

SCHOOL DISTRICT NO. 17
a/k/a
Millard Public School District

NOTICE OF MEETING

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at **6:00 p.m. on Monday, January 9, 2023** at Don Stroh Administration Building 5606 S. 147th St. Omaha, NE 68137.

Agenda for such meeting, kept continuously current, is available for public inspection at the office of the superintendent at 5606 South 147th Street, Omaha, Nebraska and on the MPS website at www.mpsomaha.org.

Mike Kennedy
Secretary

1/6

ZNEZ

**THE DAILY RECORD
OF OMAHA**
JASON W. HUFF, Publisher
PROOF OF PUBLICATION

UNITED STATES OF AMERICA, }
The State of Nebraska, } ss.
District of Nebraska, }
County of Douglas, }
City of Omaha, }

JASON W. HUFF and/or NIKLAUS STEWART

being duly sworn, deposes and say that they are the

PUBLISHER and/or LEGAL EDITOR

of **THE DAILY RECORD**, of Omaha, a legal newspaper, printed and published daily in the English language, having a bona fide paid circulation in Douglas County in excess of 300 copies, printed in Omaha, in said County of Douglas, for more than fifty-two weeks last past; that the printed notice hereto attached was published in **THE DAILY RECORD**, of Omaha, on
January 6, 2023

That said Newspaper during that time was regularly published and in general circulation in the County of Douglas, and State of Nebraska.

GENERAL NOTARY - State of Nebraska
NICOLE M. PALMER
My Comm. Exp. October 1, 2025

Subscribed in my presence and sworn to before
6th

Publisher's Fee \$ 24.08 me this 6th day of
Additional Copies \$ January 2023
Total \$ 24.08

Nicole M. Palmer
Notary Public in and for Douglas County,
State of Nebraska

BOARD OF EDUCATION MEETING SIGN IN

January 9, 2023

NAME:

REPRESENTING:

Observing for
a Class? (Y/N)

J Harris

Patron

N

Lindsay Venable

N

Becky Nelson

N

Aneje Miller

N

Brandy Pollock

Nayan Vel

N

Pat McEvoy

Amy Scott

N

Tim ROVERS

MED

Megan Benoit

Self

N

Brooklynn Blood

Self

N

Laura Alexander

N

Sierra Miller

J. Vetter

..

..



**BOARD OF EDUCATION
MEETING**



January 9, 2023

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
JANUARY 9, 2023
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

AGENDA

A. Call to Order

The Public Meeting Act is posted on the wall and available for public inspection.

B. Pledge of Allegiance

C. Roll Call

D. Employee of the Month - Megan Hanson, Interventionist at Hitchcock Elementary and Kim Sharron, Administrative Assistant at Russell Middle School.

E. Showcase - Recognition of Students

F. Public Comments on agenda items – This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President before the meeting begins.

G. Routine Matters

1. Oath of Office
2. Election of Officers
3. *Approval of Board of Education Minutes – December 5, 2022
4. *Approval of Bills and receive the Treasurer's Report and Place on File

H. Information Items

1. Superintendent's Comments
2. Board Comments/Announcements
3. Report from Student Representatives

I. Unfinished Business -None

J. New Business

1. Administrator for Hire - Principal - Ezra Elementary
2. Administrator for Hire - Principal - Reagan Elementary
3. Administrator for Hire - Principal - Rockwell Elementary
4. Reaffirm Policy 5300: Student Services -Student Conduct
5. Reaffirm Rule 5300.1: Student Services - Bus Conduct
6. Reaffirm Rule 5300.2: Student Services - Conduct at School
7. Reaffirm Rule 5300.3: Student Services - Student Conduct - Bullying
8. Reaffirm Rule 5300.4: Student Services - Student Conduct - Dating Violence
9. Approval of Rule 5400.1: Student Services - Student Discipline
10. Approval of Rule 5400.6: Student Services - Standards for Student Conduct

11. First Reading of Policy 6110: Curriculum, Instruction, and Assessment: Written Curriculum- Content Standards
12. First Reading of Policy 7000: Technology: General Policy Statement
13. First Reading of Policy 7100: Technology: Acceptable Use of District Technology
14. Reaffirm Policy 7305: Technology: District Internet Web Pages and Approved Social Media Sites
15. Approve Rule 7305.1: Technology: District Internet Web Pages and Approved Social Media Sites
16. Reaffirm Policy 7600 Technology: Access Control & Video Management
17. Designation of Official Newspaper
18. Designation of Official Depository
19. Approval of Contract for Millard West High School Secure Vestibule
20. Approval of Contract for Buell Stadium Drive Replacement
21. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda, Leave of Absence, Resignation Notification Incentive (RNI), Voluntary Separation Program (VSP)
22. Executive Session - Litigation and personnel

