

**Board of Education Regular Meeting  
Monday, July 13, 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, July 13, 2026 at 6:00 PM in the Bayard High School Library located at 726 4<sup>th</sup> Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4<sup>th</sup> Avenue, Bayard, NE 69334.

**AGENDA**

- I. Opening the Meeting
  - I.A. Call to Order
  - I.B. Open Meetings Act
  - I.C. Notice of Meeting
  - I.D. Roll Call
  - I.E. Status of Absent Board Members
  - I.F. Pledge of Allegiance
- II. Swearing in of Kacie Clark to the Board of Education and appointment to the following board committees: Curriculum, Policy, and Building.
- III. Approval of Agenda
- IV. Public Comments
- V. Consent Agenda
  - V.A. Minutes of Previous Meeting
  - V.B. Bills
  - V.C. Reports and Correspondence Requiring No Action
    - V.C.1. General Reports and Financial Reports
    - V.C.2. Reports for Information Only
- VI. Principals and District Administrators
- VII. Superintendent
- VIII. Discussion Items
  - VIII.A. Discuss the bid of \$3500 for the 14-passenger bus.
  - VIII.B. Discuss zero period as it pertains to the 2026-2027 school calendar.
  - VIII.C. Discuss information regarding base growth percentage up to 7%.
- IX. Action Items
  - IX.A. Discuss, consider and take all necessary action to appoint Kim Burry as the secretary of the Board of Education, due to the recent vacancy, and designate her as a signer on all depository accounts.
  - IX.B. Discuss, consider, and take all necessary action to appoint Zachary Nesbitt as the Designated Official of the Board of Education with authority to apply for Elementary and Secondary Education Act Grants and to testify before Legislative Committees and to provide Authorization for Mr. Nesbitt, as a signatory of School District Bank Accounts.
  - IX.C. Authorize Superintendent Zachary Nesbitt 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.

IX.D. Discuss, consider and take all necessary action to approve:

Policies

3048 Communicable Diseases (updated)

3061 ACH Originator Policy (new)

4065 Staff Use of AI Tools (new)

6009 Grade Placement and Academic Credits of Transfer Students (updated)

2008 Meetings per updated passing of LB596

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

IX.F. Discuss, consider and take all necessary action to implement all KSB polices reviewed and approved by the board during the past year through attached resolution.

IX.G. Discuss, consider, and take all necessary action to transfer \$60,000 from the general fund to the school nutrition fund.

IX.H. Discuss, consider, and take all necessary action to set breakfast and lunch prices for the 2026–2027 school year.

Paid by CEP — if families had to pay, these are the amounts

Early Childhood Breakfast \$1.75

Early Childhood Lunch \$2.90

Elem Breakfast \$2.75

Elem Lunch \$3.90

HS Breakfast \$2.85

HS Lunch \$4.00

Extra Milk \$0.50

#### ADULTS

Adult Breakfast \$4.00

Adult Lunch \$6.00

IX.I. Discuss, consider, and take all necessary action regarding activity prices.

IX.J. Discuss, consider and take all necessary action in regard to the 2026-2027 Parent/Student Handbook and Activities Handbook.

IX.K. Discuss, consider, and take all necessary action regarding the updated Vaults interlocal agreement.

- IX.L. Discuss, consider, and take all necessary action to approve the sale of the 2022 Blue Bird buses at the highest bid for the amount of \$70,000 to Fillmore Central.
- IX.M. Discuss, consider, and take all necessary action to accept the offer to purchase of parcel 100027886 and parcel 100027991, Legal Description 26 21 52 PT Tax Lot 3 (Vacant Trailer Court Lot) in Bayard.
- IX.N. Discuss, Consider, and Take All Necessary Action on Adopting Resolution Pertaining to Non-Resident Students
- X. Set Next Meeting Date for August 10th, 2026 @ 6 pm
- XI. Adjournment

**The Bayard Public Schools Board of Education reserves the right to convene a Closed Session for purposes in accordance with 84-1410(1). 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                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <ul style="list-style-type: none"> <li>* Oath of Office</li> <li>* Board Officer Elections</li> <li>* Designate Depository of the District</li> <li>* Designate Legal Firm for the District</li> <li>* Designate Auditors for the District</li> <li>* Designate Official to Apply for Grants and Testify Before Legislature</li> <li>* Board Code of Ethics</li> <li>* Discuss Board Committees</li> <li>* Approve Policy Manual</li> <li>* Review of Accountability and Disclosure Commission Conflict of Interest Reporting Form</li> <li>* NASB Legislative Issues Conference</li> </ul> | <ul style="list-style-type: none"> <li>* Committee on American Civics Meeting</li> <li>* Policy Committee Meeting</li> <li>* Board Committee Assignments</li> <li>* Review Draft of School Calendar</li> <li>* Curriculum Review and Approve Course Catalog</li> <li>* Approve Negotiated Agreement with BEA</li> <li>* Update on State Standards Requirements</li> <li>* Discuss and Take Action on Compensation of Principals and Directors</li> <li>* NASB President's Retreat</li> <li>* NASB Budget and Finance Workshop</li> <li>* NSBA Advocacy Institute</li> </ul> | <ul style="list-style-type: none"> <li>* Curriculum Committee Meeting</li> <li>* Building Committee Meeting</li> <li>* Approve School Calendar</li> <li>* Adopt Resolution Pertaining to Non-Resident Students</li> <li>* Tour of School Buildings, Facilities, Bus Barn</li> <li>* Review 5 Year Facilities Plan</li> <li>* Consider Curriculum Proposals</li> <li>* Discuss Compensation of Superintendent</li> <li>* NASB Membership Renewal</li> <li>* NAEP State Convention</li> </ul> | <ul style="list-style-type: none"> <li>* Board Workshop</li> <li>* Board Self-Assessment And Board Goals</li> <li>* Approve FFA Trip to National FFA Convention</li> <li>* Review Strategic Plan Progress Report</li> <li>* Take Action on Compensation of Superintendent</li> <li>* NASB Spring Legal Workshop</li> <li>* NRCSA Conference</li> <li>* NSBA Annual Conference and Exposition</li> </ul> | <ul style="list-style-type: none"> <li>* Review Extra-Duty Assignments</li> <li>* Approve Classified Staff Handbook, Preschool Handbook, and Pathfinders Program Handbook</li> <li>* Finalize Plan for District Summer Improvements</li> <li>* Review Pathfinders Program</li> <li>* Distribute Superintendent Evaluation (Long Form)</li> <li>* Attend Graduation Ceremony</li> <li>* Attend Staff Retirement Recognition</li> </ul> | <ul style="list-style-type: none"> <li>* NSAA Related Activities Budget</li> <li>* Approve Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student and Parent Handbook</li> <li>* Review State Aid Certification</li> <li>* Transportation Director Report</li> <li>* Evaluate Superintendent (Long Form) and Superintendent Goals</li> <li>* NASB School Law Seminar</li> </ul> |

# Bayard School Board of Education

## Annual Calendar

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

## **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: \_\_\_\_\_

MORRILL COUNTY SCHOOL DISTRICT #21

OATH OF OFFICE

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

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

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

# 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 Board Candidate Interviews and Appointment**

Tuesday, June 23, 2026 6:00 PM

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

Kim Burry: Present  
Randy Eirich: Present  
Bill Ferrero: Present  
Karl Grueber: Present  
Donna Stuart: Present

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

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

The special 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, Donna Stuart  
Administrators present: 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 Bill Ferrero.

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

### **III. Public Comments**

### **IV. Conduct Individual Interviews of Candidates**

The board interviewed Kacie Clark beginning at 6:03p.m. and ending at 6:09p.m.  
The board interviewed Kort Gartrell beginning at 6:19p.m. ending at 6:31p.m.  
The board interviewed Ivan Gosnell beginning at 6:44p.m. ending at 7:19p.m.  
The board interviewed John Oliverius beginning at 7:26p.m. ending at 7:37p.m.

The board interviewed Jonathon McMillian-Peters beginning at 7:57p.m. and ending 8:11p.m.

#### **V. Executive Session if Needed**

The board did not enter into executive session.

#### **VI. Action Items**

##### **VI.A. Discuss, consider and take all necessary action to appoint new board member**

**Motion Passed:** Motion to appoint Kacie Clark to the Board of Education passed with a motion by Kim Burry and a second by Randy Eirich.

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

#### **VII. Adjournment**

**Motion Passed:** Motion for adjournment at 8:22p.m. passed with a motion by Bill Ferrero and a second by Kim Burry

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

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Secretary

## **Board of Education Regular Meeting**

Monday, June 8, 2026 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 |
| 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 05:59p.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, Jessica Dankowski, Donna Stuart Administrators present: Superintendent Liggett and Director Nesbitt.

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

#### **I.F. Pledge of Allegiance**

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

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

Votes: Kim Burry: Yea, Jessica Dankowski: 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 Kim Burry.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

#### **IV.A. Minutes of Previous Meeting**

#### **IV.B. Bills**

#### **IV.C. Board Member Reports**

#### **IV.D. Reports and Correspondence Requiring No Action**

##### **IV.D.1. General Reports and Financial Reports**

##### **IV.D.2. Reports for Information Only**

#### **IV.E. Adoption of Policies on First Reading**

##### **IV.E.1. Approve adoption of the following policies:**

**3030 Automatic External Defibrillator Program**

**4032 Professional Growth**

**4038 Classified Staff Defined**

**4056 Resignation of Certified Staff**

**5048 Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)**

**6005 Academic Credits and Graduation**

**6026 Emergency Dismissal**

**6046 Right to Access to School Library Materials**

**IV.E.1.a. Approve for accurate record in minutes, 5017 Routine Directory Information, 5020 Rights of Custodial and Non-Custodial Parents, 5024 Medication of Students, and 6002 School Calendar (all previously approved, missing from minutes.)**

##### **IV.E.1.b. Approve updates to the following policies:**

**2008 Meetings -updated 2026**

**3003 Bidding - updated 2026**

**3003.1 Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds—updated 2026**

**3004.1 Fiscal Management for Purchasing and Procurement Using Federal Funds updated 2026**

**3048 Communicable Disease — updated 2026**

**4017 Relations with Employee Collective Bargaining Associations — updated 2026**

**4019 Workplace Injury Prevention and Safety Committee — updated 2026**

#### **V. Principals and District Administrators**

#### **VI. Superintendent**

Ms. Liggett provided her report to the board, including an update of the district's finances and accomplishments this year.

#### **VII. Discussion Items**

##### **VII.A. Office of Civil Rights Voluntary Compliance Report**

**VII.B. Discuss Administrative and Procurement Review of the National School Lunch Program, School Breakfast Program, and other school nutrition programs results and actions.**

**VII.C. Discuss and explain why you should adopt a resolution in July that allows increasing the school district's base growth percentage used to determine the school district's property tax request authority up to 7%, how it ties to future funding.**

**VII.D. Discuss putting language in the sick leave bank that addresses a deadline for application.**

## **VIII. Action Items**

**VIII.A. Discuss, consider and approve the extra duty assignments for the 2026-27 school year.**

**Motion Passed:** Motion to approve the extra duty assignments for the 26-27 school year passed with a motion by Kim Burry and a second by Karl Grueber.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.B. Discuss, consider and take all necessary action to declare the following vehicles as surplus and for sale.**

**#22 2022 Bluebird 59 passenger VIN 1BAKFCSH8NF3803876**

**#14 2014 Bluebird 47 passenger VIN 1BAKBCPH1EFZ99075**

**#09C 2009 GMC 14 passenger VIN 1GD6C2ACXA1117105**

**Motion Passed:** Motion to list the vehicles as stated as surplus property and list for sale 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, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.C. Discuss, consider and take all necessary action to accept the offer to purchase Lot 2, Block 6, Original Town of South Bayard, Morrill County, Nebraska.**

**Motion Passed:** Motion to accept offer of purchase of Lot 2, Block 6, Original Town of South Bayard, Morrill County, Nebraska 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, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.D. Discuss, consider and take all necessary action to approve the bid from Hiland Dairy for dairy products for the 2026-2027 school year.**

**Motion Passed:** Motion to approve the bid from Hiland Dairy for dairy products for the 2026-2027 school year 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, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.E. Discuss, consider and take all necessary action for consultant agreement with Carl Dietz.**

**Motion Passed:** Motion to approve the consultant agreement with Carl Dietz passed with a motion by Kim Burry and a second by Karl Grueber.

Votes: Bill Ferrero: Nay, Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.F. Discuss, consider and take all necessary action to approve vehicle driving rates for the 2026-27 school year.**

**Motion Passed:** Motion to approve vehicle driving rates for the 2026-27 school year 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, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.G. Discuss, consider and take all necessary action to approve the addition of Hemingford to the softball coop between Alliance and Bayard for the 2026-27, 2027-28 school years.**

**Motion Passed:** Motion to approve the addition of Hemingford to the softball coop between Alliance and Bayard for the 2026-27, 2027-28 school years passed with a motion by Jessica Dankowski and a second by Bill Ferrero.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.H. Discuss, consider and set a minimum asking price for parcel 100027886 and parcel 100027991 Legal Description 26 21 52 PT Tax Lot 3 (Vacant Trailer Court Lot) in Bayard**

**Motion Passed:** Motion to set a minimum asking price for parcel 100027886 and parcel 100027991 Legal Description 26 21 52 in the amount of \$50,000 passed with a motion by Randy Eirich and a second by Karl Grueber.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

**VIII.I. Discuss, consider and take all necessary action to accept the resignation of Jessica Dankowski from the board effective June 8, 2026, and set a timeline for filling the vacancy.**

**Motion Passed:** Motion to accept the resignation of Jessica Dankowski from the board effective June 8 2026 and have vacancy applications due June 17<sup>th</sup> with interviews June 23 at 6:00p.m. passed with a motion by Bill Ferrero and a second by Randy Eirich.

Votes: Jessica Dankowski: Abstain (With Conflict), Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

**IX. Set Next Meeting Date July 13, 2026 6 pm**

**X. Adjournment**

**Motion Passed:** Motion for adjournment at 7:30p.m. passed with a motion by Bill Ferrero and a second by Randy Eirich

Votes: Jessica Dankowski: Yea, Kim Burry: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Karl Grueber: Yea, Donna Stuart: Yea

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Secretary

**Bayard Public Schools**

**7/13/2026**

**GENERAL FUND**

| <b>Vendor Name</b>            | <b>GL Acct #</b>      | <b>Description</b>               | <b>Amount</b>   |
|-------------------------------|-----------------------|----------------------------------|-----------------|
| 20/20 TECHNOLOGIES LLC        | 01 2510 382 000 000 0 | 3XC renewal                      | 1,095.00        |
|                               | 01 2510 382 000 000 0 | remote support                   | 600.00          |
|                               | <b>Total</b>          |                                  | <b>1,695.00</b> |
| ACCO BRANDS USA LLX           | 01 2220 610 001 001 1 | bulletin board                   | 57.50           |
|                               | <b>Total</b>          |                                  | <b>57.50</b>    |
| AGC Education, Inc            | 01 3300 610 000 000   | shipping cost on po 26-000888    | 40.00           |
|                               | <b>Total</b>          |                                  | <b>40.00</b>    |
| AL'S MARKET                   | 01 2610 610 002 002 2 | salt                             | 365.00          |
|                               | 01 3300 610 000 000   | water for field trip             | 3.99            |
|                               | <b>Total</b>          |                                  | <b>368.99</b>   |
| ALARM SECURITY TECHNICIANS    | 01 2620 352 002 002 2 | ast monitoring                   | 28.95           |
|                               | 01 2620 352 001 001 1 | ast monitoring                   | 28.95           |
|                               | <b>Total</b>          |                                  | <b>57.90</b>    |
| Amazon Capital Services       | 01 2610 610 002 002 2 | Danco Aerators                   | 33.84           |
|                               | 01 2510 610 000 000 0 | toner for check printer          | 59.27           |
|                               | <b>Total</b>          |                                  | <b>93.11</b>    |
| BAYARD AUTOMOTIVE             | 01 2730 352 000 000 0 | Bus #22 Fuel System-ChrisBuskirk | 197.00          |
|                               | <b>Total</b>          |                                  | <b>197.00</b>   |
| BAYARD PUBLIC SCHOOLS - LUNCH | 01 1160 610 000 000   | summer staff meals               | 150.00          |
|                               | <b>Total</b>          |                                  | <b>150.00</b>   |
| Beberriss, Kathryn            | 01 2410 330 000 000 0 | training time reimbursement      | 625.00          |
|                               | <b>Total</b>          |                                  | <b>625.00</b>   |
| BENZEL PEST CONTROL           | 01 2620 352 001 001 1 | pest control                     | 121.86          |
|                               | 01 2620 352 002 002 2 | pest control                     | 121.85          |
|                               | <b>Total</b>          |                                  | <b>243.71</b>   |
| BLACK HILLS ENERGY            | 01 2610 621 002 002 2 | #462419 heating fuels            | 548.78          |
|                               | 01 2610 621 001 001 1 | #242155 heating fuels            | 623.74          |
|                               | <b>Total</b>          |                                  | <b>1,172.52</b> |
| BLICK ART MATERIALS           | 01 1100 610 000 000 0 | annual buy                       | 383.68          |
|                               | <b>Total</b>          |                                  | <b>383.68</b>   |
| BOX BUTTE COUNTY CLERK        | 01 2310 810 000 000 0 | primary election                 | 100.00          |
|                               | <b>Total</b>          |                                  | <b>100.00</b>   |
| BROWN INDUSTRIES, INC         | 01 2310 610 000 000 0 | Service Pins - 5 year            | 25.80           |
|                               | 01 2310 610 000 000 0 | Service Pins - 10 year           | 17.20           |
|                               | 01 2310 610 000 000 0 | Service Pins - 15 year           | 17.20           |
|                               | 01 2310 610 000 000 0 | Service Pins - 40 year           | 17.20           |
|                               | 01 2310 610 000 000 0 | Shipping and handling            | 45.25           |
|                               | <b>Total</b>          |                                  | <b>122.65</b>   |
| CANNON FINANCIAL SERVICES     | 01 1100 352 001 001 1 | copier rental                    | 271.95          |
|                               | 01 1100 352 002 002 2 | copier rental                    | 271.95          |
|                               | 01 1100 352 001 001 1 | copier rental                    | 142.45          |
|                               | 01 1100 352 002 002 2 | copier rental                    | 142.45          |
|                               | 01 1100 352 001 001 1 | copier rental                    | 170.80          |
|                               | 01 1100 352 002 002 2 | copier rental                    | 170.80          |
|                               | <b>Total</b>          |                                  | <b>1,170.40</b> |
| CARL DIETZ CONSULTING, LLC    | 01 2310 352 001 001 1 | financial consulting             | 7,500.00        |
|                               | <b>Total</b>          |                                  | <b>7,500.00</b> |
| CENTURY LINK                  | 01 2510 382 000 000 0 | #1510 telephone                  | 167.37          |
|                               | <b>Total</b>          |                                  | <b>167.37</b>   |
| CITY OF BAYARD                | 01 2610 621 000 000 0 | #31200 electric                  | 24.78           |
|                               | 01 2610 621 002 002 2 | #75600 electric                  | 370.73          |
|                               | 01 2610 410 002 002 2 | #75600 utilities                 | 2,323.75        |
|                               | 01 2610 621 001 001 1 | #75400 electric                  | 7,092.56        |

|                                |                       |                                                                       |                  |
|--------------------------------|-----------------------|-----------------------------------------------------------------------|------------------|
|                                | 01 2610 410 001 001 1 | #75400 utilities                                                      | 1,167.90         |
|                                | <b>Total</b>          |                                                                       | <b>10,979.72</b> |
| CONNECTING POINT               | 01 1100 352 001 001 1 | service contract copiers                                              | 780.63           |
|                                | 01 1100 352 002 002 2 | service contract copiers                                              | 780.62           |
|                                | 01 1100 352 001 001 1 | copier service contract                                               | 282.63           |
|                                | 01 1100 352 002 002 2 | copier service contract                                               | 282.62           |
|                                | <b>Total</b>          |                                                                       | <b>2,126.50</b>  |
| CULLIGAN WATER CONDITION       | 01 2620 352 001 001 1 | r/o                                                                   | 90.00            |
|                                | 01 2620 352 002 002 2 | r/o                                                                   | 29.50            |
|                                | <b>Total</b>          |                                                                       | <b>119.50</b>    |
| DAS STATE ACCOUNTING - CENTRAL | 01 1100 382 000 000 0 | network                                                               | 635.74           |
|                                | <b>Total</b>          |                                                                       | <b>635.74</b>    |
| EDUCATIONAL SERVICE UNIT #13   | 01 2190 591 000 000 0 | mips                                                                  | 40.00            |
|                                | 01 2410 330 000 000 0 | adaptive schools                                                      | 400.00           |
|                                | 01 2410 330 000 000 0 | cip workshop                                                          | 200.00           |
|                                | 01 1160 591 000 000 0 | valts 3rd quarter                                                     | 4,250.00         |
|                                | 01 2190 591 000 000 0 | non sped psych services                                               | 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 2161 591 003 002 2 | elem ot                                                               | 2,269.64         |
|                                | 01 2162 591 003 000   | 3-5 ot                                                                | 996.36           |
|                                | 01 2182 591 003 000 0 | 3-5 vision                                                            | 28.05            |
|                                | 01 2183 591 003 000 0 | 0-3 low vision                                                        | 552.50           |
|                                | 01 2183 591 003 000 0 | 0-3 o&m                                                               | 616.25           |
|                                | 01 1292 591 003 000 0 | sup 0-2 vision                                                        | 44.20            |
|                                | 01 1292 591 003 000 0 | sup 0-2 ot                                                            | 69.92            |
|                                | 01 1292 591 003 000 0 | sup 0-2 o&m                                                           | 49.30            |
|                                | 01 2163 591 003 000 0 | 0-2 ot                                                                | 874.00           |
|                                | 01 2151 591 003 002 2 | elem speech                                                           | 104.13           |
|                                | 01 2171 591 003 002 2 | elem pt                                                               | 135.00           |
|                                | 01 2171 591 003 001 1 | secondary pt                                                          | 127.80           |
|                                | 01 2181 591 003 002 2 | elem low vision                                                       | 113.05           |
|                                | 01 2181 591 003 001 1 | secondary low vision                                                  | 148.75           |
|                                | 01 1200 330 003 000 0 | sped inservice                                                        | 64.40            |
|                                | 01 1200 591 003 000   | sup elem ot                                                           | 181.57           |
|                                | 01 1200 591 003 000   | sup secondary low vision                                              | 11.90            |
|                                | 01 1200 591 003 000   | sup esu programs                                                      | 226.91           |
|                                | 01 1200 591 003 000   | district consult                                                      | 1,300.00         |
|                                | 01 1200 591 003 002 2 | sup elem low vision                                                   | 9.04             |
|                                | 01 1200 591 003 000   | panhandle beginnings                                                  | 3,367.00         |
|                                | 01 1200 591 003 000   | lifelinks                                                             | 2,300.00         |
|                                | 01 1200 591 003 000   | meridian a                                                            | 920.00           |
|                                | 01 1200 591 003 000   | sup elem speech                                                       | 8.33             |
|                                | 01 1200 591 003 000   | sup elem pt                                                           | 10.80            |
|                                | 01 1200 591 003 000   | sup secondary pt                                                      | 10.22            |
|                                | 01 1200 591 003 000   | sup secondary additional psych services                               | 51.48            |
|                                | 01 1200 591 003 000   | srs                                                                   | 1,278.72         |
|                                | 01 1291 591 003 000 0 | 3-5 sup ot                                                            | 79.71            |
|                                | 01 1291 591 003 000 0 | 3-5 sup low vision                                                    | 2.24             |
|                                | 01 2141 591 003 001 1 | psych secondary                                                       | 2,772.00         |
|                                | 01 2141 591 003 001 1 | additional psych services                                             | 643.50           |
|                                | <b>Total</b>          |                                                                       | <b>27,405.10</b> |
| EGAN SUPPLY CO                 | 01 2610 610 002 002 2 | annual buy supplies                                                   | 221.20           |
|                                | <b>Total</b>          |                                                                       | <b>221.20</b>    |
| FNBO CARD                      | 01 1100 610 000 000 0 | <a href="https://www.theceramicshop">https://www.theceramicshop</a> . | 28.88            |
|                                | 01 1100 610 000 000 0 | <a href="https://www.theceramicshop">https://www.theceramicshop</a> . | 51.20            |
|                                | 01 1100 610 000 000 0 | <a href="https://www.theceramicshop">https://www.theceramicshop</a> . | 25.60            |

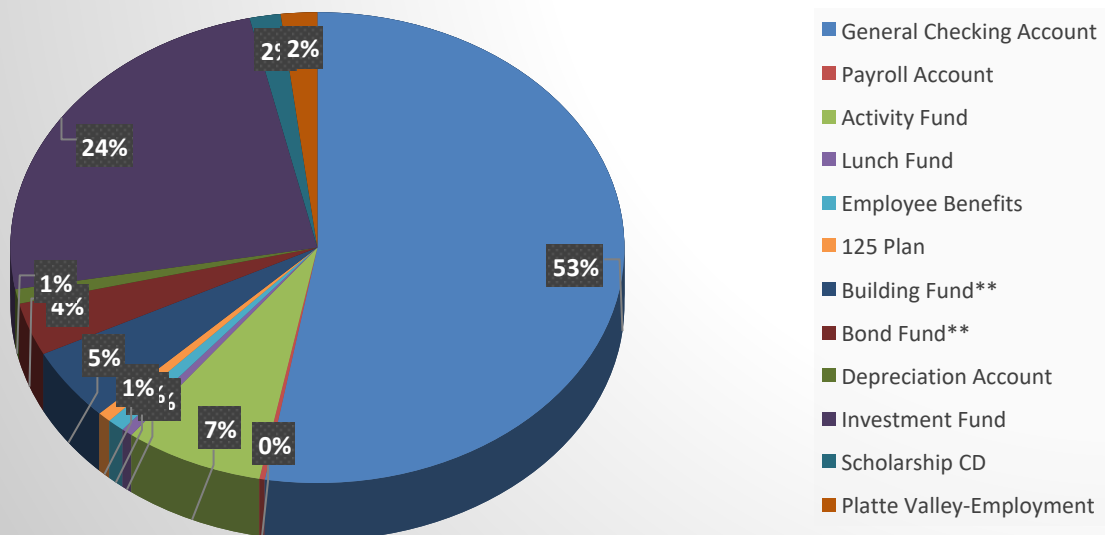
|                                   |                       |                                          |                  |
|-----------------------------------|-----------------------|------------------------------------------|------------------|
|                                   | 01 1100 610 000 000 0 | https://www.theceramicshop.              | 16.20            |
|                                   | 01 1100 610 000 000 0 | https://www.theceramicshop.              | 13.13            |
|                                   | 01 1100 610 000 000 0 | https://www.theceramicshop.              | 13.50            |
|                                   | 01 1100 610 000 000 0 | https://www.theceramicshop.              | 20.09            |
|                                   | 01 1100 610 000 000 0 | https://www.theceramicshop.              | 20.09            |
|                                   | 01 1100 610 000 000 0 | shipping                                 | 45.72            |
|                                   | 01 2510 531 000 000 0 | mailchimp                                | 13.00            |
|                                   | 01 1100 810 001 001 1 | edpuzzle                                 | 13.50            |
|                                   | 01 2510 810 000 000 0 | title fee                                | 16.00            |
|                                   | 01 3300 610 000 000   | summer school field trip                 | 103.00           |
|                                   | 01 2620 610 002 002 2 | carpet                                   | 3,200.00         |
|                                   | 01 2710 626 000 000   | Bus #11 Diesel - Odometer: 122,947       | 107.05           |
|                                   | 01 3300 610 000 000   | Blank Canvas from Hobby Lobby            | 25.09            |
|                                   | 01 3300 610 000 000   | picture frames from Dollar Tree          | 16.35            |
|                                   | 01 2710 626 000 000   | Purchase of DEF at Maverik for Bus #11   | 13.31            |
|                                   | 01 2710 626 000 000   | Purchase of Diesel for Bus #11 @ Maverik | 82.20            |
|                                   | 01 2710 610 000 000 0 | Eraser Wheel O'Reilly Auto Parts         | 41.72            |
|                                   | <b>Total</b>          |                                          | <b>3,865.63</b>  |
| HOLIDAY INN - KEARNEY             | 01 2710 330 000 000 0 | transportation director conf lodging     | 139.95           |
|                                   | <b>Total</b>          |                                          | <b>139.95</b>    |
| IDEAL LINEN SUPPLY                | 01 2610 610 001 001 1 | mats mops rags                           | 412.46           |
|                                   | 01 2610 610 002 002 2 | mats mops rags                           | 550.64           |
|                                   | <b>Total</b>          |                                          | <b>963.10</b>    |
| IDEAL/BLUFFS FACILITY SOLUTIONS   | 01 2610 610 002 002 2 | Floor Stripper                           | 312.00           |
|                                   | <b>Total</b>          |                                          | <b>312.00</b>    |
| INNOVATIVE OFFICE SOLUTIONS LLC   | 01 1100 610 000 000 0 | annual buy                               | 1,068.33         |
|                                   | <b>Total</b>          |                                          | <b>1,068.33</b>  |
| JJ Pratee Enterprisises LLC       | 01 2610 610 001 001 1 | FLOOR FINISH                             | 1,350.00         |
|                                   | <b>Total</b>          |                                          | <b>1,350.00</b>  |
| JOHNSON CONTROLS BUILDING         | 01 2620 352 001 001 1 | service agreement 2nd half               | 8,486.50         |
|                                   | 01 2620 352 002 002 2 | service agreement 2nd half               | 8,486.50         |
|                                   | <b>Total</b>          |                                          | <b>16,973.00</b> |
| KSB SCHOOL LAW                    | 01 2330 317 000 000 0 | legal fees                               | 1,619.50         |
|                                   | 01 2330 317 000 000 0 | legal fees                               | 197.50           |
|                                   | <b>Total</b>          |                                          | <b>1,817.00</b>  |
| KUSKIE STATION LLC                | 01 2710 626 000 000   | fuel                                     | 3,265.43         |
|                                   | <b>Total</b>          |                                          | <b>3,265.43</b>  |
| MCI COMM SERVICE                  | 01 2510 382 000 000 0 | telephone                                | 39.17            |
|                                   | <b>Total</b>          |                                          | <b>39.17</b>     |
| MENARDS                           | 01 2610 610 002 002 2 | Elm faucet, cleaning supplies            | 95.57            |
|                                   | <b>Total</b>          |                                          | <b>95.57</b>     |
| MIDWEST TECHNOLOGY PRODUCTS       | 01 2610 610 001 001 1 | annual buy supplies                      | 241.10           |
|                                   | <b>Total</b>          |                                          | <b>241.10</b>    |
| MORRILL COUNTY CLERK              | 01 2310 810 000 000 0 | 2026 primary election costs              | 100.00           |
|                                   | <b>Total</b>          |                                          | <b>100.00</b>    |
| NE RURAL COMMUNITY SCHOOLS ASSOC. | 01 2310 810 000 000 0 | nrca 26-27 dues                          | 850.00           |
|                                   | <b>Total</b>          |                                          | <b>850.00</b>    |
| NEBRASKA SCHOOL ATHLETIC ASSOC.   | 01 1100 352 002 002 2 | late fee                                 | 50.00            |
|                                   | <b>Total</b>          |                                          | <b>50.00</b>     |
| NEBRASKA SCHOOL TRANSPORTATION    | 01 2710 330 000 000 0 | nsta conference                          | 150.00           |
|                                   | <b>Total</b>          |                                          | <b>150.00</b>    |
| POWER SCHOOL GROUP LLC            | 01 2510 352 001 001 1 | applicant tracking                       | 1,219.73         |
|                                   | <b>Total</b>          |                                          | <b>1,219.73</b>  |
| Pyramid School Products           | 01 1100 610 000 000 0 | annual buy                               | 4,622.12         |
|                                   | <b>Total</b>          |                                          | <b>4,622.12</b>  |
| QUADIENT FINANCE USA, INC         | 01 2510 531 000 000 0 | postage                                  | 195.58           |
|                                   | <b>Total</b>          |                                          | <b>195.58</b>    |
| SCHOOL FINANCIAL SERVICES LLC     | 01 2320 810 000 000 0 | 3 year subscription, pay for two @ \$500 | 1,000.00         |

|                                   |                       |                                          |                     |
|-----------------------------------|-----------------------|------------------------------------------|---------------------|
|                                   | <b>Total</b>          |                                          | <b>1,000.00</b>     |
| SCHOOL SPECIALTY LLC              | 01 1100 610 000 000 0 | annual buy supplies                      | 786.54              |
|                                   | <b>Total</b>          |                                          | <b>786.54</b>       |
| SCOTTS BLUFF COUNTY CLERK         | 01 2310 810 000 000 0 | 2026 primary election costs              | 100.00              |
|                                   | <b>Total</b>          |                                          | <b>100.00</b>       |
| SIGN GLASSES LLC                  | 01 1200 591 003 002 2 | rememote interpreting                    | 84.00               |
|                                   | <b>Total</b>          |                                          | <b>84.00</b>        |
| SIMMONS OLSEN LAW FIRM P.C.       | 01 2330 317 000 000 0 | legal fees                               | 360.00              |
|                                   | <b>Total</b>          |                                          | <b>360.00</b>       |
| SIMPLOT GROWER SOLUTIONS          | 01 2610 610 001 001 1 | Round Up and 24d for weed control        | 370.59              |
|                                   | <b>Total</b>          |                                          | <b>370.59</b>       |
| SOAR PEDIATRIC THERAPY, LLC       | 01 2173 591 003 000 0 | 0-2 pt                                   | 196.32              |
|                                   | 01 2172 591 003 000 0 | 3-5 pt                                   | 314.33              |
|                                   | 01 2171 591 003 002 2 | elem pt                                  | 968.60              |
|                                   | <b>Total</b>          |                                          | <b>1,479.25</b>     |
| SOFTWARE UNLIMITED INC.           | 01 2510 352 001 001 1 | accounting software renewal              | 7,550.00            |
|                                   | <b>Total</b>          |                                          | <b>7,550.00</b>     |
| SOUTHEASTERN EQUIPMENT AND SUPPLY | 01 2610 610 002 002 2 | Wheels                                   | 177.15              |
|                                   | <b>Total</b>          |                                          | <b>177.15</b>       |
| STAPLES                           | 01 1100 610 000 000 0 | annual buy                               | 855.50              |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 56.64               |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 100.96              |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 4.06                |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 909.80              |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 74.94               |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 491.95              |
|                                   | 01 1100 610 000 000 0 | annual buy                               | 364.73              |
|                                   | <b>Total</b>          |                                          | <b>2,858.58</b>     |
| TIME MANAGEMENT SYSTEMS           | 01 2510 352 001 001 1 | timeclock                                | 172.50              |
|                                   | <b>Total</b>          |                                          | <b>172.50</b>       |
| WRENCH SLINGER DIESEL SERVICE     | 01 2730 352 000 000 0 | Labor: Remove Transmission /Install new  | 1,437.50            |
|                                   | 01 2730 352 000 000 0 | New Seal, 2 filters, pan gasket, ATF oil | 417.20              |
|                                   | <b>Total</b>          |                                          | <b>1,854.70</b>     |
| ZOOBEAN INC                       | 01 2220 610 002 002 2 | Comics Plus - High                       | 1,295.00            |
|                                   | 01 2220 610 002 002 2 | Add-on: Kids                             | 350.00              |
|                                   | 01 2220 610 002 002 2 | Add-on: Emerging + Children              | 350.00              |
|                                   | <b>Total</b>          |                                          | <b>1,995.00</b>     |
| JOHNSON CONTROLS BUILDING         | 03 4700 720 000 000   | eshaust fan motore ef-1                  | 1,793.08            |
|                                   | 03 4700 720 000 000   | eshaust fan motore ef-3                  | 1,793.08            |
|                                   | 03 4700 720 000 000   | eshaust fan motore ef-2                  | 1,793.08            |
|                                   | 03 4700 720 000 000   | 104 rtu not working                      | 997.32              |
|                                   | <b>Total</b>          |                                          | <b>6,376.56</b>     |
| SOLUTIONS, LLC                    |                       | <b>General Fund Total</b>                | <b>\$111,738.61</b> |
|                                   |                       | <b>Building Fund</b>                     | <b>\$6,376.56</b>   |
|                                   |                       | <b>Payroll</b>                           | <b>\$381,722.53</b> |

BAYARD PUBLIC SCHOOL  
TREASURER REPORT  
BANK STATEMENT BALANCES as of June 30,2026

|                          |    |              |
|--------------------------|----|--------------|
| General Checking Account | \$ | 2,399,393.78 |
| Payroll Account          | \$ | 13,104.89    |
| Activity Fund            | \$ | 333,327.95   |
| Lunch Fund               | \$ | 26,613.31    |
| Employee Benefits        | \$ | 41,361.65    |
| 125 Plan                 | \$ | 32,290.40    |
| Building Fund**          | \$ | 226,662.25   |
| Bond Fund**              | \$ | 165,074.60   |
| Depreciation Account     | \$ | 45,604.27    |
| Investment Fund          | \$ | 1,104,498.57 |
| Scholarship CD           | \$ | 74,291.11    |
| Platte Valley-Employment | \$ | 87,123.16    |
|                          | \$ | 4,549,345.94 |

