legacy	Data validation for adviser information	October 31
PreKindergarten Report	New	Early childhood program data	Oct 31
Special Education Financial Reporting System (SPEDFRS). Tami	Legacy	Financial reporting for special education	Oct 31
Annual Financial Report	Legacy	Annual financial report to NDE	Nov 1
Rule 10 Assurance Statement - Public	Legacy	Assurance of compliance with Rule 10 for public schools	Nov 1
Teacher Vacancy Survey	Legacy	Report on teacher vacancies	Nov 6

B All In Staff Members of the month: We are in month two of our “B All In” staff member program of the month to continue to encourage our motto for the year. This month, as voted on by students and their peers, Mr. Jeff Erdman and Mrs. Miranda Bernhardt were nominated as September members of the month. Staff and students noted many great ways that these two staff members encompass what it means to “B All In.” They will receive a \$20 gift card to the Rock Brew and Bakery downtown. It is a great way to give back, but will not cost the district any additional money. We had numerous honorable mentions that received votes in both the elementary and JH/HS, including: Joy Rafferty, Jessica Nesbitt, Amanda Serda, Miranda Bernhardt, Stacey Asay, Lynelle Pahl, Crystal Batt, Kathleen GuitGuit, Steven James, Cheryl Ferrero, Sharon Schluterbusch, Leah Nesbitt, Candace Ehler, Stephanie Barker, Kimberly Ferguson, Kathryn Beberniss, and Elliott Reish.

B All In Students of the Month: We are in the first month of our “B All In” students of the month. The elementary will be creating that list through their Leader in Me students of the month they have already been completing. To be a leader is to be all in, so bringing the two together will be a great opportunity. The JH and HS students this month are junior Jayde McAllister and 8th grader Cooper Spalding. We had numerous honorable mentions that received votes in the JH and HS including: Jacob Carrizales, Emilee Houchin, Kirstyn Beberniss, Kimberly Trevino, Kinlee Schmaltz, Jaycek Belknap, Cade Armstrong, Remi Bernhardt, Landon Allison, Layni Nesbitt, Maisea Chase, and Patience Svalina.

Student Board Representative: We have 1 applicant that we will be getting added as part of the student board representative program in November. That student this year will be Emily Houchin.

Nitrate Mitigation System: We have been very lucky in that we have had to pay for little bottled water to ensure we have safe drinking water for our students. We have gotten big Culligan bottles for the kitchen to utilize to cook with as well. Through this, we have learned that other schools in the area have filtration systems that reduce nitrates to almost nothing, along with other minerals. I wanted to share this information with you as we navigate this time of uncertainty regarding the water results.

ALICAP walkthrough upcoming: Our annual ALICAP risk management walkthrough

Community Engagement: Bayard fire department will be walking through our building on October 22nd, 2026 to become familiar with the building for safety and security purposes.

Value Up Culture presentation: A couple of weeks ago, our students participated in the Value Up program with national youth speaker Mike Donahue!

Mike brought humor, powerful storytelling, and practical wisdom to help our students recognize their intrinsic worth and build healthy relationships.

Here's a quick look at what each group learned:

- Grades K–3: Learned about the word respect and why it's the foundation of a positive classroom.
- Grades 4–6: Focused on the power of words and the difference our language makes, both positive and negative.
- Grades 7–12: Tackled the intersection of respect, the impact of words, and personal self-worth. He also met with a group of JH/HS students to talk about leadership and the power of the hallways to help with positive culture in the school.

Parents, ask your student: "What was your main takeaway from Mike Donahue's presentation?"

We were excited to bring “Value Up” to our students because we believe a healthy school culture begins with helping every student know they matter. This program aligns with our commitment to building a safe, respectful, and connected learning environment. We were excited that this was district-wide and that our elementary students were a part of this process to help increase our positive school culture.

Grants:

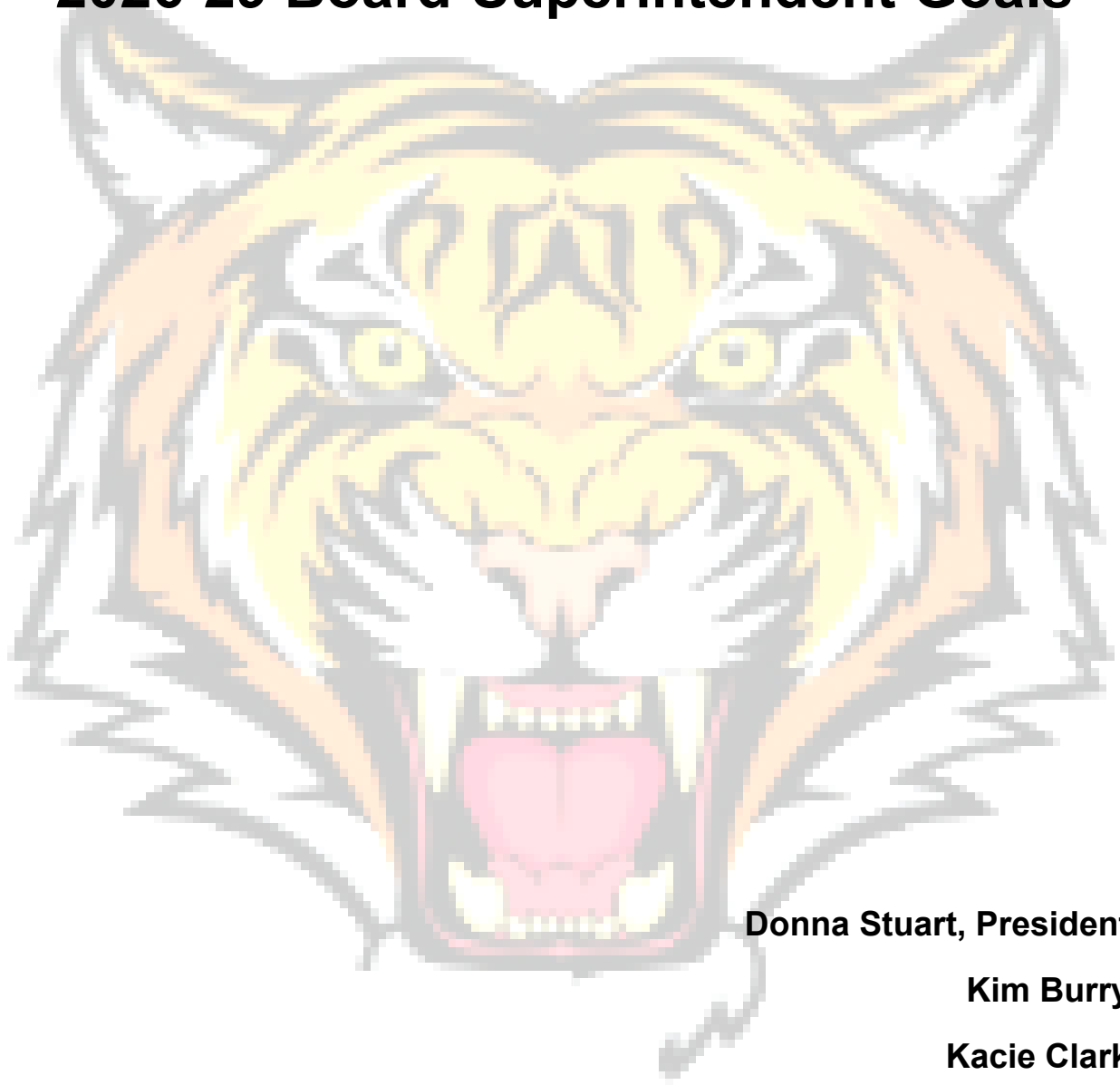
RHTP grant: We are waiting on final notification from this grant, but we know we will be offered this grant in the near future. We wrote for a walk-in cooler, convection oven, and kettle pot for a total of \$104,000 for upgrades to the kitchen. When the grant approval has been completed with the amount awarded, we will begin the process of ordering, installing, and utilizing these appliances in our kitchen.

RHT 1.2 grant: Daycare is the fiscal agent of the grant, but is the grant for an on site

greenhouse that will be built by our CTE students for the daycare. Mr. Reinmuth has worked closely with Bobbie and Aulicks to get this program up and running for a sustainable greenhouse built out of a container by our very own Bayard students. They will get real world experience through framing, flooring, electrical, plumbing, etc.

Bayard Public Schools

2026-29 Board-Superintendent Goals



Zach Nesbitt, Superintendent

Donna Stuart, President

Kim Burry

Kacie Clark

Randy Elrich

Bill Ferrero

Karl Grueber

Bayard Public Schools

2026-2029 Board-Superintendent Goals

The following superintendent-board goals reflect a summary of feedback received from board and superintendent during the board retreat held on October 5, 2026. The board will work through committee and regular board meeting discussion, consideration, and action to monitor progress and success.