K. Reports

1. Exiting Senior Survey- Class of 2022 and 8th- 9th Grade Transition Report
2. Legislative Report

L. Future Agenda Items/ Board Calendar

1. No School for Students on January 16, 2023 for Martin Luther King Jr. Day – Staff Development Day
2. Levy Override Community Presentations on Monday, January 16, 2023 at 6:00 p.m. at DSAC
3. Legislative Issues Conference on Sunday, January 22 - 23, 2023 in Lincoln
4. Board of Education Meeting on Monday, January 23, 2023 at 6:00 p.m. at DSAC
5. Levy Override Community Presentations on Tuesday, January 24, 2023 at 6:00 p.m. at Millard North High School
6. Levy Override Community Presentations on Tuesday, January 31, 2023 at 6:00 p.m. at Millard South High School
7. Levy Override Community Presentations on Thursday, February 2, 2023 at 6:00 p.m. at Millard West High School
8. Board of Education Meeting on Monday, February 6, 2023 at 6:00 p.m. at DSAC
9. Committee of the Whole Meeting on Monday, February 13, 2023 at 6:00 p.m. at DSAC
10. No School for Students February 15-17, 2023 – Conferences / Staff Development
11. No School for Students February 20, 2023 – Presidents’ Day / New Staff Orientation

M. Public Comments - This is the proper time for public questions and comments on any topic.

Please make sure a request form is given to the Board President before the meeting begins.

N. Adjournment

All items indicated by an asterisk (*) will comprise the Consent Agenda and may be acted on in a single motion. Items may be deleted from the Consent Agenda by request of any board member.

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
JANUARY 9, 2023
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

ADMINISTRATIVE MEMORANDUM

A. Call to Order

The Public Meeting Act is posted on the wall and available for public inspection.

B. Pledge of Allegiance

C. Roll Call

D. Employee of the Month - Megan Hanson, Interventionist at Hitchcock Elementary and Kim Sharron, Administrative Assistant at Russell Middle School.

E. Showcase - Recognition of Students

F. Public Comments on agenda items – This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President before the meeting begins.

G.1 Oath of Office

G.2 Election of Officers - This is done every year at the first Board of Education meeting in January. A secret ballot will be used and Dr. Chick will assist with the collection of the ballots. An officer will be elected when one individual receives a majority of the votes cast for a position. By board policy no Board member may serve more than two consecutive years in the same office. Current positions are:

- President - Stacy Jolley - 1 year
- Vice President - Linda Poole - 1 year
- Secretary - Mike Kennedy - 1 year
- Treasure - Mike Pate - 1 year
- For the 2023 election no one is term limited.

G.3* Motion by _____, seconded by _____, to approve the Board of Education Minutes from December 5, 2022.

G.4* Approval of Bills and receive the Treasurer's Report and Place on File

H.1 Superintendent's Comments

H.2 Board Comments/Announcements

H.3 Report from Student Representatives

I. Unfinished Business - None

- J.1 Motion by _____, seconded by _____, approve Charlene M. Schuchardt as the new Principal at Ezra Elementary School.
- J.2 Motion by _____, seconded by _____, approve Brittany L. Wunderlich as the new Principal at Reagan Elementary School.
- J.3 Motion by _____, seconded by _____, approve Laura K. Malcom as the new Principal at Rockwell Elementary School.
- J.4 Motion by _____, seconded by _____, to reaffirm Policy 5300: Student Services -Student Conduct.
- J.5 Motion by _____, seconded by _____, to reaffirm Rule 5300.1: Student Services - Bus Conduct.
- J.6 Motion by _____, seconded by _____, to reaffirm Rule 5300.2: Student Services - Conduct at School.
- J.7 Motion by _____, seconded by _____, to reaffirm Rule 5300.3: Student Services - Student Conduct - Bullying.
- J.8 Motion by _____, seconded by _____, to reaffirm Rule 5300.4: Student Services - Student Conduct - Dating Violence.
- J.9 Motion by _____, seconded by _____, to approve Rule 5400.1: Student Services - Student Discipline.
- J.10 Motion by _____, seconded by _____, to approve Rule 5400.6: Student Services - Standards for Student Conduct.
- J.11 First Reading of Policy 6110: Curriculum, Instruction, and Assessment: Written Curriculum- Content Standards.
- J.12 First Reading of Policy 7000: Technology: General Policy Statement.
- J.13 First Reading of Policy 7100: Technology: Acceptable Use of District Technology).
- J.14 Motion by _____, seconded by _____, to reaffirm Policy 7305: Technology: District Internet Web Pages and Approved Social Media Sites.
- J.15 Motion by _____, seconded by _____, to approve Rule 7305.1: Technology: District Internet Web Pages and Approved Social Media Sites.
- J.16 Motion by _____, seconded by _____, to reaffirm Policy 7600 Technology: Access Control & Video Management.
- J.17 Motion by _____, seconded by _____, to approve The Daily Record as the Official Paper of Record.
- J.18 Motion by _____, seconded by _____, that the district designate American National Bank and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of First National Bank, US Bank, and Core Bank for school activity fund deposits.
- J.19 Motion by _____, seconded by _____, that the contract for the Millard West High School Security Vestibule be awarded to KC Petersen Construction in the amount of \$204,520 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

- J.20 Motion by _____, seconded by _____, that the contract for the Buell Stadium Drive Replacement be awarded to TR Construction in the amount of \$118,304.40 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- J.21 Motion by _____, seconded by _____, to approve Personnel Actions: Recommendation to Hire, Resignation Agenda, Leave of Absence, Resignation Notification Incentive (RNI), Voluntary Separation Program (VSP).
- J.22 Executive Session - Litigation and personnel

K. Reports

1. Exiting Senior Survey- Class of 2022 and 8th- 9th Grade Transition Report
2. Legislative Report

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N. Adjournment

All items indicated by an asterisk (*) will comprise the Consent Agenda and may be acted on in a single motion. Items may be deleted from the Consent Agenda by request of any board member.