Account Percentages

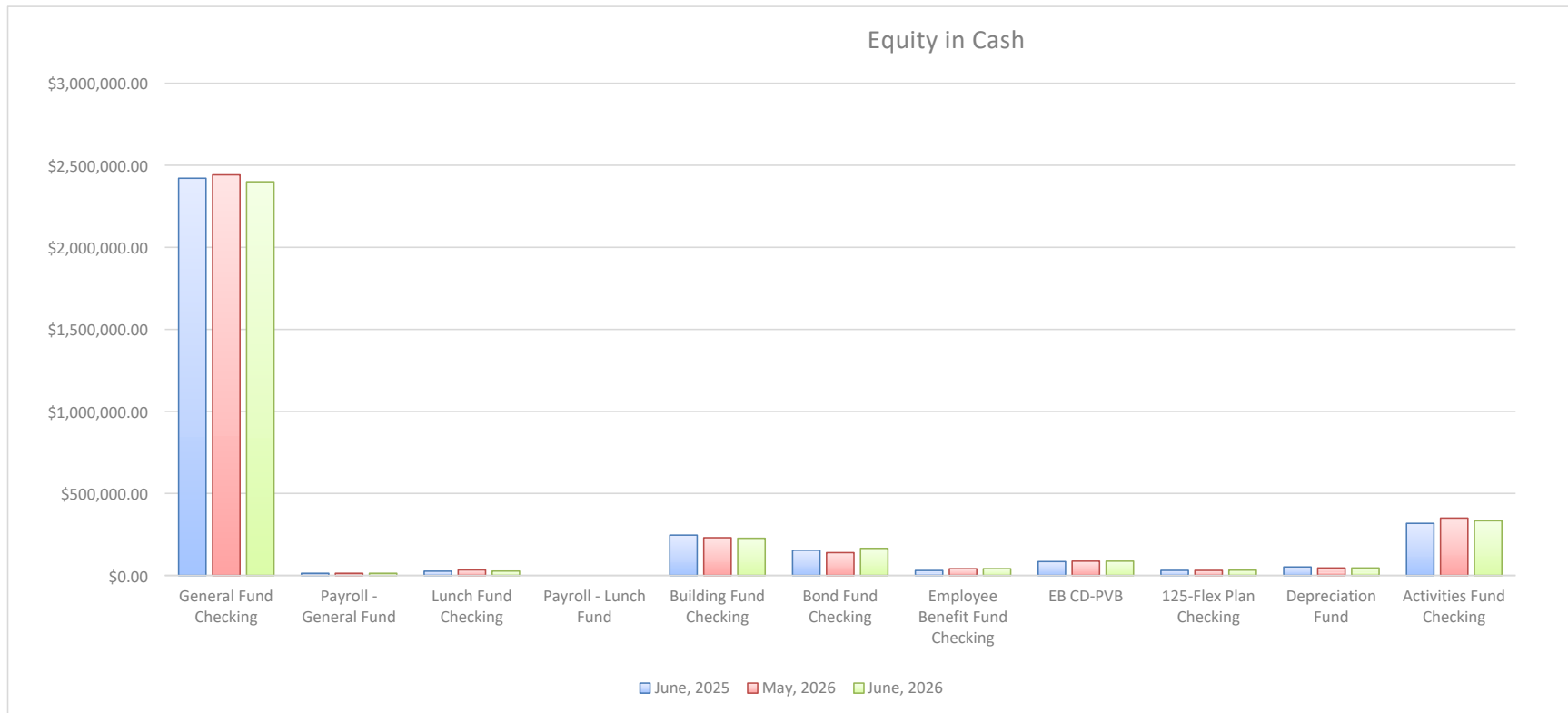


# Bayard Public Schools

## Equity in Cash

June 30, 2026

| Fund                           | Fund #      | June, 2025<br>PRIOR YEAR BALANCE | May, 2026<br>PRIOR MONTH BALANCE | June, 2026<br>REVENUES | June, 2026<br>EXPENSES   | June, 2026<br>ENDING BALANCE |
|--------------------------------|-------------|----------------------------------|----------------------------------|------------------------|--------------------------|------------------------------|
| General Fund Checking          | 01-101      | \$2,420,902.78                   | 2,441,564.56                     | 580,974.83             | (623,145.61)             | \$2,399,393.78               |
| Payroll - General Fund         | 01-104      | \$13,104.89                      | \$ 13,104.89                     | 396,902.66             | (396,902.66)             | \$ 13,104.89                 |
| Lunch Fund Checking            | 02-101      | \$26,043.77                      | 33,450.24                        | 12,762.48              | (19,599.41)              | \$26,613.31                  |
| Payroll - Lunch Fund           | 02-104      | \$0.00                           | 0.00                             | 9,593.20               | (9,593.20)               | \$0.00                       |
| Building Fund Checking         | 03-101      | \$245,896.84                     | 230,163.66                       | 1,176.85               | (4,678.26)               | \$226,662.25                 |
| Bond Fund Checking             | 04-101      | \$153,642.61                     | 139,071.09                       | 26,872.64              | (869.13)                 | \$165,074.60                 |
| Employee Benefit Fund Checking | 05-101      | \$30,208.89                      | 40,961.62                        | 400.03                 | 0.00                     | \$41,361.65                  |
| EB CD-PVB                      | 05-106-1000 | \$84,567.12                      | 87,123.16                        | 0.00                   | 0.00                     | \$87,123.16                  |
| 125-Flex Plan Checking         | 05-107      | \$30,929.56                      | 30,769.40                        | 6,188.30               | (4,667.30)               | \$32,290.40                  |
| Depreciation Fund              | 06-101      | \$51,631.25                      | 45,554.10                        | 50.17                  | 0.00                     | \$45,604.27                  |
| Activities Fund Checking       | 07-101      | \$317,554.08                     | 349,762.28                       | 4,358.85               | (20,793.18)              | \$333,327.95                 |
| Scholarship CD                 | 07-114      | \$54,256.56                      | 74,291.11                        | 0.00                   | 0.00                     | \$74,291.11                  |
| Investment Fund                | 06-105      | \$0.00                           | 1,004,498.57                     | 100,000.00             | 0.00                     | \$1,104,498.57               |
| <b>TOTAL</b>                   |             | <b>\$3,428,738.35</b>            | <b>\$ 4,490,314.68</b>           | <b>\$ 1,139,280.01</b> | <b>\$ (1,080,248.75)</b> | <b>\$4,549,345.94</b>        |





Date: June 13, 2026

School: Bayard Elementary

Dear Bayard Elementary School Community,

Congratulations! Your school has been successfully recertified as a *Leader in Me* School. Lighthouse recertification is valid for two years from June 13, 2026.

After review of the Lighthouse Self-Assessment Recertification materials, the Lighthouse Review Team would like to commend your school for the following elements:

### **Celebrations around Areas of Growth and Improvement:**

- Bayard Elementary created a New Teacher Guidebook to support new teachers as they enter the district to better understand the school's focus on the *Leader in Me*.
- Students consistently set, track, and reflect on academic goals using WIGs and Leadership Notebooks, demonstrating ownership and accountability for their learning.
- The school works hard to ensure alignment of school wide, classroom, and individual student goals by effectively implementing the 4DX process and helping students more clearly understand the connection between their daily efforts and the broader school vision.
- Trust is evident in the interactions and leadership environment throughout the school, where all stakeholders feel welcomed, valued, loved, and supported as part of the school family.

### **Paradigm of Leadership:**

- The school's commitment to the belief that every student can be a leader is demonstrated through inclusive and developmentally appropriate leadership opportunities that ensure all students can contribute in ways that align with their strengths and interests.
- Bayard intentionally elevates student voice, as students participate in leadership teams, share ideas, and help influence decisions that shape their school community and reinforce that their perspectives matter.
- Staff embrace a shared commitment to model and cultivate leadership by providing meaningful responsibilities, gradually releasing responsibility to students, and collaboratively building a school culture where leadership is embedded in everyday experiences.

### **Paradigm of Potential:**

- The school is committed to the Paradigm of Potential, creating opportunities for all students to discover and develop their unique strengths through programs, student choice, and experiences that honor individual interests and talents.
- Students are empowered to share their genius through leadership roles, showcases, assemblies, creative expression, and student voice opportunities that affirm that every perspective and contribution matters.

- Staff members intentionally support and help every student grow through goal setting, reflection, encouragement, and meaningful leadership experiences, fostering confidence, resilience, and the belief that all students are capable of success.

## **Paradigm of Change:**

- The school has a culture of continuous improvement, where staff regularly reflect on practices, seek feedback, and collaborate to identify and implement actions that strengthen outcomes for students.
- Staff members effectively utilize data, including MRA results and other measures, to guide decision-making and drive meaningful improvements in instruction, leadership practices, and school wide systems.
- Bayard demonstrates a shared commitment to the belief that change starts with each individual, as staff, students, and families contribute their voices, take responsibility for growth, and work together to create positive change within the school community.

## **Paradigm of Motivation:**

- The school's consistent implementation of goal-setting systems empowers students use Leadership Binders, scoreboards, and the 4DX process to set goals, monitor progress, and build accountability for their learning.
- The intentional integration of student voice and leadership opportunities empowers students to make meaningful choices in their learning while inspiring and motivating one another through peer leadership and modeling.
- The school's culture of reflection, recognition, and celebration acknowledges both effort and achievement, fostering engagement, perseverance, and a strong sense of pride in students' academic growth and leadership development.

## **Paradigm of Education:**

- The school demonstrates a strong partnership with families, engaging them as active participants in supporting students' academic, social, and leadership growth through student-led and kitchen table conferences.
- The school provides meaningful opportunities for families to celebrate and experience student learning through showcases, school events, and presentations that highlight students' ownership of their growth and achievements.
- Bayard shows a strong commitment to building trusting relationships by valuing family voice, seeking feedback, and fostering open communication that strengthens collaboration between home and school.

## Measurable Results:

- **Leadership:** The school achieved an overall Leadership score of 75 on the 25/26 MRA. In **Student Leadership**, *Interpersonal Development* increased 6% (71 to 77) indicating students build positive relationships through understanding, communicating, and valuing the differences they see in others. *Positive Wellbeing* increased 4% (80 to 84) as students regularly engage in activities that promote their well-being, including actions that benefit their heart, mind, and body.
- **Culture:** The school achieved an overall Culture score of 80 on the 25/26 MRA. In **Supportive Environment for Students**, *Trusting Relationships* increased 6% (74 to 80) indicating students have a high trust relationship with at least one teacher they feel comfortable with and can connect to. *Student Empowerment* increased 4% (83 to 87) as students believe they are provided with school wide and classroom opportunities that include them in decision-making and grow their leadership competence.
- **Academics:** The school achieved an overall Academics score of 83 on the 25/26 MRA. In **Empowering Teachers**, *Instructional Efficacy* increased 6% (69 to 75) indicating teachers are confident in their ability to use evidence-based instructional practices to amplify students' capacity to learn. In **Goal Achievement**, *Student Goals* increased 8% (75 to 83) as students are confident in their ability to set and achieve their goals. *Student Goal Support* increased 6% (77 to 83) as teachers are able to support their students in learning and applying the behaviors linked to effective goal achievement.

## **For continuous growth, the review team suggests:**

- The school is encouraged to continue utilizing both the MRA and the Leader in Me 5.0 Rubric to self-assess and determine yearly focus points for the overall school's leadership systems, guiding strategic reflection, planning, and continuous improvement.
- The school is encouraged to continue to annually assess the level of family engagement to identify key drivers and barriers to full participation, and to use this data to inform decisions and plan meaningful events for the following school year.



### **Lighthouse Certification:**

The Lighthouse Certification is a highly regarded standard. Achieving and maintaining Lighthouse Certification and Recertification are significant milestones, demonstrating that the school has met and upheld high standards.

All Lighthouse Schools maintain high standards and pursue continuous improvement by:

- Utilizing the self-assessment tool and the MRA to reflect on areas of growth and to celebrate accomplishments within the *Leader in Me* Rubric. (mature and sustaining)
- Providing opportunities for staff, students and families to learn and live *The 7 Habits of Highly Effective People and Core Paradigms*.
- Maintaining an active Annual License, which grants your school rights to use the intellectual property (IP) and access to *Leader in Me* Online.

### **Recertification:**

Your Milestone #1 Recertification has been achieved for the next two years. The next step in your Lighthouse journey is Milestone #2, which includes an onsite school visit and submission of Milestone #2 evidence.

### **Withdrawal of Lighthouse Certification:**

Occasionally a school may go through major changes in its structure that reflect a different school from the one that was granted the *Leader in Me* Lighthouse Certification. In these rare circumstances, withdrawal of certification may be necessary. Other conditions that may require withdrawal of certification include a breach in the protection of the intellectual property license or not upholding the responsibilities of a Lighthouse School as listed above. These circumstances are extremely rare and exist to protect the quality and fidelity of *Leader in Me* Lighthouse Schools, such as yours.

### **Questions:**

If you have questions about the Lighthouse Process, please contact:

David Ansbacher  
Director of Lighthouse and Quality Initiatives  
[lighthouse@franklincovey.com](mailto:lighthouse@franklincovey.com)

Sincerely,

A handwritten signature in black ink, appearing to read "David Ansbacher".

David Ansbacher, Ed.D.  
Director of Lighthouse and Quality Initiatives

# Administrative Monthly Report to the Board of Education

## July 2026

### Mr. Nesbitt

- The activities schedule and calendar are mostly complete. We still have a few things we need to sure up, but that is normal for this time of year.
- I will be working with Mrs. Beberniss to get our calendar for jersey ordering and equipment ordering. This will help budgetarily.
- We switched to Bound for our scheduling. This will be great, but new for everyone. Most of the state has switched to this program. We will get something out to parents soon with this information.
- The activities handbook is ready for your approval and will be sent out as a link with packets in the next couple of weeks. Mrs. Beberniss and Mrs. Ehler helped throughout that process.
- When we get Mrs. Beberniss settled in more, we will talk through the activities budget and get some numbers or thoughts on the year to share with the board for what is up and coming.
- We are still looking for an assistant girls' wrestling coach at this time.
- Coaches are working hard to ensure we have supervision of the weight room over the summer.
- Many of our girls' softball players are playing on a summer league for the Morrill County Rockers outside of the school team. They have done very well I have heard.
- Basketball had a few camps in June and had some great learning.
- Cross Country had its camp this summer.
- Football had a team camp in Bayard this year.
- Volleyball had a few camps, with another coming up closer to the season.
- Wrestling attended a camp in Crawford this past week.

All of the camps and games are in accordance with NSAA bylaws and coaches have also done a great job letting kids be kids with some free time in the summer. They have done well to create a balance for the kids to get better, but not take up their entire summer.

- We will plan our activities golf tournament, on August 21st, 2026. This is a great tournament for our groups that want to be involved to raise money for their upcoming seasons. This is a great opportunity for our students and coaches to work with the community members positively. It is a great thing to kick off our school year.

## **Superintendent Report - July 2026**

### **Expectations:**

Included, you will find my expectations guide for the upcoming 2026-2027 school year as I progress into my new superintendent role. I will believe this will be important to ensure we are all in agreement with the processes and expectations throughout the year. I have also shared expectations more specific to the administrators, and plan to do the same for the teachers.

### **What You Can Expect From Me**

- I will strictly adhere to the Code of Ethics.
- I will follow all established organizational policies and rules.
- I will maintain respectful and courteous interactions with all stakeholders.
- I will work hard to answer your questions promptly and arrange for any visits you wish.
- I invite all board members whenever an invitation is extended to one to come into the school, all activities, and school events.
- I will follow the established chain of command.

### **What I Need from You**

- If you have an issue, concern, or receive a complaint, please work directly through me. Every situation can be resolved effectively at the appropriate level.
- Allow Board policy and rules to work in all situations, particularly during challenging or difficult ones.
- Help me maintain an environment with little to no surprises.
- Commit to clear and transparent communication.
- Adhere strictly to the board's Code of Ethics.

### **Goals:**

Included, you will find my recommendation for goals for the 2026-2027 school year for your review. I worked with Ms. Liggett to set some of these goals to ensure some consistency and continued progress towards different important aspects for the district, such as budget, academic success, and communication.

#### **1. Maintain Financial and Operational Stability**

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

## **2. Support Teaching and Learning**

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

## **3. Build Trust through Relationships and Communication**

- Commit to being an active, visible participant in daily school life, engaging with students and staff in hallways and classrooms when possible, and connecting with families at school-sponsored activities.
- Partner with building principals and staff to share positive district stories or student achievements via local media and social channels, creating a positive narrative that tells our story.
- Reduce communication gaps and build trust by creating a tailored, consistent communication plan, including all school staff, to inform all Bayard stakeholders.

### **Priority School - Goals:**

Included, you will find the goals for the upcoming priority school process. I will be including a short presentation to explain the priority school process, including but not limited to what the priority school status includes, why we were designated as a priority school, and how we are going to ensure we increase our academic successes throughout this process.

- **ELA:** By spring 2029, at least 50% of students will be proficient on the ACT English Language Arts assessment, increasing from a baseline proficiency rate of 16% in 2025.
  - Progress toward this goal will be monitored annually through ACT ELA proficiency rates, with interim targets of 30% proficiency in 2027 and 40% proficiency in 2028.
- **Math:** By spring 2029, at least 45% of students will be proficient on the ACT English Language Arts assessment, increasing from a baseline proficiency rate of 4% in 2025.
  - Progress toward this goal will be monitored annually through ACT math proficiency rates, with interim targets of 25% proficiency in 2027 and 35% proficiency in 2028.
- The rationale for the difference in ELA and Math is important to track growth during implementation of the new curriculum.
- **Post Secondary Readiness:** 85% of students in the 2029 Graduation Cohort will be postsecondary ready, increasing from a baseline proficiency rate of 75% in 2025.
  - Progress toward this goal will be monitored annually through ACT ELA

proficiency rates, with interim targets of 30% proficiency in 2027 and 40% proficiency in 2028.

- Successfully complete two or more Advanced Placement/International
- Baccalaureate/Cambridge International/Dual Enrolment courses;
- Earn the Seal of Biliteracy; Complete two or more intermediate or capstone courses in the same Career and Technical Education (CTE) career cluster program area (earn the Concentrator designation);
- Successfully complete a work-based learning experience; or
- Met/Exceeded the Advanced threshold in ELA, Math, and Science on the statewide ACT assessment.

### **Budget:**

1. I talked to Carl Dietz about some budget items to ensure I am utilizing him.
2. The new budget form is out, and I will begin to move numbers into the updated form that Lori and I worked on. We will not be able to get much further until the valuation comes out at the end of July. I will then be working with Carl on the budget for the upcoming year, along with attending a budget meeting for new superintendents on July 21st. Also, I plan to sit with the NDE at admin days to go over our budget at the end of July. We will begin getting more information out about the budget and set our timeline to ensure we meet all our deadlines.
3. I have included a slide in my presentation to update you on the basic current budget information from the year and projections as we are close to a new fiscal year.

### **Additional Information:**

1. In an effort to ensure we would not push the budget to the limit before the end of the fiscal year and help ensure we would not need to add to the upcoming budget for a few items, we plan to utilize the money from the sale of the land to cover the following:
  - New carpet tiles are being placed in the Elementary SPED room. The cost of the carpet tile will be \$3200, purchased at Home Depot by evaluating 3 different bids. Carpet removal will be provided by our Elementary custodial staff.
  - New carpet tiles are being placed for \$2000 by Tom Randall by evaluating 3 different bids regarding cost.
  - Leader In Me is being utilized with fidelity in the Elementary as they are designated as a Lighthouse school. Through this continued support for our students from the leadership standpoint, this program has been effective. The goal is to continue, but utilize grant money to fund this initiative in the future. This upcoming year, the grant is still being assessed. We will be utilizing \$5200 to continue this program with the understanding that in the future it will be grant-funded.
2. Ms. Schluterbusch has been working on a technology plan. One of the initiatives we are

looking at implementing is through technology insurance. This technology plan introduces an optional Device Repair Incentive Program designed to reduce the financial burden of accidental Chromebook repairs for families while helping the district recover repair costs. For an annual fee of \$20 per device (\$10 for students qualifying for Free/Reduced Lunch), participating families receive a \$20 credit toward repair costs and pay only 50% of the eligible repair costs. The program encourages responsible care of district-issued devices, provides students with temporary loaner devices during repairs, and helps the district maintain a sustainable technology program without placing the full cost of accidental damage on families or the school.

3. Turf tank stopped by and completed a demonstration with Mr. Erdman. This is a GPS-driven paint machine utilized on football fields and outdoor events. Currently, spray-painted for events by hand. They are sending us a quote they are completing right now for interest. I plan to reach out to a neighboring school to assess the feasibility of sharing the cost and utilization across districts, if this would be of any interest.
4. The annual staff appreciation will be coming up in August. Dates will be shared to come up with a date that will be the best possible time. It will be good to start talking to a possible venue soon and a meal idea before we get too far into August. This is a great welcome back event for the staff to kick off the new year.
5. With all the policies updated, we are planning to work on getting them put onto Sparq soon for ease of access and use. We will then look to utilize that link to put on our school website.
6. Mr. Salazar has been updated with my new role and reached out, so we can keep in contact as we continue through the process, as he returns as our Spanish teacher, hopefully in the near future. He knows to contact me with any questions.
7. For the new school year, we will have new goals, but the same Tiger Pride. This year at Bayard Public Schools, I would like to introduce the '**B All In.**' theme for the year. When we show up halfway, we get results halfway. But when we choose to '**B All In**'—in our classrooms, in our activities, and in our community, there is absolutely nothing we cannot achieve.



## **3061**

### **ACH Originator**

The District sends electronic payments through the ACH (Automated Clearing House) Network such as payroll direct deposits and/or vendor payments. Because of these payments, the District is classified as an ACH Originator. As an ACH Originator, the District complies with the National Automated Clearing House Association (NACHA) Operating Rules which govern the ACH Network. The District's bank requires compliance with the Rules as a condition of the District's ability to send ACH Payments.

**Responsibilities.** The District follows all terms of its Originating Depository Financial Institution/Originator Agreement with its bank. The District obtains a written authorization before sending any ACH payment. The District meets all processing deadlines set by the bank and NACHA. The District gives authorization records to the bank upon request within NACHA's required timeframes. The District keeps all sensitive banking information secure. When the District receives a Notification of Change, it updates the payment record before the next ACH transaction. When the District receives a return due to an error or unauthorized activity, it stops all related subsequent payments until instructions are received from the Bank. The District keeps its computer systems and network secure in line with its bank agreement. The District uses procedures to spot unauthorized payments. All employees with ACH duties will complete training, if required by the Bank or NACHA, and respond to audit requests. The District will implement internal controls and procedures to mitigate errors and risk of unauthorized ACH entries.

**Fraud Monitoring.** The District reviews ACH transactions for unusual patterns or amounts before submitting each file. If the District suspects an error or unauthorized ACH transaction, the District will: determine whether the problem is fraud, a scam, or an internal error; notify the bank right away; contact law enforcement if needed; and stop all related future ACH transactions.

**Employee Training.** All employees with ACH duties will complete any ACH origination training required by the District's designated bank(s).

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **4065 Staff Use of AI Tools**

As used in this policy, artificial intelligence tools (“AI Tools”) means machine-based resources that use computer science, algorithms, large language models, and/or machine learning to perform tasks, answer questions, collect information, and respond to human-directed tasks, queries, and objectives. AI Tools include, but are not necessarily limited to, commercially-available resources like ChatGPT, Gemini, Claude, and similar technologies. The board wants to encourage staff to use AI tools to support student learning in safe and lawful ways.

This policy works together with the district’s policies on Student Use of AI Tools, Staff Internet and Computer Use, and Staff and District Social Media Use.

**Tool Approval.** Staff may not use an AI Tool with students or with student information unless a member of the district’s administration has approved it. To use a new tool, staff must request approval from his/her supervising administrator first. Before approving a tool, the district will review the vendor’s privacy and security practices, the kind of student information the tool would use, and whether a written data-sharing agreement with the vendor is required. The district will keep a list of approved AI Tools and the allowed uses for each.

### **I. Staff Expectations for Use of AI Tools in Education**

**A. Acceptable Use of AI Tools.** Staff members must use their own professional oversight for any task they use AI Tools to complete and must carefully review the outputs of all AI Tools. Staff may use approved AI Tools to help with things like:

1. Drafting lesson plans, learning goals, and activities;
2. Assisting in initial review and feedback of student work;
3. Making reading passages or practice problems at different levels;
4. Drafting general messages like newsletters or announcements;
5. Finding resources or summarizing public information;
6. Drafting routine communications.

**B. Protecting Student Information.** Staff may upload student information into an AI Tool only when (a) the tool is district-approved, and (b) the vendor is bound by a written data-sharing agreement with terms that meet FERPA, COPPA, PPRA, and applicable state student data privacy laws. For this purpose, student information includes student names, ID numbers, education records, IEPs, Section 504 plans, evaluations, health records, and discipline records. This rule applies whether the staff member uses a district account, a personal account, a free version, or a paid version.

**C. Recording and Transcription Tools.** Staff may use AI recording or transcription tools only if:

1. The transcription tool has been approved by an administrator for use in the school context; and
2. All participants to the meeting are informed that the staff member is recording or transcribing the meeting.

The resulting recording or transcript may be subject to the district's retention and confidentiality policies.

**D. Unacceptable Use of AI Tools in Education.** Staff may never use AI tools to:

1. Upload FERPA-protected information about students without the express, written authorization from administrators who have assured themselves that such disclosure is lawful;
2. Relying solely on an AI Tool to grade student work that counts toward a grade or transcript or otherwise evaluate student academic progress;
3. Make or share deepfakes or fake images, audio, or video of any real person.
4. Make or share sexual or intimate images of any real person—even if the image is AI-generated;
5. Use AI to harass, bully, threaten, or impersonate any student, staff member, parent, board member, or community member;
6. Use AI to watch, track, or scan faces of students or staff outside of systems the board has approved;

7. Upload materials to AI if the copyright or license does not allow it;
8. Share district AI accounts or passwords with students or others;
9. Use district AI accounts for personal or business reasons; or
10. Use AI to bypass district network security, content filters, or device controls.

If any staff member is uncertain about the application of this policy to any AI Tool use, the staff member will check with a supervising administrator before use.

Adopted on: 7-13-2026

Revised on: \_\_\_\_\_

Reviewed on: 7-13-2026

## **6009**

### **Grade Placement and Academic Credits of Transfer Students**

The district will use the criteria outlined below to determine both the grade-level placement and the academic credit awarded to transfer students. The administration is the final decision-maker and decisions made pursuant to this policy may not be appealed to the board of education.

#### **Transfer from an Accredited School District.**

A student transferring from an accredited school generally will be placed at the grade level that is comparable to the placement in the school from which the student is transferring. Temporary placement may be made until a student's records are received to verify the placement.

The student's building principal may place a student into a grade level that is different from the accredited school from which the student is transferring after considering the following information:

- Student's chronological age
- Previous school experience
- Academic transcript received from the accredited school of origin
- Testing data from the accredited school of origin, including but not limited to, standardized achievement test data, criterion-referenced test data, classroom testing data, and diagnostic test data
- Testing data from any tests or assessments conducted by the school district

All credits awarded to a student by an accredited institution will be counted towards applicable graduation requirements for the transferring student.

#### **Transfer From a Non-Accredited School.**

A student or a parent/guardian of a student who is transferring into the district from a non-accredited school must provide the district with copies of all materials that have been used to provide instruction to the student that the family would like the district to consider in determining the appropriate grade level at which to place the student and credits to be awarded to the

student. The student's building principal will then consider those materials and the following factors in determining the grade level placement for the student:

- Student's chronological age
- Previous school experience
- Materials submitted by the student or family pursuant to this policy
- Testing data from any tests or assessments conducted by the school district

The district will only award credit toward graduation from courses while the student was in a non-accredited school if the student can demonstrate mastery of the concepts required for completion of that course. Mastery will be assessed by standard and nonstandardized testing, at the discretion of the administration.

### **Multiple Enrollments and Re-enrollments In the Same Semester**

Students from non-accredited schools who disenroll and then re-enroll in the district multiple times during the same semester will be permitted to resume the grade placement that the student was in at the time of the prior enrollment. However, students who fail to attend the total number of days per semester required of enrolled students will not be eligible to receive credit for the partial semester of enrollment.

The district will not retroactively award credit for time spent in exempt or non-accredited status.

A student's eligibility to participate in extracurricular activities upon re-entry is subject to all eligibility rules and the district's policies governing extracurricular eligibility.

### **Placement of International Students.**

The district administration, in conjunction with the building principal, will determine the appropriate grade level/credit status of a student transferring from a country other than the US.

## **Graduation Requirements**

Regardless of the school(s) previously attended, a student transferring into the school district in grades 9-12 will be responsible for meeting all graduation requirements to be awarded a diploma from the district.

Adopted on: 7-13-2026

Revised on: \_\_\_\_\_

Reviewed on: 7-13-2026

## **3048**

### **Communicable Disease**

The district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases. The district complies with Neb. Rev. Stat. §§ 79-217 to 79-223 and Title 173 Nebraska Administrative Code, Chapter 3.

**Definitions.** Terms used in this policy have the meanings given in 173 NAC 3-002. A “reportable communicable disease” means a disease that must be reported under 173 NAC, Chapter 1.

**Signs and Symptoms; Sending Students Home.** Staff will watch for signs and symptoms of contagious or infectious disease. These signs and symptoms include fever, flushed face, headache, body aches, unexplained tiredness, loss of appetite, stomach ache, nausea, vomiting, diarrhea, convulsions, sore throat, nasal congestion or discharge, unexplained skin eruption, and sore or inflamed eyes. The district will notify the parent or guardian of the student’s signs or symptoms. Upon notice, the parent or guardian must immediately cooperate with the district to arrange safe transportation home or another appropriate caregiver for the student. The district will report any failure to reasonably cooperate with the district to the Department of Health and Human Services or local law enforcement as appropriate.

**Notice to School Authority.** When the district sends a student home for a suspected contagious or infectious disease, the principal or school nurse will notify the superintendent or designee without delay.

**Reports to Public Health.** The school nurse, or a person acting in the capacity of a school nurse, will report each case or suspected case of a reportable communicable disease. The report must go to the local public health department or the Nebraska DHHS Division of Public Health as provided in 173 NAC 1-007.04.

**Exclusion From School.** The district will exclude a student with a confirmed communicable disease for at least the minimum isolation period in Attachment 1 to 173 NAC, Chapter 3. The student must be free of acute signs and symptoms. The student must be fever-free for 24 hours without fever-reducing medication before returning to school.

**School Attendance and Participation in School Sponsored Activities.** The district will provide educational services to a student diagnosed with a communicable disease as required by law. The district will restrict the

student as needed to prevent the spread of disease, to protect the student's health and privacy, and to protect others. Participation in Nebraska School Activities Association (NSAA) events is subject to NSAA rules and the provisions of the district activity handbook.

**Infection and Exposure Control Procedures/Universal Precautions.**

The district will monitor the information available through the Federal Centers for Disease Control, the Nebraska Department of Health and Human Services, and the Occupational Safety and Health Administration. This policy and any procedures, universal precautions, or exposure control plans will be modified, if appropriate, based upon the best new medical information provided by the above sources.

**Outbreaks.** In an outbreak or epidemic of a communicable disease, the superintendent may exclude students, reassign students, or close one or more schools. The superintendent will coordinate with the local health department and the Nebraska Department of Health and Human Services as needed.

**Confidentiality.** The district will keep information about a person's communicable disease confidential. The district will share information only with staff on a need-to-know basis. When the district must inform a person about another person's condition, the district will inform that person of the duty to keep the information confidential. The district will communicate about a student's communicable disease consistent with the student's IEP or Section 504 Plan, if any.

**Staff Training.** Staff will receive training regarding communicable diseases and the requirements of this policy and any adopted procedures as part of the training received under the Workplace Injury Prevention and Safety Committee policy.

Adopted on: 7-13-2026

Revised on: \_\_\_\_\_

Reviewed on: 7-13-2026

## **2008 Meetings**

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

### **1. Types of Meetings**

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

### **2. Notice**

**Method of Publishing Notice of Meetings.** The board will publish reasonable advanced notice of all meetings on its website. The notice will contain a statement that the current agenda is available for inspection at the Superintendent's office during normal business hours. The Superintendent or designee may but is not required to provide information about meetings in other ways, such as social media or posting notices in physical locations in the district.

**Publication of Notice Method and Regular Meeting Schedule.** Four times per year, in a newspaper of general circulation, the board will publish its regular meeting schedule, location of regular meetings, and the designated method of publishing meeting notices.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

### 3. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The meeting minutes shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

The Superintendent will make a copy of the Open Meetings Act available at all meetings.

Adopted on: 7-13-2026

Revised on: \_\_\_\_\_

Reviewed on: 7-13-2026

## **5045 Student Fees**

The school district shall provide free instruction in accordance with the Nebraska State Constitution and the Nebraska statutes. The district also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the district is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

### **A. Definitions.**

- 1.** "Students" means students, their parents, guardians or other legal representatives.
- 2.** "Extracurricular activities" means student activities or organizations that (1) are supervised or administered by the district; (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the district.
- 3.** "Post-secondary education costs" means tuition and other fees associated with obtaining credit from a post-secondary educational institution.

### **B. Listing of Fees Charged by this District.**

#### **1. Guidelines for Clothing Required for Specified Courses and Activities.**

Students are responsible for complying with the district's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses, or activities in which they participate. The teacher, coach, or sponsor of the activity will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course, or activity.

## **2. Safety Equipment and Attire.**

The district will provide students with all safety equipment and attire that is required by law. Building administrators will ensure that (a) such equipment is available in the appropriate classes and areas of the school buildings, (b) teachers are directed to instruct students in the use of such devices, and (c) students use the devices as required. Students are responsible for using the devices safely and as instructed.

## **3. Personal or Consumable Items.**

The district does not provide students with personal or consumable items for participation in courses and activities, including, but not limited to, pencils, paper, pens, erasers, and notebooks. Students who wish to supply their own personal or consumable items may do so, as long as those items comply with the requirements of the district. The district will provide students with facilities, equipment, materials, and supplies, including books. Students are responsible for the careful and appropriate use of such property. Students will be charged for damage to school property caused by the student and will be held responsible for the reasonable replacement cost of any school property that they lose.

## **4. Materials Required for Course Projects.**

The district will provide students with the materials necessary to complete all basic curricular projects. In courses where students choose to produce a project that requires materials beyond the basic materials provided by the district, the students will furnish the materials, purchase the materials from the school, or purchase the materials from an outside vendor with an order form provided by the school.

## **5. Technological Devices**

The district will provide students with the technological devices necessary to complete all basic curricular projects. To the extent that a student is not required by the district's curriculum to utilize a device off district property, the district may charge students a convenience fee to take the device off district property. The maximum dollar amount of this convenience fee charged by the district will be \$50.

As with all school property, students may be charged for damage to such devices. To protect against such potential losses, students and parents

may, but are not required to, purchase insurance coverage for the devices. The maximum dollar amount of this insurance coverage facilitated by the district will be \$20.

Additionally, the district may allow students to purchase technological devices by arranging for the students to purchase these devices through a single payment at the original value of the device after graduation.

## **6. Extracurricular Activities.**

The district may charge students a fee to participate in extracurricular activities to cover the district's reasonable costs in offering such activities. The district may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may charge a reasonable fee for the use of district-owned equipment or attire. Attached to this policy is a list of the fees charged for particular activities. The coach or sponsor will provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity.

## **7. Post-Secondary Education Costs.**

Some students enroll in postsecondary courses while still enrolled in the district's high school. As a general rule, students must pay all costs associated with such post-secondary courses. Students who choose to apply for post-secondary education credit for these courses must pay tuition and all other fees associated with obtaining credits from a post-secondary educational institution. Unless the cost of the course is covered by a grant or other outside source.

## **9. Copies of Student Files or Records.**

The district may charge a fee for making copies of a student's files or records for the parents or guardians of such student. The Superintendent or the Superintendent's designee shall establish a schedule of student record fees. Parents of students have the right to inspect and review the students' files or records without the payment of a fee, and the district shall not charge a fee to search for or retrieve any student's files or records. Fees will be determined according to state statute.

The district will charge a fee of \$\_\_\_\_ per page for reproduction of student records.

#### **10. Participation in Pre-Kindergarten Services.**

The district will charge reasonable fees for participation in pre-kindergarten services offered by the district pursuant to statute. The amount of the fee will be set annually by the Board of Education.

#### **11. Charges for Food Consumed by Students.**

The district will charge for items that students purchase from the district's breakfast and lunch programs. The fees charged for these items will be set according to applicable federal and state statutes and regulations. The district will charge students for the cost of food, beverages, and the like that students purchase from a school store, vending machine, booster club or from similar sources. Students may be required to bring money or food for field trip lunches and similar activities.

The maximum dollar amount charged by the district for the breakfast and lunch programs is as follows:

Early Childhood Breakfast 1.75

Early Childhood Lunch 2.90

Elem Breakfast 2.75

Elem Lunch 3.90

HS Breakfast 2.85

HS Lunch 4.00

##### ADULTS

Adult Breakfast 4.00

Adult Lunch 6.00

#### **12. Contributions for Junior and Senior Class Extracurricular Activities.**

Students are eligible to participate in a number of unique extracurricular activities during their last two years in high school, including prom, various senior recognitions, and graduation. In order to fund these extracurricular activities, the school district may ask each student to make a contribution to their class's fund. This contribution is completely voluntary.

### **C. Waiver Policy.**

Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for (1) participation in extracurricular activities, (2) materials for course projects, and (3) the use of a musical instrument in optional music courses that are not extracurricular activities. Actual participation in the free or reduced-price lunch program is not required to qualify for the waivers provided in this section. The district is not obligated to provide any particular type or quality of equipment or other material to eligible students. Students who wish to be considered for waiver of a particular fee must submit a completed fee waiver application to their building principal.

### **D. Distribution of Policy.**

This policy will be published in the Student Handbook or its equivalent, that will be provided to students at no cost.