The superintendent will prioritize the goals according to urgency and impact. To establish accountability of the board and superintendent, it will be important to establish a consistent process for reviewing progress toward the goals throughout the 2026-2029 timeframe. For each goal, the board and superintendent will establish the baseline, measurable target, evidence of success, and a timeline for achieving the target. Progress will be reviewed at agreed-upon intervals throughout the year, with the superintendent providing evidence of progress and identifying barriers, adjustments, and anticipating next steps when targets are not met. Updates will be presented to the board and community through board meeting updates. The board may wish to consider the following questions to support discussion of the superintendent's progress report:

1. What progress has been realized, and are you on track?
2. What evidence was presented to support the progress update?
3. What barriers, if any, have you encountered, and what adjustments are being made?
4. What do you need from the board?

I. Board-Superintendent Relations Goal:

The Board will fulfill its statutory responsibility to evaluate the superintendent twice during the first year of employment and annually thereafter while establishing clear performance expectations, measurable goals, and evidence of success. The superintendent will collaborate with the board to define expectations, policies, and goals to support instruction and student learning. *Reference Bayard Board Policy and the current Superintendent Contract to validate process and deadlines.*

- a. The superintendent will remind the board members in writing at least 45 days before the date of each upcoming evaluation and provide them with the instrument to be used.
- b. The board shall put evaluations in writing and discuss them with the superintendent.
- c. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. [e.g., superintendent goals and measures of progress and success]
- d. The board shall provide the superintendent with a follow-up evaluation and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. The board may also rely on the superintendent's education, training, and

- expertise and require that he/she will submit a “list of suggestions for improvement” or a plan of improvement for the board’s consideration.
- e. The board president and the superintendent shall sign the evaluation. The copy of the evaluation will be placed in the superintendent’s personnel file.
 - f. The superintendent will share progress updates of goals during each monthly regular board meeting.
 - g. The Board will review progress toward superintendent goals at agreed-upon intervals throughout the year and use evidence of progress, barriers, results, and necessary adjustments to inform the evaluation process.
 - h. The Board will maintain a clear distinction between its governance responsibilities and the superintendent’s administrative responsibilities and will provide the superintendent with the authority necessary to carry out assigned responsibilities.
 - i. The Board will communicate with the superintendent in a professional, respectful, and collaborative manner and will address concerns directly with the superintendent rather than through individual staff members or informal channels.
 - j. The Board will annually complete a Board Self-Assessment to measure the effectiveness of the board-superintendent working relationship and identify opportunities to strengthen communication, trust, role clarity, and collective effectiveness.

Board Measured Progress:

- 1. Did the board conduct the evaluations properly and on time?
- 2. Did the board establish targets, evidence, monitor progress, and provide feedback?
- 3. Did the board maintain the professional relationship and appropriate governance/administrative boundaries necessary for the superintendent to lead?

II. Financial and Operational Stability Goal:

The superintendent will maintain the district’s long-term financial and operational stability by aligning resources with district priorities, strengthening financial sustainability, addressing enrollment and facility’s needs, and exploring opportunities to improve efficiency and preserve essential services.

Superintendent Action Steps:

- a. Strengthen financial sustainability through the development and management of an efficient, balanced budget that aligns resources with district priorities, identifies cost-saving opportunities, and maintains a commitment to growing cash reserves.
- b. Explore operational efficiency and enrollment sustainability by evaluating shared services, programs, partnerships, student retention and if necessary, explore how consolidation opportunities with neighboring districts will improve instruction, learning, and efficiency of essential services.

- c. Develop a Long-Term Facilities Plan: Establish a prioritized facilities plan addressing maintenance, updates, space, including early childhood and long-term capital needs, with immediate attention to elementary HVAC improvements.

Board Action Steps:

- a. Establish clear financial and operational priorities that address long-term sustainability, enrollment, facility needs, and the preservation of essential services.
- b. Monitor the district's financial and operational well-being through review of budget performance, cash reserves, enrollment trends, efficiency efforts, and progress on facility priorities.
- c. Support long-term sustainability by providing the resources, governance direction, and support needed to address financial, enrollment, and facility needs while allowing the superintendent to lead implementation.

III. Educational Leadership Goal:

The superintendent will strengthen educational leadership and student achievement by ensuring consistent, high-quality instructional practices, supporting staff in meeting the diverse needs of students, and using student performance data to drive continuous improvement and academic excellence.

Superintendent Action Steps:

- Monitor student achievement and instructional practices to identify trends, strengths, gaps, and opportunities for improvement.
- Strengthen instructional leadership and practice by supporting principals and teachers in aligning curriculum, instruction, interventions, and student support with district standards and diverse student needs.
- Evaluate and improve curriculum and academic programs to address areas of low performance, strengthen effective practices, expand student opportunities, and improve student outcomes.

Board Actions Steps:

- Establish priorities by setting clear expectations for student achievement, instructional excellence, and equitable student support.
- Monitor results through regular review of student achievement data, instructional strategies, and outcomes to assess progress and identify areas needing attention.