The citizens of the Millard School district have entrusted in you the education of the children in this community.

It is your "moral and ethical responsibility to function courageously and impartially to assure the greatest good to the greatest number at all times." You "shall represent open-mindedly the entire school district...recognizing that the schools belong to the people."

You must devote time, thought, and study to school activity in order to make creditable decisions.

You must work with fellow board members in a spirit of harmony and cooperation, in spite of differences of opinion.

You will know that at all times, as an individual, you have no legal authority outside the meetings of the board.

You must resist pressure to use your position as a school board member to benefit yourself, or any other individual or agency, apart from the total interest of the school district.

You must know that under all circumstances the primary function of the Board is to establish policies by which the schools are to be administered.

I, Mike Kennedy, Stacy Jolley, Lisa Schoenberger, 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 a member of the Millard School Board; 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.


Mike Kennedy, Stacy Jolley, Lisa Schoenberger, do you accept the responsibility of the position on the Millard School Board?

I declare you, **Mike Kennedy, Stacy Jolley, Lisa Schoenberger,** an official board member of Millard School District #17.

As Vice-President of the Millard School Board, "I congratulate you and welcome you to one of the most important volunteer positions you will ever hold."

I, Mike Kennedy, Stacy Jolley, Lisa Schoenberger, ; 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 a member of the Millard School Board; 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.



Mike Kennedy 1-9-23
DATE



Stacy Jolley 1-9-23
DATE



Lisa Schoenberger 1/9/23
DATE

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO. 17

A meeting of the Board of Education of the School District No. 17, in the county of Douglas in the state of Nebraska was convened in open and public session at 6:00 p.m., Monday, December 5, 2022, at the Don Stroh Administration Center, 5606 South 147th Street.

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, December 2, 2022 a copy of the publication is being attached to these minutes. Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgement of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

President Stacy Jolley announced that the open meeting laws are posted and available for public inspection and asked everyone to join in the Pledge of Allegiance.

Roll call was taken. Mr. Kennedy, Mr. Pate, Mrs. Poole, Mrs. Jolley, Mr. Anderson, and Mrs. McGill Johnson were present.

Awards were presented to Employees of the Month Laura Fraser, EL Teacher at Montclair Elementary and Henry Martinez, Custodian at Ezra Elementary.

The Student Showcase highlighted All State softball from Millard North and Millard South and girls golf from Millard North.

Mr. Anderson was presented with a plaque for his sixteen years of service on the board. Tonight will be Mr. Anderson's last board meeting.

Mrs. Jolley announced this is the proper time for public questions and comments on agenda items only. There were two requests to speak on agenda items. *Christina Brownell* of 7120 S. 178th St and *Allison Kenney-Walker* of 13417 Cedar St. spoke regarding the two agreements for mental health services on tonight's agenda.

Motion was made by Mike Kennedy, seconded by Linda Poole, to approve the Board of Education minutes for November 21, 2022, and approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Pate, Mrs. Poole, Mrs. Jolley, Mr. Anderson, Mrs. McGill Johnson, and Mr. Kennedy. Voting against were: None. Motion carried.

Superintendent's Comments:

Dr. Schwartz shared the following statement:

I want to take a moment to comment on the news stories that focused on Millard North this past week. These were district matters, and it was disheartening to see one school and one principal take the brunt of public scrutiny on this. Millard North is a fantastic school with a dedicated staff, and I took the opportunity to meet with them this morning to discuss recent events.

First - and most importantly - We want all students and their families and our staff to feel safe and included in all of our schools. Millard has done so much work in this regard, and it's also very much ongoing.

We are a public institution and as such we work within legal structures and precedent, and we strive to manage this consistently in alignment with our policies and direction provided by legal counsel. We recently started sharing guidance with staff that led to some misunderstandings I would like to clarify. Schools are a limited forum and the information being shared focuses on guidance to staff related to classroom postings which reference organizations that do political advocacy and are not part of our curriculum. The guidance does not target a specific organization or a particular issue or topic and is focused on all organizations that may do this work. We understand some were concerned the guidance was related to messages of inclusivity. There are ways to display positive materials which promote an inclusive school environment and appreciation for diversity, and that create a school environment where everyone is treated with respect and dignity without promoting an organization alongside it. In fact, we provide several district posters which promote these positive messages.

Right now our work is focused on taking positive steps forward. These are sensitive topics, and reading through the tone of some of the comments, particularly on social media, has been hard. I see personal attacks and I worry about the people who are the target of those comments as well about those who are making them. We understand that opinions vary and I would

ask that everyone strive to communicate in constructive tones, be careful of making assumptions, and avoid personal attacks. We have an outstanding school community and we embrace continuing to take steps moving forward to grow and improve in the work we do to serve students. Thank you.