### **E. Voluntary Contributions to Defray Costs.**

The district will, when appropriate, request donations of money, materials, equipment, or attire from parents, guardians, and other members of the community to defray the costs of providing certain services and activities to students. These requests are not requirements, and staff members of the district are directed to clearly communicate that fact to students, parents and patrons.

### **F. Fund-Raising Activities**

Students may be permitted or required to engage in fundraising activities to support various curricular and extracurricular activities in which they participate. Students who decline to participate in fundraising activities are not eligible under this policy for waiver of the costs or fees which the fundraising activity was meant to defray.

### **G. Student Fee Fund.**

The school board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund that will not be funded by tax revenue, and that will serve as a depository for all monies collected from

students for (1) participation in extracurricular activities, (2) post-secondary education costs, and (3) summer school or night school courses. Monies in the Student Fee Fund shall be expended only for the purposes for which they were collected from students.

Adopted on: \_\_\_\_\_

Revised on: 7/8/26

Reviewed on: 7/8/26

## **5057**

### **District Title I Parent and Family Engagement Policy**

The school district will jointly develop with parents a School-Parent-Student Compact that outlines how the parents, school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards.

The written District Parent and Family Engagement Policy will be jointly developed and distributed to parents and family members of participating children and the local community in an understandable format and to the extent practicable, in a language the parents can understand. An annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy will be used to design evidence-based strategies for more effective parental involvement, to revise the Parent and Family Engagement Policy and to remove barriers to participation.

The school district recognizes the unique needs of students who are being served in its Title I program and the importance of parent and family engagement in the Title I program. Parent and family engagement in the Title I Program shall include, but is not limited to:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.
2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions, coordination and integration with other Federal, State, and district programs, and evaluations of progress.
3. Opportunities for participation in parent involvement activities, such as training to help parents work with their children to

improve achievement. A goal of parent activities is to provide parents with opportunities to participate in decisions relating to the education of their students, where appropriate.

4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, parents with limited literacy, are economically disadvantaged, are of a racial or minority background, or parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.
5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.
6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.
7. Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

This policy shall be reviewed annually at the annual meeting, where concerned parties can have a conversation about possible changes to the Parent and Family Engagement Policy.

Adopted on: 7-13-2026

Revised on: \_\_\_\_\_

Reviewed on: 12-8-2025

## **5054 Student Bullying**

**Definition of Bullying.** Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” The school district’s administrators will consider these definitions when determining whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

**Bullying Prohibited.** Students are prohibited from engaging in any form of bullying behavior.

**Reporting Bullying.** Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator. Students can use the district’s anonymous platform Safe Schools Tip and Safe2Help reporting lines to make this report. Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

**Bullying Investigations.** School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

**Disciplinary Consequences.** The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity, and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences, including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts

the educational environment, the district's day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

**Bullying Based on Protected Class Status.** Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district's antidiscrimination policies.

**Support for Students Who Have Experienced Bullying.** Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if appropriate, will refer those students to the district's student assistance team.

**Bullying Prevention and Education.** Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities that educate students about bullying, bullying prevention, and digital citizenship.

**Policy Review.** The school district shall review this policy annually.

Adopted on: 7-13-2026

Revised on:

Reviewed on: 7/14/2025

## 5052

### SCHOOL WELLNESS POLICY

The Bayard Public School (BPS) District is committed to providing school environments that support the needs of growing children and individuals as a whole and to ensure that all children are safe, supported, and engaged each day as they walk into our buildings. To support the needs of all students, BPS takes pride in promoting and protecting children's health, well-being, and ability to learn by supporting healthy eating and physical activity. Therefore, it is the policy of the Bayard Public School District that practical and reasonable efforts will be made to comply with the following:

- The school district will engage students, parents, teachers, food service professionals, health professionals, and other interested community members in developing, implementing, monitoring, and reviewing district-wide nutrition and physical activity policies.
- All students in grades K-12 will have opportunities, support, and encouragement to be physically active on a regular basis.
- Foods and beverages sold or served at school will meet the nutrition recommendations of the U.S. Dietary Guidelines for Americans.

District Nutrition Service staff will obtain and maintain the appropriate training necessary to be in compliance with the [Professional Standards](#) set forth by the National School Lunch Program.

- Qualified child nutrition professionals will provide students with access to a variety of affordable, nutritious, and appealing foods that meet the health and nutrition needs of students; will accommodate the religious, ethnic, and cultural diversity of the student body in meal planning; and will provide clean, safe, and pleasant settings and adequate time for students to eat.
- To the maximum extent practicable, our district will participate in available federal school meal programs.
- The district will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity, and will establish linkages between health education and school meal programs, and with related community services.

#### TO ACHIEVE THESE POLICY GOALS:

##### I. Wellness Team (School Health Advisory Committee)

##### Committee Role and Membership

- A. The school district will convene a representative Wellness Committee (WC) that will meet a minimum of four (4) times per year to develop, implement, monitor, review, and, as necessary, revise school nutrition and physical activity policies, including this School Wellness Policy. The team will also serve as resources for implementing these policies.
- B. The WC membership consists of a group of individuals representing all school levels and include (to the extent possible) but not be limited to: parents and caregivers; students; school nutrition program representatives; physical education teachers; health education teachers; school health staff or representatives, and mental health and social services staff; school administrators, school board members; health professionals; classroom teachers; and the general public. When possible and available, membership will also include Supplemental Nutrition Assistance Program Education coordinator. To the extent possible, the WC will include representatives from each school building and reflect the diversity of the community.

## **Leadership**

The Superintendent or designee(s) will convene the WC and facilitate the development of and updates to the wellness policy, and will ensure each school site's compliance with the policy.

The superintendent and building administrators will ensure compliance with the policy and designate a Wellness Policy Committee.

## **II. Nutrition**

### **Nutritional Quality of Foods and Beverages Sold and Served on Campus**

#### **Nutrition Guidelines Foods Provided/Sold Foods**

Nutrition guidelines have been selected by the District for all foods available in each school building during the school day with the objective of promoting student health and reducing childhood obesity.

The guidelines are as follows: (1) school breakfast and lunch programs will be offered which meet or exceed the requirements of federal and state law and regulatory authorities and (2) no foods in competition with the school lunch or breakfast program shall be sold or otherwise made available to students anywhere on school premises during the period of one-half hour prior to the serving period for breakfast and lunch and lasting until one-half hour after the serving of breakfast and lunch. The Superintendent or designee shall establish such further nutrition guidelines as are determined appropriate to meet the stated mission.

#### **School Meals**

All schools within the District participate in USDA child nutrition programs, including the National School Lunch Program (NSLP), the School Breakfast Program (SBP). *[Other District nutrition programs in which the district participates may include the Fresh Fruit & Vegetable Program (FFVP), Special Milk Program (SMP), Summer*

*Food Service Program (SFSP), Nebraska Beef in Schools programs, school gardens, Breakfast in the Classroom, Mobile Breakfast carts, Grab 'n' Go Breakfast, or others.]*

Meals served through the NSLP and SBP will meet, at a minimum, nutrition requirements established by local, state, and federal statutes and regulations. When practical and available in a form that can be efficiently prepared, local foods will be used in the school lunch program.

### **Free and Reduced priced Meals**

BPS will make every effort to eliminate any social stigma attached to, and prevent the overt identification of students who are eligible for free and reduced-price school meals. Information on free/reduced priced meals is provided in the enrollment packet that each student receives, multiple parent meetings, and is posted on the District website as well as social media platform(s).

The district will not use a debt collection agency to directly or indirectly collect, or attempt to collect, debts due or assessed to be owed on a school lunch or breakfast account of any student nor will it assess or collect any interest, fees, or monetary penalties for outstanding debts on a school lunch or breakfast account of any student.

### **Water**

To promote hydration, free, safe, unflavored drinking water will be available to all individuals and students throughout the school day and throughout every school campus. Students are encouraged to bring water bottles and use the multiple filling stations throughout each building site. If students do not have a water bottle, water fountains are available for use. The District will make free drinking water available where school meals are served during meal times, cups are available at no cost to individuals.

### **A la Carte/School Store**

The district does not have an a la carte or school store.

### **Food Vending Machines**

Any food vending will be in compliance with the Nebraska Department of Education School Nutrition Program guidelines and [USDA nutrition standards](#), Smart Snacks. To support healthy food choices and improve student health and well-being, all foods and beverages from vending machines outside the reimbursable school meal programs that are sold to students on the school campus during the school day will meet or exceed the USDA Smart Snacks nutrition standards. A summary of the standards and information is below.

To qualify as a Smart Snack, a snack or entree must:

- Be a grain product that contains 50% or more whole grains by weight (have a whole grain listed as the first ingredient), or
- Have as the first ingredient a fruit, vegetable, dairy product or protein food, or
- Be a combination food that contains at least ¼ cup of fruit and/or vegetable, and

- Meet the following minimum standards for calories, sodium, sugar, and fat:

| <b>Nutrient</b>      | <b>Snack</b>              | <b>Entree</b>             |
|----------------------|---------------------------|---------------------------|
| <b>Calories</b>      | 200 calories or less      | 350 calories or less      |
| <b>Sodium</b>        | 200mg or less             | 480mg or less             |
| <b>Total Fat</b>     | 35% of calories or less   | 35% of calories or less   |
| <b>Saturated Fat</b> | Less than 10% of calories | Less than 10% of calories |
| <b>Trans Fat</b>     | 0g                        | 0g                        |
| <b>Sugar</b>         | 35% by weight or less     | 35% by weight or less     |

### **Fundraising Activities**

To support children's health and school nutrition education efforts, BPS will encourage fundraising activities that will promote physical activity and/or involve food that is in compliance with USDA regulations. Foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards may be sold through fundraisers on the school campus during the school day. Foods and beverages that do not meet the Smart Snack nutrition standards can be sold through fundraisers as long as they are sold after school hours.

### **Snacks**

Snacks served during the school day have an emphasis on serving fruits and vegetables as the primary snacks and water or milk as the primary beverage. BPS will assess if and when to offer snacks based on the timing of school meals, children's nutritional needs, children's ages, and other considerations. Any snack provided by the district during the school day will meet or exceed current nutrition requirements established by local, state, and federal statutes and regulations including but not limited to USDA Smart Snacks in School nutrition standards. Snacks that are served to or snacks that are available for students for purchase after the school day will meet or exceed current nutrition requirements established by local, state, and federal statutes and regulations including but not limited to USDA Smart Snacks in School nutrition standards.

### **Caffeine**

Beverages provided by and sold (via vending machines) by the District are free of caffeine. Food and beverages provided by the District are free of caffeine, except some food and beverages may have trace amounts of naturally occurring caffeine related substances. Per the American Academy of Pediatrics, caffeine and other stimulants have no place in the diet of children and adolescents.

### **Celebrations and Rewards**

All foods and beverages offered or served on the school premises during school hours will meet or exceed the USDA Smart Snack in School nutrition standards or, if the state policy is stronger," will meet or exceed state nutrition standards," including through:

1. Celebrations and parties: The District will provide a list of healthy party ideas to parents and teachers, including non-food celebration ideas. Healthy party ideas are available from the Alliance for Healthier Generation and from the USDA.
2. Classroom snacks brought by parents: The District will provide parents a list of foods and beverages that meet Smart Snack nutrition standards.
3. Rewards and incentives: The District will provide teachers and other relevant school staff a list of alternative ways to reward children. Foods and beverages will not be used as a reward, withheld as punishment for any reason, such as for performance or behavior.

Celebrations and positive reinforcement are an important part of our District's culture of supporting students. Using food as a reward or withholding food as a punishment undermines healthy eating habits and interferes with children's ability to self-regulate their eating.

### **Food and Beverage Marketing in Schools**

The District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. The District strives to teach students how to make informed choices about nutrition, health, and physical activity. These efforts will be weakened if students are subjected to advertising on District property that contains messages inconsistent with the health information the District is imparting through nutrition education and health promotion efforts. It is the intent of the District to protect and promote student's health by permitting advertising and marketing for only those foods and beverages that are permitted to be sold on the school campus, consistent with the District's wellness policy.

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards or, if stronger, "state nutrition standards," such that only those foods that comply with or exceed those nutrition standards are permitted to be marketed or promoted to students. Food and beverage marketing is defined as advertising and other promotions in schools.

Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. This term includes, but is not limited to the following:

- Brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container.
- Displays, such as on vending machine exteriors.
- Corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (Note: immediate replacement of these items are not required; however, districts will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that is financially possible over time so that items are in compliance with the marketing policy.)
- Corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, pupil assignment books or school supplies displayed, distributed, offered or sold by the District.
- Advertisements in school publications or school mailings.
- Free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.
- Marketing through fundraiser and corporate-incentive programs, such as Box Tops for Education.

As the District/school nutrition services/Athletics Department and other school organizations review existing contracts and consider new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

### **III. Nutrition and Physical Activity Promotion and Food Marketing**

#### **Nutrition Education and Promotion**

Bayard Public School District aims to teach, encourage, and support healthy eating by students.

Schools may provide nutrition education and engage in nutrition promotion as follows:

- Encourage nutrition education and nutrition promotion not only health education classes, but also classroom instruction in subjects such as math, science, language arts, social sciences, and elective subjects;
- Administrators may inform teachers about opportunities to attend training on nutrition and the importance of role modeling healthful habits for students;
- Teachers will have access to nutrition resources via Nebraska Action for Healthy Kids website and the Nebraska Department of Education Nutrition Services website.

#### **Family & Community**

Parents may, from time to time, be invited to join students for school meals. Family members and community members are encouraged to become actively involved in programs that provide nutrition education.

### **Staff Wellness**

Bayard Public School District highly values the health and well-being of every staff member and will plan and implement activities and policies that support personal efforts by staff to maintain a healthy lifestyle. This wellness team will develop, promote, and oversee a multifaceted plan to promote staff health and wellness. The plan should be based on input solicited from school staff and should outline ways to encourage healthy eating, exercise, and other elements of a healthy lifestyle among school staff. BPS staff members are encouraged to serve as healthy role models for students.

## **IV. Physical Activity Opportunities and Physical Education**

### **Physical Education (P.E.)**

- All students in grades K-12, including students with disabilities, special healthcare needs, and in alternative educational settings, will be provided the opportunity to receive physical education for the entire school year. Students in grades 7-12 may receive physical education as is allowed within their course schedules.
- Students will spend at least 50 percent of physical education class time participating in moderate to vigorous exercise.
- The curriculum will meet or exceed the health and physical education standards established by the Nebraska Department of Education.

### **Qualifications/Training for Staff for P.E.**

We follow the Nebraska Department of Education for staff qualifications for teaching physical education. Teachers on record have an endorsement in physical education.

### **Physical Education Training**

Our district has a policy of continuing education in the endorsement area of physical education and all teachers are required to abide by. The District provides funding for continuing education/opportunities to continue education in physical education.

### **Physical Education Exemptions & Substitutions**

All physical education classes will follow a student's Individual Education Plan (IEP), Individual Healthcare Plan (IHP), 504, and/or Concussion Protocol requirements, such as Return to Learn (RTL) and Return to Play (RTP). Exemptions and/or substitutions will be made as needed for each student based on medical diagnosis/es, presenting physical and medical signs and symptoms, and/or physician order(s).

### **Facilities**

The elementary and secondary buildings agree to share and use both facilities as needed for physical education. Agreements on use of facilities on off campus premises are but not limited to privately owned golf courses, city baseball and softball fields. The District will ensure that its grounds, facilities, and off campus premises and facilities are safe and that equipment is available for students and staff to be active. The District will conduct necessary inspections and repairs.

### **Daily Recess**

Elementary students will have at least 20 minutes a day of supervised recess, preferably outdoors. As a general guideline, if the wind chill factor is above zero degrees Fahrenheit recess will be conducted outdoors. Parents of students with medical conditions for whom this policy is a concern are to inform the school nurse, the classroom teacher, and the building administrator and upon request from school personnel shall provide medical verification, physician treatment protocols and prescribed medication as appropriate. Moderate to vigorous exercise will be encouraged verbally and through the provision of adequate space and age appropriate equipment.

### **Physical Activity and Punishment and Rewards (This guideline does not apply to extracurricular activities)**

Teachers and other school personnel will not use physical activity (e.g., running laps, pushups) or withhold opportunities for physical activity, other than reasonable limitations on recess, as punishment. Upon the agreement of the teacher, the principal, and the parent, students may be required to complete school assignments prior to attending recess. Alternative recess times or alternate recess activities may be assigned (walking during recess or cleaning the sidewalk during recess) for school disciplinary purposes. Teachers and other school personnel may use physical activity as a reward. Students may be rewarded an extra recess, an extended recess, an extra physical education class, and/or an extended physical education class by the following (*this is not an all inclusive list*):

- Good classroom behaviors
- Testing scores
- Classroom grades
- Reaching individual or classroom goals and/or
- Celebrations

### **Integrating Physical Activity into the Classroom Setting**

For students to receive the nationally recommended amount of daily exercise (i.e., at least 60 minutes per day) and for students to fully embrace regular physical activity as a personal behavior, students need opportunities for exercise beyond physical education class. Toward that end:

- Classroom health education will complement physical education by reinforcing the knowledge and self management skills needed to maintain a physically active lifestyle and to reduce time spent on sedentary activities, such as watching television;
- Opportunities for physical activity will be incorporated into other subject lessons;
- When circumstances make it necessary for students to remain indoors and inactive for more than two consecutive hours, the students will be given periodic breaks during which they will be encouraged to stand and be moderately active;
- School administrators may inform teachers about opportunities to attend training on physical activity/physical education and the importance of modeling healthful habits for students; and
- Teachers will be able to access physical education/physical activity resources via Nebraska Action for Healthy Kids website and the Nebraska Department of Education PE Health website.

### **Family & Community**

Information will be made available upon request to help families incorporate physical activity into the lives of all household members. Families and community members may be encouraged to institute programs that support physical activity, such as a walk to school program. The district may provide information about physical education and other school-based physical activity opportunities before, during, and after the school day, and support parents' efforts to provide their children with opportunities to be physically active outside of school. Such supports may include sharing information about physical activity and physical education through a website, newsletter, or other take-home materials, special events, or physical education homework. School staff will continue to make school facilities available to community members and groups to promote physical activity and wellness for community members in accordance with other board policies and in accordance with the requirements of the district's insurance.

### **V. Monitoring and Policy Review Monitoring**

#### **Implementation Plan**

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy. The plan delineates roles, responsibilities, actions and timelines specific to each school; and includes information about who will be responsible to make what change, by how much, where and when; as Adopted \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_ well as specific goals and objectives for nutrition standards for all foods and beverages available on the school campus, food and beverage marketing, nutrition promotion and education, physical activity, physical education and other school-based activities that promote student wellness. It is recommended that the school use the Healthy Schools Program online tools to complete a school-level assessment based on the Centers for Disease Control and Prevention's School Health Index, create an action plan that fosters implementation and generate an annual progress report. This wellness policy and the progress reports can be found at the District's website.

The superintendent or designee(s) will develop and maintain a plan for implementation to monitor compliance with established districtwide nutrition and physical activity wellness policies and this wellness policy. The elementary and high school principal or designee(s) will monitor compliance with those policies in their school and will report on the school's compliance to the school district superintendent or designee(s) upon request of the superintendent.

School food service staff will monitor compliance with nutrition policies within school food service areas and will report on this matter to the superintendent upon request of the superintendent. The district may annually incorporate wellness policy information into the annual report.

This wellness policy and the progress reports can be found at the District's website.

### **Recordkeeping**

The District will retain records to document compliance with the requirements of the wellness policy at the District's Central Administrative Office, and/or on the District's computer network. Documentation maintained in this location will include but will not be limited to:

- The written wellness policy;
- Documentation demonstrating that the policy has been made available to the public;
- Documentation of efforts to review and update the Local Schools Wellness Policy; including an indication of who is involved in the update and methods the district uses to make stakeholders aware of their ability to participate on the WC;
- Documentation to demonstrate compliance with the annual public notification requirements;
- The most recent assessment on the implementation of the local school wellness policy;
- Documentation demonstrating the most recent assessment on the implementation of the Local School Wellness Policy has been made available to the public.

### **Annual Notification of Policy**

The District will actively inform families and the public each year of basic information about this policy, including its content, any updates to the policy and implementation status. The District will make this information available via the district website and/or district-wide communications. The District will provide as much information as possible about the school nutrition environment. This will include a summary of the District's events or activities related to wellness policy implementation. Annually, the District will also publicize the name and contact information of the District/school officials leading and coordinating the committee, as well as information on how the public can get involved with the school wellness committee.

### **Triennial Progress Assessments**

At least once every three (3) years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and include:

- The extent to which schools under the jurisdiction of the District are in compliance with the wellness policy;
- The extent to which the District's wellness policy compares to the Alliance for a Healthier Generation's model wellness policy; and
- A description of the progress made in attaining the goals of the District's wellness policy.

The position/person responsible for managing the triennial assessment and contact information is the Superintendent or Superintendent's designee(s).

The WC, in collaboration with individual schools, will monitor schools' compliance with this wellness policy.

The District will actively notify the community of the availability of the triennial progress report which will include a copy of the Wellness policy, our district's WellSat 3.0 scorecard, district goal documents, and WC meeting minutes. This information will be posted on the school website.

### **Revisions and Updating the Policy**

The WC will update or modify the wellness policy based on the results of the annual School Health Index and triennial assessments and/or as District priorities change; community needs change; wellness goals are met; new health science, information, and technology emerges; and new Federal or state guidance or standards are issued. The wellness policy will be assessed and updated as indicated at least every three years, following the triennial assessment.

Policy Reference: Policy No. 1000 – Principles and Objectives for Community Relations

Policy No. 1401 – General Regulations for Use of School Facilities

Policy No. 1406 – Use of School Grounds and Facilities

Adopted: 5-8-2006

Reviewed: 7-12-2010

Revised: 6-8-2015

Revised: 5-3-2024

Reviewed 5-8-2026

Revised 5-11-2026

BOE Approved 5-11-2026

## **RESOLUTION IMPLEMENTING POLICIES**

WHEREAS, the Bayard Public Schools Board of Education has updated its policies by approving new policies from KSB School Law; and

WHEREAS, the Board elected to review and approve the updated policies over several meetings but not make them the effective policies of the school district until they completed the review, to avoid conflicting policy provisions; and

WHEREAS, the Board has completed its review and is ready to implement all of the updated policies by this Resolution.

NOW, THEREFORE, BE IT RESOLVED that any updated policies the Board has not already implemented are hereby implemented and become the official policies of the school district, superseding, replacing, and repealing any prior policies.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board authorizes the Superintendent or Superintendent's designees to make all necessary changes and take any necessary action to implement the updated policies.

Approved by the Board on July 13, 2026.

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Board President

**HS Home Games (Not tournaments, track meets, or NSAA events)**

Adults: \$5.00

Students: \$3.00

**JH Home Games (Not tournaments, track meets, or NSAA events)**

Adults: \$3.00

Students: \$2.00

**Activities Season Passes:**

K-6 students - \$25

7-12 students - \$30

Adults - \$45

# **Bayard Public Schools Activities Handbook**



## **Rules and Regulations 2026 - 2027**

Bayard Public Schools

726 4th Ave

Bayard, NE 69334

*Phone: (308) 586-1700*

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## **Extracurricular Activity Philosophy**

Student participation in extracurricular activities has been linked to improved attendance, higher academic achievement, and greater student self-confidence and self-esteem. Bayard Public Schools provides students with the opportunity to participate in a comprehensive activities program that includes athletics, fine arts, and select clubs or organizations associated with academic areas.

Although the school district believes strongly in the value of student activities, participation in the activities program is a privilege, not a right. Students must obey the rules set out in this handbook and any additional rules created by their coach or activity sponsor. This handbook is advisory and does not create a “contract” with parents, students, or staff. The administration reserves the right to make decisions and make rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration is responsible for interpreting the rules contained in the handbook. If a situation or circumstance arises that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, state and federal statutes, and regulations.

**Please read this handbook carefully. Students and their parents are responsible for complying with all of the rules and procedures detailed in this booklet.**

**Parents must sign the acknowledgement and permission to participate before their student will be permitted to participate in the activity programs of the district.**

The provisions in this handbook are subject to change at the sole discretion of the Board of Education. From time to time, you may receive updated information concerning changes in the handbook. These updates should be kept within the handbook so that it is up to date. If you have any questions regarding this handbook, please contact the Superintendent for assistance.

## **MISSION STATEMENT**

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

## **VISION STATEMENT**

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

### **Notice of Nondiscrimination**

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The school district prohibits sex discrimination in any education program or activity in any education program or activity that it operates.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their disability, or who have other related concerns or questions, should contact the Section 504 Coordinator: Mrs. Rafferty at **308-586-1700**, [linde.rafferty@bayardtigers.org](mailto:linde.rafferty@bayardtigers.org), or in person at school by setting up a meeting.

Students who believe that they have been the subject of unlawful discrimination or harassment on the basis of sex, or who have other related concerns or questions, should contact the following Title IX Coordinator: High School Principal at **308-586-1700**, [kathryn.beberniss@bayardtigers.org](mailto:kathryn.beberniss@bayardtigers.org), 726 4th Ave, Bayard, NE 69334, or in person at school. The School District's specific Notice of Nondiscrimination on the Basis of Sex may be accessed at the following link: [Non-Discrimination Link](#)

Students who believe that they have been the subject of unlawful discrimination or harassment due to their race, color, or national origin, or who have other related concerns or questions, should contact the following Title VI Coordinator: High School Principal at 308-586-1700, [kathryn.beberniss@bayardtigers.org](mailto:kathryn.beberniss@bayardtigers.org), 726 4th Ave. Bayard, NE 69334, or in person at school.

Students who believe that they have been the subject of any other unlawful discrimination or harassment should contact the High School Principal at 308-586-1700, [kathryn.beberniss@bayardtigers.org](mailto:kathryn.beberniss@bayardtigers.org), or in person at school. Students may report discrimination or harassment to any staff member, who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

For additional prohibited discrimination and related information, please review the school district's Policy 3053 – Nondiscrimination.

## **Student Expectations**

1. Bayard students respect the rights and property of others and are courteous in action and language.
2. Bayard students display good sportsmanship in representing the school and community.
3. Bayard students strive for honesty and accept responsibility for both their successes and their failures.
4. Bayard students strive for high academic achievement in such a manner that it brings respect to themselves and the school.
5. Bayard students avoid alcohol and drugs.

## **Extra-curricular activity team members and managers will:**

1. Show respect for teammates, coaches, opponents, and officials.
2. Use only appropriate words and gestures (No foul language, trash talk, negative gestures, or actions to provoke a negative response).
3. Utilize sportsmanlike conduct (Unsportsmanlike conduct resulting in a penalty or not will be dealt with by reprimand and counseling by the coach or appropriate other school officials. Actions of this nature may lead to benching, suspension, and/or withdrawal of athletic leadership positions, such as being a team captain, further loss of privileges, and school disciplinary intervention if the rules/policies are violated).
4. Comply with Student Handbook regulations.

## **High School Building Hours**

Unless special activities or an early morning class make it necessary, students should not be in the building before 7:40 AM, and this is the time the grab-and-go breakfast will be available. Students entering the building before 7:40 AM for a special meeting are to remain in their meeting room until 7:40. Students who are not involved in special activities or meetings with a staff member are directed to leave the building immediately following their last assigned class. Students who are not required to attend intervention, but ride the bus or are waiting for practice, are directed to refrain from being present in areas without supervision by school personnel. Students may work in classrooms or the library as long as supervision is present. Practices, rehearsals, or meetings in B.H.S., WITHOUT A SPONSOR BEING PRESENT, are not permitted.

## **Pride and Care of Bayard Public Schools**

The Bayard Schools are some of the finest facilities in the region, for which the community and each student can rightfully be proud. Careful use of the building and grounds is essential to maintaining their beauty and effectiveness. Please remember that everyone pays taxes to support and maintain our schools. Refrain from doing anything to increase maintenance expenses, and discourage others who would vandalize or knowingly damage your school.

If you cause any damage to the building (broken windows, etc.) please report it promptly so that it may be repaired. Breaking of equipment or damage to the building will result in a parent conference and/or payment for damages. Where the minor does not make restitution, the parents

or legal guardian shall be held liable. Willful damage or destruction of school property will result in school discipline and/or referral to law enforcement agencies.

### **Leaving the school during the school day**

If, for some reason, a student must leave the school during the day, he/she must have permission from the principal or designated official and must sign out in the office before he/she leaves. Students who must leave school for any reason must check out of the office before leaving. Students leaving must be cleared in advance by a note or phone call from the student's parent or guardian. If school personnel are unable to contact a parent or guardian, the school principal or superintendent will make an *in loco parentis* decision about whether or not a student will be permitted to leave school.

### **Academic Eligibility**

To be eligible to participate in the school's activity programs, each student must (1) meet Nebraska State Activities Association (NSAA) requirements concerning scholastic eligibility (see appendices), (2) meet the requirements of board policy including all rules applicable to the activity, and (3) have not less than a 70% grade in two or more classes to remain eligible to participate in any portion of the activities program. Participants must attend practices and participate in all conditioning during any period of ineligibility.

The school district will notify a participant, coach, and/or parent whenever the participant is declared academically ineligible.

Students may not participate in any activity, performance, or practice while serving a short-term suspension, long-term suspension, or expulsion from school.

Participation in extracurricular school activities is encouraged and desirable for all students. At the same time, the primary mission and responsibility for each student is to establish a firm academic foundation. A student participating in extracurricular school activities shows evidence of sincere effort towards scholastic achievement. To be eligible for participation in extracurricular activities, students must follow the NSAA guidelines listed in the APPENDICES.

### **Attendance**

Student participants are expected to meet the following attendance expectations:

1. Attend school regularly. Students who have "excessive absences" as determined under the school's attendance policy are ineligible to participate in extracurricular activity contests or performances.
2. Be on time for all scheduled practices, contests and departure for contests. In the event a participant is unable to attend a practice or contests, the participant should contact the coach or sponsor in advance.
3. Participants in any activity must have good attendance and should never be truant from classes. Students may not practice or participate in any activity if they have an unexcused

absence during the school day. Students may participate in a school-related activity or practice so long as the absence was excused by 3:00 p.m. that day. However, students who are absent due to illness during periods 5, 6, 7, 8, or 9 or the two periods prior to departure for an away contest earlier than 3 pm, may not practice, participate in an activity that day or travel to participate in the activity.

Exceptions may be made for extenuating circumstances, such as doctor/dentist appointments or family emergencies. The exception must be approved by the Principal or Athletic Director. Every attempt should be made to be in attendance the day of a contest. Sleeping in to rest up for the game will not be considered an extenuating circumstance, nor will going home ill and then returning to play in the contest later that day.

### **Attendance at Practices and Contests**

Participants in the activities program are expected to attend and be on time at all practices and meetings scheduled by the coach or sponsor. Participants may be excused for absences resulting from a participant's illness, a death in the family, a doctor's appointment, a court appearance, or other absences that are arranged in advance. The coach, sponsor, or director of an activity may require a participant who has an excused absence to complete an alternate workout for missing a practice, meeting, event, performance, or contest. A participant who is unable to attend a scheduled practice, meeting, or game must contact the coach or sponsor in advance. Students who are absent from school due to illness are encouraged but not required to provide the coach or sponsor with additional notification of the student's absence from practice.

Students who are absent from school for more than half of the day will not be permitted to practice or participate in an athletic contest or activity performance unless the student has the building principal's prior permission to participate despite the absence. Students who have unexcused/unverified absences due to skipping, no parent notification, etc will not be permitted to practice or participate in an athletic contest or activity performance unless the student has met with and been given permission by the building principal.

If a participant misses a scheduled contest or performance, the coach or sponsor may impose discipline up to and including suspension of the participant from the activity for the remainder of the season or length of the activity.

### **Available Activities**

#### **HIGH SCHOOL ACTIVITIES:**

- Digital Media-Yearbook and Newspaper
- Football
- Quiz Bowl
- Boys and Girls Basketball
- One-Act Plays
- Boys and Girls Golf
- Boys and Girls Track
- Speech
- Boys and Girls Cross Country
- Volleyball

FFA  
Boys and Girls Wrestling  
DI  
National Honor Society  
Student Council  
Cheerleading  
eSports  
HOSA  
Educators Rising  
Softball

### **JUNIOR HIGH ACTIVITIES**

Quiz Bowl  
DI  
Boys and Girls Basketball  
Football  
Boys and Girls Cross Country  
Boys and Girls Track  
Volleyball  
Boys and Girls Wrestling

### **HIGH SCHOOL MUSIC**

Concert Band  
Pep Band  
Jazz Choir and Band  
Marching Band  
Mixed Choir  
21st Century Singers  
Guitar

### **JUNIOR HIGH MUSIC**

Concert Band  
Show Choir  
Marching Band

### **Closings**

Unless the administration determines that it is permissible for the activity to continue as scheduled, all activities will be cancelled or postponed in the event that school has been called off for inclement weather or any other reason as determined by the administration. Unless the administration determines that it is permissible for the activity to continue as scheduled, including practices.

### **Colors**

The Bayard School colors are Orange and Black.

## **Communication & Relationships between Parents and Coaches/Sponsors**

Both parenting and coaching are very difficult vocations. By establishing an understanding between coaches and parents, both are better able to accept the actions of the other and provide a more positive experience for everyone.

Parents have the right to know the expectations placed on them and their children. Coaches and sponsors have the right to know that if parents have a concern, they will discuss it with the coach at the appropriate time and place.

### **Parents' Role in Interscholastic Athletics and Other Extracurricular Activities**

Communicating with your children:

1. Make sure that your children know that, win or lose, scared or heroic, you love them, o appreciate their efforts, and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their life they can look to for constant, positive reinforcement.
2. Try your best to be completely honest about your child's athletic ability, competitive attitude, sportsmanship, and actual skill level.
3. Be helpful, but don't coach them. It's tough not to, but it is a lot tougher for the child to be flooded with advice and critical instruction.
4. Teach them to enjoy the thrill of competition, to be "out there trying," to be working to improve their skills and attitudes. Help them develop the feeling for competing, for trying hard, for having fun.
5. Try not to relive your athletic life through your child in a way that creates pressure. If they are comfortable with you win or lose, then they are on their way to maximum enjoyment.
6. Don't compete with the coach. If your child is receiving mixed messages from two different authority figures, he or she will likely become disenchanted.
7. Don't compare the skill, courage, or attitude of your child with other members of the team.
8. Get to know the coach(es). Then you can be assured that his or her philosophy, attitudes, ethics, and knowledge are such that you are happy to have your child under his or her leadership.

\*\*\*Always remember that children tend to exaggerate, both when praised and when criticized. Temper your reaction and investigate before overreacting.

Communication you **should expect** from or with your child's coach includes:

- Philosophy of the coach
- Expectations the coach has for your child
- Locations and times of all practices and contests
- Team requirements
- Procedure should your child be injured
- Discipline that results in the denial of your child's participation
- Communication coaches expect from parents
- Concerns expressed directly to the coach
- Notification of any schedule conflicts well in advance

- Specific concerns in regard to a coach's philosophy and/or expectations
- Appropriate concerns to discuss with coaches:
- The treatment of your child, mentally, and physically
- Ways to help your child improve
- Concerns about your child's behavior
- Injuries or health concerns. Report injuries to the coach immediately!! Tell the coach about any health concerns that may make it necessary to limit your child's participation or require assistance of trainers. Students are sometimes unwilling to tell coaches when they are injured, so please make sure the coach is told.

Issues **not appropriate** to discuss with coaches:

- o Playing time
- o Team strategy
- o Play calling
- o Other student-athletes (except for reporting activity code violations)

**Playing time - Team strategy (team selection/play calling)** decisions are the responsibility of the individual coach or sponsor of the activity. Consistent, however, with the purposes of the activities program, the coaches and sponsors shall follow the following established guidelines for team selection and playing time decisions, along with such other guidelines as each individual coach and sponsor may develop which are not inconsistent with these established guidelines:

1. School Representative: Student participants must demonstrate that they can and will represent themselves and their school in a manner which reflects the development of high ideals and appropriate values, which shall include good citizenship in the school and in the community.
2. Successful: Student participants must demonstrate that they can make the activity program more successful, both from a standpoint of competitive success and success in promoting a positive school spirit. Characteristics for purposes of these criteria include the student's:
  - a. talent or skill,
  - b. desire to improve the student's own skills or talents as well as those of others in the activity, and
  - c. attitude of respect towards teammates, the coach, the school, and the community.

### **Complaint Procedure**

To reduce conflicts in the school's activities program, students and/or their parents should use the district's formal complaint procedure to manage conflicts about the program. The complaint procedure is as follows:

- 1.) Athlete talks to the coach
- 2.) Athlete talks to AD
- 3.) Parent with athlete talks to the coach at an appropriate time and place
- 4.) Parent with athlete talks with AD at an appropriate time and place
- 5.) Parent, Athlete, Coach, and AD sit down with administration for a formal conversation

**ALL** conversations will take place at least 24 hours after an event and in the appropriate location. Do not confront a coach before or after a contest or practice as emotions for everyone are high at that point. (This will include conversations/questions on ParentSquare, in person, phone calls, or other forms of communication.)

### **Concussion Awareness**

The Nebraska Unicameral has found that concussions are one of the “most commonly reported injuries in children and adolescents who participate in sports and recreational activities, and that the risk of catastrophic injury or death is significant when a concussion or brain injury is not properly evaluated and managed.”

The School District will:

- 1) Require all coaches and trainers to complete a training course approved by the administration per NSAA and CDC guidelines on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury.
- 2) On an annual basis, provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
  - a) The signs and symptoms of a concussion;
  - b) The risks posed by sustaining a concussion, and
  - c) The actions a student should take in response to sustaining a concussion including the notification of his or her coaches.