- Support instructional leadership by providing the resources and governance support needed to strengthen curriculum, instruction, interventions, and academic programs while allowing the superintendent and administration to lead implementation.

IV. Community Partnerships, Communication and Strategic Planning Leadership

The superintendent will build trust and strengthen district unity through visible and engaged leadership, clear and consistent communication, meaningful stakeholder engagement, and strategic planning that reflects district priorities and strengthens stakeholder confidence.

Superintendent Action Steps:

- Build relationships and strengthen communication through a visible presence in schools and the community, consistent two-way communication, and meaningful engagement with students, staff, families, and community members.
- Lead strategic planning and stakeholder engagement by developing, communicating, and monitoring a plan that reflects district priorities, community needs, and student success.
- Build trust through transparency and responsiveness by communicating district progress, successes, and challenges and using stakeholder feedback to inform leadership decisions.

Board Actions Steps:

- Establish communication and engagement expectations by supporting consistent, transparent two-way communication and maintaining appropriate opportunities for board and community engagement.
- Establish and monitor strategic priorities by setting clear district direction, supporting stakeholder engagement, and regularly reviewing progress toward strategic plan goals.
- Support transparency and trust by communicating as a unified board, reviewing district progress and challenges, and using stakeholder feedback to inform governance decisions while allowing the superintendent to lead implementation.

**EXTRACT FROM MINUTES OF MEETING
OF THE BOARD OF EDUCATION
OF MORRILL COUNTY SCHOOL DISTRICT 0021**

A meeting of the Board of Education of Morrill County School District 0021, in the State of Nebraska, was convened in open and public session at _____ .m. on _____, 2026, at _____ in Bayard, Nebraska in a publicly convened session, the same being open to the attendance of the public and having been preceded by advance publicized notice, said advance publicized notice having been given in strict accordance with the provisions of Article 14, Chapter 84, Reissue Revised Statutes of Nebraska, as amended, and having set forth (a) the time, date, and place of this meeting; (b) that this meeting would be open to the attendance of the public; and (c) that an agenda of then known subjects to be taken up at the meeting could be obtained from the office of the Superintendent of Schools (the **“Superintendent”**). A copy of the affidavit of publication of said advance publicized notice was ordered annexed to the minutes of this meeting and is attached hereto. Additionally, reasonable efforts were made to provide advance notification of the meeting to all news media requesting the same of the time, date, and place of the meeting. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

The following members were present: _____

_____.

The following members were absent: _____.

A quorum being present and the meeting duly commenced, the following proceedings were had and done. At the beginning of the meeting, the President publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act was posted for review and indicated the location of such copy in the room where the meeting was being held.

* * * *

Board Member _____ introduced the following resolution and moved its adoption:

RESOLUTION

BE IT RESOLVED BY THE BOARD OF EDUCATION OF MORRILL COUNTY SCHOOL
DISTRICT 0021 (BAYARD PUBLIC SCHOOLS), IN THE STATE OF NEBRASKA:

Section 1. That the following bonds, in accordance with their option provisions, are hereby called for payment on November 16, 2026, after which date interest on the bonds will cease:

General Obligation Refunding Bonds, Series 2021, of Morrill County School District 0021 (Bayard Public Schools), (the “District”) in the State of Nebraska, date of original issue – May 6, 2021, in the principal amount of Two Hundred Ten Thousand Dollars (\$210,000), numbered as shown on the books of the Paying Agent and Registrar, becoming due and bearing interest as follows:

<u>Principal Amount</u>	<u>Maturity Date</u>	<u>Interest Rate</u>	<u>CUSIP</u>
\$210,000	June 1, 2027	0.850%	617779 EF6

Said bonds are hereinafter referred to as the “Refunded Bonds.”

Section 2. The Refunded Bonds are to be paid off at the office of BOKF, National Association, Lincoln, Nebraska, (the “Paying Agent”) as paying agent and registrar.

Section 3. A copy of this Resolution shall be filed with the Paying Agent prior to the call date and the Paying Agent is hereby irrevocably instructed to take appropriate action to mail notice to each registered owner prior to the call date.

ADOPTED this ____ day of _____, 2026.

Secretary

President

The foregoing resolution having been read in its entirety, Member _____ seconded the motion for its passage and adoption. After consideration, the roll was called and the following Members voted "AYE": _____.
_____. The following Members voted "NAY": _____.

The passage of said resolution having been consented to by a majority of the Members of the Board of Education, the President declared the resolution duly passed and adopted, this _____ day of _____, 2026.

President

Attest:

Secretary

7876433.2