Board Comments:

Mr. Anderson:

Mr. Anderson said his sixteen years serving on the board have been awesome and he has enjoyed his time. Mr. Anderson thanked his wife Melissa for her support over the years. Mr. Anderson thanked his daughter Taylor and said he knows it was not always easy being the “school board” kid growing up. Mr. Anderson thanked his fellow board members as well as the past school board members he has served with. He also thanked Dr. Lutz, Dr. Sutfin and Dr. Schwartz for their phenomenal leadership. Mr. Anderson thanked the administration, teacher and all staff for making MPS great. Mr. Anderson said he served on the NASB board during his tenure and thanked John Spatz and John Benito.

Mr. Anderson said school board service comes down to three things. The first being responsible for the superintendent. The school board has one employee and the superintendent takes care of the rest. Next is to set policy and the third is being a positive advocate for our students. Mr. Anderson said he will miss serving and being a part of the Millard board has been his honor.

Mr. Kennedy:

Mr. Kennedy thanked Dr. Schwartz for his comments and said he believes they are very true. Mr. Kennedy said this board supports all students. Mr. Kennedy also said he supports Principal Dr. Aaron Bearinger at Millard North.

Mr. Kennedy said Mr. Anderson has been a wonderful board member and 16 years is a long time. Mr. Kennedy said Mr. Anderson’s advice has always been invaluable to us. Mr. Kennedy appreciates that Mr. Anderson always reminds the board who we serve and that is the students and the families. Mr. Kennedy said Mr. Anderson is home grown as a Millard South graduate who came back to serve in Millard.

Mr. Pate:

Mr. Pate said he is disappointed to see the negative media we received this past week. Mr. Pate shared his concerns. He said these types of issues divide our community. Mr. Pate said we are an academic system and we do a really good job at it.

Mr. Pate congratulated Mike Kennedy and Stacy Jolley for being reelected and welcomed Lisa Schoenberger to the board.

Mr. Pate said Mr. Anderson has been a rock for the board and always uses a common sense approach. Mr. Pate said Mr. Anderson’s passion for the district is apparent. Mr. Pate said Mr. Anderson’s service has been phenomenal and he thanked him for all he has done for Millard.

Mrs. Poole:

Mrs. Poole thanked Dr. Schwartz for his comments. Mrs. Poole said every decision she makes on this board has been about what is best for kids and she will continue to do so. Mrs. Poole said she agrees with Mr. Pate that we are in the education business. Mrs. Poole said she wants all students to feel safe and supported. Mrs. Poole also said she is in support of Dr. Schwartz and Dr. Aaron Bearinger’s decisions and thanked them for their leadership.

Mrs. Poole thanked Mr. Anderson for his service on the board. Mrs. Poole thanked Mr. Anderson for always being open minded and listening to all sides before making a decision. She thanked Mr. Anderson for his dedication and commitment and said he has left a huge impact on students.

Mrs. McGill Johnson:

Mrs. McGill Johnson said she is glad to see the mental health services on the agenda and she is glad to see Millard expanding services. Mrs. McGill Johnson also thanked the parents who pointed out the concerns with the language in the agreement for these services.

Mrs. McGill Johnson said she appreciated Dr. Schwartz’s comments about Millard North. Mrs. McGill Johnson expressed her support for our students and said Millard has a strong policy of inclusion. Mrs. McGill Johnson said she supports our LGBTQ students. Mrs. McGill Johnson wants all students to feel supported.

Mrs. McGill Johnson thanked Mr. Anderson for all seeing the big picture and for always being so thoughtful.

Mrs. Jolley:

Mrs. Jolley said she is thankful to OneWorld and Luthern Family services for being willing to partner with us on the mental health services. Mrs. Jolley thanked the parents who brought the language concerns in the contract to the board. Mrs. Jolley said the board always has positive intent.

Mrs. Jolley said she would like to reiterate her support of Dr. Schwartz, Mr. Zimmerman, Dr. Aaron Bearinger and the administration after last week's difficult events. Mrs. Jolley said symbols are powerful and a part of human history but they can't provide comfort and only people can do that. She said our buildings are filled with the best of the best. Mrs. Jolley is grateful for all of the people who are kind and provide comfort to our students.

Mrs. Jolley thanked Mr. Anderson and said she is grateful for his service. She said Mr. Anderson is the best and always assumes positive intent and believes the best in people. Mrs. Jolley said she will miss Mr. Anderson.

Phoenix Nehls, student representative from Millard South High School, Emily Ciesielski, student representative from Millard West High School, and Charlotte Parker, student representative from Millard North High School, reported on the academic and athletic happenings at their school.