A student who participates on a school athletic team must be removed from a practice or game when he/she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school. The student will not be permitted to participate in any school-supervised team athletic activities involving physical exertion, including practices or games, until the student:

1. has been evaluated by a licensed health care professional or certified trainer;
2. has received written and signed clearance to resume participation in athletic activities from the licensed health care professional or certified trainer; and
3. has submitted the written and signed clearance to resume participation in athletic activities to the school, accompanied by written permission to resume participation from the student's parent or guardian.

If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity, the parent or guardian of the student will be notified by the school of:

1. the date and approximate time of the injury suffered by the student,
2. the signs and symptoms of a concussion or brain injury that were observed, and
3. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

School officials shall deem the signature of an individual who represents that he/she is a licensed health care professional on a written clearance to resume participation that is provided to the school to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school will not take any additional or independent steps to verify the individual's qualifications.

### **Conflicts in Extracurricular Activities**

An individual student who attempts to participate in several extracurricular activities will, undoubtedly, be in a position of conflict of obligations.

The activity department recognizes that each student should have the opportunity for a broad range of experiences in the area of extracurricular activities, and to this end, will attempt to schedule events in a manner so as to minimize conflicts.

Students have a responsibility to do everything they can to avoid continuous conflicts. This would include being cautious about becoming a member of too many activities where conflicts are bound to happen. It also means notifying the faculty sponsors involved immediately when a conflict does arise.

When conflicts do arise, the sponsors will get together and work out a solution so the student does not feel caught in the middle. If a solution cannot be found, the Activity Director or Principal will have to make the decision based on the following:

1. The relative importance of each event;
2. The importance of each event to the student;
3. The relative contribution the student can make;
4. How long each event has been scheduled;
5. Talk with parents.

Once the decision has been made and the student has followed that decision, he/she will not be penalized in any way by the faculty sponsor. If it becomes obvious that a student cannot fulfill the obligation of a school activity, he/she should withdraw from that activity.

### **Dances**

School dances are part of the district's extracurricular activity program. Students who wish to participate in school dances must comply with the activity code. When attending school-sponsored dances, students may dress casually, unless otherwise designated; however, muscle shirts, etc., are not acceptable attire. Students who elect to leave the dance, once it has started, will not be allowed to return. School-sponsored dances will be under the supervision of school employees or activity sponsors.

#### **Junior High/Middle School Dances**

Junior high/middle school (7-8) dances are restricted to students currently enrolled in the junior high school. Any organization wishing to sponsor a junior high dance must obtain permission from the principal regarding dates and times. Each dance must be sponsored by the designated

class sponsors in charge of the dance. Once admitted to the dance, students must remain until the close of the dance. Students who leave the dance will not be readmitted.

### **High School Dances**

All high school dances are restricted to High School students and their guests. Any organization wishing to sponsor a dance must obtain permission from the principal regarding date and times. Students who wish to bring dates from outside the Bayard School system may do so, but must obtain permission from the principal. Students attending high school dances shall be no younger than a high school freshman or not above the age of 20. This applies to students from other schools as well as from Bayard. Persons who are not regularly enrolled in a high school or graduates of high school may not be approved by the principal. Once admitted to the dance, students must remain until the close of the dance. Students who leave the dance will not be readmitted.

### **Homecoming and Prom**

The Homecoming dance is open to high school students and guests.

The Junior/Senior Prom is open to Junior and Senior high school students and their guests. Guests must follow all the rules that the students must follow. Each student is responsible for his/her guest's conduct. Appropriate attire is required for these dances. Blue jeans, shorts, or T-shirts will be allowed at the banquet or dance for Prom if pre-approved by the administration. Black dress jeans will be acceptable.

### **ROYALTY - Eligibility for Selection**

Nomination and selection as royalty for school-sponsored dances is an honor awarded by students to those of their peers who exemplify the highest standards of integrity and achievement. Students nominated for dance royalty must have demonstrated through their conduct, academic achievement, and activities that they have represented, and will represent, themselves, their classmates, and their school in a manner that reflects outstanding effort, commitment to their school and fellow students, and integrity and good citizenship in the school and in the community. The students selected to be the "royalty" for the Homecoming and Prom or any other school-sponsored dance or activity shall meet that general standard as determined by the administration.

### **HOMECOMING ROYALTY**

Boys' fall sports teams nominate five senior girls for this honor who are members of a girls' fall sports team or cheer squad in good standing. The girls' fall sports teams nominate five senior boys who are members of a fall boys' sports team in good standing. The king and queen are then chosen by a secret vote of the entire student body, ninth through twelfth grades inclusive. Crowning is done following the Homecoming football game.

### **WINTER ROYALTY**

FFA, FCCLA, NHS, Spanish Club, Student Council, Speech Team, Quiz Bowl, One Act, DI, boys' winter sports teams, and girls' winter sports teams each nominate one senior boy and one senior girl candidate in good standing. The king and queen are then chosen by a secret vote of the entire student body, ninth through twelfth grades inclusive.

## **PROM ROYALTY**

The juniors nominate five senior boys and five senior girls for king and queen. The king and queen are then chosen by a secret vote of the juniors and seniors. They are crowned during the dance.

### **Electronic Communication**

The school board supports the use of technology by coaches, extracurricular sponsors, and other staff members to communicate with students for legitimate educational, extracurricular, and other school-related purposes. However, electronic communication between students and teachers, sponsors, and coaches shall be appropriate at all times and shall not violate any law, district policies, or the Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education ("Rule 27"). Please see the Social Media Policy for School District Employees for further explanation.

### **Equipment**

Each participant in the athletic portion of the activities program will be issued a locker to store his/her personal belongings and school equipment that has been checked out. Students should secure their athletic lockers with combination locks. **Stolen or lost personal items that are not locked up are not the responsibility of the school.**

School-owned clothing or equipment that is checked out to individual students remains the property of the school. The clothing or equipment is not to be used or worn by the student except for the intended use. Each piece of equipment or clothing is to be returned to the instructor or coach when the season or the use of such clothing or equipment is over. Each participant is responsible for all equipment checked out to him/her. Students will be assessed the replacement cost for school equipment that has been checked out to him/her and is lost or stolen.

### **Fundraising**

All school-sponsored fundraising activities must be approved by a member of the school district administration. Fundraising for any activity must comply with the district's policies, including applicable provisions specifically about Booster Clubs and PTOs for non-school-sponsored fundraising. Use of the school mascot shall not be permitted unless approved by the superintendent.

### **Individual Training Rules and Rules of Conduct**

Head coaches or sponsors may develop additional training rules or rules of conduct for their activity. Students are responsible for knowing these rules and complying with them.

### **Initiations and Hazing**

Initiations and hazing by members of classes, clubs, athletic teams, or any other organization affiliated with the district are prohibited except as otherwise permitted by this policy. Any student engaging in hazing or non-approved initiations is subject to discipline as permitted by policy and law.

Initiations are defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for admission into the organization, even if those activities do not rise to the level of “hazing” as defined below. Initiations are prohibited except by permission of the superintendent.

Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

### **Injuries**

Participants who suffer any type of injury while involved in extracurricular activities must notify the coach or sponsor immediately. The coach or sponsor will then evaluate the injury and, if necessary, notify the participant’s parents or seek immediate medical treatment.

If at any time during participation a doctor removes an athlete from participation because of an illness or injury, the athlete must have a written release from a doctor before participating again. The written release must be given to the coach or sponsor of the activity.

Note: The release requirement will be satisfied if the initial doctor’s order specifies the duration of the student’s restriction from participation and/or competition. Also see Concussion Awareness above and additional information in the APPENDICES.

### **Insurance**

The school district does not provide medical or other insurance coverage for students who participate in athletic contests or other activities. It is the parents’ responsibility to provide adequate insurance to cover any medical expenses that may be incurred while the student is participating in athletics or other activities.

The school district makes an accident insurance plan available for purchase by participants and their families through an authorized insurance agent. Information about policies that families may purchase will be available before each sports season and at fall registration.

### **Lettering Requirements**

The lettering requirements are set by each activity and approved by the athletic director. Lettering requirements can be found in the individual activity handbooks presented to the students and/or parents at the beginning of the season meetings.

### **Managers, Helpers, or Activity Aids**

Students wishing to serve as student volunteers for extracurricular activities must gain the permission of the activity coach or sponsor. Student volunteers must comply with all of the rules and procedures contained in this handbook, follow all expectations of the student handbook, complete the season, and have the recommendation of the head coach of the sport involved. All volunteers must fill out the appropriate documentation.

### **Mascot**

The official emblem for boys' and girls' athletic teams is the Tiger. The mascot cannot be used for non-school-sponsored purposes unless approved by the superintendent.

### **Practices**

The individual head coach or sponsor, in cooperation with the high school principal, will schedule all starting times of practices. All participants are expected to be ready at the time set by the coach or sponsor.

To be eligible to practice, a participant must satisfy the following requirements:

1. Submit to the coach or sponsor a signed physical form and Activities Code that verifies that a physical examination has been completed and that the student and parent(s) understand the school's position regarding the use or possession of alcohol, tobacco, and other related drugs.
2. Complete concussion training (*Parents/Guardians must attend the Concussion Training and Coaches' Meetings before the student can practice for a sport*).
3. NSAA form completed
4. Medical information is provided to the school in case of an emergency.

### **Scheduling School Activities**

The class and/or activity sponsors shall be responsible for the approval or disapproval and scheduling of the social activities of classes and organizations within the scope of the regulations, with the final decision resting with the administration.

School activities shall close at 12:00 midnight. Junior-Senior Prom shall close at 1:00 a.m. Exceptions to these times will be at the discretion of administrators.

### **Secret Organizations**

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society, or association.

### **Sportsmanship—Behavior Expectations of Good Spectators**

Good sportsmanship is expected to be exhibited by all coaches, sponsors, students, parents,

and other spectators. The school can be punished by NSAA for a lack of good sportsmanship at NSAA-sanctioned events. More importantly, activities are more enjoyable for the students when good sportsmanship is displayed. Responsibilities of Spectators Attending Interscholastic Athletics and Other Extracurricular Activities

1. Show interest in the contest by enthusiastically cheering and applauding the performance of both teams.
2. Show proper respect for opening ceremonies by standing at attention and remaining silent when the National Anthem is played.
3. Understand that a ticket is a privilege to observe the contest, not a license to verbally attack others or to be obnoxious. Maintain self-control.
4. Do not "boo," stamp feet, or make disrespectful remarks toward players or officials.
5. Learn the rules of the game so that you may understand and appreciate why certain situations take place.
6. Know that noisemakers of any kind are not proper for indoor events.
7. Obey and respect officials and faculty supervisors who are responsible for keeping order. Respect the integrity and judgment of game officials.
8. Stay off the playing area at all times.
9. Do not disturb others by throwing material onto the playing area.
10. Show respect for officials, coaches, cheerleaders from other schools, and student-athletes.
11. Pay attention to the half-time program and do not disturb those who are watching.
12. Respect public property by not damaging the equipment or the facility.
13. Know that the school officials reserve the right to refuse attendance of individuals whose conduct is not proper.
14. Refrain from the use of alcohol and drugs on the site of the contest.
15. ***Please be a POSITIVE contributing ATHLETE OR FAN!!!!***

### **Student Activity Trips**

Student activity trips will be divided into three classes:

CLASS I - Activities that are sponsored by the Nebraska Schools Activity Association and that are earned by qualifying at a local or district level competition. The District will provide financial support for these trips.

CLASS II - Trips that are earned or taken by groups or individuals that are related to classroom experience, the District will provide some financial support for these trips. (Examples are FFA and FCCLA)

CLASS III - Trips taken by groups when their activity is not related to NSAA-sponsored activities or classroom-related. These trips will only be taken during the summer, and only one group per year will be allowed to go. The District will provide no financial support for these trips.

Individuals who desire to take part in individual activities at the state or national level must adhere to NSAA regulations. The District will provide no financial support for these trips.

### **Sunday and Wednesday Night Activities**

In order to provide students sufficient time away from school for family-related activities, the school will endeavor not to schedule activities on Wednesday evenings or on Sundays. Practices will be organized so that all participants are showered, dressed, and/or leave the facilities by 6:00 p.m. on Wednesday nights. An exception to this guideline would be when a team, group of students, or an individual may be required to participate in an activity sponsored by the conference, district, or state on a Wednesday night.

The school does not allow Sunday practice sessions, except when a varsity team, group of students, or individual is scheduled to compete or perform on a Monday in a district or conference event. Practices scheduled for a Sunday must have the prior approval of the activities director or building principal.

### **Transportation**

All participants are expected to ride to and from away activities by means of approved school transportation. Exceptions will be determined on a case-by-case basis and must be preapproved by administration.

A participant may ride home with his or her parent/guardian only if the parent/guardian personally contacts the sponsor at the activity. A participant may ride home with an adult if the participant's parent/guardian has personally contacted administration prior to the activity and the adult personally contacts the sponsor at the activity prior to leaving with the student. Parents are discouraged from requesting to take their children home after an away contest or performance. Travel to and from an event provides time for the students to further develop a strong team concept.

### **Weight Room**

The weight room has been developed to help each athlete, student, or adult in the community maintain a level of physical fitness. No one may use the weight room or equipment without proper supervision. The school will develop a schedule for use of the weight room by athletes during the school year and during the summer months.

The weight room is a high demand area within the school facilities. The following guidelines will help determine the priorities in reference to use if more than one group desires to use the facility at the same time:

1. Physical education instruction
2. By the team sports, which are in season
3. Conditioning programs for athletes not currently out for a sport
4. Summer conditioning programs
5. Adult/Community programs

## **CODE OF CONDUCT**

All students associated with Bayard Public Schools and participating in extracurricular or school-sponsored activities (including all NSAA activities) are required to avoid conduct that is detrimental to the integrity of, and public confidence in, the school. Rules promoting lawful, ethical, and responsible conduct serve the interests of all people associated with the school. Illegal and irresponsible conduct puts people at risk, tarnishes the reputation of the offender and everyone else associated with the school, and undermines the public support and respect of the school district.

### **Standard of Conduct**

Participation in school-sponsored or extracurricular activities is a privilege and not a right. Participants must follow board policy, this code, and all the training rules and rules of conduct of the coaches and/or activity sponsors. Students participating in school-sponsored or extracurricular activities are held to the student handbook rules and regulations as well as a higher standard listed in this handbook. Students are expected to conduct themselves in a way that is lawful, responsible, promotes the values upon which the school is based, and that brings credit to themselves and the school. Students who fail to live up to the required standard of conduct are guilty of detrimental conduct and subject to discipline under all school policies, the general student code of conduct, and these Activity Participation Rules.

### **Prohibited Conduct**

Students in school-sponsored and/or extracurricular activities may not engage in the following conduct:

1. Receipt of a criminal citation by law enforcement for any reason.
2. Conviction of a crime in adult court or the adjudication of a criminal charge in juvenile court.
3. Any behavior that is illegal under the laws of Nebraska or the United States of America, regardless of whether it results in a criminal charge or conviction.
4. Any conduct that substantially interferes with the educational process or disrupts the activity or event.
5. Possession, consumption, use, distribution, or being under the influence of alcohol, illicit drugs, tobacco, controlled substances, or any lookalike or imitations thereof; or being in the presence of alcohol, illicit drugs, controlled substances, or any lookalike or imitations thereof that are being possessed, consumed, used, or distributed by any person under twenty-one (21) years of age without parental supervision. "Lookalike or imitations" means substances such as K2 and products like electronic nicotine delivery systems, vapor pens, etc. (Note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the use or abuse of any substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes).

6. Engaging in initiations, defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of “hazing” as defined below. Initiations are prohibited except by permission of the superintendent.
7. Engaging in hazing as defined by state law and this policy. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Under state criminal law, hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person. For purposes of school rules, hazing also includes any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate; personal servitude; restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; binge drinking and drinking games; sexual simulation and sexual assault.
8. Bullying, which shall include cyber-bullying, is defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones, or other devices to send, post, or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks, or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums; posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages, or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target.
9. Using any Internet or social networking websites to make statements, post pictures, or take any other actions that are indecent, vulgar, lewd, slanderous, abusive, threatening, harassing, or terrorizing.
10. Violating any school policy, handbook provision, or a coach's or activity sponsor's training rules or rules of conduct.
11. Dressing or grooming in a manner which is (A) dangerous to the student's health and safety or a danger to the health and safety of others, (B) lewd, indecent, vulgar, or plainly offensive, (C) materially and substantially disruptive to the work and discipline of the school or an extracurricular activity, (D) interpreted to advocate the use of illegal drugs or other substances by a reasonable observer.
12. Failing to report for an activity at the beginning of a season unless excused by the coach or activity sponsor.

13. Failing to attend scheduled practices and meetings unless excused by the coach or activity sponsor.

ALL such conduct is prohibited year-round regardless of whether it occurs on-campus or off-campus. However, punishment for violations that occur during the summer break shall be administered by the coach at his or her discretion.

### **Alcohol Tests**

It is a violation of Board Policy and school rules for a student to use or be under the influence of alcohol while on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school sponsored activity or athletic event. The Superintendent of Schools or his or her designee may require students to consent and submit to a breath test to determine the presence of alcohol or a similar alcohol sensor (a “Test”) as a prerequisite for admittance to any voluntary school event or activity if the Superintendent determines that such practice is necessary for the safety of students at such event or will prevent interference with school purposes. If the Test reveals that a student is under the influence of alcohol or the student refuses to submit to the Test, then the student may be denied admittance to the event (in addition to being subject to further discipline as allowed by law, school rules, and Board Policy).

The Superintendent of Schools or his or her designee may require a student to submit to a Test at any time while on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school sponsored activity or athletic event if the Superintendent or his or her designee reasonably suspects that the student is under the influence of alcohol.

### **Coach and Sponsor Rules**

Coaches and/or activity sponsors shall establish training rules or rules of conduct for participation in or attendance at the activity or event. General training rules or rules of conduct shall be established prior to the activity or event. This Code shall control in the event that there is a conflict with coach or sponsor rules.

### **3 Strike Policy**

If athletes receive a total of three strikes during the season, they will be removed from the Extra-curricular team and no longer allowed to participate in any team events.

#### **Strikes:**

1. Violence - This could be against another player, student, or adult
2. Substance Use/Possession
3. Athlete Conduct - This would be gross disrespect directed at another player, student or adult
4. Absences- (Unexcused/excused/other)
  - a. Unexcused- no notification from student/parent
  - b. Excused- notified by student/parent, would include illness, appointments, etc.

- c. These do not include absences necessary because of injuries, other activity participation, etc., as long as they are approved by coaches and/or AD.
5. Proven gross disrespect on social media, including but not limited to derogatory remarks towards the team, a player, a student, or an adult.

\*\*\*Receiving a strike may result in exclusion from meets or other team activities. This will be up to coaches discretion.

### **Discipline**

Students who violate any provision of these Activity Participation Rules may be subject to discipline up to and including expulsion from extracurricular activities and school-sponsored events. (including but not limited to graduation ceremony and related activities). These disciplinary consequences and this Activity Code of Conduct are in addition to and do not prejudice, diminish, impede, or reduce any discipline that is authorized by the Nebraska Student Discipline Act, NEB. REV. STAT. §§ 79-254 to 79-294, Board Policy, or the Student Handbook. Disciplinary action may include a probationary period and conditions that must be satisfied prior to or following reinstatement. Administrators and coaches will consider the following when making disciplinary decisions:

1. Any prior or additional misconduct;
2. The nature and seriousness of the offense;
3. The motivation for the offense;
4. The amount of violence involved;
5. The student's demeanor and attitude regarding the violation;
6. The actual, threatened, or potential risk to the student and others due to the student's behavior;
7. Whether the student has compensated or will compensate the victim in the event of property damage or personal injury;
8. Whether the circumstances of the violation are likely to recur;
9. The student's willingness to participate in evaluations, counseling, or other programs;
10. Any mitigating factors;
11. Any other relevant factors.

If suspended, the student must continue to participate in practices and conditioning during the suspension if required by the coach or activity sponsor. The failure to comply with the practice and conditioning requirements will make the student ineligible for reinstatement to the activity.

### **Discipline Procedures**

Before any disciplinary action under this activities code, the following procedures shall be followed:

As used in this "Discipline Procedures" section, "Investigator" means the activity director principal, or the designee has authorized to perform the duties and responsibilities of "Investigator" as described below.

1. The Investigator shall make an investigation of the alleged violation and provide an opportunity for the student to present his or her version of the facts surrounding the alleged violation.
2. The Investigator shall consider all information obtained as a result of the investigation, including information obtained from the student, and shall render a decision regarding disciplinary action. Within a reasonable period of time of the Investigator's decision, the student and his/her parent or guardian shall be given written notice of the disciplinary action taken by the Investigator.

### **Evaluation, Counseling, and Treatment**

Apart from any other disciplinary procedures, students who violate any provision of these rules may be required to undergo a formal clinical evaluation at the administration's discretion. Based upon the results of that evaluation, the student may be encouraged or required to participate in an education program, counseling, or other treatment deemed appropriate by the evaluating professional.

### **Review of Investigator's Decision**

A student or the student's parents may, within five (5) school days of the notice of disciplinary action from the Investigator, notify the superintendent in writing of their request for a review of the coach or activity sponsor's determination. The superintendent or his or her designee shall review the situation and render a decision within three (3) school days from the date of the request for review. The superintendent's decision shall be in writing and shall be final.

### **Consequences**

Students may be suspended from practices or participation in interscholastic competition or participation in co-curricular activities for violations of the Code of Conduct. The period of suspension or other discipline for such offenses shall be determined by the school administration. The disciplinary consequence will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not commit future violations.

Because of the significance of drug and alcohol violations on the student participants, other students, and the school, the following consequences are established for such violations:

**Tobacco, Alcohol, Drugs, and Controlled Substances:** Any Bayard School student engaging in the selling, using, possessing, or dispensing of alcoholic beverages, tobacco, narcotics, drugs, drug paraphernalia, controlled substances, inhalants or being under the influence of any of the above; will be subject to the following disciplinary actions, providing the incident has been reported in one of the following ways:

1. ADMISSION by the participant involved.
2. WRITTEN STATEMENT of the violation from a certified staff member or

coach.

3. WRITTEN STATEMENT of the violation from a parent/guardian of the participant.

4. CHARGED WITH OR CITED by law enforcement personnel or accepting a diversion program in lieu of charges being filed.

**Note:** The term “under the influence” for school purposes has a less strict meaning than it does under criminal law. For school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student. Also, it includes being impaired by reason of the abuse of any material used as a stimulant. In addition, “possession” of alcohol or drugs will be considered to have occurred for purposes of school rules if the student is in such proximity to alcohol or drug (for example, a student being in a car where alcohol is in the back seat and no adults are present in the car) or to others who are consuming alcohol or drugs (for example, being at a student party at which other students are drinking) that school officials may reasonably determine that the student was in “possession” of the items as well). The following disciplinary actions for violations occurring while not on school property are based on self-reporting. The student must self-report any violations/possible violations within 48 hours from the time of the violation to the administration, athletic director, or coach. If a student fails to self-report such a violation and it is later learned that the violation took place, the discipline for the action will be doubled.

### **Self-Reporting of Incident**

A student who violates must self-report. A failure to self-report will lead to a longer suspension or other discipline. Students shall self-report any violation of these rules to the coach/sponsor, principal, activities director, or superintendent no later than 30 minutes after the beginning of the next school day after the violation has occurred. In making a self-report, the student must identify the events that took place, the conduct the student engaged in, and any witnesses to the student’s conduct. All students are expected to be honest and forthright with school officials. In the event the coach or activity sponsor or any school administrator asks a student participant for information pertaining to compliance (or lack of compliance) by the student or other student participants, the student is expected to fully, completely, and honestly provide the information. Students may be disciplined for a failure to be honest and forthright. Failure to report an incident will constitute a violation of these rules and will be taken into consideration in making disciplinary determinations under this policy.

### **Violations occurring while not on school property**

Violations not occurring on school property will result in the following discipline. The student shall not be allowed to participate in, but must still practice for the activity with the team or group, and shall not attend any school-sponsored activity for fourteen (14) calendar days from the date of written notification, and must complete a minimum of eight (8) hours of professional alcohol and or drug education and counseling. (The education course and or counseling will be the parents' or students' expense).

The eight (8) hours of professional education/counseling must be completed before the

student can again begin participation in the activities program. Suspensions for violations occurring during the summer shall commence with the beginning of the next school year.

### **Violations occurring while on school property**

Violations occurring on school property or while attending or participating in school-related activities will result in student consequences according to the student handbook. After the suspension, the student shall not be allowed to participate in, but must still practice for the activity with the team or group, and shall not attend any school-sponsored activity for fourteen (14) calendar days from the date of written notification, and must complete a minimum of eight (8) hours of professional alcohol and or drug education and counseling. (The education course and or counseling will be the parents' or students' expense.) The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program.

If the disciplinary actions for any violation of this policy are not completed during the current school term, the following will apply. The number of days that remain to complete the suspension from activities will be completed during the next school term. The 8 hours of professional alcohol and or drug education must also be completed before the student can begin participation in the activities program the following year. Forfeiture of the right to hold honorary positions will not be carried forward to the next school term. In the case of violations occurring on school property, days suspended from school will not carry forward to the next school year. A second violation of these rules and regulations during any one year period, whether occurring on or off school property, will result in the student being ineligible to compete in, participate in or attend any extracurricular activity for **12 months, is in effect beginning with the date of the first violation.** These consequences will carry over from one school year to the next. Any student who is suspended under this policy will forfeit their right to hold any of the following honorary positions during the year in which the suspension occurred. This includes: homecoming king or queen, winter royalty king or queen, prom king or queen, Citizenship Award, Book of Knowledge, Class Yoke, School Spirit Award, Athletic Letter Award, current standing in the National Honor Society, prom server, class officer, student council officer, and nomination for any post season athletic awards including all conference, all district, all regional, and all state.

Any transfer student who is under suspension at their previous school for alcohol and/or drug policy violations may be required to complete their period of suspension prior to becoming eligible at Bayard Public Schools at the discretion of the superintendent.

Notice of the suspension hereunder shall be given to the student, and the student's parents, and the student and his or her parent shall have an opportunity to present his or her version; however, the suspension shall take effect upon the delivery of the notice of suspension to the student. This policy is in effect 12 months of the year, including both the school term and the summer months. The 12 months is in effect beginning with the date of the first violation. These consequences will carry over from one school year to the next.

**When Suspensions Begin:** All suspensions begin with the next scheduled activity in which the student is a participant, after the determination by school officials of the sanction to be imposed; provided that the school officials shall have the discretion to establish a time period for the suspension that makes the suspension have a real consequence for the student. During a suspension, participants may be required or permitted to practice at the sole discretion of the coach or activity sponsor. Suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served or when determined appropriate for the suspension to have a real consequence for the student.

### **Assistance**

Students are encouraged to consult with their coach, an administrator, a counselor, or a teacher to obtain access to educational, counseling, and other programs and resources that may be available to help avoid misconduct; however, the misconduct may still result in some discipline under this policy.

### **Misrepresentations**

Any misrepresentation of fact by a student regarding any alleged violation of these rules shall be considered a separate violation of these rules, and the student shall be subject to additional disciplinary action.

### **Questions**

Any parent or student who has questions about board policy, this code, training rules, or rules of conduct of coaches or activity sponsors, or their interpretation or application shall consult with the activities director and/or the superintendent.

## APPENDICES

### Nebraska State Activity Association activities eligibility

*In order to represent a Nebraska high school in interscholastic activities competition, a student must abide by the eligibility rules of the NSAA. A summary of the major rules is given below. Contact the principal or activities director for an explanation of the complete rule.*

**2.2.1** Student must be an undergraduate.

**2.2.2** After a student's initial enrollment in grade nine, he/she shall be ineligible after eight semesters of school membership beginning with his/her enrollment in grade nine.

**2.3** Student is ineligible if nineteen years of age before August 1 of current school year. (Student in grades 7 or 8 may participate on a high school team if he/she was 15 years of age prior to August 1 of current school year.)

**2.4.1** Student must be enrolled in some high school on or before the eleventh school day of the current semester.

**2.5.1** Student must be enrolled in at least twenty hours per week and regular in attendance, in accordance with the school's attendance policy at the school he/she wishes to represent in interscholastic competition.

**2.5.2** Student must have been enrolled and received twenty hours credit in school the **immediate preceding semester.**

**2.6.2.1 Guardianship does not fulfill the definition of a parent.** If a guardian has been appointed for a student, the student is eligible in the school district where his/her natural parent(s) have their domicile. Individual situations involving guardianship may be submitted to the Executive Director for review and a ruling.

**2.6.3** A student entering grade nine for the first time after being promoted from grade eight of a two-year junior high, or a three-year middle school, or entering a high school for the first time after being promoted to grade ten from a three-year junior high school is eligible. After a student makes an initial choice of high schools any subsequent transfer, unless there has been a change of domicile by his/her parents, shall render the student ineligible for ninety school days. If a student has participated on a high school team at any level as a seventh, eighth, or ninth grade student, he/she has established his/her eligibility at the high school where he/she participated. If the student elects to attend another high school upon entering ninth or tenth grade, he/she shall be ineligible for ninety school days.

#### **Student eligibility related to domicile can be attained in the following manners:**

**2.6.9.1** If the change in domicile by the parents occurs during a school year, the student may remain at the school he/she is attending and be eligible until the end of the school year or transfer to a high school

located in the school district where the parents established their domicile and be eligible.

**2.6.9.2** If the parents moved during the summer months and the student is in grade twelve and the student has attended the high school for two or more years, the student may remain at the high school he/she has been attending and retain eligibility.

**2.6.9.3** If a student has been attending the same high school since initial enrollment in grade nine, he/she may remain at that high school and retain eligibility, or he/she is eligible at a high school located in the school district where his/her parents established their

domicile.

**2.6.10** If the parents of a student change their domicile from one school district that has a high school to another school district that has a high school, the student shall be eligible immediately in the school district where the parents established their domicile.

**2.7.7** Transfer students who have their Enrollment Option applications signed and filed prior to March 15 shall be eligible immediately in the fall. Those students who do not have their Enrollment Option applications signed and filed prior to March 15 shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.

**2.7.8** Other non-enrollment option transfer students must have signed and delivered all forms necessary to make such transfer to the school in which he/she intends to enroll for the 2017-2018 school year prior to March 15, 2016 for the student to be eligible, the school to which the transfer is being made must have notified the NSAA office via an NSAA online entry form, no later than March 15, 2016. The student would, however, become ineligible for ninety school days the next fall if the student were to change his/her mind and decide not to transfer. If such student were to transfer to the new school, but later decides to return to his/her former district before 90 school days have elapsed, such student will be ineligible in the former district for 90 school days, with the ineligibility period commencing at the start of the fall semester. Those students, who did not have their enrollment forms signed, delivered and accepted prior to March 15, 2016, shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.

**3.5 / 3.1** Once the season of a sport begins, a student shall participate in practices and compete only in athletic contests/meets in that sport, which are scheduled by his/her school. Any other competition will render the student ineligible for a portion of, or all of, the season in that sport. The season of a sport begins with the first date of practice as permitted by NSAA rules. The fall sports season begins August 15, 2016, (August 8th for most football, girls golf, boys tennis and softball teams) and ends with the state meets in the fall sports. The winter sports season begins November 14, 2016, and ends with the state meets in the winter sports. The spring sports season begins February 27, 2016 and ends with the state meets in the spring sports.

**3.5.1** During the season of a particular sport, athletes participating in that sport for a high school may attend, but may not physically take part, either as an individual or as a member of a team, in the sport activity in which instruction is being offered in the clinic, camp or school. \*(Refer to 3.5.1.1 for exception in Swimming & Diving.)

**3.6** A student shall not participate on an all-star team while a high school undergraduate.

**3.7** A student must maintain his/her amateur status.

### **NEBRASKA SCHOOL ACTIVITIES ASSOCIATION**

Students must meet the following requirements before they will begin practice:

1. Successfully complete a physical examination, which must be returned to the Principal's Office.
2. The student/athlete or his/her parents must pay for the personal physical *and turn in a physical form to the High School office.*
3. Return to the Principal's Office the forms attached to this handbook or the Student-Parent Handbook the sheet found attached to this Handbook, which includes:

- a. Parental/Guardian permission to participate in approved sports.
  - b. Parental/Guardian agreement to Athletic Guidelines.
  - c. Parental/Guardian permission for trips and the securing of medical aid.
  - d. Parental/Guardian signature regarding athletic insurance
  - e. Warning statement.
4. Athletes agreement to Athletic Guidelines.

No practice or School Activity VARSITY OR NON VARSITY will be scheduled on Sundays unless a CONFERENCE, district or state contest is scheduled on the following Monday, and permission has been approved by the activities director.

**The NSAA has adopted a 5-day moratorium in December:** During these 5 days, the following rules are to be followed by all levels of activities:

1. All high school facilities will be locked down, and no athletes will be allowed in for any reason, including watching film, shooting around, or conditioning.
2. There shall be no attempt, on or off school premises, by any member of the coaching staff or a volunteer/parent to hold a competition or practice involving any age-level of athlete.

## **A Parent's Guide to Concussions**

### **WHAT IS A CONCUSSION?**

A concussion is a brain injury that results in a temporary disruption of normal brain function. A concussion occurs when the brain is violently rocked back and forth or twisted inside the skull as a result of a blow to the head or body. An athlete does not have to lose consciousness ("knocked-out") to suffer a concussion.

### **CONCUSSION FACTS**

- It is estimated that more than 140,000 high school athletes across the United States suffer a concussion each year. (Data from NFHS Injury Surveillance System).
- Concussions occur most frequently in football, but girls' lacrosse, girls' soccer, boys' lacrosse, wrestling, and girls' basketball follow closely behind. All athletes are at risk.
- A concussion is a traumatic injury to the brain.
- Concussion symptoms may last from a few days to several months.
- Concussions can cause symptoms that interfere with school, work, and social life.
- Athletes who have symptoms from a concussion should not return to sports because they are still at risk for prolonged symptoms and further injury.
- A concussion may cause multiple symptoms. Many symptoms appear immediately after the injury, while others may develop over the next several days or weeks. The symptoms may be subtle and are often difficult to fully recognize.

### **WHAT ARE THE SIGNS AND SYMPTOMS OF A CONCUSSION?**

#### **Signs Observed by Parents or Guardians**

- Appears dazed or stunned
- Is confused about assignment or position
- Forgets an instruction
- Is unsure of game, score, or opponent
- Moves clumsily
- Answers questions slowly
- Loses consciousness (even briefly)
- Shows behavior or personality changes
- Can't recall events prior to hit or fall
- Can't recall events after hit or fall

#### **Symptoms Reported by Athlete**

- Headache or "pressure" in head
- Nausea or vomiting
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light or noise
- Feeling sluggish, hazy, foggy, or groggy
- Concentration or memory problems
- Confusion
- Does not "feel right"

## WHAT SHOULD I DO IF I THINK MY CHILD HAS HAD A CONCUSSION?

An athlete who is suspected of having a concussion must be removed from play immediately, whether it is in a game or practice. Continuing to participate in physical activity after a concussion can lead to worsening concussion symptoms, increased risk of further injury, and even death. Parents and coaches are not expected to be able to “diagnose” a concussion, as that is the job of a medical professional. However, they must be aware of the signs and symptoms of a concussion and if they are suspicious, the child must stop playing:

### WHEN IN DOUBT – SIT THEM OUT!

Every athlete who sustains a concussion needs to be evaluated by a health care professional who is familiar with sports concussions. Parents should call their child’s physician, explain what has happened, and follow the physician’s instructions. A child who is vomiting, has a severe headache, or has difficulty staying awake or answering simple questions should be taken to the parent’s doctor or emergency room immediately.

## WHEN MAY AN ATHLETE RETURN TO PLAY FOLLOWING A CONCUSSION?

No athlete who has suffered a concussion should return to play or practice the same day. Previously, athletes were allowed to return to play if their symptoms resolved within 15 minutes of the injury. Studies have shown that the young brain does not recover quickly enough for an athlete to return to activity in such a short time.

Concerns about athletes who return to play too quickly have led state lawmakers in Oregon and Washington to pass laws stating that **no athlete shall return to play on the day he or she suffered a concussion and the athlete must be cleared by an appropriate health care professional before he or she are allowed to return to play in games or practices**. The laws also mandate that coaches receive education on recognizing the signs and symptoms of concussion.

Once an athlete is free of symptoms of a concussion and is cleared to return to play by a health care professional knowledgeable in the care of sports concussions, he or she should proceed with activity in a step-wise fashion to allow the brain to readjust to exertion. On average, the athlete will complete a new step each day. The return-to-play schedule should proceed as below following medical clearance:

*Step 1:* Light exercise, including walking or riding an exercise bike. No weight-lifting.

*Step 2:* Running in the gym or on the field. No helmet or other equipment.

*Step 3:* Non-contact training drills in full equipment. Weight training can begin.

*Step 4:* Full contact practice or training.

*Step 5:* Game play.

If symptoms occur at any step, the athlete should cease activity and be re-evaluated by a health care provider.

## **HOW CAN A CONCUSSION AFFECT SCHOOLWORK?**

Following a concussion, many athletes will have difficulty in school. These problems may last from days to months and often involve difficulties with short and long-term memory, concentration, and organization.

In many cases, it is best to reduce the athlete's class load after the injury. This may include staying home from school for a few days, followed by a lightened schedule for a few days or perhaps a longer period of time if needed. Decreasing the stress on the brain soon after a concussion may reduce symptoms and shorten the recovery period.