Unfinished Business: None

New Business:

Motion by Dave Anderson, seconded by Mike Kennedy, that the resolution calling for an election to exceed the statutory limits on the District's Property Tax Levy Authority be adopted as submitted. *Chief Financial Officer Chad Meisgeier said that this is something we have talked about for many months. Mr. Meisgeier said he appreciates the open transparency this board supports. Mr. Meisgeier said if approved tonight the informational meeting presentation will be shared by Dr. Schwartz in tonight's report section. Mr. Anderson's comments included his support for the proposed levy override. Mr. Kennedy's comments included his support for the proposed levy override. Mr. Pate's comments included his support for the proposed levy override. Mrs. Poole's comments included her support for the proposed levy override. Mrs. Jolley's comments included her support for the proposed levy override.* Voting in favor of said motion was: Mrs. Jolley, Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mr. Pate, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Amanda McGill Johnson, that the contract for the District Wide Facilities Security Study with BCDM Architects be approved in the amount of \$88,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such study. *Chief Financial Officer Chad Meisgeier said this is something we have talked about for a while. Our recommendation is to have BCDM Architects complete an outside evaluation of all of our 35 schools and identify where are their risks, where are opportunities and what can we do better so that we can address them as part of this bond or the next bond. The proposed timeline is to have the evaluations completed by the end of the school year and a recommendation to be brought to the board in Summer of 2023 in closed session.* Voting in favor of said motion was: Mrs. Poole, Mrs. Jolley, Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Dave Anderson, seconded by Amanda McGill Johnson, that the contract for the Morton Elementary School Multizone Rooftop Unit Replacement Phase II be awarded to MMC Contractors in the amount of \$234,997 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said they are replacing this unit because the current unit has failed. Mr. Meisgeier said that temporary units are currently in place. The hope is to install the new unit over winter break. Dr. Schwartz said that the Morton principal has been taking the building temperature daily and they have been in the acceptable range.* Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mr. Pate, Mrs. Poole, Mrs. Jolley, and Mr. Anderson. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Mike Kennedy, that the contract for the Hitchcock Elementary School interior renovation be awarded to Rife Construction in the amount of \$892,147 and that the Chief Financial Officer be authorized to

execute any and all documents related to such project. Voting in favor of said motion was: Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mr. Pate, Mrs. Poole, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Dave Anderson, seconded by Linda Poole, that the contract for the multiple site door and frame replacements be awarded to Elk Ridge Construction in the amount of \$123,302.62 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mr. Kennedy, Mr. Pate, Mrs. Poole, Mrs. Jolley, Mr. Anderson and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Mike Kennedy, that the settlement agreement with Douglas County and the City of Omaha regarding 5% Gross In-Lieu payments made by OPPD be approved and that the Superintendent be authorized to execute any and all documents related to such agreement. *Chief Financial Officer Chad Meisgeier said that is something we have discussed before and it has been in the newspaper regarding the in lieu of tax amount being incorrect in Douglas and Sarpy County. We are still in litigation with Sarpy County. Mr. Meisgeier publicly thanked Douglas County and the City of Omaha for their willingness to work with us to fix the issue. Mr. Meisgeier said this makes us whole in our bond fund and our building fund. Mr. Meisgeier explained that anything that would come to the general fund would be a dollar for dollar offset of state aid.* Voting in favor of said motion was: Mr. Pate, Mrs. Poole, Mrs. Jolley, Mr. Anderson, Mrs. McGill Johnson, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Dave Anderson, seconded by Linda Poole, to approve agreement with Lutheran Family Services of Nebraska for School-based Mental Health and Wellness Services. *Superintendent Dr. John Schwartz appreciates the feedback that was received. Dr. Schwartz also said that regardless of how the language may have read he wants everyone to know that we always collaborate with families before making a referral to a separate mental health provider. This just gives us the ability to expand available services.* Voting in favor of said motion was: Mrs. Poole, Mrs. Jolley, Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Amanda McGill Johnson, seconded by Dave Anderson, to approve Agreement for School-based Mental Health and Wellness Services with OneWorld Community Health Centers. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mr. Pate, Mrs. Poole, Mrs. Jolley, and Mr. Anderson. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Dave Anderson, to approve 2023 Summer School Proposal. *Associate Superintendent of Educational Services Dr. Heather Phipps reminded the board that two years ago we overhauled our elementary summer school program. She said last year we overhauled middle school to make it similar to the elementary program. Dr. Phipps said the reading and math programs are free of charge. There is no proposed increase to tuition for the other offerings.* Voting in favor of said motion was: Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mr. Pate, Mrs. Poole, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Dave Anderson, seconded by Amanda McGill Johnson, to approve Recommendation to Hire: Emily L. Evans, Mindy S. Jorgensen, Alexandra S. Espinoza; Resignation Agenda: Bridgette B. Stevens; Resignation Notification Incentive (RNI): Jacqueline R. Polacek, Karlie J. Johnson, Terry A. Dischler, Scott M. Bohlken, Caitlin E. Smith, Jameson D. DeFreece, Roberta E. Deremer, Susan I. Johnson, Lukas D. Ziemba; Voluntary Separation Program (VSP): Scott M. Bohlken. Voting in favor of said motion was: Mrs. Jolley, Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mr. Pate, and Mrs. Poole. Voting against were: None. Motion carried.

Reports:

International Baccalaureate Diploma Programme Report

Director of Secondary Education Dr. Tony Weers said that we are in the twenty year of IB at Millard North High Schools. Dr. Weers said last year students passed 97% of subject assessments given. He said Millard North students' scores were higher than international averages on 15 of the 22 of the subject exams given. Dr. Weers said they were happy to see a retention rate of 90% between the junior and senior year.