## **WHAT CAN YOU DO?**

- Both you and your child should learn to recognize the “Signs and Symptoms” of a concussion as listed above.
- Emphasize to administrators, coaches, teachers, and other parents your concerns and expectations about concussion and safe play.
- Teach your child to tell the coaching staff if he or she experiences such symptoms.
- Teach your child to tell the coaching staff if he or she suspects that a teammate has a concussion.
- Monitor sports equipment for safety, fit, and maintenance.
- Ask teachers to monitor any decrease in grades or changes in behavior that could indicate concussion.
- Report concussions that occurred during the school year to appropriate school staff. This will help in monitoring injured athletes as they move to the next season's sports.

## **OTHER FREQUENTLY ASKED QUESTIONS:**

**Why is it so important that an athlete not return to play until they have completely recovered from a concussion?**

An athlete who has not fully recovered from an initial concussion is very vulnerable to recurrent, cumulative, and even catastrophic consequences of a second concussive injury. Such difficulties are prevented if the athlete is allowed time to recover from the concussion and return-to-play decisions are carefully made. No athlete should return to sport or other at-risk participation when symptoms of a concussion are present and recovery is ongoing.

**Is a “CT scan” or MRI needed to diagnose a concussion?**

Diagnostic testing which includes CT (“CAT”) and MRI scans are rarely needed following a concussion. While these are helpful in identifying life-threatening brain injuries (e.g., skull fracture, bleeding, swelling), they are not normally used, even by athletes who have sustained severe concussions. A concussion is diagnosed based upon the athlete's story of the injury and the health care provider's physical examination.

### **What is the best treatment to help my child recover more quickly from a concussion?**

The best treatment for a concussion is rest. There are no medications that can speed the recovery from a concussion. Exposure to loud noises, bright lights, computers, video games, television, and phones (including text messaging) may exacerbate the symptoms of a concussion. You should allow your child to rest as much as possible in the days following a concussion. As the symptoms decrease, you may allow increased use of computers, phone, video games, etc., but the access must be reduced if symptoms worsen.

### **How long do the symptoms of a concussion usually last?**

The symptoms of a concussion will usually go away within one week of the initial injury. You should anticipate that your child will likely be out of sports for about two weeks following a concussion. However, in some cases, symptoms may last for several weeks or even months. Symptoms such as headache, memory problems, poor concentration, and mood changes can interfere with school, work, and social interactions. The potential for such long-term symptoms indicates the need for careful management of all concussions.

### **How many concussions can an athlete have before he or she should stop playing sports?**

There is no “magic number” of concussions that determine when an athlete should give up playing contact or collision sports. The circumstances surrounding each individual injury, such as the way the injury happened and length of symptoms following the concussion are very important and must be considered when assessing the athlete’s risk for further and potentially more serious concussions. The decision to “retire” from sports is a decision best reached following a complete evaluation by your child’s primary care provider and consultation with a physician or neuropsychologist who specializes in treating sports concussion.

### **I’ve read recently that concussions may cause long-term brain damage in professional football players. Is this a risk for high school athletes who have had a concussion?**

The issue of “chronic encephalopathy” in several former NFL players has received a great deal of media attention lately. Very little is known about what may be causing dramatic abnormalities in the brains of these unfortunate retired football players. At this time, we have very little knowledge of the long-term effects of concussions that happen during high school athletics.

In the cases of the retired NFL players, it appears that most had long careers in the NFL after playing in high school and college. In most cases, they played football for over 20 years and suffered multiple concussions in addition to hundreds of other blows to their heads. Alcohol and steroid use may also be contributing factors in some cases. Obviously, the average high school athlete does not come close to suffering the total number or sheer force of head trauma seen by professional football players. However, the fact that we know very little about the long-term effects of concussions in young athletes is further reason to carefully manage each concussion.

Adapted from A Parent's Guide to Concussion in Sports, National Federation of High School Associations.

Some of this information has been adapted from the CDC's "Heads Up: Concussion in High School Sports" materials by the NFHS's Sports Medicine Advisory Committee. See [www.cdc.gov/ncipc/tbi/Coaches\\_Tool\\_Kit.htm](http://www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm) for more information.

**BAYARD SCHOOL SONG**

We're here to boost you, Bayard High, here's to you. The  
school we love the best of all.

Our colors proudly waving never fall,  
We'll carry on and fight, fight, fight, forever more. And when  
the victory you have won again, We will salute your loyal  
men.

We'll rally 'round your colors, Bayard High, And  
always FIGHT, FIGHT, FIGHT.

## AUTHORIZATION AND ACKNOWLEDGEMENT

### **WARNING: SERIOUS CATASTROPHIC AND PERHAPS FATAL INJURY MAY RESULT FROM ATHLETIC PARTICIPATION**

Many forms of athletic competition result in violent physical contact among players, the use of equipment that may result in accidents, strenuous physical exertion, and numerous other exposures to risk of injury. Students and parents must assess the risks involved in such participation and make their choice to participate in spite of those risks. No amount of instruction, precaution, or supervision will eliminate these risks. Students have suffered accidents resulting in death, paraplegia, quadriplegia, and other very serious permanent physical impairment while playing sports. By granting permission for your student to participate in athletic competition, you, the parent or guardian, acknowledge that such risk exists. Students will be instructed in proper techniques to be used in athletic competition and in the proper utilization of all equipment worn or used in practice and competition. Students must adhere to that instruction and utilization and must refrain from improper uses and techniques.

I understand the statement above and I understand that by allowing my student to participate in athletic events, I assume the risk that he/she may be injured, perhaps severely.

\_\_\_\_\_  
Signature of Parent

\_\_\_\_\_  
Printed Name of Parent

\_\_\_\_\_  
Date

**ACKNOWLEDGEMENT OF CONDUCT CODE**

I understand that as a student representing the school district in activities, I am obligated to comply with the athletic handbook, including the code of conduct. **This means that I may not possess, use, or be at parties in the presence of alcohol, illicit drugs, or controlled substances at any time during the calendar year. I understand that this policy applies both during the school year and in the summer.** I understand that if I violate the code of conduct or other rules in this handbook, I may be suspended from participation in all co-curricular activities and/or school sponsored activities or events.

\_\_\_\_\_  
Signature of Student

\_\_\_\_\_  
Printed Name of Student

\_\_\_\_\_  
Date

I understand that my student is obligated by this handbook, including the statements above.

\_\_\_\_\_  
Signature of Parent

\_\_\_\_\_  
Printed Name of Parent

\_\_\_\_\_  
Date

# **BAYARD PUBLIC SCHOOLS**



## **STUDENT HANDBOOK 2026-27**

Bayard Public Schools  
726 4th Ave  
Bayard, NE 69334

Phone: (308) 586-1700

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## WELCOME

Dear Students and Parents:

On behalf of the faculty, administration, and board of education, we welcome you to another school year. We are looking forward to helping your children reach their learning potential and achieve their educational goals in the upcoming year.

**Please read this handbook carefully. Students and their parents are responsible for knowing the rules, regulations, and procedures covered in this handbook. The student handbook is an extension of school policies and has the force and effect of board policy when approved by the board of education.**

This handbook contains information of value to every student and parent. It contains explanations of school regulations and procedures necessary for our school to run smoothly and efficiently. If you are ever in doubt about what is the right thing to do, ask a classroom teacher, speak with the building principal, or contact my office.

Sincerely,

Zach Nesbitt  
Superintendent

## **Intent of Handbook**

This handbook is intended to be used by students, parents, and staff as a guide to the rules, procedures, and general information about this school district. Students and their parents must become familiar with the handbook, and parents should use it as a resource and assist their children in following the rules contained in it. The use of the word “parents” refers to any adult who has the responsibility for making education-related decisions about a child, including, but not limited to biological parents, adoptive parents, legal guardians, and adults acting in loco parentis.

Although the information in this handbook is detailed and specific on many topics, it is not intended to be all-encompassing or to cover every situation and circumstance that may arise during a school day or school year. This handbook does not create a “contract” with parents, students, or staff, and the administration may make decisions and rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration is responsible for interpreting the rules contained in the handbook. If a situation or circumstance arises that is not specifically covered in this handbook, the administration will make a decision based on applicable school district policies, and state and federal statutes and regulations.

## **Notice of Nondiscrimination**

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The school district prohibits sex discrimination in any education program or activity in any education program or activity that it operates.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their disability, or that have other related concerns or questions, should contact the following Section 504 Coordinator: Linde Rafferty (HS) and Julie Cochran (Elem) at (308) 586-1700 (HS) or (308) 586-1211 (Elem), [linde.rafferty@bayardtigers.org](mailto:linde.rafferty@bayardtigers.org) or [julie.cochran@bayardtigers.org](mailto:julie.cochran@bayardtigers.org) or in person at school.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their sex, or that have other related concerns or questions, should contact the Title IX Coordinator: Kathryn Beberniss at (308)586-1700 , [kathryn.bebniss@bayardtigers.org](mailto:kathryn.bebniss@bayardtigers.org)), PO Box 607 Bayard, NE 69334 or in person at school. The School District's specific Notice of Nondiscrimination on the Basis of Sex may be accessed on the Bayard school website.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their race, color, or national origin, or that have other related concerns or questions, should contact the following Title VI Coordinator: Kathryn Beberniss at (308)586-1700 , [kathryn.bebniss@bayardtigers.org](mailto:kathryn.bebniss@bayardtigers.org)), PO Box 607 Bayard, NE 69334 or in person at school.

Students who believe that they have been the subject of any other unlawful discrimination or harassment should contact the building principal by phone, email, or in person at school. Students may report discrimination or harassment to any staff member who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

For additional prohibited discrimination and related information, please review school district Policy 3053 – Nondiscrimination.

### **MISSION STATEMENT**

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

### **VISION STATEMENTS**

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

## **SECTION ONE**

### **BASIC SCHOOL RULES AND GENERAL PRACTICES**

#### **Attendance**

##### **Required Attendance**

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

##### **Mandatory Attendance Age**

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

##### **Exceptions**

This policy does not apply when attendance is made impossible or impracticable by severe weather conditions or by the mental or physical illness of the student or a child whom the student is parenting.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

##### **Discontinuing Enrollment – 5-Year-Old Students**

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request to the superintendent. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this

subsection shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

### **Discontinuing Enrollment – 16- and 17-Year-Old Students**

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request that demonstrates that the student meets the district's legal criteria allowing for disenrollment to the superintendent using the applicable district form. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend a non-accredited school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending non-accredited schools. The superintendent may confirm the validity of the submission with the State Department of Education.

### **Attendance Officer**

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

### **Absences**

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

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

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

Verified (VER): A parent/guardian has called to let the school know their child will not be in school due to physical or mental illness, severe weather, a medical appointment, or family trips in which the student accompanies the parent/guardian. Even though an absence is verified, it does count toward the total number of absences for purposes of credit loss and truancy reporting. Suspension and expulsion absences would also be considered verified as school personnel would make that decision (codes used would be ISS or OSS).

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

Activity (ACT): The student is absent from school due to participation in a school-sponsored event.

Doctor (DOC): The student is absent from school due to a doctor's appointment which is verified by a note from the physician.

The following attendance codes WILL NOT contribute to the accumulated absences for the semester and will not count against credit loss: EXP, ACT.

Exempted Absences must be cleared through the Principal's office by the student's parent/guardian in advance whenever possible. An absence or tardy, even if verified by a parent/guardian, may not be exempted, except as described above. All absences, except for illness, death in the family or other absences where advance notice is not possible, require advance approval.

The Principal shall have the discretion to deny or approve the verified or exempt status of absences depending on circumstances such as the student's number of other absences, the student's academic status, the tests or other projects which may be missed, and in the case of a family trip,

whether the trip could be taken during non-school time and the educational nature of the trip.

A student who engages in excessive absences may be considered truant as per state law Neb. Rev. Stat. 79-201. Truancy is a violation of school rules. The consequence of such action may require the student to make up the time missed through Academic Intervention. Students who leave the school premises without permission during the school day will be considered truant.

### **Excessive Absenteeism**

When a student receives 10 unexcused absences or the hourly equivalent in any semester, the Attendance Officer will follow the district's policy to address barriers to the student's attendance.

When a student is absent more than 15 days per year or the hourly equivalent and any portion of the absences is unexcused, the Attendance Officer may file a report with the county attorney of the county in which the student resides.

### **Absences due to illness**

The school district will contact parents if a student becomes ill at school. A student who is absent due to illness has two days for every day of absence to complete missed assignments.

### **Planned absences**

Parents who know in advance that a student will be absent must call the school or send a written note at the earliest possible date. Students who will be absent for reasons that can be anticipated, such as routine medical appointments and school activities, must complete any work required by the teacher before the absence. Parents should make every attempt to schedule medical and other appointments after school hours when possible.

### **Students are obligated to:**

- 1) Complete all class work in advance for any absence that can be anticipated.
- 2) Attend school a half day before attending practice or participating in a scheduled student activity except in cases of family emergencies or prearranged absences.

- 3) Check out of school at the office if leaving school during the school day.
- 4) Make up any and all work that is assigned by teachers as make-up work for the instructional time that has been missed.

**Parents are obligated to:**

- 1) Call the appropriate building office to inform the school of the reason for each absence.
- 2) Submit a doctor's statement, if requested, for each period of absence due to illness that exceeds five days.

**Making Up Absences**

All students grades 7-12 will be allowed up to nine (9) excused absences per semester. After the 9th absence, credit will be deducted as follows:

- 0-9 days absent 0 credit deducted per course
- 10-14 absences 1 credit deducted per course
- 15-19 absences 2 credits deducted per course
- 20-24 absences 3 credits deducted per course
- 25-29 absences 4 credits deducted per course
- 30+ absences 5 credits deducted per course

To receive full credit for a class in which a student has been absent in excess of 9 periods but less than 25, the student will be given the opportunity to make up the time missed or prove content mastery. Teachers will provide make-up work to be done during the make-up period. The student will be supervised during the make-up time by the school principal or by an assigned detention teacher. The student must serve the same number of make-up minutes (per missed class) as the class was originally scheduled to meet, in order to receive full credit for making up a period. Scheduling of the make-up time will be done by the school principal. The make-up time may be scheduled before school, after school, or on weekends, but it must be served within 30 days of the completion of the semester as the absent day it is being served to make up. Absences for school-sponsored activities are not to be included in the nine-day absence policy.

Students will have to retake the course if one of the following occur:

1. Students fail to complete the time necessary to make up.
2. Students do not prove mastery of the content.

3. Students miss more than 25 class periods of that course.

Students who lose credit will be given the opportunity for credit recovery through one of the following methods:

1. Retake the course through BPS (the following school year)
2. Retake the course through PLP summer school (15 days required)

### **Pregnant and 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. 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 in collaboration with the Title IX Coordinator.

### **Band**

Students may participate in the elementary band and begin taking band lessons in the 5th grade. Students in grades 7-8 may participate in the middle school band; grades 9-12 may participate in the high school band. Instruments will be provided by students or the school as provided by school policy. Fees may be charged as allowed or provided in the Public Elementary and Secondary Student Fee Authorization Act and the school's student fee policy or other applicable policy.

### **Bills**

Students should pay bills for supplies, fines, shop materials, clothing orders, etc. in the school bookkeeper's office. Any check for these payments should be made out to Bayard Public Schools unless otherwise instructed. Pursuant to board policy, the district will assess an additional penalty of \$30 for any check returned from the bank for insufficient funds.

When students purchase items of significant value, such as class rings and letter jackets, they must make payment at the time of purchase or when the order is placed.

## **Books and Supplies**

Students must take care of books and other supplies provided by the district. The school will assess fines for damage to books and school property.

Students must supply their own consumable items such as pens, pencils, tablets, notebooks, erasers, and crayons. Each classroom teacher will prepare a supply list for students at the beginning of the school year.

## **Breastfeeding and Lactation**

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. The district will also 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.

Students who wish or need to express breast milk on a regular schedule must work with school administrators to create a schedule that accommodates the student's needs while facilitating education to the maximum extent possible.

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.

## **Bulletin Boards**

Bulletin boards are maintained throughout the building to communicate general information, material, and school announcements. Students should check the bulletin boards carefully each school day.

Bulletin board or electronic publishing space may be provided for the use of students and student organizations for notices relating to matters of general interest to students. The following general limitations apply to all posting or publishing:

- 1) All postings must be approved by the appropriate building principal or designee. Students may not post any material containing any statement or expression that is libelous, obscene, or vulgar; that would violate board of education policies, including the student code of conduct; or that is otherwise inappropriate for the school environment.
- 2) All postings must identify the student or the student organization posting or publishing the notice.
- 3) Material shall be removed after a reasonable time to assure full access to the bulletin boards or electronic publishing media.

## **Bullying**

Students are prohibited from engaging in any form of bullying. The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The District’s administrators will consider these definitions when determining whether any specific situation constitutes bullying. Both of these definitions include both in-person and cyberbullying behaviors.

The disciplinary consequences for bullying will depend on the severity, frequency, duration, and effect of the behavior and may result in sanctions up to and including suspension or expulsion. Students who believe they are being bullied should immediately inform a teacher or the building principal.

## **Reporting Bullying**

Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator. Students can use the district’s anonymous platform SafeSchools to make this report (<https://bayard-ne.safeschoolsalert.com/>). Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

## **Bullying Investigations**

School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

### **Cafeteria Rules**

1. All food must be consumed in the areas designated by the school.
2. After students have eaten, they must return trays to the kitchen. All straws, papers, milk cartons should be deposited in the trash cans. All leftover food should be scraped off the tray on to the correct container. Forks and spoons should be placed in the silverware container, NOT THROWN AWAY!
3. Students are to use proper manners including eating quietly.
4. Students may not throw food or other items.
5. Second servings are available to those who have made an effort to clean their trays and have requisite funds as required by board policy.
6. Students should remain at their tables until they are dismissed.
7. Parents who wish their child to eat lunch away from school must provide authorization to the student's building principal.
8. Students must treat lunch personnel with respect.
9. Students who violate the above rules will be disciplined.

### **Candy and Gum**

Students may not bring candy or gum to school unless they have prior permission from their classroom teacher or the administration.

### **Cell Phones and Other Electronic Devices**

Students may NOT use cellular phones or other electronic devices while at school during school hours.

Students who do bring their cell phones to school ARE required to check them in when they enter the building. Phones will be stored in a secure storage device in the office.

Students may retrieve their phones at the end of the school day, or when they leave the school building.

Any student who is found to be in possession of any cellular phone, or other electronic device (AI glasses, smart watch used as phone, AirPods,

personally-owned tablet, gaming device, etc.) during school hours is in violation of this policy and the student code of conduct.

Staff who discover students in possession of a cellular phone or electronic device while at school during the school day will immediately confiscate the device and turn it into the administration.

In addition to the disciplinary consequences imposed, a parent or legal guardian of the offending student must pick up the confiscated devices from the office in person. The administration will return the device to the parent or guardian, after meeting with the parent or guardian to discuss the rule violation.

Students who repeatedly violate this policy may, at the discretion of the school's administration, be subject to additional discipline, up to and including expulsion.

The taking, disseminating, transferring, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise may constitute a crime under state and/or federal law. Any person engaged in these activities while on school grounds, in a school vehicle or at a school activity will be subject to the disciplinary procedures of the student code of conduct. Any student found to be in possession of obscene, pornographic, lewd, or otherwise illegal images or photographs will be promptly referred to law enforcement and/or other state or federal agencies, which may result in arrest, criminal prosecution, and possible inclusion on sex offender registries.

### **Cheating, Plagiarism, and Academic Dishonesty**

Students may not cheat, plagiarize, or otherwise participate in any academic dishonesty in any form. Prohibited behavior includes:

- 1) Obtaining, attempting to obtain, or aiding another person to obtain credit for work by any dishonest or deceptive means.
- 2) Lying.
- 3) Copying another person's work or answers.
- 4) Discussing the answers or questions on a test or assignment unless specifically authorized by the teacher.
- 5) Taking or receiving copies of a test without the permission of the teacher.

- 6) Using or displaying notes, "cheat sheets," or other sources of unauthorized information.
- 7) Using the ideas or work of another person as if they were your own without giving proper credit to the source.
- 8) Submitting work or any portion of work completed by another person.
- 9) Failing to give credit for ideas, statements, facts, or conclusions which rightfully belong to another person.
- 10) Failing to use quotation marks or other appropriate means of attribution when quoting directly from another person or source.

A student who cheats, plagiarizes, or otherwise participates in any academic dishonesty is subject to discipline, up to and including expulsion.

### **Child Abuse and Neglect**

School employees will report suspected abuse or neglect of a child as required by state law and school policy. Nebraska law defines abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child or an incompetent or disabled person to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; (6) placed in a situation to be sexually exploited through sex trafficking of a minor as defined in state law or by allowing, encouraging, or forcing such person to engage in debauchery, public indecency, or obscene or pornographic photography, films, or depictions; or (7) placed in a situation to be a trafficking victim as defined in state law.

### **Class Dismissal**

Classes are in session from the ringing of the tardy bell until the teacher dismisses the class. The bell at the end of the period is not a dismissal bell, and students may not leave their classrooms until they have been excused by their classroom teacher.

### **Classroom Behavior**

Student behavior and attitude in the classroom must be cooperative and serious. All students must:

- 1) arrive to class on time;

- 2) prepare for class with all necessary materials;
- 3) be considerate of others;
- 4) respond promptly to all directions of the teacher; and
- 5) take care of school property and the property of others.

Teachers will establish classroom conduct rules that students must obey.

### **Closed Campus**

Students may not to leave the building without permission from the administration. Students in grades 10-12 may leave campus to go home for lunch.

### **Coats and Boots**

Elementary students must wear coats outdoors when the weather makes it advisable. The staff will decide when coats are required for recess.

Elementary students may choose to wear overshoes or boots when the playground is wet or muddy. Waterproof boots worn to school should be taken off and regular shoes worn during the day. Boots worn to school must be marked with the student's name.

### **Communicable Diseases**

Any student who has contracted a contagious disease may be restricted from attendance at school until the student is no longer contagious. The school district uses the Title 173- Nebraska Health and Human Services/Control of Communicable Disease, Chapter 3 of the Nebraska Administrative Code as a "best practice" guideline for contagious and infectious diseases. If there are questions regarding the communicability of your child's health condition or if you know your child has contracted a contagious or communicable disease or condition not otherwise specified in board policy or this handbook, please call the school nurse.

### **Communicating with Parents**

Parents shall be kept informed of student progress, grades, and attendance through report cards, progress reports, iCampus access, Parent Square, and parent/teacher conferences. The school district will notify parents if their students are failing or close to failing. 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 or by personal contact. 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.

### **Complaint Procedure**

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

Under this policy, factual conclusions will be based on a preponderance of the evidence.

### **Complaint and Appeal Process.**

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly

to the person would subject complainant or complainant's student to discrimination or harassment.

2. The second step is for the complainant to speak to the building principal, coordinator, superintendent of schools, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.

a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.

b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.

c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.

d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted at any time during the complaint procedure to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov); by telephone at (816) 268-0550; or by fax at (816) 268-0599.

3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:

a) Determine whether the complainant has discussed the matter with the respondent.

- 1) If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
    - 1) All relevant details of the complaint;
    - 2) All witnesses and documents which the complainant believes support the complaint;
    - 3) The action or solution which the complainant seeks.
  - d) Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
4. If either the complainant or the respondent is not satisfied with the decision, he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal.
- a) The appeal must be in writing.
  - b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.

c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.

d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.

5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

a) When the complaint is about a board policy, not implementation of the policy;

b) When the complaint involves the budget or school expenditures that have been or must be approved by the board;  
or

c) When the board is required by law, policy, or contract to hear a complaint or appeal.

6. If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

a) This appeal must be in writing.

b) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.

c) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.

d) The board president will notify the complainant and any other person legally required to receive the decision in writing of its decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.

e) There is no appeal from any decision of the board unless authorized by law.

7. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:

a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.

b) Determine whether the complainant has discussed the matter with the superintendent.

1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.

2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.

c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.

d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

**No Retaliation.** The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

**Special Rules Regarding Educational Services and Related Services to Students with Disabilities.** Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

**Bad Faith or Serial Filings.** The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt

to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

### **Computer Network Use by Students**

Students are expected to use computers and the Internet as an educational resource. The following procedures and guidelines govern the use of computers and the Internet at school.

#### **I. Student Expectations in the Use of the Internet**

##### **A. Acceptable Use**

1. Students may use the Internet to conduct research assigned by teachers.
2. Students may use the Internet to conduct research for classroom projects.
3. Students may use the Internet to gain access to information about current events.
4. Students may use the Internet to conduct research for school-related activities.
5. Students may use the Internet for appropriate educational purposes.

##### **B. Unacceptable Use**

1. Students shall not use school computers to gain access to material that is obscene, pornographic, harmful to minors, or otherwise inappropriate for educational uses.
2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use e-mail, chat rooms, instant messaging, or other forms of direct electronic communications on school computers for any unauthorized or unlawful purpose or in violation of any school policy or directive.
4. Students shall not use school computers to participate in on-line auctions, on-line gaming or mp3

sharing systems including, but not limited to Aimster or Freenet and the like.

5. Students shall not disclose personal information, such as their names, school, addresses, or telephone numbers outside the school network.

6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the system administrator.

7. Students shall not publish web pages that purport to represent the school district or the work of students at the school district without the express written permission of the system administrator.

8. Students shall not erase, rename, or make unusable anyone else's computer files, programs or disks.

9. Students shall not share their passwords with fellow students, school volunteers or any other individuals, and shall not use, or try to discover, another user's password.

10. Students shall not copy, change or transfer any software or documentation provided by the school district, teachers or another student without permission from the system administrator.

11. Students shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called, but is not limited to, a bug, virus, worm, or Trojan Horse.

12. Students shall not configure or troubleshoot computers, networks, printers or other associated equipment, except as directed by a teacher or the system administrator.

13. Students shall not take home technology equipment (hardware or software) without permission of the system administrator.

14. Students shall not falsify electronic mail messages or web pages.

## **II. Enforcement**

**A. Methods of Enforcement**

1. The district monitors all Internet communications, Internet usage, and patterns of Internet usage. Students have no right of privacy to any Internet communications or other electronic files. The computer system is owned by the school district. As with any school property, any electronic files on the system are subject to search and inspection at any time.
2. The school district uses a technology protection measure that blocks access to some Internet sites that are not in accordance with the policy of the school district. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
3. Due to the nature of filtering technology, the filter may at times filter pages that are appropriate for student research. The system administrator may override the technology protection measure for the student to access a site with legitimate educational value that is wrongly blocked.
4. The school district staff will monitor students' use of the Internet through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

**B. Consequences for Violation of this Policy**

1. Access to the school's computer system and to the Internet is a privilege, not a right. Any violation of school policy and rules may result in:
  - a. Loss of computer privileges;
  - b. Short-term suspension;
  - c. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act; and
  - d. Other discipline as school administration and the school board deems appropriate.
2. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

**III. Protection of Students**

**A. Children's Online Privacy Protection Act (COPPA)**

1. The school will not allow companies to collect personal information from children under 13 for commercial purposes. The school will make reasonable efforts to disable advertising in educational computer applications.
2. This policy allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes.

**B. Education About Appropriate On-Line Behavior**

1. School district staff will educate students about appropriate online behavior, both in specific computer usage units and in the general curriculum.
2. Staff will specifically educate students on
  - a. Appropriate interactions with other individuals on social networking websites and in chat rooms.
  - b. Cyberbullying awareness and response.
3. The School District's technology coordinator shall inform staff of this educational obligation and shall keep records of the instruction which occurs in compliance with this policy

## **Conferences**

Students' academic success has been closely linked to parental involvement in school. The school district has formal parent-teacher conferences at the end of the first quarter and during the third quarter.

In addition to formal conferences, classroom teachers will communicate with parents as necessary. Parents are encouraged to communicate with their student's teacher or the building principal to discuss parental concerns, student needs or any other issue.

## **Copyright and Fair Use**

The school district complies with federal copyright laws. Students must comply with copyright laws when using school equipment or working on school projects and assignments. Federal law prohibits the unauthorized

reproduction of works of authorship, regardless of the medium in which they were created.

The “fair use” doctrine allows limited reproduction of copyrighted works for educational and research purposes. “Fair use” of a copyrighted work includes reproduction for purposes such as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research. Students who are unsure whether their proposed reproduction of copyrighted material constitutes “fair use” should consult with their teacher or building principal, review the school district’s copyright compliance policy, and review *Copyright for Students* found at <https://www.whoishostingthis.com/resources/student-copyright/>. You can find more information on copyright compliance requirements and permitted uses from the U.S. Copyright Office and the Library of Congress at the following site: <http://www.loc.gov/teachers/usingprimarysources/copyright.html>.

### **Damage to School Property**

Students who damage school property either intentionally or unintentionally may be required to pay to replace or restore the property, at the discretion of the administration.

### **Dating Violence**

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

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

### **Discrimination and Harassment**

Students who believe that they have been the subject of unlawful discrimination or harassment due to their disability should contact the following Section 504 Coordinator: Linde Rafferty (HS) at (308)586-1700,

[linde.rafferty@bayardtigers.org](mailto:linde.rafferty@bayardtigers.org) and Julie Cochran (Elem) at (308)586-1211, [julie.cochran@bayardtigers.org](mailto:julie.cochran@bayardtigers.org) or in person at school. Students who believe that they have been the subject of unlawful discrimination or harassment due to their sex should contact the following Title IX Coordinator: Kathryn Beberniss at (308) 596-1700, [kathryn.beberniss@bayardtigers.org](mailto:kathryn.beberniss@bayardtigers.org), PO Box 607 Bayard, NE 69334. Students who believe that they have been the subject of any other unlawful discrimination or harassment should contact the building principals by phone, email, or in person at school. Students may report discrimination or harassment to any staff member who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

## **Dress Code**

**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.

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

### **Driving and Parking Personal Vehicles**

Students who drive privately owned motor vehicles to school must obey the following rules:

1. Students may not move their vehicles during the school day without the permission of the building principal or superintendent. Students will not be allowed to sit in or be around their vehicles during the school day, without administrative permission.

2. Students must drive with care to ensure the safety of the pedestrians. Students may not drive carelessly or with excessive speed.
3. By driving personal vehicles to school and parking on school grounds, students consent to having that vehicle searched by school officials when they have reasonable suspicion that such a search will reveal a violation of school rules.

### **Drug Free Schools**

The board of education has adopted policies to comply with the Federal Drug-Free Schools and Communities Act. Students are prohibited from using, possessing, or selling any drug, alcohol, or tobacco while on school grounds, at a school activity or in a school vehicle. In addition, students who participate in the school's activities program should refer to the Activities Handbook which prohibits the use or possession of alcohol, controlled substances and tobacco at all times.

Any student who violates any school policy regarding drug, alcohol, and tobacco use will be disciplined, up to and including short-term suspension, long-term suspension, or expulsion from school and/or referral to appropriate authorities for criminal prosecution.

### **Emergency Contact Information**

Parents must complete emergency contact information for each child enrolled in the district. The form should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions. Parents must promptly inform the school if this contact information changes during the school year.

### **Evacuations**

The school district will hold routine evacuation drills throughout the school year. Classroom teachers will provide students with detailed instructions on building evacuations.

### **Eye Exams**

All students enrolling in kindergarten or transferring into the school district from out of state must undergo a visual examination by a physician, a physician assistant, an advanced practice registered nurse, or an

optometrist, which consists of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity, except that no such physical examination or visual evaluation shall be required of any child whose parent or guardian objects in writing. They must provide evidence of the vision examination within six months prior to entrance. The cost of such physical examination and visual evaluation shall be borne by the parent or guardian of each child who is examined.

### **Food Service Program**

The school district provides a food service program that is designed to provide adequate nutrition and an educational experience for students.

#### **Breakfast/ Lunch**

The school will serve breakfast daily from 7:30 a.m. until 8:10 a.m. All students qualify for free breakfast and lunch for the 2026-27 school year due to CEP funding (in the event that CEP is not available, school will contact families with board approved meal costs).

Adult cost for breakfast is \$4.00 and lunch is \$6.00.

#### **Payment for Meals**

Payment Options. Families may pay for school lunches using cash, check, credit card.

Meal Charge Policy. The district will notify students and their families of the policy for charged meals, meaning meals received by a student when the student does not have money in hand or in his or her food account. This policy applies to students who receive meals at the free, reduced, or full rates.

Notice of this policy must be provided in writing to all households at the start of each school year and to households that transfer to the school during the school year. Notice may be provided through the student handbook, student registration materials, online portal used to access student accounts, direct mailing or e-mail, newsletter, the district website, and/or any other appropriate means. Notice of this policy will also be provided all school staff responsible for the enforcement of it, including food service professionals responsible for collecting payment for meals at the point of service, staff

involved in notifying families of low or negative balances, and other staff involved in enforcing any aspect of this policy.

The district's policy on charged meals is:

If a student has no funds available to pay for a meal, the student will be permitted to charge up to five meals.

Students who qualify for free meals will not be denied a reimbursable meal, even if they have accrued a negative balance from other food purchases. School staff may prohibit any students from charging a la carte or extra items if they do not have cash in hand or their account has a negative balance.

If a student repeatedly lacks funds to purchase a meal, has not brought a meal from home, and is not enrolled in a free meal program, the district will use its resources and contacts to protect the health and safety of the student. Failure or refusal of parents or guardians to provide meals for students may require mandatory reporting to child protection agencies as required by law.

### **Collection of Delinquent Meal Charge Debt**

The school district is required to make reasonable efforts to collect unpaid meal charges. The building principal or his or her designee will contact households about unpaid meal charges and notify them again of the availability of the free and reduced meal program and/or establish payment plans and due dates by telephone, e-mail, or other written or oral communication. If these collection efforts are unsuccessful, the school district may pursue any other methods to collect delinquent debt as allowed by law.

Collection efforts may continue into a new school year.

In the event that the Nebraska Department of Education develops a state-level meal charge policy, it shall supersede that portion of this policy.

### **Notice of Non-discrimination**

In accordance with federal law and U.S. Department of Agriculture policy, this institution is prohibited from discrimination on the basis of race, color,

national origin, sex, age, disability, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) Mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410
- (2) Fax: (202) 690-7442; or
- (3) Email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the school district. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

### **Field Trips**

Classes occasionally take field trips off school property for educational enrichment. A student's parent, or "caregiver" as that term is defined in the Nebraska Strengthening Families Act, must authorize a student to participate in a field trip by signing a permission slip and providing it to the school before the field trip. Students who have not completed classroom work on time may not be allowed to attend field trips. Students must comply with the student code of conduct, any applicable extracurricular conduct codes, and all directives by trip chaperones.

### **First-Aid**

First-aid items may only be used by school staff. Students who need first aid should ask for assistance from their classroom teacher or the nearest staff member.

### **Head Lice**

Students found to have live head lice or louse eggs will not be permitted at school and will be sent home. Upon discovering the presence of any indication of lice or louse eggs the student's parent(s) or guardian(s) will be notified, and if appropriate will be asked to pick up the student from school immediately.

Students will not be permitted to return to school until the district finds that no live lice or eggs can be detected. The parent(s) or guardian(s) will be required to treat the student and accompany the student to school to be examined.

The student cannot ride the school bus until the district has cleared the student to return to school.

### **Health Problems Limiting Activities**

Parents should notify the building principal or superintendent if their student has any special health problems such as diabetes, asthma, or the like.

If a student persistently requests to be excused from these activities, the building principal or classroom teacher may require a doctor's verification.

### **Homebound Instruction**

The school district may provide a student with instruction in his or her home and under parental supervision if the student is physically or mentally ill or injured and unable to attend regular classes for an extended period of time. Homebound instruction shall be provided when the student's physical and mental condition are such that the student can benefit from instruction and no other provision will meet the student's educational needs. If you believe that homebound instruction is appropriate for your child, please contact the building principal to initiate the appropriate process to determine eligibility.

### **Homeless Children and Youth**

Homeless students generally include children who lack a fixed, regular, and adequate nighttime residence, as further defined by applicable state and federal law.

It is the school's policy not to stigmatize or segregate homeless students on the basis of their status of being homeless. Transportation for homeless students who enroll in the district shall be furnished by the district under the same guidelines applying to other students or if such transportation is necessary for compliance with federal law.

Each homeless child shall be provided services for which the child is eligible comparable to services provided to other students in the school selected regardless of residency. Homeless children shall be provided access to education and other services that such children need to ensure that they have an opportunity to meet the same student performance standards to which all students are held.

If a homeless child registered to attend school in the district is receiving family reconciliation services pursuant to state law, the district will work in cooperation with any county or department of social services in the district to jointly develop an educational program for the child. The district's homeless coordinator is Candace Ehler, who may be contacted at (308)586-1211.

### **Illness or Injury at School**

Students who feel ill or are hurt while at school should seek immediate assistance from their classroom teacher or the nearest staff member. The school will contact parents to pick students up from school whenever necessary. When school officials determine that a student needs immediate medical attention but the parents cannot be reached by phone, emergency services will be summoned or the student will be taken directly to the doctor and/or hospital. Parents must complete emergency information for each child enrolled in the district. The form should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions.

### **Immunizations**

All students must furnish one of the following to school officials:

- proof of adequate immunizations for mumps, measles, rubella; diphtheria, pertussis, tetanus; polio; and hepatitis B series; or
- a signed parental statement of refusal to provide the immunization history. Homeless students who are in need of immunizations will

be referred to the homeless coordinator, who shall assist in obtaining necessary immunizations or medical records.

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

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.

### **Initiations and Hazing**

Initiations and hazing by members of classes, clubs, athletic teams, or any other organization affiliated with the district are prohibited except as otherwise permitted by this policy. Any student engaging in hazing or non-approved initiations is subject to discipline as permitted by policy and law.

Initiations are defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of "hazing" as defined below. Initiations are prohibited except by permission of the superintendent.

Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

## **Lockers and Other School Property**

The school district owns and exercises exclusive control over student lockers, desks, computer equipment, and other such property. Students should not expect privacy regarding usage of or items placed in or on school property, because school property is subject to search at any time by school officials. Periodic, random searches of lockers, desks, computers, and other such property may be conducted at the discretion of the administration. The assignment of a locker is on a temporary basis and may be revoked at any time. School officials may inspect student lockers without any particularized suspicion or reasonable cause.

## **Lost and Found**

All lost and found articles are to be taken to "Lost and Found" in the elementary hallway and north entry at the secondary building. Students may claim lost articles there. Unclaimed articles will be donated to a local charity or otherwise disposed of at the conclusion of each semester.

## **Medications**

Whenever possible, parents should arrange medication schedules to eliminate the need for giving medication during school hours. When it is necessary for school personnel to administer medication to students, the school district will comply with the Nebraska Medication Aide Act, the requirements of Title 92, Nebraska Administrative Code, Chapter 59, (promulgated by the Nebraska Department of Education and entitled *Methods of Competency Assessment of School Staff Who Administer Medication*), and all state and federal regulations. Parents and guardians who wish to have their child receive medication from school personnel must comply with the following procedures:

**Prescription medication.** (1) Parents/guardians must provide a physician's written authorization for the administration of the medication. (2) Parents/guardians must provide their own written permission for the administration of the medication. (3) The medication must be brought to school in the prescription container and must be properly labeled with the student's name, the physician's name, and directions for administering the medication.

**Non-prescription medication.** (1) Parents/guardians must provide written permission for the administration of the medication. (2) The medication must be brought to the school in the manufacturer's container. (3) The container must be labeled with the child's name and with directions for provision or administration of the medication

The district reserves the right to review and decline requests to administer or provide medications that are not consistent with standard pharmacological references, are prescribed in doses that exceed those recommended in standard pharmacological references, or that could be taken in a manner that would eliminate the need for giving them during school hours. The district may request parental authorization to consult with the student's physician regarding any medication prescribed by such physician.

### **Media Center**

Students must check out materials from the librarian on duty. Each borrower is responsible for all books checked out in his/her name. Each student is responsible for any fine that accumulated on a book charged to him/her. If a book is lost and not found by the end of the semester, the student must pay for it. Students must also pay for any damage they cause to library books.

### **Memorials**

Memorials or plaques honoring deceased students are generally not allowed in or on the school grounds unless authorized by board policy. Dedications to students will not be allowed.

Scholarships in the deceased person's name will not be set up by the school. Scholarships set up by outside organizations or individuals, such as a foundation, will be allowed.

### **Opting Out of Assessments**

The Board of Education has adopted a policy on approval and denial of state and federal assessment opt-out requests, which is based on requirements in law. The policy can be requested by contacting the Superintendent of Schools or can be viewed online by visiting the Bayard Public Schools website.

## **Parental Involvement**

The school district recognizes the unique needs of students who are being served in its Title I program, and the importance of parent and family engagement in the Title I program. Parent and family engagement in the Title I Program shall include, but is not limited to:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.
2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions, coordination, and integration with other Federal, State, and district programs, and evaluations of progress.
3. Opportunities for participation in parent involvement activities, such as training to help parents work with their children to improve achievement. A goal of these parent activities is to provide parents with opportunities to participate in decisions relating to the education of their students, where appropriate.
4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, parents with limited literacy, are economically disadvantaged, are of a racial or minority background or parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the

district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.

5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.

6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.

7. The district will educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with, and work with parents as equal partners.

### **Parties**

Elementary classes may have seasonal parties during the year. Parents shall communicate with their student's classroom teacher for the teacher's rules regarding birthday and holiday parties. Invitations for private parties and non-school-sponsored events may not be distributed at school.

### **Personal Items**

The school provides the necessary equipment for classroom and school day activities. **Students should not bring items such as athletic equipment, electronic devices, toys, or other similar personal items to school unless they have the prior permission of their classroom teacher or a school administrator. The school is not responsible for damaged or lost personal items or equipment.**

## **Physical Education**

The school district requires students to receive physical education to assist them in developing gross and fine motor skills. Students are not required to wear P.E. uniforms, but are encouraged to wear tennis shoes for P.E.

## **Physical Exam**

Students entering kindergarten and the seventh grade, and those entering school from another state, are statutorily required to show evidence that they have had a physical examination within six months prior to the date of entering school.

## **Pictures**

The school district arranges for a photographer to be present at school in the fall to take class pictures. Parents will be notified of the date. Included in the individual packet is a class composite. Parents who want pictures of their students or of their student's class composite may purchase them directly from the photographer.

## **Playground Rules**

Students must follow these rules to keep the playground safe when they are using the playground as part of the school day:

1. Students must obey the playground supervisor at all times.
2. Students may not enter the street/highway to retrieve a ball unless given permission by the playground supervisor.
3. Students must play away from the school windows.
4. Touch and flag football are permitted, but tackle football is prohibited. Students may only play football on grassy areas.
5. Students may throw balls and other authorized play equipment. They may not throw rocks, gravel, snowballs, and clothing.
6. Students must use the playground equipment properly and in a safe manner.
7. Students may not leave the playground after they have arrived at school for the day.

Students who violate these rules will be disciplined with the loss of recess or other privileges, detention, and/or other consequences.

The school's playgrounds, equipment, and surrounding areas are generally not supervised. Staff will supervise students when the students are using these areas as part of the school day or as part of a school activity. At all other times and in all other circumstances, the school district does not provide supervision of its playgrounds, equipment, and surrounding areas.

### **Police Questioning and Apprehension**

Police or other law enforcement officers may be called to the school at the request of school administration, or may initiate contact with the school in connection with a criminal investigation. The school district shall inform parents when law enforcement officers seek access to their student prior to the student being questioned unless the officers are investigating charges that the student has been the victim of abuse or neglect. Members of the school district staff will comply with board policy regarding police questioning of students.

### **Protection of Student Rights**

The Board of Education respects the rights of parents and their children and has adopted a Protection of Pupil Rights policy in consultation with parents to comply with the Protection of Pupil Rights Amendment (PPRA). The policy is available on the district's website or upon request from the district's administrative office. Parents may opt their child out of participation in activities identified by the Protection of Pupil Rights policy by submitting a written request to the superintendent. Parents may have access to any survey or other material described in the Protection of Pupil Rights policy by submitting a written request to the superintendent.

### **ACT Exam**

Students taking the ACT Exam will be prompted to complete a short, optional questionnaire addressing a number of topics. If you wish to review this questionnaire prior to the administration of the exam, please submit a written request to the superintendent.

### **Public Displays of Affection**

Students may not engage in public displays of affection that are disruptive to the school environment or distracting to others. Prohibited conduct includes

hugging, kissing, touching or any other display of affection that a staff member determines to be inappropriate.

### **Reasonable Suspicion Testing**

Students may be required to submit to drug or alcohol testing if there is a reasonable suspicion that the student is under the influence of drugs or alcohol.

### **Rights of Custodial and Non-Custodial Parents**

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

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

The district will not restrict the access of custodial and non-custodial parents to their students and their students’ records, unless the district has been provided a copy of a court order that limits those rights. If the district is provided such a court order, school officials will follow the directives set forth in the order.

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

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

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

### **Secret Organizations**

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society, or association.

### **School Day**

The school day typically begins at 8:00 a.m. and ends at 3:30 (Elementary)/ 3:37 (Secondary) p.m. Students are to leave the school grounds after dismissal. School staff will provide supervision for students on school grounds 15 minutes before the school day begins and 15 minutes after the school day ends. **There will be no supervision provided by the school before or after these times.** Parents must arrange for their children to leave school promptly at the end of the day.

### **Self-Management of Diabetes or Asthma/Anaphylaxis**

Subject to school policy, the school district will work with the parent or guardian in consultation with appropriate medical professionals to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis. Parents desiring to develop such a plan should contact school nurse.

### **Smoking and Tobacco**

Smoking and tobacco use is prohibited for all students. Smoking, including the use of cigarettes, cigars, or other tobacco or tobacco derivative products; vapor products or electronic nicotine delivery systems; alternative nicotine products; or any other such look-alike or imitation product, is permitted on school property only in specifically designated areas for adults 21 or older.

### **Sniffer (Drug) Dogs**

The administration is authorized to use sniffer dogs to minimize the presence of illicit items on school grounds. Students and staff are specifically notified of the following:

1. Lockers may be sniffed by sniffer dogs at any time.

2. Vehicles parked on school property may be sniffed by sniffer dogs at any time.
3. Classrooms and other common areas may be sniffed by sniffer dogs at any time students and staff are not present.
4. If contraband of any kind is found, the student or staff member shall be subject to appropriate disciplinary action.

### **Standardized Testing**

NWEA is administered annually to determine the students' achievement probability for individual success. NWEA tests are administered multiple times a year and the results are sent home. NSCAS (Nebraska Student-Centered Assessment System) is administered for grades 3-8 in Spring. Pre-ACT is administered in the fall for students in grades 9-10. ACT is administered in the spring for students in grade 11.

### **Student Assistance**

Parents who believe their students have any learning, behavior, or emotional needs that they believe are not being addressed by the school district should contact the student's teacher. If appropriate, the teacher may convene the MTSS Team (also known as the Student Assistance Team). The MTSS/SAT can explore possibilities and strategies that will best meet the educational needs of the student.

### **Student Fee Policy**

The school district shall provide free instruction in accordance with the Nebraska State Constitution and the Nebraska statutes. The district also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the district is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

#### **A. Definitions.**

1. "Students" means students, their parents, guardians or other legal representatives.
2. "Extracurricular activities" means student activities or organizations that (1) are supervised or administered by the district; (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the district.
3. "Post-secondary education costs" means tuition and other fees associated with obtaining credit from a post-secondary educational institution.

**B. Listing of Fees Charged by this District.**

**1. Guidelines for Clothing Required for Specified Courses and Activities.**

Students are responsible for complying with the district's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses, or activities in which they participate. The teacher, coach, or sponsor of the activity will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course, or activity.

**2. Safety Equipment and Attire.**

The district will provide students with all safety equipment and attire that is required by law. Building administrators will ensure that (a) such equipment is available in the appropriate classes and areas of the school buildings, (b) teachers are directed to instruct students in the use of such devices, and (c) students use the devices as required. Students are responsible for using the devices safely and as instructed.

**3. Personal or Consumable Items.**

The district does not provide students with personal or consumable items for participation in courses and activities, including, but not limited to, pencils, paper, pens, erasers, and notebooks. Students who wish to supply their own personal or consumable items may do so, as long as those items comply with the requirements of the district. The district will provide students with facilities, equipment, materials, and supplies, including books. Students are responsible for the careful and appropriate use of such property. Students will be charged for damage to school property caused by

the student and will be held responsible for the reasonable replacement cost of any school property that they lose.

#### **4. Materials Required for Course Projects.**

The district will provide students with the materials necessary to complete all basic curricular projects. In courses where students choose to produce a project that requires materials beyond the basic materials provided by the district, the students will furnish the materials, purchase the materials from the school, or purchase the materials from an outside vendor with an order form provided by the school.

#### **5. Technological Devices**

The district will provide students with the technological devices necessary to complete all basic curricular projects. To the extent that a student is not required by the district's curriculum to utilize a device off district property, the district may charge students a convenience fee to take the device off district property. The maximum dollar amount of this convenience fee charged by the district will be \$50.

As with all school property, students may be charged for damage to such devices. To protect against such potential losses, students and parents may, but are not required to, purchase insurance coverage for the devices. The maximum dollar amount of this insurance coverage facilitated by the district will be \$20.

Replacement costs for insurance participants and non-participants:

|                       | Non-Participant | Participant |
|-----------------------|-----------------|-------------|
| Charger               | \$25.00         | \$12.50     |
| Dell 2-in-1 screen    | \$100.00        | \$50.00     |
| Lenovo Yoga screen    | \$100.00        | \$50.00     |
| Battery               | \$50.00         | \$25.00     |
| Broken headphone jack | \$25.00         | \$12.50     |
| Keyboard touchpad     | \$75.00         | \$37.50     |
| Key replacement       | \$5.00          | \$2.50      |

|                            |                        |                   |
|----------------------------|------------------------|-------------------|
| Charging port (Type C-USB) | \$25.00                | \$12.50           |
| Other parts                | Based on current costs | ½ of current cost |

Additionally, the district may allow students to purchase technological devices by arranging for the students to purchase these devices through a single payment at the original value of the device after graduation.

## **6. Extracurricular Activities.**

The district may charge students a fee to participate in extracurricular activities to cover the district's reasonable costs in offering such activities. The district may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may charge a reasonable fee for the use of district-owned equipment or attire. Attached to this policy is a list of the fees charged for particular activities. The coach or sponsor will provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity.

## **7. Post-Secondary Education Costs.**

Some students enroll in postsecondary courses while still enrolled in the district's high school. As a general rule, students must pay all costs associated with such post-secondary courses. Students who choose to apply for post-secondary education credit for these courses must pay tuition and all other fees associated with obtaining credits from a post-secondary educational institution. Unless the cost of the course is covered by a grant or other outside source.

## **9. Copies of Student Files or Records.**

The district may charge a fee for making copies of a student's files or records for the parents or guardians of such student. The Superintendent or the Superintendent's designee shall establish a schedule of student record fees. Parents of students have the right to inspect and review the students' files or records without the payment of a fee, and the district shall not charge a fee to search for or retrieve any student's files or records. Fees will be determined according to state statute.

The district will charge a fee of \$\_\_\_\_ per page for reproduction of student records.

#### **10. Participation in Pre-Kindergarten Services.**

The district will charge reasonable fees for participation in pre-kindergarten services offered by the district pursuant to statute. The amount of the fee will be set annually by the Board of Education.

#### **11. Charges for Food Consumed by Students.**

The district will charge for items that students purchase from the district's breakfast and lunch programs. The fees charged for these items will be set according to applicable federal and state statutes and regulations. The district will charge students for the cost of food, beverages, and the like that students purchase from a school store, vending machine, booster club or from similar sources. Students may be required to bring money or food for field trip lunches and similar activities.

The maximum dollar amount charged by the district for the breakfast and lunch programs is as follows:

- Early Childhood Breakfast 1.75
- Early Childhood Lunch 2.90
- Elem Breakfast 2.75
- Elem Lunch 3.90
- HS Breakfast 2.85
- HS Lunch 4.00

#### **ADULTS**

- Adult Breakfast 4.00
- Adult Lunch 6.00

#### **12. Contributions for Junior and Senior Class Extracurricular Activities.**

Students are eligible to participate in a number of unique extracurricular activities during their last two years in high school, including prom, various senior recognitions, and graduation. In order to fund these extracurricular activities, the school district may ask each student to make a contribution to their class's fund. This contribution is completely voluntary.

#### **C. Waiver Policy.**

Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for (1) participation in extracurricular activities, (2) materials for course projects, and (3) the use of a musical instrument in optional music courses that are not extracurricular activities. Actual participation in the free or reduced-price lunch program is not required to qualify for the waivers provided in this section. The district is not obligated to provide any particular type or quality of equipment or other material to eligible students. Students who wish to be considered for waiver of a particular fee must submit a completed fee waiver application to their building principal.

**D. Distribution of Policy.**

This policy will be published in the Student Handbook or its equivalent, that will be provided to students at no cost.

**E. Voluntary Contributions to Defray Costs.**

The district will, when appropriate, request donations of money, materials, equipment, or attire from parents, guardians, and other members of the community to defray the costs of providing certain services and activities to students. These requests are not requirements, and staff members of the district are directed to clearly communicate that fact to students, parents and patrons.

**F. Fund-Raising Activities**

Students may be permitted or required to engage in fundraising activities to support various curricular and extracurricular activities in which they participate. Students who decline to participate in fundraising activities are not eligible under this policy for waiver of the costs or fees which the fundraising activity was meant to defray.

**G. Student Fee Fund.**

The school board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund that will not be funded by tax revenue, and that will serve as a depository for all monies collected from students for (1) participation in extracurricular activities, (2) post-secondary education costs, and (3) summer school or night school courses. Monies in

the Student Fee Fund shall be expended only for the purposes for which they were collected from students.

### **Student Illness**

Students who suffer from a significant illness which has an actual or expected duration of six months or more may be eligible for accommodations and supports under Section 504 of the Rehabilitation Act or under the Individuals with Disabilities in Education Act. The school will provide accommodations to students who are returning to school after a prolonged absence due to illness, including pediatric cancer, through a 504 plan or an IEP, as appropriate. The student's plan will include informal or formal accommodations, modifications of curriculum and monitoring by medical or academic staff as determined by the student's IEP team or 504 committee. Parents and staff will engage in ongoing communication about the needs of a student who is facing these circumstances.

Students who become ill at school will be sent to the building office where the school nurse or other school employee will determine the appropriate response. When a child is too ill to remain at school, a school employee will contact the child's parent(s) and arrange for the child to be picked up or sent home. If an illness or injury requires immediate medical attention, school officials shall attempt to contact the child's parent(s) regarding treatment for the child. If the parents cannot be contacted, school officials may have the child treated by an available physician. Students who show symptoms of a contagious disease may be sent home, and the district may require a physician's statement before allowing such students to return to school.

### **Student Government**

Students are encouraged to formulate and participate in elective and representative student government activities. The organization, operation, and scope of the student government shall be administered by the superintendent or designee.

### **Student Records**

The Family Education Rights and Privacy Act ("FERPA") provides parents certain rights with respect to their student's education records. These rights include the right to inspect and review the student's education records within

45 days of the date the school receives a request for access; and the right to request the amendment of the student's education records that you believe to be inaccurate.

If parents believe one of their student's records is inaccurate, they should write to the school principal, clearly identify the part of the record they want changed, and specify why they believe it is inaccurate. If the school decides not to amend the record as requested, it will notify the parents of the decision and advise them of their right to a hearing regarding the request for amendment.

**Directory Information.** FERPA and the Nebraska Public Records Law authorize school districts to make "directory information" available for review at the request of non-school individuals. These laws also give parents and guardians a voice in the decision-making process regarding the disclosure of directory information regarding their children. The school district has designated the following as directory information:

name and grade, name of parent and/or guardian, address, telephone number, including the student's cell phone number, e-mail address, date and place of birth, dates of attendance, the image or likeness of students in pictures, videotape, film or other medium, major field of study, participation in activities and sports, degrees and awards received, social media usernames and handles, weight and height of members of athletic teams, most recent previous school attended, certain class work which may be published onto the Internet, classroom assignment and/or home room teacher, student ID number, user ID, or other unique personal identifier used by the student for purposes of accessing or communicating in electronic systems (but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identity, such as a personal identification number (PIN), password, or other factor known or possessed only the authorized user). Directory information does not include a student's social security number.

Directory information about students may be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that market or manufacture class rings, sell student photographs or publish student yearbooks.

Federal law requires school districts to provide military recruiters and institutions of higher education with the names, addresses, and telephone listings of high school students unless parents have notified the school district in writing that they do not want this information disclosed without prior written parental consent. Military recruiters will be granted the same access to a student in a high school grade as is provided to postsecondary educational institutions or to prospective employers of such students.

Parents who **OBJECT** to the disclosure of any directory information about their student should write a letter to the principal. This letter should specify the particular categories of directory information that the parents do not wish to have released about their child or the particular types of outside organizations to which they do not wish directory information to be released. This letter must be received by the school district no later than September 1.

### **Non-Directory Information**

All of the other personally identifiable information about students that is maintained in the school district's education records will generally not be disclosed to anyone outside the school system except under one of two circumstances: (1) in accordance with the provisions of the FERPA statutes and related administrative regulations, or (2) in accordance with the parent's written instructions.

One FERPA exception permits disclosure to school officials with legitimate educational interests without consent. A school official includes, but is not necessarily 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.

The district will share 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.

### **Transfer of Records Upon Student Enrollment**

Upon request, the school discloses education records without consent to officials of another school district in which a student seeks or intends to enroll. The school is not obligated to inform parents when it makes a disclosure under this provision.

### **Complaints**

Individuals who wish to file a complaint with the U.S. Department of Education concerning alleged failures by the School to comply with the requirements of FERPA may contact the Office that administers FERPA:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-4605

### **Student Schedule Changes**

Student schedule changes may be made without penalty during the first three days of each semester or as deemed necessary by the school

counselor and building principal. Drop and Add slips are to be obtained from the office of the Guidance Counselor and must be signed by the guidance counselor and building principal before they are presented to the teacher of the class that is to be added or dropped.

If an extended illness makes it impossible or impracticable for a student to successfully complete a class or classes, the student may be allowed to withdraw from a class or classes as (WP)-Withdraw Passing or (WF)-Withdraw Failing. If permission to withdraw as WP or WF is given by the building principal and guidance counselor, the grade(s) will not be averaged into the cumulative grade point average of the student.

Before students are allowed to withdraw from a class as WP or WF, the student, the parents of the student, the guidance counselor, and the building principal must meet and review the circumstances of the situation. All available means that could be utilized to allow the student to successfully complete the course(s) must be reviewed before permission to withdraw as WP or WF is given by the building principal and guidance counselor.

### **Tardiness**

A student who does not have a valid excuse for being tardy to any class may be required to serve detention. If tardiness becomes a chronic issue, the student and parents will be required to meet with the principal to discuss the situation.

### **Telephone Calls**

The school's telephone may be used only with permission of staff.

### **Threat Assessment and Response**

The board of education is committed to providing a safe environment for members of the school community. Students, staff and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

#### **1. Definitions**

- a. A **threat** is an expression of a willful intent to physically or sexually harm someone or to damage property in a way that indicates that an individual poses a danger to the safety of

school staff, students or other members of the school community.

i. The threat may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means.

ii. A **transient threat** is an expression of anger or frustration that can be quickly or easily resolved.

iii. A **substantive threat** is an expression of serious intent to harm others which includes, but is not limited to, any threat which involves a detailed plan and means.

b. A **threat assessment** is a fact-based process emphasizing an appraisal of observed (or reasonably-observable) behaviors to identify potentially dangerous or violent situations, to assess them and to manage/address them. Threat assessment is the process of identifying and responding to serious threats in a systematic, data-informed way.

i. The threat assessment process is distinct from student disciplinary procedures. The mere fact that the district is conducting a threat assessment does not by itself necessitate suspension, expulsion or emergency exclusion without complying with state law and board policy related governing those actions.

ii. The threat assessment process is distinct from specialized instruction which a student with a disability may receive from the school district. The school district will not change a student's educational placement as that term is used in the Individuals with Disabilities in Education Act *solely* as part of a threat assessment.

## **2. Obligation to Report Threatening Statements or Behaviors.**

All staff and students must report **substantive threats** to a member of the administration immediately and comply with any other mandatory reporting

obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS WHICH REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

### **3. Threat Assessment Team**

The threat assessment team (team) shall consist of superintendent of schools, building principal(s), guidance counselor and local law enforcement and members of the school safety team. Not every team member need participate in every threat assessment. If the threat has been made by or is directed towards, a student with a disability, the threat assessment team must include a staff member who is knowledgeable about special education services or Section 504 of the Rehabilitation Act, as appropriate. Neither the student nor their student's family members are part of the threat assessment team.

The team is responsible for investigating all reported threats to school safety, evaluating the significance of each threat, and devising an appropriate response. The threat assessment team shall work closely with the crisis team in planning for crisis situations. The threat assessment team shall be familiar with mental health resources available to students, staff and patrons and shall collaborate with local mental health service providers as appropriate.

### **4. Threat Assessment Investigation and Response**

When a threat is reported, the school administrator shall initiate an initial inquiry/triage and, in consultation with members of the threat assessment team, make a determination of the seriousness of the threat as expeditiously as possible. The school administrator must contact law enforcement if the administrator believes that an individual poses a clear and immediate threat of serious violence.

If there is no reasonably apparent imminent threat present or once such an imminent threat is contained, the threat assessment team will meet to evaluate and respond to the threatening behavior. The team may, but is not required to, review the following types of information:

- A. Review of the threatening behavior and/or communication;
- B. Interviews with the individuals involved including students, staff members, and family members as necessary and/or appropriate;
- C. Review of school and other records for any prior history or interventions with the students involved;
- D. Any other investigatory methods that the team determines to be reasonable and useful.

At the conclusion of the investigation, the team will determine what, if any, response to the threat is appropriate. The team is authorized to disclose the results of its investigation to law enforcement and to the target(s) of any threatened acts. The team may refer the individual of concern to the appropriate school administrator for consequences under the school's student discipline policy or, if appropriate, report the results of its investigation to the student's individualized education plan team.

Regardless of threat assessment activities, disciplinary action and referral to law enforcement will occur consistent with board policy and Nebraska law.

## **5. Communication with the Public about Reported Threats**

The team will keep members of the school community appropriately informed about substantive threats and about the team's response to those threats. This communication may include oral announcements, written communication sent home with students, or communication through print or broadcast media. However, the team will not reveal the identity of the individual of concern or of any target(s) of threatened violence unless permitted by law.

## **6. Coordination with the Crisis Team After Resolution of Threat**

The threat assessment team will confer with the district's crisis team after a threat has been investigated to provide the crisis team with information that

the crisis team may use in assessing or revising the district's All-Hazard School Safety Plan.

## **Transportation Services**

The district operates school buses as a convenience for students and parents. They represent a substantial investment, and students are expected to care for and respect them.

### **Transportation to School**

Students who ride the bus to school will arrive in time for them to eat breakfast at school. Parents must contact their bus driver if a student will not ride the bus on a given day. Bus drivers endeavor to adhere to their schedule, and will wait for riders only a short period of time so as not to jeopardize the time remaining for the rest of their schedule.

Non-resident or option enrollment students may ride the buses, but they may be charged a fee to be established by the board of education. The Superintendent will schedule bus routes, and questions concerning them should be directed to that office.

### **Bus Regulations**

Riding school vehicles is a privilege, not a right. The bus drivers have the same authority as teachers while transporting students. Students must comply with the following rules and all school conduct rules and directives while riding in school vehicles. In addition, students must also comply with the student code of conduct while riding in school vehicles. If misconduct is recurring, the student will not be allowed to ride the bus.

#### **a) Rules of Conduct on School Vehicles:**

- 1) Students must obey the driver promptly.
- 2) Students must wait in a safe place for the bus to arrive, clear of traffic and away from where the vehicle stops.
- 3) Students are prohibited from fighting, engaging in bullying, harassment, or horseplay.
- 4) Students must enter the bus without crowding or disturbing others and go directly to their assigned seats.

- 5) Students must remain seated and keep aisles and exits clear while the vehicle is moving.
- 6) Students are prohibited from throwing or passing objects on, from, or into vehicles.
- 7) Students may not use profane language, obscene gestures, tobacco, alcohol, drugs, or any other controlled substance on the vehicles.
- 8) Students may not carry weapons, look-a-like weapons, hazardous materials, nuisance items, or animals onto the vehicle.
- 9) Students may carry on conversations in ordinary tones, but may not be loud or boisterous and should avoid talking to the driver while the vehicle is in motion. Students must be absolutely quiet when the vehicle approaches a railroad crossing and any time the driver calls for quiet.
- 10) Students may not open windows without permission from the driver. Students may not dangle any item (e.g. legs, arms, backpacks) out of the windows.
- 11) Student must secure any item or items that could break or produce injury if tossed about the inside of the vehicle if the vehicle were involved in an accident
- 12) Student must respect the rights and safety of others at all times.
- 13) Students must help keep the vehicle clean, sanitary, and orderly. Students must remove all personal items and trash upon exiting.
- 14) Students may not leave or board the vehicle at locations other than the assigned stops at home or school unless approved prior to departure by the superintendent or designee.
- 15) Video cameras may be placed on buses, at random, to monitor student behavior on the bus.

b) **Consequences**

Drivers must promptly report all student misconduct to the administration. These reports may be oral or written. Students

who violate the Rules for Conduct will be referred to their building principal for discipline. Disciplinary consequences may include a note home to parents, suspension of bus riding privileges, exclusion from extracurricular activities, in-school suspension, short-term or long-term suspension from school, and/or expulsion.

These consequences are not progressive, and school officials have discretion to impose any listed punishment they deem appropriate, in accordance with state and federal law and board policy.

c) **Records**

Records of vehicle misconduct will be forwarded to the appropriate building principal and will be maintained in the same manner as other student discipline records. Reports of serious misconduct may be forwarded to law enforcement.

Requests to be dropped off at a point **not** on the regular route will not be accommodated, unless extenuating circumstances arise and the request is approved by the transportation director or administration.

Students who are not regular route riders may not ride the bus home with a friend, unless the parent of the non-route student presents written permission to the bus driver ahead of time. The written permission should include the date, the non-route rider's name, the signature of the non-rider's parent, and the place approved for drop off. Such requests may not be granted if they cause overcrowding of the vans or buses (Vans-10 riders only, plus driver).

**Transportation to Activities**

The school district provides transportation to students who are participating in school-sponsored events and they must ride to those events in a school vehicle. Students who wish to take private transportation home from a school event must submit a release form to the sponsor that has been signed by that student's parent.

## **Video Surveillance, Recordings, and Photographs**

The Board of Education has authorized the use of video cameras on school district property to ensure the health, welfare, and safety of all staff, students and visitors, and to safeguard District facilities and equipment. Video cameras may be used in locations deemed appropriate by the Superintendent. If a video surveillance recording captures a student or other building user violating school policies or rules or local, state, or federal laws, it may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies. Video surveillance will not be shown to parents/guardians upon request to protect the privacy of all students.

### **Recordings Made by Parents/Guardians and Patrons.**

Parents/guardians and patrons may make recordings of school activities intended to be public in a non-disruptive manner including things like athletic contests and school board meetings to the extent permitted by law unless otherwise lawfully restricted by the administration. Parents/guardians or patrons may not make recordings if they are volunteering or visiting school during the school day without permission of the administration or supervising staff member and subject to this policy, such as recording their child's classroom activities or recess. Parents may not record meetings with administrators or staff, including meetings related to a student's IEP or 504 Plan. Violation of this policy will result in immediate termination of any meeting that is being recorded and may be grounds for exclusion from school property, loss of volunteer privileges, or other restrictions deemed appropriate by the administration.

**Recordings Made by Students.** This policy applies to students during the school day on school grounds; when being transported to and from school activities or programs in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event. Students may make recordings of school activities in a non-disruptive manner including things like athletic contests and other extracurricular performances to the extent permitted by law. Students generally are not permitted to record classroom instruction or members of the school community during the school day without the express consent of a staff member or as required by the

student's education plan. Student use of assistive technology that has the capacity to record and/or transmit recordings (e.g. AngelSense) must be approved by the student's education team or administration. Students remain subject to all other district policies and rules. In no event shall recordings be taken or made in restrooms, locker rooms, or other areas where there is a reasonable expectation of privacy. Students who violate this policy may be subject to discipline up to and including expulsion.

### **Weather-Related School Closing**

The Superintendent will occasionally announce an emergency early school dismissal, late start, or cancellation of school due to extreme heat, snow, or ice. School closings will be announced on radio station KNEB, conduct an all-call to all registered families, through Parent Square, school website, and social media. Parents should assume that school is open and a regular schedule is being followed if there is no announcement concerning the school district. Please do not call the school or individual staff members to find out whether school is being canceled. Parents who do not believe it is safe to transport their students to school may keep their students home after contacting the district office.

If schools are closed due to severe weather conditions, all after-school activities will be canceled.

### **Withdrawal From School**

Students who are moving from the district must notify the school office.

### **Work Permits**

The building principal or other authorized school official shall be responsible for the issuance of work permits for children in accordance with state law.

## **SECTION TWO**

### **ACADEMIC INFORMATION**

## **Academic Lettering**

Bayard High School will award Academic Letters. Students who earn this award will be recognized at the beginning of each year at the high school student meeting.

Qualifications:

1. Students must have a Grade Point Average of 94% or higher for the previous school term.
2. Students must have zero unverified absences, no more than eight verified absences, and less than 8 tardies for the previous school term.
3. The student must not receive any semester grade lower than an 86%.
4. The student must be enrolled in at least five courses, four of those courses from the core areas of Math, Science, Social Studies, and English.
5. The students must not be sent to the office for a major infraction at anytime during the school term.
6. The student must be enrolled at Bayard High School for at least 90 days of the previous year.
7. The student must achieve and maintain this standard for two consecutive semesters of the same school year. (Fall Semester and Spring Semester)

## **Correspondence and Online Courses**

Some students enroll in postsecondary courses while still enrolled in the district's high school. As a general rule, students must pay all costs associated with such post-secondary courses. Students who choose to apply for post-secondary education credit for these courses must pay tuition and all other fees associated with obtaining credits from a post-secondary educational institution. Unless the cost of the course is covered by a grant or other outside source.

## **Grades**

Report cards will be provided at the end of each quarter. The grading system used is as follows:

|              |                     |
|--------------|---------------------|
| Kindergarten | S – Strong Progress |
|              | N – Normal Progress |
|              | I – Improving       |
|              | U – Unsatisfactory  |

|             |                |
|-------------|----------------|
| Grades 1–12 | 94% - 100% = A |
|             | 86% - 93% = B  |
|             | 78% - 85% = C  |
|             | 70% - 77% = D  |
|             | Below 70% = F  |

Teachers are expected to utilize the following grading practices to support student learning.

- a) 60/40 weighted grades: Assessment (60%)/Daily work(40%)
- b) Minimum Daily Grades: Teachers will plan and assess an average of 3 grades per week, approximately 25 grades per quarter.
- c) Minimum Number of Assessments: 3 assessments per quarter.
- d) Performance Classes: Students are unable to improve unless they participate so these classes may utilize participation grades. Alternatives/additional opportunities to make-up missed performances will be provided to ensure students have the opportunity to demonstrate their learning.
- e) Management of Late Work (if excused absences, students will continue to get 2 days for every day absent before this management procedure takes effect):
  - i) Assignments are due on the date assigned by the teacher. A 5% deduction will be taken off each school day until the assignment is turned in.
  - ii) On school day 6 the highest grade possible is 70% of the earned score.
- f) All work is due on the last day of the quarter unless arrangements have been made ahead of time. Incompletes may be granted at the discretion of the principal. the principal.
  - i) Students will be encouraged to utilize planners or Google calendar to practice organizational/planning skills.
- g) Redo Policy:
  - i) Daily work and tests redone will be accepted at a 5% deduction for each redo completed.
    - (1) Tests can only be retaken if the student has completed all daily work for that chapter. Redos will follow late work policy.

- (2) Students may use a peer tutor but the student and teacher must have a conversation/check-in to make sure concepts were learned.
- (3) InfiniteCampus is configured to send an automatic email/text contact each week if student averages fall below 75% as an automated academic contact to parents.

### **Graduation Awards**

A commencement service will be held for each graduating class of seniors.

All graduating seniors are expected to attend graduation exercises in cap and gown, unless excused by the superintendent. The top 10% of the graduating class will be publicly honored at the graduating exercises. Commencement services will be held in the auditorium. No senior will be allowed to take part in graduation exercises if they have not met all the requirements of graduation.

Bayard High School will use the cum laude system to recognize academic excellence at graduation with the following GPA standards for levels of achievement and recognition after 8 successful semesters of high school attendance:

- 97% and above = Summa Cum Laude
- 95-96% = Magna Cum Laude
- 93-94% = Cum Laude

Bayard Public Schools recognizes academic excellence by honoring the top 10% of the graduating class. Eligible students may receive the following distinctions: *Cum Laude*, *Magna Cum Laude*, and *Summa Cum Laude*, based on their final cumulative GPA.

### **Graduation Requirements**

Graduation Requirements for Bayard High School are the successful completion of 260 semester hours.

The total number of credits must include at least the number of semester hours listed in the following areas:

- English – 40 semester hours
- Mathematics – 30 semester hours

Science – 30 semester hours  
Social Science – 30 semester hours  
Physical Education – 10 credit hours  
Personal Finance - 5 credit hours  
Computer Science - 5 credit hours  
Community Service – 8 hours Sophomore Year, 8 hours Junior Year,  
and 8 hours Senior Year  
Complete the FAFSA or the Opt-out form - Senior Year

Preferred Sequence of Core and Technical Classes for Graduation Progress:

**Freshman Year**

English I  
Math I  
Physical Science  
World Geography/  
World History  
PE/Health

**Sophomore Year**

English II  
Math II  
Biology  
World History/  
World Geography  
Computer Science  
Speech  
8 hours Community Service

**Junior Year**

English III  
American History  
Math III  
Science III  
Personal Finance  
8 hours Community Service

**Senior Year**

English  
(see course catalog for options)  
American Government  
8 hours Community Service

A student who has earned all required credits may graduate early. Students who graduate early may choose to have their diplomas awarded at the time of completion or the student may participate in the spring commencement activities.

Transfer students must meet the minimum hour requirement for graduation both in terms of total number and specific subject areas. Substitutions may be made for deficiencies in required courses, provided that it was not

possible to include the courses on the student's schedule while enrolled at this school district.

Students who receive special education services are mainstreamed into the regular education curriculum when appropriate. The curriculum content of regular education classes may be modified to accommodate the individual needs and abilities of verified special education students. Each curriculum modification will be included on the student's Individual Education Plan by the Multi-Disciplinary Team and/or school staffing teams composed of special and regular education staff. Hours in special education will be counted toward a high school diploma.

Parents of students who may not qualify for their high school diploma because of academic deficiencies will be notified of this possibility by the beginning of the second semester of the student's senior year.

### **Homework**

Classroom teachers will often assign homework. Parents who have questions about homework or concerns about class work should contact the teacher. Questions not resolved by the teacher should be referred to the administration.

Each student is expected to spend some time preparing for studies outside of school hours. The amount of time that is needed will depend upon each student.

Students who struggle to complete assignments or who must spend an inordinate amount of time completing an assignment should seek the help and advice of their teachers and consult with the principal and/or the guidance counselor.