NSCAS 2021-22 Report

Executive Director of Assessment, Research, and Evaluation Dr. Darin Kelberlau shared that NSCAS is our state test and this report provides the results from the test that was administered in March 2021. Dr. Kelberlau said state results were similar or slightly decreased, however Millard's scores had good increases in 3rd & 5th grade ELA and math. This is the first year we had an operational science exam and the scores were strong. Dr. Kelberlau said the test administered for 11th grade students is the ACT test.

Community Levy Informational Presentation Report

Superintendent Dr. John Schwartz said this is the presentation that will be shared with our community and we have two presentations, a short and long version. Dr. Schwartz thanked the superintendent advisory groups and staff that provided feedback on how to improve this presentation. Dr. Schwartz said that one of the four Rooted videos will be shared. These videos have been previously shared with the board. Dr. Schwartz shared the four main questions this presentation is geared to answer which are:

- What is a levy override and why has it been needed in Millard?
- How has the way schools are funded in Nebraska impacted Millard?
- What is the district requesting of voters in this election?
- What's at stake if the levy override does not pass?

Dr. Schwartz said other information that will be shared include the difference between a bond and a levy override as well as Millard revenue and expenditures for the past ten years. Dr. Schwartz said that the presentation will explain how schools are funded in Nebraska, past formula changes as well as recent history of state aid.

Dr. Schwartz shared how Millard's levy compares to other metro area schools and Millard is consistently one of the lowest spending school districts. Dr. Schwartz also shared how Millard's levy has decreased four years in a row and how much revenue is generated from the levy. Dr. Schwartz also shared that we are asking Millard patrons to continue what was already approved for the last five years. Dr. Schwartz also shared the language that will be used on the ballot as well as what this means for the Millard taxpayer.

Mrs. Jolley reminded the Board of future agenda items and said this is the proper time for public questions and comments. There were four requests to speak on non-agenda items. *Corey McConaughy* of 8206 N 153rd Ave, *Christian Olson* of 16285 Orchard Cir., *Cooper Piercy* of 8118 North 164th St., and *Allison Kenney-Walker* of 13417 Cedar St spoke regarding the Millard North issue.

Future Agenda Items/ Board Calendar:

1. Winter Break - No School Wednesday, December 21, 2022 – Wednesday, January 4, 2023
2. Teacher Professional Development & Work Day - Wednesday, January 4, 2023
3. School Resumes on Thursday, January 5, 2023
4. Board of Education Meeting on Monday, January 9, 2023 at 6:00 p.m. at the DSAC
5. No School for Students on January 16, 2023 for Martin Luther King Jr. Day – Staff Development Day
6. Board of Education Meeting on Monday, January 23, 2023 at 6:00 p.m. at the DSAC

Meeting was adjourned at 8:09 p.m..



Secretary, Mike Kennedy

Millard Public Schools

January 09, 2023

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	496064	12/01/2022	142704	CITIBANK N.A.	\$102.60
	496065	12/01/2022	143184	ENTERPRISE FM TRUST	\$2,449.95
	496068	12/01/2022	064800	METRO UTILITIES DISTRICT OF OMAHA	\$52,539.39
	496069	12/01/2022	100883	MTI ENTERPRISES INC	\$45.00
	496072	12/01/2022	068801	STATE OF NEBRASKA	\$4,959.00
	496073	12/05/2022	136897	A CATERED AFFAIR INC	\$2,365.00
	496076	12/05/2022	102832	AOI	\$518.71
	496077	12/05/2022	106436	AQUA-CHEM INC	\$5,222.14
	496078	12/05/2022	138291	AUTISM CENTER OF NEBRASKA INC	\$19,108.25
	496079	12/05/2022	102727	B & H PHOTO	\$495.45
	496081	12/05/2022	019111	BISHOP BUSINESS EQUIPMENT	\$19,435.23
	496082	12/05/2022	099220	DICK BLICK CO	\$563.01
	496083	12/05/2022	019559	BOUND TO STAY BOUND BOOKS INC	\$4,676.75
	496084	12/05/2022	099417	VARSITY BRANDS HOLDING CO INC	\$1,675.00
	496086	12/05/2022	023970	CAROLINA BIOLOGICAL SUPPLY CO	\$183.07
	496087	12/05/2022	024067	CARSON DELLOSA PUBLISHING LLC	\$4.99
	496088	12/05/2022	024260	CENTER TROPHY COMPANY	\$10.00
	496089	12/05/2022	090270	UNITED DISTRIBUTORS INC	\$986.50
	496090	12/05/2022	026057	CONTROL MASTERS INC	\$1,690.98
	496091	12/05/2022	109063	CRISIS PREVENTION INSTITUTE INC	\$3,336.75
	496093	12/05/2022	032800	DEMCO INC	\$444.47
	496094	12/05/2022	106319	DES MOINES STAMP MANUFACTURING	\$121.00
	496099	12/05/2022	033473	DIETZE MUSIC HOUSE INC	\$2,459.30
	496100	12/05/2022	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	\$25,380.00
	496101	12/05/2022	038023	EGAN SUPPLY COMPANY	\$8,638.23
	496102	12/05/2022	040537	WOLSELEY INVESTMENTS INC	\$58.14
	496103	12/05/2022	133919	FILTER SHOP INC	\$3,128.54
	496104	12/05/2022	133960	FIREGUARD INC	\$4,977.07