### **Honor Roll**

An honor roll will be figured and published for the Junior High and High School after each of the two semester grading periods. All full-credit courses are used in this computation. Nine-week grades will be used for the quarter honor roll and semester grades will be used for the semester honor roll. Secondary Honor Roll shall consist of a Principal's List: 4.0 (95+), High

Honor Roll: 3.5 (90-94.9), and Honor Roll: 3.0 (85-89.9). Elementary Honor Roll will consist of students who achieved all A's and B's in core classes.

### **Mid-Term Graduation**

Students are generally required to attend four years of high school (minimum of seven semesters) to be eligible to receive a diploma from the school district.

The Board of Education, upon receiving administrative recommendation, may grant mid-term exit from high school to students who have completed the requirements for graduation. To be considered for mid-term exit from high school, the student and his/her parents or guardian should apply during the first quarter of the student's senior year. The Board of Education will act on all requests. Any student who is granted mid-term exit from high school forfeits all privileges of high school enrollment.

### **Report Cards**

Report cards are sent home the week following the end of the nine-week reporting period via Parent Square, unless a paper copy is requested. Mid-quarter reports are also sent to parents of students who are having difficulty in an academic subject.

## **SECTION THREE**

### **STUDENT DISCIPLINE**

#### **General Discipline Philosophy**

The school district has the authority to discipline students who behave inappropriately on the way to school, at school, during lunch, on the way home, and at all school activities (home and away or any time while on school or district property).

The school district's discipline is guided by the following principles:

1. The school district's discipline policy is intended to ensure that students take responsibility for their behavior.
2. Behavior expectations and the consequences for failing to meet those expectations will be clearly communicated to all students and their parents.
3. The severity of consequences for violating behavior expectations will generally be progressive in nature. That is, sanctions will increase with each instance of misconduct; however, each instance will be assessed on its own facts, and sanctions will be imposed based on the severity of the misconduct.
4. Parents play a vital role in supporting and reinforcing the school district's expectations of their students.
5. Behavior expectations apply to all students; consequences are enforced consistently without regard to a student's academic record or achievement.

Extracurricular activities, including athletics, cheerleading, band, chorus, and club activities, are governed by the Student Activity Handbook. Students who are involved in extracurricular activities may face consequences related to the activity in addition to the consequences discussed in this handbook.

The school district reserves the right to refer to the appropriate non-school agency any act or conduct of its students which may constitute a crime under federal, state, county, or local law. The administration will cooperate with these agencies in their investigations.

### **Forms of School Discipline**

Administrative and teaching personnel may take actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include

in-school suspensions during the day. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures; a failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school. District administrators may develop building-specific protocols for the imposition of student discipline.

In this section, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this section shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this section may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

### **After School Sessions and Detentions**

Teachers and administrators may require students to stay after school or to serve a detention when the student violates any of the rules contained in this handbook or violates classroom-specific conduct rules set by individual teachers.

Students who ride the bus home from school will be given a 24-hour notice of after-school time or a detention so that the parents may make plans to pick up the student the following day.

- A. After-school sessions will not exceed 30 minutes from the time of dismissal and are to be served in the teacher's room. A student who fails to attend an after-school session may be given a detention by the teacher or may face additional disciplinary

consequences up to and including long-term suspension and/or expulsion. A student who has a conflict with an after-school session is responsible for working it out with the teacher.

- B. Detentions are 30 minutes, served in the central office or the detention room designated by the building principal.

### **In-School Suspension**

The building administrator may require a student to serve in-school suspension. Students may be required to attend up to six hours per day of school-sponsored suspension a day at a designated location where they will study and participate in campus clean up. There will be zero tolerance for behavior problems from students placed in in-school suspension. Students not completing their In-School Suspension will face further disciplinary action.

### **Emergency Exclusion**

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

### **Short-Term Suspension**

The Principal or the Principal's designee may exclude a student from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Any of the conduct described in the subsections under "Grounds for Long-Term Suspension, Expulsion, or Mandatory Reassignment" below irrespective of the location at which such misconduct; or
2. Other violations of rules and standards of behavior adopted by the board of education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a

determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.

2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he/she is accused of having done, an explanation of the evidence the authorities have, and an opportunity to explain his/her version of the facts.

3. Within 24 hours or such additional time as is reasonably necessary following the suspension (not to exceed an additional 48 hours), the Principal will send a written statement to the student and the student's parent or guardian, describing the student's conduct, misconduct, or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.

4. Students who are short-term suspended will be given the opportunity to complete classwork, including but not limited to examinations, under the following conditions: allowing one day for each day absent due to suspension.

**Firearms.** No student may bring, possess, handle, or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

**Definition of Firearm.** The term "firearm," as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

**Exceptions Regarding Firearms.** The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training or
2. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.

**Consequences - Firearm.** Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

### **Long-Term Suspension**

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

### **Pre-Kindergarten through Second Grade Students**

An elementary school shall not suspend a student in pre-kindergarten through second grade unless the student brings a deadly weapon as defined in section 28-109 on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event. As an alternative to suspension, the school district may take any action authorized by law, including those provided in section 79-258.

### **Expulsion**

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless

the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.

**2. Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise, the student may be readmitted by action of the Superintendent.

**3. Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.

**4. Alternative School or Pre-expulsion Procedures.** The school shall provide either an alternative school, class or educational program for expelled students or shall follow the pre-expulsion procedures outlined in Neb. Rev. Stat. 79-266.

**Grounds for Long-Term Suspension, Expulsion, or Mandatory Reassignment:**

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, Neb. Rev. Stat. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes. The board has determined that the use of synthetic media such as deepfakes may constitute "similar conduct";
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term*

*"under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant);*

7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;

8. Engaging in bullying as defined in section 79-2,137 and in these policies;

9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults that occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;

10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or

11. A repeated violation of any of the following rules, or a single violation if the conduct amounts to a criminal act, if such violations constitute a substantial interference with school purposes:

a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, sex, national origin, or religion;

b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which

is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;

c. Violating school bus rules as set by the school district or district staff;

d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form of tobacco, tobacco derivative product or imitation, or electronic cigarettes, vapor pens, etc.;

e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;

f. Possession of pornography, including creation, possession, dissemination, accessing, sale, or any other use of synthetic media, such as deepfakes;

g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically), including creation, possession, dissemination, accessing, sale, or any other use of synthetic media, such as deepfakes;

h. Engaging in initiations, defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of "hazing" as defined below. Initiations are prohibited except by permission of the superintendent;

i. Engaging in hazing as defined by state law and this policy. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Under state criminal law, hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or

caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person. For purposes of school rules, hazing also includes any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate; personal servitude; restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; binge drinking and drinking games; sexual simulation and sexual assault;

j. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;

k. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion;

- l. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or “look-a-like” weapon;
- m. Using any object to simulate possession of a weapon;
- n. Knowingly making a false statement or knowingly submitting false information during the Title IX grievance process or any other school investigation or making a materially false statement in bad faith in the course of a Title IX grievance proceeding or any other school investigation; and
- o. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

The length of any suspension, expulsion, or mandatory reassignment shall be as provided or allowed by law.

### **Reporting Requirement to Law Enforcement**

Violations of this section will result in a report to law enforcement if:

- 1. The violation includes possession of a firearm;
- 2. The violation results in child abuse;
- 3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed by discipline from the school district;
- 4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students; or
- 5. It is a violation of the Nebraska Criminal Code that interferes with school purposes.

### **Due Process Afforded to Students Facing Long-term Suspension or Expulsion**

The following procedures shall be followed regarding any long-term suspension, expulsion, or mandatory reassignment:

1. The decision to recommend discipline shall be made within two school days after learning of the alleged student misconduct. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.

2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:

1. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
2. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
3. A statement that, before long-term suspension, expulsion, or mandatory reassignment can be invoked, the student has a right to a hearing, upon request, and that if the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension pursuant to district guidelines which shall not require the student to attend the school district's alternative programs for expelled students in order to complete classwork or;
4. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
5. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and

6. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail to the address provided on the form.
3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
4. Nothing in this policy shall preclude the student, student's parent(s), guardian(s) or representative(s) from discussing and settling the matter with appropriate school personnel prior to the time the long-term suspension, expulsion, or mandatory reassignment takes effect.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall recommend appointment of a hearing examiner within two school days after receipt of the hearing request. The student or the student's parent or guardian may request designation of a hearing examiner other than the hearing examiner recommended by the superintendent if notice of the request is given to the superintendent within two school days after receipt of the superintendent's recommended appointment. Upon receiving such request, the superintendent must provide one alternative hearing examiner who is not an employee of the school district or otherwise currently under contract with the school district and whose impartiality may not otherwise be reasonably questioned. The student or the student's parent or guardian must, within five school days, select a hearing examiner to conduct the hearing who was recommended or provided as an alternative hearing examiner, and shall notify the superintendent in writing of the selection. The superintendent must appoint the selected hearing examiner upon receipt of such notice.

6. The hearing examiner must, within two school days after being appointed, give written notice to the principal, the student, and the student's parent or guardian of the time and place for the hearing.
7. The hearing shall be held within a period of five school days after appointment of the hearing examiner, but such time may be changed by the hearing examiner for good cause with consent of the parties. No hearing shall be held upon less than two school days' actual notice to the principal, the student, and the student's parent or guardian, except with the consent of all the parties.
8. The principal or legal counsel for the school, the student, and the student's parent, guardian, or representative have the right to receive a copy of all records and written statements referred to in the Student Discipline Act as well as the statement of any witness in the possession of the school board or board of education no later than forty-eight hours prior to the hearing.
9. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing examiner. The hearing will be held according to the requirements of section 79-269. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
10. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294).

## **APPENDICES**

### **WELLNESS POLICY**

The Bayard Public School (BPS) District is committed to providing school environments that support the needs of growing children and individuals as

a whole and to ensure that all children are safe, supported, and engaged each day as they walk into our buildings. To support the needs of all students, BPS takes pride in promoting and protecting children's health, well-being, and ability to learn by supporting healthy eating and physical activity. Therefore, it is the policy of the Bayard Public School District that practical and reasonable efforts will be made to comply with the following:

- The school district will engage students, parents, teachers, food service professionals, health professionals, and other interested community members in developing, implementing, monitoring, and reviewing district-wide nutrition and physical activity policies.
- All students in grades K-12 will have opportunities, support, and encouragement to be physically active on a regular basis.
- Foods and beverages sold or served at school will meet the nutrition recommendations of the U.S. Dietary Guidelines for Americans.

District Nutrition Service staff will obtain and maintain the appropriate training necessary to be in compliance with the Professional Standards set forth by the National School Lunch Program.

- Qualified child nutrition professionals will provide students with access to a variety of affordable, nutritious, and appealing foods that meet the health and nutrition needs of students; will accommodate the religious, ethnic, and cultural diversity of the student body in meal planning; and will provide clean, safe, and pleasant settings and adequate time for students to eat.
- To the maximum extent practicable, our district will participate in available federal school meal programs.
- The district will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity, and will establish linkages between health education and school meal programs, and with related community services.

TO ACHIEVE THESE POLICY GOALS:

### **I. Wellness Team (School Health Advisory Committee)**

#### **Committee Role and Membership**

The school district will convene a representative Wellness Committee (WC) that will meet a minimum of four (4) times per year to develop, implement,

monitor, review, and, as necessary, revise school nutrition and physical activity policies, including this School Wellness Policy. The team will also serve as resources for implementing these policies.

The WC membership consists of a group of individuals representing all school levels and include (to the extent possible) but not be limited to: parents and caregivers; students; school nutrition program representatives; physical education teachers; health education teachers; school health staff or representatives, and mental health and social services staff; school administrators, school board members; health professionals; classroom teachers; and the general public. When possible and available, membership will also include Supplemental Nutrition Assistance Program Education coordinator. To the extent possible, the WC will include representatives from each school building and reflect the diversity of the community.

### **Leadership**

The Superintendent or designee(s) will convene the WC and facilitate the development of and updates to the wellness policy, and will ensure each school sit's compliance with the policy.

The superintendent and building administrators will ensure compliance with the policy and designate a Wellness Policy Committee.

## **II. Nutrition**

Nutritional Quality of Foods and Beverages Sold and Served on Campus

Nutrition Guidelines Foods Provided/Sold Foods

Nutrition guidelines have been selected by the District for all foods available in each school building during the school day with the objective of promoting student health and reducing childhood obesity. The guidelines are as follows: (1) school breakfast and lunch programs will be offered which meet or exceed the requirements of federal and state law and regulatory authorities and (2) no foods in competition with the school lunch or breakfast program shall be sold or otherwise made available to students anywhere on school premises during the period of one-half hour prior to the serving period for breakfast and lunch and lasting until one-half hour after the serving of breakfast and lunch. The Superintendent or designee shall establish such further nutrition guidelines as are determined appropriate to meet the stated mission.

## **School Meals**

All schools within the District participate in USDA child nutrition programs, including the National School Lunch Program (NSLP), the School Breakfast Program (SBP). [Other District nutrition programs in which the district participates may include the Fresh Fruit & Vegetable Program (FFVP), Special Milk Program (SMP), Summer Food Service Program (SFSP), Nebraska Beef in Schools programs, school gardens, Breakfast in the Classroom, Mobile Breakfast carts, Grab 'n' Go Breakfast, or others.]

Meals served through the NSLP and SBP will meet, at a minimum, nutrition requirements established by local, state, and federal statutes and regulations. When practical and available in a form that can be efficiently prepared, local foods will be used in the school lunch program.

## **Free and Reduced priced Meals**

BPS will make every effort to eliminate any social stigma attached to, and prevent the overt identification of students who are eligible for free and reduced-price school meals. Information on free/reduced priced meals is provided in the enrollment packet that each student receives, multiple parent meetings, and is posted on the District website as well as social media platform(s).

The district will not use a debt collection agency to directly or indirectly collect, or attempt to collect, debts due or assessed to be owed on a school lunch or breakfast account of any student nor will it assess or collect any interest, fees, or monetary penalties for outstanding debts on a school lunch or breakfast account of any student.

## **Water**

To promote hydration, free, safe, unflavored drinking water will be available to all individuals and students throughout the school day and throughout every school campus. Students are encouraged to bring water bottles and use the multiple filling stations throughout each building site. If students do not have a water bottle, water fountains are available for use. The District will make free drinking water available where school meals are served during meal times, cups are available at no cost to individuals.

## **A la Carte/School Store**

The district does not have an a la carte or school store.

## **Food Vending Machines**

Any food vending will be in compliance with the Nebraska Department of Education School Nutrition Program guidelines and USDA nutrition standards, Smart Snacks. To support healthy food choices and improve student health and well-being, all foods and beverages from vending machines outside the reimbursable school meal programs that are sold to students on the school campus during the school day will meet or exceed the USDA Smart Snacks nutrition standards. A summary of the standards and information is below.

To qualify as a Smart Snack, a snack or entree must:

- Be a grain product that contains 50% or more whole grains by weight (have a whole grain listed as the first ingredient), or
- Have as the first ingredient a fruit, vegetable, dairy product or protein food, or
- Be a combination food that contains at least ¼ cup of fruit and/or vegetable, and
- Meet the following minimum standards for calories, sodium, sugar, and fat:

| <b>Nutrient</b>      | <b>Snack</b>              | <b>Entree</b>             |
|----------------------|---------------------------|---------------------------|
| <b>Calories</b>      | 200 calories or less      | 350 calories or less      |
| <b>Sodium</b>        | 200mg or less             | 480mg or less             |
| <b>Total Fat</b>     | 35% of calories or less   | 35% of calories or less   |
| <b>Saturated Fat</b> | Less than 10% of calories | Less than 10% of calories |
| <b>Trans Fat</b>     | 0g                        | 0g                        |
| <b>Sugar</b>         | 35% by weight or less     | 35% by weight or less     |

## **Fundraising Activities**

To support children's health and school nutrition education efforts, BPS will encourage fundraising activities that will promote physical activity and/or

involve food that is in compliance with USDA regulations. Foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards may be sold through fundraisers on the school campus during the school day. Foods and beverages that do not meet the Smart Snack nutrition standards can be sold through fundraisers as long as they are sold after school hours.

### **Snacks**

Snacks served during the school day have an emphasis on serving fruits and vegetables as the primary snacks and water or milk as the primary beverage. BPS will assess if and when to offer snacks based on the timing of school meals, children's nutritional needs, children's ages, and other considerations. Any snack provided by the district during the school day will meet or exceed current nutrition requirements established by local, state, and federal statutes and regulations including but not limited to USDA Smart Snacks in School nutrition standards. Snacks that are served to or snacks that are available for students for purchase after the school day will meet or exceed current nutrition requirements established by local, state, and federal statutes and regulations including but not limited to USDA Smart Snacks in School nutrition standards.

### **Caffeine**

Beverages provided by and sold (via vending machines) by the District are free of caffeine. Food and beverages provided by the District are free of caffeine, except some food and beverages may have trace amounts of naturally occurring caffeine related substances. Per the American Academy of Pediatrics, caffeine and other stimulants have no place in the diet of children and adolescents.

### **Celebrations and Rewards**

All foods and beverages offered or served on the school premises during school hours will meet or exceed the USDA Smart Snack in School nutrition standards or, if the state policy is stronger," will meet or exceed state nutrition standards," including through:

1. Celebrations and parties: The District will provide a list of healthy party ideas to parents and teachers, including non-food celebration

ideas. Healthy party ideas are available from the Alliance for Healthier Generation and from the USDA.

2. Classroom snacks brought by parents: The District will provide parents a list of foods and beverages that meet Smart Snack nutrition standards.
3. Rewards and incentives: The District will provide teachers and other relevant school staff a list of alternative ways to reward children. Foods and beverages will not be used as a reward, withheld as punishment for any reason, such as for performance or behavior.

Celebrations and positive reinforcement are an important part of our District's culture of supporting students. Using food as a reward or withholding food as a punishment undermines healthy eating habits and interferes with children's ability to self-regulate their eating.

### **Food and Beverage Marketing in Schools**

The District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. The District strives to teach students how to make informed choices about nutrition, health, and physical activity. These efforts will be weakened if students are subjected to advertising on District property that contains messages inconsistent with the health information the District is imparting through nutrition education and health promotion efforts. It is the intent of the District to protect and promote student's health by permitting advertising and marketing for only those foods and beverages that are permitted to be sold on the school campus, consistent with the District's wellness policy.

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards or, if stronger, "state nutrition standards," such that only those foods that comply with or exceed those nutrition standards are permitted to be marketed or promoted to students. Food and beverage marketing is defined as advertising and other promotions in schools.

Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. This term includes, but is not limited to the following:

- Brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container.
- Displays, such as on vending machine exteriors.
- Corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (Note: immediate replacement of these items are not required; however, districts will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that is financially possible over time so that items are in compliance with the marketing policy.)
- Corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, pupil assignment books or school supplies displayed, distributed, offered or sold by the District.
- Advertisements in school publications or school mailings.
- Free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.
- Marketing through fundraiser and corporate-incentive programs, such as Box Tops for Education.

As the District/school nutrition services/Athletics Department and other school organizations review existing contracts and consider new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

### **III. Nutrition and Physical Activity Promotion and Food Marketing**

#### Nutrition Education and Promotion

Bayard Public School District aims to teach, encourage, and support healthy eating by students. Schools may provide nutrition education and engage in nutrition promotion as follows:

- Encourage nutrition education and nutrition promotion not only health education classes, but also classroom instruction in subjects such as math, science, language arts, social sciences, and elective subjects;
- Administrators may inform teachers about opportunities to attend training on nutrition and the importance of role modeling healthful habits for students;
- Teachers will have access to nutrition resources via Nebraska Action for Healthy Kids website and the Nebraska Department of Education Nutrition Services website.

### **Family & Community**

Parents may, from time to time, be invited to join students for school meals. Family members and community members are encouraged to become actively involved in programs that provide nutrition education.

### **Staff Wellness**

Bayard Public School District highly values the health and well-being of every staff member and will plan and implement activities and policies that support personal efforts by staff to maintain a healthy lifestyle. This wellness team will develop, promote, and oversee a multifaceted plan to promote staff health and wellness. The plan should be based on input solicited from school staff and should outline ways to encourage healthy eating, exercise, and other elements of a healthy lifestyle among school staff. BPS staff members are encouraged to serve as healthy role models for students.

## **IV. Physical Activity Opportunities and Physical Education**

### **Physical Education (P.E.)**

- All students in grades K-12, including students with disabilities, special healthcare needs, and in alternative educational settings, will be provided the opportunity to receive physical education for the entire school year. Students in grades 7-12 may receive physical education as is allowed within their course schedules.
- Students will spend at least 50 percent of physical education class time participating in moderate to vigorous exercise.
- The curriculum will meet or exceed the health and physical education standards established by the Nebraska Department of Education.

### **Qualifications/Training for Staff for P.E.**

We follow the Nebraska Department of Education for staff qualifications for teaching physical education. Teachers on record have an endorsement in physical education.

### **Physical Education Training**

Our district has a policy of continuing education in the endorsement area of physical education and all teachers are required to abide by. The District provides funding for continuing education/opportunities to continue education in physical education.

### **Physical Education Exemptions & Substitutions**

All physical education classes will follow a student's Individual Education Plan (IEP), Individual Healthcare Plan (IHP), 504, and/or Concussion Protocol requirements, such as Return to Learn (RTL) and Return to Play (RTP). Exemptions and/or substitutions will be made as needed for each student based on medical diagnosis/es, presenting physical and medical signs and symptoms, and/or physician order(s).

### **Facilities**

The elementary and secondary buildings agree to share and use both facilities as needed for physical education. Agreements on use of facilities on off campus premises are but not limited to privately owned golf courses, city baseball and softball fields. The District will ensure that its grounds, facilities, and off campus premises and facilities are safe and that equipment is available for students and staff to be active. The District will conduct necessary inspections and repairs.

### **Daily Recess**

Elementary students will have at least 20 minutes a day of supervised recess, preferably outdoors. As a general guideline, if the wind chill factor is above zero degrees Fahrenheit recess will be conducted outdoors. Parents of students with medical conditions for whom this policy is a concern are to inform the school nurse, the classroom teacher, and the building administrator and upon request from school personnel shall provide medical verification, physician treatment protocols and prescribed medication as

appropriate. Moderate to vigorous exercise will be encouraged verbally and through the provision of adequate space and age appropriate equipment.

### **Physical Activity and Punishment and Rewards (This guideline does not apply to extracurricular activities)**

Teachers and other school personnel will not use physical activity (e.g., running laps, pushups) or withhold opportunities for physical activity, other than reasonable limitations on recess, as punishment. Upon the agreement of the teacher, the principal, and the parent, students may be required to complete school assignments prior to attending recess. Alternative recess times or alternate recess activities may be assigned (walking during recess or cleaning the sidewalk during recess) for school disciplinary purposes. Teachers and other school personnel may use physical activity as a reward. Students may be rewarded an extra recess, an extended recess, an extra physical education class, and/or an extended physical education class by the following (this is not an all inclusive list):

- Good classroom behaviors
- Testing scores
- Classroom grades
- Reaching individual or classroom goals and/or
- Celebrations

### **Integrating Physical Activity into the Classroom Setting**

For students to receive the nationally recommended amount of daily exercise (i.e., at least 60 minutes per day) and for students to fully embrace regular physical activity as a personal behavior, students need opportunities for exercise beyond physical education class. Toward that end:

- Classroom health education will complement physical education by reinforcing the knowledge and self management skills needed to maintain a physically active lifestyle and to reduce time spent on sedentary activities, such as watching television;
- Opportunities for physical activity will be incorporated into other subject lessons;
- When circumstances make it necessary for students to remain indoors and inactive for more than two consecutive hours, the students will be given periodic breaks during which they will be encouraged to stand and be moderately active;

- School administrators may inform teachers about opportunities to attend training on physical activity/physical education and the importance of modeling healthful habits for students; and
- Teachers will be able to access physical education/physical activity resources via Nebraska Action for Healthy Kids website and the Nebraska Department of Education PE Health website.

### **Family & Community**

Information will be made available upon request to help families incorporate physical activity into the lives of all household members. Families and community members may be encouraged to institute programs that support physical activity, such as a walk to school program. The district may provide information about physical education and other school-based physical activity opportunities before, during, and after the school day, and support parents' efforts to provide their children with opportunities to be physically active outside of school. Such supports may include sharing information about physical activity and physical education through a website, newsletter, or other take-home materials, special events, or physical education homework. School staff will continue to make school facilities available to community members and groups to promote physical activity and wellness for community members in accordance with other board policies and in accordance with the requirements of the district's insurance.

## **V. Monitoring and Policy Review Monitoring**

### **Implementation Plan**

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy. The plan delineates roles, responsibilities, actions and timelines specific to each school; and includes information about who will be responsible to make what change, by how much, where and when; as Adopted 5-8-2006, Reviewed 5-8-2026, Revised 5-11-2026 well as specific goals and objectives for nutrition standards for all foods and beverages available on the school campus, food and beverage marketing, nutrition promotion and education, physical activity, physical education and other school-based activities that promote student wellness. It is recommended that the school use the Healthy Schools Program online tools to complete a school-level assessment based on the Centers for Disease Control and Prevention's School Health Index, create an

action plan that fosters implementation and generate an annual progress report. This wellness policy and the progress reports can be found at the District's website.

The superintendent or designee(s) will develop and maintain a plan for implementation to monitor compliance with established districtwide nutrition and physical activity wellness policies and this wellness policy. The elementary and high school principal or designee(s) will monitor compliance with those policies in their school and will report on the school's compliance to the school district superintendent or designee(s) upon request of the superintendent.

School food service staff will monitor compliance with nutrition policies within school food service areas and will report on this matter to the superintendent upon request of the superintendent. The district may annually incorporate wellness policy information into the annual report.

This wellness policy and the progress reports can be found at the District's website.

### **Recordkeeping**

The District will retain records to document compliance with the requirements of the wellness policy at the District's Central Administrative Office, and/or on the District's computer network. Documentation maintained in this location will include but will not be limited to:

- The written wellness policy;
- Documentation demonstrating that the policy has been made available to the public;
- Documentation of efforts to review and update the Local Schools Wellness Policy; including an indication of who is involved in the update and methods the district uses to make stakeholders aware of their ability to participate on the WC;
- Documentation to demonstrate compliance with the annual public notification requirements;
- The most recent assessment on the implementation of the local school wellness policy;

- Documentation demonstrating the most recent assessment on the implementation of the Local School Wellness Policy has been made available to the public.

### **Annual Notification of Policy**

The District will actively inform families and the public each year of basic information about this policy, including its content, any updates to the policy and implementation status. The District will make this information available via the district website and/or district-wide communications. The District will provide as much information as possible about the school nutrition environment. This will include a summary of the District's events or activities related to wellness policy implementation. Annually, the District will also publicize the name and contact information of the District/school officials leading and coordinating the committee, as well as information on how the public can get involved with the school wellness committee.

### **Triennial Progress Assessments**

At least once every three (3) years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and include:

- The extent to which schools under the jurisdiction of the District are in compliance with the wellness policy;
- The extent to which the District's wellness policy compares to the Alliance for a Healthier Generation's model wellness policy; and
- A description of the progress made in attaining the goals of the District's wellness policy.

The position/person responsible for managing the triennial assessment and contact information is the Superintendent or Superintendent's designee(s).

The WC, in collaboration with individual schools, will monitor schools' compliance with this wellness policy.

The District will actively notify the community of the availability of the triennial progress report which will include a copy of the Wellness policy, our district's WellSat 3.0 scorecard, district goal documents, and WC meeting minutes. This information will be posted on the school website.

## **TITLE IX POLICY**

As required by Title IX of the Education Amendments of 1972, it is the policy of the district that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any of the district's programs or activities, or in regards to admission or employment. Any person may report sex discrimination, including sexual harassment. This report must be made by any means to the district's Title IX Coordinator whose contact information can be found on the district's website and in the district's student and staff handbooks. Any other inquiries regarding the application of this policy should be referred to the Title IX Coordinator.

## **STAFF DIRECTORY**

# BAYARD PUBLIC SCHOOLS

726 4<sup>th</sup> Avenue – P.O. Box 607  
Bayard, NE 69334

**District Office : 586-1325**  
**Fax: 586-1638**

**High School : 586-1700**  
**Fax: 586-1036**

**Elementary : 586-1211**  
**Bus Barn: 586-1535**

[www.bayardpublicschools.org](http://www.bayardpublicschools.org)

2026-27

## CENTRAL ADMINISTRATIVE OFFICE

Zach Nesbitt – Superintendent of Schools  
Bobbie Stuart – Secretary/Treasurer  
Heather Oliverius – Administrative Assistant  
Sharon Schluterbusch - Technology/Librarian  
Melanie Dalbey – Data Steward

## **BUS BARN – 586-1535**

**Transportation Director** – Hope Wurdeman

**Drivers -** Jennifer Wyckoff Sara Jimenez-Flores  
Dan Coolidge Heather Oliverius  
Ricky Johnson  
Olivene Abner

## SCHOOL NURSE

Justine Jobman

## CAFETERIA

Head Cook - Renee Harter  
Cooks - Gracie Trevino  
Lizabeth Spurgeon  
Connie Dickey

## Pathfinders

Dir. – Brandy Rowe  
Kathy Ragland  
James Cawley  
Madison Knaub  
Zachary Rowe

## PRESCHOOL

–Shawna Reish Para – Melissa Reffalt  
Lacey James Para – Miranda Bernhardt

## ELEMENTARY OFFICE

Candace Ehler – Principal  
Cortney Schuller – Secretary  
Julie Cochran – Counselor PK-6  
Ellie Cummings – Speech Pathologist

## SECONDARY OFFICE

Mrs. Beberniss – Principal/AD  
Linde Rafferty – Counselor 7-12  
Ellie Cummings – Speech Pathologist

## ELEMENTARY CUSTODIANS

Head Custodian- Jeff Erdman  
Custodian- Jared Muldrow  
Ashley Moreno

## SECONDARY CUSTODIANS

Head Custodian- Jeff Erdman  
Custodian - Corina Walters

## ELEMENTARY INSTRUCTORS

Title Teacher - Jessica Nesbitt  
Kindergarten - Joy Rafferty  
First Grade - Crystal Batt  
Second Grade - Jayden Ralston  
Third Grade - Micki McKibbin  
Fourth – Sixth Grade

Cheryl Ferrero  
Michelle Martinez  
Breanna Smith  
Steven James

Physical Ed. - Mike Simons  
Special Ed. – Shania Ashmore  
Amanda Serda

Music- Rebecca Smith  
Music K-6 - Emily Stegman  
Band - Emily Stegman  
Art - Jessica Klassen

## **Para**

Stacey Asay Aleah Nesbitt  
Melanie Dalbey Melissa Reffalt  
Grace Dobrinski Debborah Rose  
Dana Korell Brandy Rowe  
Erma Leonard Rebecca Smith  
Julie Miller Heather Spalding

## SECONDARY INSTRUCTORS

Stephanie Barker – Computers, Math, Science, Journalism  
Colton Ehler – Physical Education, Health, PE  
Kimberly Ferguson – Social Science  
Kathleen Guitguit – English  
Steven James - Science  
Jessica Klassen – Art  
Adam Ostdiek – Science, Math, PE  
Justin Rafferty – Vo. Ag., FFA & Mechanics  
Linde Rafferty – Social Science, Counseling 7-12  
Justin Reinmuth – Industrial Arts, PE  
Elliot Reish – Special Education, Personal Finance, PE  
Emily Stegman – Vocal Music/Band

Brandon Stuart – Special Education, PE PreK  
MyKayla Torres - English  
Jonie Trinidad - Math

**Para -** Tressa White  
Lynelle Pahl

## SCHOOL CALENDAR

# BAYARD PUBLIC SCHOOLS



## 2026-2027 DISTRICT CALENDAR



### 2026

| AUGUST 2026 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             |    |    |    |    |    | 1  |
| 2           | 3  | 4  | 5  | 6  | 7  | 8  |
| 9           | 10 | 11 | 12 | 13 | 14 | 15 |
| 16          | 17 | 18 | 19 | 20 | 21 | 22 |
| 23          | 24 | 25 | 26 | 27 | 28 | 29 |
| 30          | 31 |    |    |    |    |    |

| SEPTEMBER 2026 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | Th | F  | S  |
|                |    |    |    |    |    |    |
|                |    | 1  | 2  | 3  | 4  | 5  |
| 6              | 7  | 8  | 9  | 10 | 11 | 12 |
| 13             | 14 | 15 | 16 | 17 | 18 | 19 |
| 20             | 21 | 22 | 23 | 24 | 25 | 26 |
| 27             | 28 | 29 | 30 |    |    |    |

| OCTOBER 2026 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    |    |
|              |    |    |    | 1  | 2  | 3  |
| 4            | 5  | 6  | 7  | 8  | 9  | 10 |
| 11           | 12 | 13 | 14 | 15 | 16 | 17 |
| 18           | 19 | 20 | 21 | 22 | 23 | 24 |
| 25           | 26 | 27 | 28 | 29 | 30 | 31 |

| NOVEMBER 2026 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    |    |    |    |
| 1             | 2  | 3  | 4  | 5  | 6  | 7  |
| 8             | 9  | 10 | 11 | 12 | 13 | 14 |
| 15            | 16 | 17 | 18 | 19 | 20 | 21 |
| 22            | 23 | 24 | 25 | 26 | 27 | 28 |
| 29            | 30 |    |    |    |    |    |

| DECEMBER 2026 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    |    |    |    |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 | 31 |    |    |

### 2027

| JANUARY 2027 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    |    |
|              |    |    |    |    | 1  | 2  |
| 3            | 4  | 5  | 6  | 7  | 8  | 9  |
| 10           | 11 | 12 | 13 | 14 | 15 | 16 |
| 17           | 18 | 19 | 20 | 21 | 22 | 23 |
| 24           | 25 | 26 | 27 | 28 | 29 | 30 |
| 31           |    |    |    |    |    |    |

| FEBRUARY 2027 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    |    |    |    |
|               | 1  | 2  | 3  | 4  | 5  | 6  |
| 7             | 8  | 9  | 10 | 11 | 12 | 13 |
| 14            | 15 | 16 | 17 | 18 | 19 | 20 |
| 21            | 22 | 23 | 24 | 25 | 26 | 27 |
| 28            |    |    |    |    |    |    |

| MARCH 2027 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    |    |
|            | 1  | 2  | 3  | 4  | 5  | 6  |
| 7          | 8  | 9  | 10 | 11 | 12 | 13 |
| 14         | 15 | 16 | 17 | 18 | 19 | 20 |
| 21         | 22 | 23 | 24 | 25 | 26 | 27 |
| 28         | 29 | 30 | 31 |    |    |    |

| APRIL 2027 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    |    |
|            |    |    |    | 1  | 2  | 3  |
| 4          | 5  | 6  | 7  | 8  | 9  | 10 |
| 11         | 12 | 13 | 14 | 15 | 16 | 17 |
| 18         | 19 | 20 | 21 | 22 | 23 | 24 |
| 25         | 26 | 27 | 28 | 29 | 30 |    |

| MAY 2027 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | Th | F  | S  |
|          |    |    |    |    |    |    |
|          |    |    |    |    |    | 1  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 |
| 30       | 31 |    |    |    |    |    |

#### School Hours

High School  
8:00 am to 3:40 pm  
Elementary  
8:00 am to 3:30 pm  
Pathfinders  
3:35 pm to 6:00 pm  
Early Dismissals  
12:30 pm

NOTE: Proposed in-service dates are subject to revision, pending the availability of consultants and/or district needs.  
Half day Preschool will not be in session on late start days.  
Breakfast will not be served on late starts due to inclement weather.

NOTE: This calendar does not allow for any inclement weather days as forgiven days. Depending upon time of year and calendar status, days missed due to inclement weather, contagious disease, pandemic flu, or other Acts of God, may or may not be re-scheduled as make-up days, subject to administrative discretion. If make-up days are added to the end of the year, the last day for students(May) and the last day for teachers(May) will be later than noted herein.

| August                                                                                                                           |  |
|----------------------------------------------------------------------------------------------------------------------------------|--|
| 6th - ALL Parents/Kids are welcome to the registration meeting, which is required for all parents and kids in activities. (7 pm) |  |
| 10th, 11th, 12th, 13th, 14th, & 17th - Teacher In-Services                                                                       |  |
| 17th - K/12 Open House 4pm - 7pm - Teacher In-Services                                                                           |  |
| 18th - 1st Day of School for Students                                                                                            |  |
| Early Dismissal @ 12:30 pm                                                                                                       |  |
| 25th - 1st Day of Pre-School                                                                                                     |  |
| 28th - Academy Half Day - Dismissed @ 12:30 pm                                                                                   |  |
| September                                                                                                                        |  |
| 7th - No School Staff/Students - Labor Day                                                                                       |  |
| 4th, 18th, & 25th Academy Half Days - Dismissed @ 12:30 pm                                                                       |  |
| October                                                                                                                          |  |
| 9th - No School Staff/Students                                                                                                   |  |
| 12th - Early Dismissal - 12:30 pm                                                                                                |  |
| Parent-Teacher Conferences 1pm-7pm                                                                                               |  |
| 16th - End of the 1st Quarter                                                                                                    |  |
| 2nd, 23rd, & 30th Academy Half Days - Dismissed @ 12:30 pm                                                                       |  |
| November                                                                                                                         |  |
| 25th-27th - No School Staff/Students - Thanksgiving Break                                                                        |  |
| 30th - No School - Teacher In-Services                                                                                           |  |
| 6th, 13th, & 20th Academy Half Days - Dismissed @ 12:30 pm                                                                       |  |
| December                                                                                                                         |  |
| 18th - End of 2nd Quarter/1st Semester                                                                                           |  |
| 18th - Possible Food Drive Incentive Day                                                                                         |  |
| 21st-31st - No School Staff/Students - Holiday Break                                                                             |  |
| 11th & 18th - Academy Half Days - Dismissed @ 12:30 pm                                                                           |  |
| January                                                                                                                          |  |
| 1st - No School Staff/Students - Holiday Break                                                                                   |  |
| 4th - No School Students (Teacher In-Services)                                                                                   |  |
| 5th - 1st day back for students                                                                                                  |  |
| 15th, 22nd, & 29th Academy Half Days - Dismissed @ 12:30 pm                                                                      |  |
| February                                                                                                                         |  |
| 1st - No School Students (Teacher In-Services)                                                                                   |  |
| 15th - No School Students (ESU Teacher In-Services)                                                                              |  |
| 19th - No School Staff/Students                                                                                                  |  |
| 12th & 26th Academy Half Days - Dismissed @ 12:30 pm                                                                             |  |
| March                                                                                                                            |  |
| 11th - End of the 3rd Quarter                                                                                                    |  |
| 12th - No Schools Staff/Students                                                                                                 |  |
| 15th - Early Out @ 12:30                                                                                                         |  |
| Parent-Teacher Conferences 1 pm-7 pm                                                                                             |  |
| 26th-29th - No School Staff/Students (Spring Break)                                                                              |  |
| 5th Academy Half Day - Dismissed @ 12:30 pm                                                                                      |  |
| April                                                                                                                            |  |
| 12th - No School Students (Teacher In-Services)                                                                                  |  |
| 9th, 23rd, & 30th Academy Half Days - Dismissed @ 12:30 pm                                                                       |  |
| May                                                                                                                              |  |
| 7th - No School Students (Teacher In-Services)                                                                                   |  |
| 15th - Graduation Class of 2027 @ 2:00pm                                                                                         |  |
| 18th - Pre-School Last Day                                                                                                       |  |
| 20th - Early Out @ 12:30 pm (Last Day for Students)                                                                              |  |
| 20th - End of 4th Quarter/2nd Semester                                                                                           |  |
| 21st - No School (Teacher In-Services)                                                                                           |  |
| 14th Academy Half Day - Dismissed @ 12:30 pm                                                                                     |  |

|                                         |                                         |
|-----------------------------------------|-----------------------------------------|
| Registration meeting/Graduation         | First day of School K-12                |
| Preschool First/Last Days               | No School Staff/Students                |
| No School Students(Teacher In-Services) | Possible Food Drive Incentive Day       |
| Last Day of School K-12                 | Early Dismissal - Required Academy Days |

## **7-12 Bell Schedule**

### **9 Period Day**

|            |                     |          |
|------------|---------------------|----------|
| Zero Hour: | 7:11 am - 7:55 am   | (44 min) |
| 1st Period | 8:00 am - 8:44 am   | (44 min) |
| 2nd Period | 8:51 am - 9:35 am   | (44 min) |
| 3rd Period | 9:38 am - 10:22 am  | (44 min) |
| 4th Period | 10:25 am - 11:09 am | (44 min) |
| 5th Period | 11:12 am - 12:29 pm |          |
| Lunch A    | 11:12 am - 11:42 am | (30 min) |
| 5th A      | 11:45 am - 12:29 pm | (44 min) |
| 5th B      | 11:12 am - 11:56 pm | (44 min) |
| Lunch B    | 11:59 pm - 12:29 pm | (30 min) |
| 6th Period | 12:32 pm - 1:16 pm  | (44 min) |
| 7th Period | 1:19 pm - 2:03 pm   | (44 min) |
| 8th Period | 2:06 pm - 2:50 pm   | (44 min) |
| 9th Period | 2:53 pm - 3:37 pm   | (44 min) |

### **Friday Half Day**

|                                             |                            |          |
|---------------------------------------------|----------------------------|----------|
| 1st Period - Exploration                    | 8:00 am - 8:45 am          | (45 min) |
| 2nd Period - WIN(Math/Science/English/TTSK) | 8:48 am - 9:33 am          | (45 min) |
| 3rd Period - WIN(Math/Science/English/TTSK) | 9:37 am - 10:22 am         | (45 min) |
| 4th Period - WIN(Math/Science/English/TTSK) | 10:25 am - 11:10 am        | (45 min) |
| 5th Period - Exploration/JH PE/Sports       | 11:13 - 12:00 pm           | (47 min) |
| <b>Lunch</b>                                | 12:00 pm - 12:30 pm (7-12) |          |

## **NOTICE OF NON-DISCRIMINATION**

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the nondiscrimination policies:

Name: Zachary Nesbitt

Title: Superintendent of Schools

Address: PO Box 607 Bayard, NE 69334

Telephone: 308-586-1325

E-mail: [zachary.nesbitt@bayardtigers.org](mailto:zachary.nesbitt@bayardtigers.org)

For further information on notice of nondiscrimination, visit [Federal Nondiscrimination Website](#) for the address and phone number of the office that serves your area or call 1-800-421-3481. For additional prohibited discrimination and related information, please review school district Policy 3053– Nondiscrimination.

Adopted on: \_\_\_\_\_

Revised on: 7/8/2026

Reviewed on: 7/8/2026

**INTERLOCAL COOPERATIVE AGREEMENT  
AMENDED JUNE 9, 2026**

This **AMENDED INTERLOCAL COOPERATIVE AGREEMENT** made and entered into by and between Banner County Public School District No. 04-0001 (hereinafter referred to as "Banner County"), Bayard Public School District No. 62-0021 (hereinafter referred to as "Bayard"), Bridgeport Public School District No. 62-0063 (hereinafter referred to as "Bridgeport"), Creek Valley Public School District No. 25-0025 (hereinafter referred to as "Creek Valley"), Gering Public School District No. 79-0016 (hereinafter referred to as "Gering"), Kimball Public School District No. 53-0001 (hereinafter referred to as "Kimball"), Leyton Public School District No. 17-0003 (hereinafter referred to as "Leyton"), Minatare Public School District No. 79-0002 (hereinafter referred to as "Minatare"), Mitchell Public School District No. 79-0031 (hereinafter referred to as "Mitchell"), and Morrill Public School District No. 79-0011 (hereinafter referred to as "Morrill"), collectively referred to in this Interlocal Cooperative Agreement as the "parties".

**RECITALS**

**WHEREAS**, Banner County, Bayard, Bridgeport, Creek Valley, Gering, Kimball, Leyton, Minatare, Mitchell, and Morrill are desirous to enter into an Interlocal Cooperative Agreement, the purpose of which is to provide an alternative learning environment for students; and

**WHEREAS**, Banner County, Bayard, Bridgeport, Creek Valley, Gering, Kimball, Leyton, Minatare, Mitchell, and Morrill are determined that the establishment of this Interlocal Cooperative Agreement will best serve the students of each respective school district and further shall provide the means of improving and facilitating the quality of education for said students and further shall provide a means of sharing instructional assignments, programs, activities, and functions thereby eliminating duplications of cost of providing such services.

**NOW, THEREFORE, IT IS AGREED** by and between the parties as follows:

**1. NAME**

The name of the Interlocal Cooperative Agency hereby established shall be:  
**VALLEY ALTERNATIVE LEARNING TRANSITIONING SCHOOL** (hereinafter referred to as "VALTS")

**2. PURPOSE**

Banner County, Bayard, Bridgeport, Creek Valley, Gering, Kimball, Leyton, Minatare, Mitchell, and Morrill hereby agree pursuant to the terms of this Interlocal Cooperative Agreement that there is hereby established an Interlocal Cooperative Agreement pursuant to Sec. 13-804 R.R. S. 1943 et seq. hereby establishing a separate entity for the purpose of providing for the general education needs and providing educational services as identified and required by member school districts and further providing for

economy, efficiency and cost effectiveness in the cooperative delivery of education services.

Subject to approval by the Board of Education of VALTS, the allocation of educational slots for students attending VALTS shall be as follows:

|                                         |   |         |
|-----------------------------------------|---|---------|
| Mitchell Public School District # 31    | = | 8 slots |
| Gering Public School District #16       | = | 5 slots |
| Bridgeport Public School District #63   | = | 3 slots |
| Morrill Public School District #11      | = | 3 slots |
| Bayard Public School District #21       | = | 2 slots |
| Minatare Public School District #2      | = | 2 slots |
| Creek Valley Public School District #25 | = | 1 slot  |
| Kimball Public School District #1       | = | 1 slot  |
| Banner County Public School District #1 | = | 1 slot  |
| Leyton Public School #3                 | = | 1 slot  |

Additional slots for districts may be allowed if approved by VALTS/ESU #13 Administration. Member districts also have the option of transferring excess student slots. Any transfer must meet the following conditions:

1. Should a district assume such a slot, the cost of the slot will be the prevailing rate charged all member districts for that same year.
2. The district assuming the slot will pay for the slot on a quarterly basis.

### **3. GOALS**

1. To provide alternative ways for students to achieve high school graduation resulting in increased graduation rates and preparation for life after high school.
2. To certify that, upon completion of a course, students will have reached or surpassed the district and/or state performance assessments which measure student progress.
3. To develop innovative student performance assessments which measure student progress.
4. To provide a caring, diversified learning environment where students will develop positive self-concepts, increase their self-esteem, and recognize and appreciate the correlation between education and success in the workplace.
5. To be accountable to the community and the home school district through quality student achievement.
6. To provide opportunities for community involvement.
7. To provide a safe and orderly school environment.
8. To provide an alternative, diversified environment where students can achieve success.

**4. MISSION**

VALTS creates a safe, personalized learning environment where students reclaim their path to school, develop resiliency and life skills, and graduate prepared for future academic and career success.

**5. VISION**

Every student achieves individual success—becoming resilient, confident, and empowered to contribute meaningfully to their communities—thriving in a flexible learning environment where barriers are removed and support is always available.

**6. VALUES**

**V – Value Relationships** (*Service & Hospitality / Healthy Partnerships*)

We build strong, respectful relationships with every student, family, and each other while providing second chances without stigma.

**A – Adapt for Each Learner** (*Innovation*)

We provide flexible learning and remove barriers to meet students where they are.

**L – Learn for Life** (*Empowering Leadership*)

We teach academic and life skills so students are prepared for their future.

**T – Take Ownership** (*Empowering Leadership*)

We hold ourselves and our students accountable for growth, effort, and results.

**S – Strengthen Community** (*Healthy Partnerships / Nurturing Communication*)

We partner with families and communities to support every student.

**7. PHILOSOPHY**

The philosophy is based upon the belief that students have a right to a free, appropriate education; and students, when offered the appropriate environment, can experience educational success. The traditional education model, effective as it may be for the majority of our students, does not provide the right environment for some students. VALTS will be student rather than department centered. Its curriculum will be built upon state and district mandated standards.

**8. DURATION**

This Interlocal Cooperative Agreement shall continue until terminated by the Parties as provided herein. This Agreement may be terminated by agreement of all Parties.

**9. NOTICE OF PARTICIPATION**

The district will be committing to participate in VALTS for two school years beyond the current school year. Each member district agrees it shall budget and pay an assessed amount per slot as determined and agreed to each year by the VALTS Board of

Education. The VALTS Board of Education shall, on an annual basis, discuss procedures to address any shortfalls or excesses in the budget which may exist.

A district shall notify ESU #13 and the VALTS Board of Education of its intent to increase slots in the VALTS program for the upcoming year by February 1st of the current school year. If such notification is received by ESU #13 and the VALTS Board of Education after February 1st, then such change shall be subject to the approval of ESU #13 and the VALTS Board of Education as to if it will become effective for the upcoming year.

A district shall notify ESU #13 and the VALTS Board of Education of its intent to decrease slots in the VALTS program for the upcoming year by February 1st of the current school year. If such notification is received by ESU #13 and the VALTS Board of Education after February 1st, then such change shall not become effective for the upcoming year, but shall become effective for the following year.

If a party is completely withdrawing from the VALTS program, it must give notice before February 1st of the current school year, and such withdrawal shall become effective two years from the end of the school year notification is received. A party who has withdrawn shall have no right to accumulated assets of the Interlocal Cooperative Agency, nor shall the withdrawing party have a right to require the remaining parties to liquidate or otherwise dispose of assets of the Interlocal Cooperative Agency.

#### **10. GENERAL POWERS**

Said Interlocal Cooperative Agency shall have all power authorized by the laws of the State of Nebraska including the power to acquire or dispose of real and personal property and shall constitute a separate public body corporate and politic of the state and shall have power: (a) to sue and be sued; (b) to make and execute contracts and other instruments necessary and convenient to exercise of its power; (c) and from time to time to make, amend and repeal bylaws, rules and regulations not inconsistent with the Interlocal Cooperative Act and the agreement providing for its creation, and to carry out and effectuate said powers and purposes.

#### **11. GENERAL ORGANIZATION**

This Interlocal Cooperative Agency shall be governed by a Board of Education which shall be comprised of three duly elected Board of Education members from the district that purchases the most slots, two duly elected Board of Education members from the district that purchases the second most slots, and two duly elected Board of Education members from the district that purchases the third most slots. In the event of a tie, the superintendents of the participating districts shall determine the appropriate district(s) to provide Board of Education members. Members of the Board shall receive no compensation for their services, but shall be reimbursed for the actual and necessary expenses incurred in the performance of their duties. The Board shall elect from its members a President and a Vice President. The Board will also elect a Secretary and

appoint the ESU #13 Business Manager as the Treasurer. The Board may receive for a purpose for which is made available any school district, county, state, or federal funds made available to it or funds or property received from any source for operating expenses and for the purpose of matching any funds that may be made available to it on a matching basis by any state or federal agency. The Board shall further have the power to contract for services connected with the operation of this Interlocal Cooperative Agency as needs and interest demand and shall establish fees and charges for services including the power to establish tuition rates for course of instruction offered and shall have the power to exercise any other powers, duties and responsibilities necessary to carry out the purpose of the Interlocal Cooperative Agency authorized by the laws of the State of Nebraska.

## **12. PURCHASING PROCEDURES**

The VALTS Board of Education recognizes the importance of a sound fiscal management program and expects VALTS to maintain an efficient and consistent procedure in purchasing materials and services for the school. All purchasing for VALTS will adhere to the ESU #13 approved purchase process and relevant Board policies.

## **13. TERMINATION-DISPOSAL OF ASSETS**

Upon agreement of the participating parties (all parties other than a party who may have withdrawn) to terminate this Interlocal Cooperative Agreement, the participating parties shall, upon payment of all debts, distribute remaining assets on pro rata; i.e.:

|                                         |   |        |
|-----------------------------------------|---|--------|
| Mitchell Public School District #31     | = | 29.63% |
| Gering Public School District #16       | = | 18.52% |
| Bridgeport Public School District #63   | = | 11.11% |
| Morrill Public School District #11      | = | 11.11% |
| Bayard Public School District #21       | = | 7.41%  |
| Minatare Public School District #2      | = | 7.41%  |
| Creek Valley Public School District #25 | = | 3.7%   |
| Kimball Public School District #1       | = | 3.7%   |
| Banner County Public School District #1 | = | 3.7%   |
| Leyton Public School District #3        | = | 3.7%   |
|                                         |   | <hr/>  |
|                                         |   | 100%   |

This **AMENDED AGREEMENT** shall be effective upon its approval by the Board of Education of Banner County Public School District No. 04-0001, the Board of Education of Bayard Public School District No. 62-0021, the Board of Education of Bridgeport Public School District No. 62-0063, the Board of Education Creek Valley Public School District No. 25-0025, of the Board of Education of Gering Public School District No. 79-0016, the Board of Education of Kimball Public School District No. 53-0001, the Board of Education of Leyton Public School District No. 17-0003, the Board of Education of Minatare Public School District No. 79-0002, the

Board of Education of Mitchell Public School District No. 79-0031, and the Board of Education of Morrill Public School District No. 79-0011, and upon execution of such agreement by the Presidents of such school districts.

**SIGNATURE PAGES TO FOLLOW**

BANNER COUNTY PUBLIC SCHOOL  
DISTRICT NO. 04-0001

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

BAYARD PUBLIC SCHOOL  
DISTRICT NO. 62-0021

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

BRIDGEPORT PUBLIC SCHOOL  
DISTRICT NO. 62-0063

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

CREEK VALLEY PUBLIC SCHOOL  
DISTRICT NO. 25-0025

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

GERING PUBLIC SCHOOL  
DISTRICT NO. 79-0016

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

LEYTON PUBLIC SCHOOL  
DISTRICT NO. 17-0003

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

MINATARE PUBLIC SCHOOL  
DISTRICT NO. 79-0002

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

MITCHELL PUBLIC SCHOOL  
DISTRICT NO. 79-0031

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

MORRILL PUBLIC SCHOOL  
DISTRICT NO. 79-0011

Dated \_\_\_\_\_

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board

**ADDITIONAL SIGNATURE PAGES TO FOLLOW**

| Parcel Information        |                                                                                             |
|---------------------------|---------------------------------------------------------------------------------------------|
| <b>Parcel ID:</b>         | 100027991                                                                                   |
| <b>Map Number</b>         |                                                                                             |
| <b>State Geo Code</b>     | 1937-26-0-35185-000-0000                                                                    |
| <b>Cadastral #</b>        | -55-1                                                                                       |
| <b>Images</b>             | <a href="#">Photo #1</a>                                                                    |
| <b>Current Owner:</b>     | MORRILL COUNTY SCHOOL DIST # 62-0021 BAYARD PUBLIC SCHOOL<br>PO BOX 607<br>BAYARD, NE 69334 |
| <b>Situs Address:</b>     |                                                                                             |
| <b>Tax District:</b>      | 80                                                                                          |
| <b>School District:</b>   | BAYARD 21, 62-0021                                                                          |
| <b>Account Type:</b>      | Exempt                                                                                      |
| <b>Legal Description:</b> | 26 21 52 PT TAX LOT 5 (VACANT TRAILER COURT LAND)                                           |
| <b>Lot Width:</b>         | N/A                                                                                         |
| <b>Lot Depth:</b>         | N/A                                                                                         |
| <b>Total Lot Size:</b>    | 41895.00 sq ft                                                                              |

| Assessed Values |              |             |                    |                 |
|-----------------|--------------|-------------|--------------------|-----------------|
| <u>Year</u>     | <u>Total</u> | <u>Land</u> | <u>Outbuilding</u> | <u>Dwelling</u> |
| 2025            | \$32,715     | \$32,715    | \$0                | \$0             |
| 2024            |              |             |                    |                 |

| 2025 Tax Levy            |             |
|--------------------------|-------------|
| <u>Description</u>       | <u>Rate</u> |
| BAYARD 21                | 1.04114600  |
| COUNTY HOSP BOND (>2017) | 0.01197900  |
| SD 21 BOND               | 0.05070200  |
| ESU # 13                 | 0.01572100  |
| BAYARD CEM.              | 0.04263100  |
| BAYARD                   | 0.36594900  |
| WESTERN NE COMM COLLG    | 0.02100700  |
| NRD                      | 0.04322600  |
| MORRILL COUNTY           | 0.28599500  |

| 5 Year Sales History                                               |
|--------------------------------------------------------------------|
| No previous sales information is available (for the past 5 years). |

4/9/2026

Morrill County Assessor



### Property Classification

|                        |          |                   |                          |
|------------------------|----------|-------------------|--------------------------|
| <b>Status:</b>         | Improved | <b>Location:</b>  | Urban                    |
| <b>Property Class:</b> | Exempt   | <b>City Size:</b> | 800-2,500                |
| <b>Zoning:</b>         |          | <b>Lot Size:</b>  | 20,001 sq. ft. - .99 ac. |

### Property Notes

| <u>Date</u> | <u>Note</u> |
|-------------|-------------|
|-------------|-------------|

### Land Information

| <u>Lot Width (ft)</u> | <u>Lot Depth (ft)</u> | <u>Description</u> | <u>Lot Size</u> |
|-----------------------|-----------------------|--------------------|-----------------|
| 0.00                  | 0.00                  | 41,895.00 SQ. FEET | 41895.00 sq ft  |

### Dwelling Data

| <u>Description</u> | <u>Units</u> | <u>Value</u> |
|--------------------|--------------|--------------|
|--------------------|--------------|--------------|

### Outbuilding Data

| <u>Description</u> | <u>Units</u> | <u>Year Built</u> | <u>Cost</u> |
|--------------------|--------------|-------------------|-------------|
|--------------------|--------------|-------------------|-------------|

### Photo/Sketch



| Parcel Information        |                                                                                             |
|---------------------------|---------------------------------------------------------------------------------------------|
| <b>Parcel ID:</b>         | 100027886                                                                                   |
| <b>Map Number</b>         |                                                                                             |
| <b>State Geo Code</b>     | 1937-26-0-35185-000-0000                                                                    |
| <b>Cadastral #</b>        | -55-1                                                                                       |
| <b>Images</b>             | <a href="#">Photo #1</a> <a href="#">Photo #2</a> <a href="#">Photo #3</a>                  |
| <b>Current Owner:</b>     | MORRILL COUNTY SCHOOL DIST # 62-0021 BAYARD PUBLIC SCHOOL<br>PO BOX 607<br>BAYARD, NE 69334 |
| <b>Situs Address:</b>     |                                                                                             |
| <b>Tax District:</b>      | 80                                                                                          |
| <b>School District:</b>   | BAYARD 21, 62-0021                                                                          |
| <b>Account Type:</b>      | Exempt                                                                                      |
| <b>Legal Description:</b> | 26 21 52 PT TAX LOT 3 (VACANT TRAILER COURT LAND)                                           |
| <b>Lot Width:</b>         | N/A                                                                                         |
| <b>Lot Depth:</b>         | N/A                                                                                         |
| <b>Total Lot Size:</b>    | 29700.00 sq ft                                                                              |

| Assessed Values |              |             |                    |                 |
|-----------------|--------------|-------------|--------------------|-----------------|
| <u>Year</u>     | <u>Total</u> | <u>Land</u> | <u>Outbuilding</u> | <u>Dwelling</u> |
| 2025            | \$25,705     | \$25,705    | \$0                | \$0             |
| 2024            |              |             |                    |                 |

| 2025 Tax Levy            |             |
|--------------------------|-------------|
| <u>Description</u>       | <u>Rate</u> |
| BAYARD 21                | 1.04114600  |
| COUNTY HOSP BOND (>2017) | 0.01197900  |
| SD 21 BOND               | 0.05070200  |
| ESU # 13                 | 0.01572100  |
| BAYARD CEM.              | 0.04263100  |
| BAYARD                   | 0.36594900  |
| WESTERN NE COMM COLLG    | 0.02100700  |
| NRD                      | 0.04322600  |
| MORRILL COUNTY           | 0.28599500  |

| 5 Year Sales History                                               |
|--------------------------------------------------------------------|
| No previous sales information is available (for the past 5 years). |

### Property Classification

|                        |          |                   |                          |
|------------------------|----------|-------------------|--------------------------|
| <b>Status:</b>         | Improved | <b>Location:</b>  | Urban                    |
| <b>Property Class:</b> | Exempt   | <b>City Size:</b> | 800-2,500                |
| <b>Zoning:</b>         |          | <b>Lot Size:</b>  | 20,001 sq. ft. - .99 ac. |

### Property Notes

| <u>Date</u> | <u>Note</u> |
|-------------|-------------|
|-------------|-------------|

### Land Information

| <u>Lot Width (ft)</u> | <u>Lot Depth (ft)</u> | <u>Description</u> | <u>Lot Size</u> |
|-----------------------|-----------------------|--------------------|-----------------|
| 0.00                  | 0.00                  | 29,700.00 SQ. FEET | 29700.00 sq ft  |

### Dwelling Data

| <u>Description</u> | <u>Units</u> | <u>Value</u> |
|--------------------|--------------|--------------|
|--------------------|--------------|--------------|

### Outbuilding Data

| <u>Description</u> | <u>Units</u> | <u>Year Built</u> | <u>Cost</u> |
|--------------------|--------------|-------------------|-------------|
|--------------------|--------------|-------------------|-------------|

### Photo/Sketch



## **Purchase Agreement**

This Purchase Agreement ("Agreement") is between Morrill County School District No. 62-0021, commonly known as Bayard Public Schools, a Nebraska Political Subdivision ("Seller") and Assumption Greek Orthodox Church of Bayard, Nebraska, a Nebraska Nonprofit Corporation ("Buyer").

1. **Real Estate Description:** The "Real Estate" means the real estate (as defined in Neb. Rev. Stat. § 76-201) described as:

**The West 150 feet of Tax Lot 3 situated in the SW1/4SW1/4 Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska; and**

**That part of Tax Lot 5 situated in the SW1/4SW1/4 of Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska, more particularly described as follows: Beginning at a point which is 20.0 feet East of the northeast corner of Block 4, Sunnyside Addition to South Bayard, Nebraska and on the north line of said Block 4 as said north line is extended eastward (said beginning point is also on the east alley line of said Sunnyside Addition); thence continuing eastward along the easterly extended north line of the said Block 4, a distance of 95.0 feet; thence running South and parallel to the east alley line of the said Addition, a distance of 258.0 feet, more or less; thence running West and parallel to the north line of Block 4 as said north line is extended eastward, a distance of 95.0 feet to intersect the east alley line of the said Addition to a point 258 feet, more or less, South of the point of beginning; thence running North along the east alley line of said Addition, a distance of 258.0 feet, more or less, to the Point of Beginning; and**

**The South 183 feet of Tax Lot 5 situated in the SW1/4SW1/4 of Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska, more particularly described as follows: Commencing at point of the south boundary line of Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska, where the east line of the first and only alley east of Block 4, Sunnyside Addition to South Bayard, Nebraska, if extended southward would intersect the south boundary line of said Section 26; thence North along the east line of said alley extended and as platted, a distance of 183 feet to a point on the east line of said alley; thence East on a line parallel with the south boundary line of said Section 26, a distance of 95 feet; thence South on a line parallel with the east line of said alley, a distance of 183 feet to a point on the south boundary line of said Section 26; thence West along the south boundary line of said Section 26, a distance of 95 feet to the Point of Beginning.**

**(Morrill County Parcel Nos. 100027991 and 100027886).**

2. **Agreement to Buy and Sell:** Seller will sell the Real Estate to Buyer, and Buyer will purchase the Real Estate from Seller, according to the terms of this Agreement.
3. **Closing:** The parties will close this transaction on or before September 1, 2026, unless the closing date is extended according to this Agreement. The closing will be at Nebraska Title Company (the "Title Company") in Scottsbluff, Nebraska. The Title Company will serve as the closing agent. This Agreement will serve as instructions to the Title Company regarding closing. Each party may provide additional closing and escrow instructions to the Title Company as long as they are consistent with this Agreement. Each party's obligation to close is conditional on the other party fulfilling such other party's obligations under this Agreement at or prior to closing. A party is not required to be present at closing, but may provide its closing deliveries in a manner satisfactory to the Title Company (e.g. by wire, mail, or email). All actions to be taken and all documents to be delivered at closing will be deemed to have been taken and delivered simultaneously. No action will be deemed taken and no document will be deemed delivered until all actions have been taken and all documents have been executed and delivered.
4. **Purchase Price:** The purchase price for the Real Estate is \$20,000.00. Buyer will pay Seller the purchase price (as customarily adjusted to account for closing debits and credits as set forth in this Agreement) at closing in cash or certified funds.

5. **Evidence of Title:** Prior to closing, Seller will obtain and provide to Buyer a title insurance commitment in the amount of the purchase price from the Title Company showing that Seller has, and at closing will be able to convey to Buyer, merchantable title to the Real Estate. Seller and Buyer will comply with their respective requirements in the title insurance commitment at or prior to closing. Buyer will provide Seller with written notice of any title defects or conditions of title that are unacceptable to Buyer (together, "Defects") within 10 days after Buyer receives the title commitment, or such Defects will be deemed waived or accepted by Buyer. Seller will have a reasonable time to cure any Defects and, if necessary, the closing may be delayed accordingly. If Seller is not able to cure the Defects within a reasonable time or elects not to cure such Defects, then each party may terminate this Agreement by giving written notice to the other party, unless Buyer waives such Defects and elects to close without the Defects being cured, in which case Buyer will have accepted the title of Seller.
6. **Deed:** At closing, Seller will deliver to Buyer a duly executed special warranty deed conveying the Real Estate to Buyer free of liens and encumbrances, but subject to easements, covenants, restrictions, reservations and rights-of-way of record or apparent and standard exceptions in any title insurance policy insuring title.
7. **Real Estate Taxes:** The Real Estate is not currently subject to real estate taxes and no past due real estate taxes are due. Buyer is responsible for any real estate taxes to become due after closing.
8. **Expenses of Sale:** Buyer and Seller will each pay one-half of the closing costs and the cost of a standard owner's title insurance policy. Buyer will pay the costs of any special endorsements to the title insurance policy requested by Buyer. Buyer will pay the cost of recording the special warranty deed. This transaction is exempt from documentary stamp taxes.
9. **No Warranties:** Buyer acknowledges that Seller has not made, does not make, and specifically disclaims any and all representations, warranties, promises, covenants, agreements, or guaranties regarding the condition of the Real Estate. Buyer will accept the Real Estate at closing in an "as is" condition, with all faults.
10. **Attorney/Conflict of Interest Consent:** The parties understand that attorney John L. Selzer and other attorneys of Simmons Olsen Law Firm, P.C., L.L.O. (together, the "Attorneys") drafted this Agreement, will draft closing documents for this transaction, and may advise each party related to this transaction. The Attorneys are providing legal representation to each party in this transaction and may provide legal representation to each party in other matters. The parties waive the conflict this presents. The Attorneys' role in this transaction is not as an advocate for either party against the other party. The parties understand that they must assume greater responsibility for decisions related to this transaction than they would if separately represented. The attorney-client privilege may not protect any communication between a party and the Attorneys in the event litigation eventuates between the parties. Any information shared with the Attorneys (or any of them) by one party may be shared by the Attorneys with the other parties if it is material to the Attorneys' representation to the other parties. If a material dispute arises between the parties regarding this transaction, then the Attorneys may be required to withdraw from representing both parties. The parties acknowledge that they have read and understand the terms of this provision, and a party will seek independent legal counsel if such party deems it necessary. The parties will evenly split the attorney's fees charged by the Attorneys for drafting this Agreement, any closing documents, or otherwise related to the transaction, unless such fees are clearly attributable to one party, in which case such party shall pay such fees. If a party retains independent legal counsel related to this transaction, then that party will pay the fees for its independent legal counsel.
11. **General Provisions:**
  - a. Neither party may assign this Agreement without the written consent of the other party. This Agreement is binding upon and inures to the benefit of the parties and their respective successors and permitted assigns. No assignment of all or any portion of this Agreement will relieve any party of its obligations under this Agreement.
  - b. This Agreement contains the entire agreement of the parties regarding the subject matter in this Agreement. This Agreement may be amended only in writing signed by all parties.

- c. No party has retained the services of a broker or agent in this transaction that would cause the other party to be responsible for a commission or other sales charge.
- d. Each party, without further consideration, promises to sign other documents and take other actions as may be necessary to consummate the intent and purpose of this Agreement, but this Agreement is effective regardless of whether any additional documents are signed or any further actions are taken.
- e. This Agreement will survive the closing and will not merge into the deed transferred to Buyer.
- f. This Agreement may be executed in one or more counterparts and either manually or electronically. A copy of this document signed by all parties is enforceable as an original.

By signing below, the parties signify their agreement to the terms set forth above. This Agreement will become binding on all parties once each party has signed this Agreement.

**Morrill County School District No. 62-0021, commonly known as Bayard Public Schools**

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Donna Stuart, President

**Assumption Greek Orthodox Church of Bayard, Nebraska, a Nebraska Nonprofit Corporation**

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Joseph E. Burford, President

**RESOLUTION NO. \_\_\_\_**

**BE IT RESOLVED BY THE BOARD OF EDUCATION OF MORRILL COUNTY  
SCHOOL DISTRICT NO. 62-0021:**

**Recitals:**

- a. The Board of Education has elected to sell the Real Estate described as:

**The West 150 feet of Tax Lot 3 situated in the SW1/4SW1/4 Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska; and**

**That part of Tax Lot 5 situated in the SW1/4SW1/4 of Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska, more particularly described as follows: Beginning at a point which is 20.0 feet East of the northeast corner of Block 4, Sunnyside Addition to South Bayard, Nebraska and on the north line of said Block 4 as said north line is extended eastward (said beginning point is also on the east alley line of said Sunnyside Addition); thence continuing eastward along the easterly extended north line of the said Block 4, a distance of 95.0 feet; thence running South and parallel to the east alley line of the said Addition, a distance of 258.0 feet, more or less; thence running West and parallel to the north line of Block 4 as said north line is extended eastward, a distance of 95.0 feet to intersect the east alley line of the said Addition to a point 258 feet, more or less, South of the point of beginning; thence running North along the east alley line of said Addition, a distance of 258.0 feet, more or less, to the Point of Beginning; and**

**The South 183 feet of Tax Lot 5 situated in the SW1/4SW1/4 of Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska, more particularly described as follows: Commencing at point of the south boundary line of Section 26, Township 21 North, Range 52 West of the 6th P.M., Morrill County, Nebraska, where the east line of the first and only alley east of Block 4, Sunnyside Addition to South Bayard, Nebraska, if extended southward would intersect the south boundary line of said Section 26; thence North along the east line of said alley extended and as platted, a distance of 183 feet to a point on the east line of said alley; thence East on a line parallel with the south boundary line of said Section 26, a distance of 95 feet; thence South on a line parallel with the east line of said alley, a distance of 183 feet to a point on the south boundary line of said Section 26; thence West along the south boundary line of said Section 26, a distance of 95 feet to the Point of Beginning.**

**(Morrill County Parcel Nos. 100027991 and 100027886).**

- b. The Board has accepted an offer to purchase the Real Estate from Assumption Greek Orthodox Church of Bayard, Nebraska, a Nebraska Nonprofit Corporation (the “Buyer”).
- c. The Board has been presented a Purchase Agreement for the sale of the Real Estate to Buyer (the “Purchase Agreement”).

**Resolved:**

1. The Board approves the Purchase Agreement.
2. The Board President is authorized and directed to negotiate, execute, and deliver all agreements and documents deemed necessary or otherwise required in connection with the sale and conveyance of the Real Estate to Buyer, including without limitation the Purchase Agreement and amendments to the Purchase Agreement, the deed, and other closing documents required by any title company or closing agent, upon such terms and with such changes as the Board President deems necessary, convenient, and in the best interest of the School District. The execution and delivery of such documents by the Board President will constitute conclusive evidence that the terms of such documents are authorized by and binding on the School District.
3. This Resolution shall become effective immediately upon its adoption.

**PASSED and APPROVED** on July \_\_\_, 2026

\_\_\_\_\_  
Board President

ATTEST:

\_\_\_\_\_  
Recording Secretary

**Bayard Public Schools**  
**Option Enrollment Resolution**  
2026-2027 School Year

Pursuant to Sec. 79-232-79-246 Rule 19, Bayard Public Schools does hereby adopt the following specific standard for acceptance and rejection.

Bayard Public Schools has determined based upon the criteria set forth in Sec. 79-238 that the maximum number of students per classroom, grade level, or program is as follows:

| <b>Regular Instruction in Elementary Grades</b> | <b>Per Grade</b> | <b>Projected Enrollment</b> | <b>Maximum Number of Available Seats to Option Students</b> |
|-------------------------------------------------|------------------|-----------------------------|-------------------------------------------------------------|
| Kindergarten                                    | 40               | 15                          | 25                                                          |
| Grade 1                                         | 40               | 18                          | 22                                                          |
| Grade 2                                         | 40               | 18                          | 22                                                          |
| Grade 3                                         | 40               | 19                          | 21                                                          |
| Grade 4                                         | 40               | 19                          | 21                                                          |
| Grade 5                                         | 44               | 14                          | 26                                                          |
| Grade 6                                         | 44               | 19                          | 21                                                          |

| <b>Regular Instruction in Secondary Grades</b> | <b>Per Grade</b> | <b>Projected Enrollment</b> | <b>Maximum Number of Available Seats to Option Students</b> |
|------------------------------------------------|------------------|-----------------------------|-------------------------------------------------------------|
| Grade 7                                        | 50               | 22                          | 28                                                          |
| Grade 8                                        | 50               | 21                          | 29                                                          |
| Grade 9                                        | 50               | 23                          | 27                                                          |
| Grade 10                                       | 50               | 30                          | 20                                                          |
| Grade 11                                       | 50               | 17                          | 31                                                          |
| Grade 12                                       | 50               | 19                          | 31                                                          |

| <b>Special Education Optimal Numbers</b> | <b>Per 1.0 FTE Certified Teacher or Contracted Medical Service</b> | <b>Projected Enrollment per Certified Teacher or Contracted Medical Service</b> | <b>Maximum Number of Available Seats to Option Students</b> |
|------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------|
| Resource                                 | 10                                                                 | 75                                                                              | 0                                                           |
| Speech                                   | 20                                                                 | 28                                                                              | 0                                                           |
| Occupational Therapy                     | 4                                                                  | 14                                                                              | 0                                                           |
| Physical Therapy                         | 4                                                                  | 13                                                                              | 0                                                           |

The Board specifically finds that no additional option students will be accepted due to classroom capacity. The Board directs that previous academic achievement, athletic, or other extracurricular ability, handicap conditions, proficiency in the English language, or previous disciplinary proceedings (except as provided in 79-266.01) shall not be considered in determining whether a student be accepted or rejected.

Capacity shall be determined by setting a maximum number of option students that a district will accept in any program, class, grade level, or school building, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which the option school district will contract based on existing contractual arrangements, and availability of appropriate special education programs.

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Donna Stuart, Board President

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Date