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01	496105	12/05/2022	041086	FLINN SCIENTIFIC INC	\$90.00
	496106	12/05/2022	044155	GENERAL FIRE & SAFETY	\$1,134.00
	496107	12/05/2022	044891	THE PROPHET CORPORATION	\$566.14
	496108	12/05/2022	044950	GRAINGER INDUSTRIAL SUPPLY	\$2,207.55
	496109	12/05/2022	048517	GREENWOOD PUBLISHING GROUP INC	\$49.00
	496110	12/05/2022	049700	HUGHES TREE SERVICE	\$3,900.00
	496111	12/05/2022	142477	HUSKER DIESEL INC	\$6,556.67
	496112	12/05/2022	099749	IDVILLE INC	\$305.50
	496113	12/05/2022	133423	IRON MOUNTAIN RECORDS MGMNT INC	\$2,840.10
	496114	12/05/2022	138560	IXL LEARNING INC	\$299.00
	496115	12/05/2022	100928	J W PEPPER & SON INC.	\$1,085.19
	496116	12/05/2022	130994	JOHNSON CONTROLS INC	\$687.88
	496117	12/05/2022	054630	JOHNSTONE SUPPLY	\$1,037.19
	496118	12/05/2022	026300	JP COOKE COMPANY	\$99.35
	496120	12/05/2022	107192	FLYNN INNOVATIONS LLC	\$206.70
	496122	12/05/2022	135156	LAWSON PRODUCTS INC	\$718.02
	496123	12/05/2022	137296	LIBERTY HARDWOODS INC	\$659.10
	496124	12/05/2022	059470	LIEN TERMITE & PEST CONTROL INC	\$609.00
	496125	12/05/2022	060023	NEBRASKA SPORTS INDUSTRIES INC.	\$5,649.05
	496126	12/05/2022	060111	LOVELESS MACHINE & GRINDING SVC INC	\$265.04
	496127	12/05/2022	059560	MATHESON TRI-GAS INC	\$87.53
	496128	12/05/2022	137947	MECHANICAL SALES PARTS INC	\$3,527.65
	496129	12/05/2022	066010	MONEY HANDLING MACHINES, INC.	\$675.00
	496130	12/05/2022	068334	NEBRASKA AIR FILTER INC	\$4,146.49
	496131	12/05/2022	134725	OMAHA CASING CO INC	\$1,506.00
	496132	12/05/2022	072200	PERFECTION LEARNING CORP.	\$1,601.31
	496133	12/05/2022	072760	PITSCO EDUCATION LLC	\$1,430.23
	496135	12/05/2022	137301	POWERHOUSE DISTRIBUTING LLC	\$96.00

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01	496136	12/05/2022	102199	PRIORITY FITNESS INC	\$1,111.91
	496138	12/05/2022	078420	RAWSON & SONS ROOFING, INC.	\$21,712.00
	496139	12/05/2022	139949	GRAPHIC TECHNOLOGIES INC	\$3,142.34
	496140	12/05/2022	079450	ROTARY CLUB OF MILLARD-OMAHA	\$785.00
	496142	12/05/2022	131353	SCANTRON	\$85.80
	496143	12/05/2022	082200	SCHOOL HEALTH CORPORATION	\$5,482.72
	496144	12/05/2022	082350	SCHOOL SPECIALTY LLC	\$171.00
	496146	12/05/2022	083188	SHIFFLER EQUIPMENT SALES, INC.	\$22.68
	496147	12/05/2022	100577	TAYLOR CORPORATION	\$92.22
	496148	12/05/2022	141254	TOTAL FIRE & SECURITY INC	\$260.00
	496149	12/05/2022	090214	UNITED ELECTRIC SUPPLY CO INC	\$297.34
	496150	12/05/2022	140314	VARI SALES CORPORATION	\$401.63
	496151	12/05/2022	092323	VIRCO INC	\$2,291.80
	496153	12/05/2022	084056	VOYAGER SOPRIS LEARNING INC	\$3,190.00
	496154	12/05/2022	093650	VWR INTERNATIONAL LLC	\$1,642.12
	496155	12/05/2022	139738	WASTE MANAGEMENT OF ILLINOIS INC	\$20,576.99
	496156	12/05/2022	093765	WATER ENGINEERING, INC.	\$1,670.00
	496157	12/05/2022	094174	WEST MUSIC CO INC	\$79.45
	496158	12/05/2022	139185	WEST OMAHA WINSUPPLY CO	\$878.83
	496159	12/05/2022	137878	WHITE WOLF WEB PRINTERS INC	\$1,274.43
	496161	12/05/2022	109852	WURTH BAER SUPPLY CO	\$193.90
	496162	12/05/2022	137481	STAPLES CONTRACT & COMMERCIAL INC	\$136.58
	496163	12/08/2022	143971	AMERICAN NATIONAL BANK MASTERCARD	\$277.97
	496164	12/08/2022	012989	APPLE COMPUTER INC	\$1,263.15
	496166	12/08/2022	108436	COX COMMUNICATIONS INC	\$422.24
	496167	12/08/2022	135661	CREIGHTON PREP	\$188.00
	496168	12/08/2022	130731	FIRST WIRELESS INC	\$540.00
	496169	12/08/2022	106116	LINCOLN HIGH SCHOOL	\$640.00

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01	496170	12/08/2022	064800	METRO UTILITIES DISTRICT OF OMAHA	\$4,153.98
	496171	12/08/2022	065440	MILLARD SOUTH HIGH SCHOOL	\$913.43
	496172	12/08/2022	141155	NORRIS SCHOOL DISTRICT #160	\$406.00
	496173	12/08/2022	100013	ODP BUSINESS SOLUTIONS LLC	\$8.39
	496174	12/08/2022	133419	PAPILLION-LAVISTA SOUTH HIGH SCHOOL	\$232.00
	496175	12/08/2022	139797	US BANK NATIONAL ASSOCIATION	\$167.00
	496192	12/19/2022	143369	CAPITAL SANITARY SUPPLY CO INC	\$46,171.30
	496193	12/19/2022	102116	CHURCHICH RECREATIONAL DESIGN, INC.	\$1,035.00
	496199	12/19/2022	139202	CINTAS CORPORATION	\$2,123.98
	496200	12/19/2022	143184	ENTERPRISE FM TRUST	\$2,449.95
	496205	12/19/2022	143609	JACKSON SERVICES INC	\$4,507.50
	496208	12/19/2022	109843	T-MOBILE USA INC	\$3,781.13
	496209	12/19/2022	090242	UNITED PARCEL SERVICE	\$347.99
	496210	12/19/2022	090625	US POSTAL SERVICE	\$550.00
	496211	12/19/2022	012989	APPLE COMPUTER INC	\$405.50
	496212	12/19/2022	143211	BIZTRACKER SYSTEMS OF ST JOHNS LLC	\$0.00
	496214	12/19/2022	038100	CONSOLIDATED ELECTRICAL DISTR INC	\$748.16
	496215	12/19/2022	143153	FAIRPLAY CORPORATION	\$1,827.24
	496216	12/19/2022	040537	WOLSELEY INVESTMENTS INC	\$89.35
	496217	12/19/2022	143939	GIMKIT INC	\$650.00
	496218	12/19/2022	133397	HY-VEE INC	\$112.96
	496219	12/19/2022	133397	HY-VEE INC	\$254.34
	496220	12/19/2022	133397	HY-VEE INC	\$423.27
	496221	12/19/2022	133397	HY-VEE INC	\$473.31
	496222	12/19/2022	100928	J W PEPPER & SON INC.	\$27.94
	496223	12/19/2022	140110	MCGRAW HILL/MAV HOLDING CORPORATION	\$288.71
	496224	12/19/2022	143235	PALMER HAMILTON LLC	\$1,543.50
	496225	12/19/2022	101663	PRESTWICK HOUSE INC	\$154.70

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01	496226	12/19/2022	137779	JARDINE QUALITY IRRIGATION INC	\$1,001.60
	496228	12/19/2022	133969	TENNANT SALES & SERVICE COMPANY	\$394.73
	496229	12/19/2022	106364	TRANE US INC	\$3,194.54
	496230	12/19/2022	138047	AUTO PROS OF MILLARD INC	\$1,668.88
	496231	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	496232	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$200.00
	496233	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	496234	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	496235	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$150.00
	496236	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$200.00
	496237	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	496238	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$200.00
	496239	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	496240	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	496241	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$150.00
	496242	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$200.00
	496243	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$3.00
	496244	12/19/2022	139797	US BANK NATIONAL ASSOCIATION	\$202.00
	496245	12/19/2022	141432	WELLS FARGO FINANCIAL LEASNG INC	\$3,425.00
	496257	12/15/2022	143211	BIZTRACKER SYSTEMS OF ST JOHNS LLC	\$39.99
	496258	12/15/2022	143973	CHRYSLER CAPITAL	\$499.00
	496259	12/15/2022	108436	COX COMMUNICATIONS INC	\$7,254.15
	496260	12/15/2022	108436	COX COMMUNICATIONS INC	\$33.82
	496263	12/15/2022	100006	LINCOLN SOUTHEAST HIGH SCHOOL	\$176.00
	496266	12/15/2022	064800	METRO UTILITIES DISTRICT OF OMAHA	\$100,419.13
	496267	12/15/2022	099927	RALSTON HIGH SCHOOL	\$500.00
	496268	12/15/2022	068840	UNIVERSITY OF NEBRASKA AT OMAHA	\$500.00
	496269	12/15/2022	068839	UNIVERSITY OF NEBRASKA KEARNEY	\$5,157.50

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01	496270	12/15/2022	139797	US BANK NATIONAL ASSOCIATION	\$99.00
	496271	12/22/2022	108436	COX COMMUNICATIONS INC	\$22,005.02
	496272	12/22/2022	100006	LINCOLN SOUTHEAST HIGH SCHOOL	\$512.00
	496274	12/22/2022	064800	METRO UTILITIES DISTRICT OF OMAHA	\$41,527.96
	496275	12/22/2022	068334	NEBRASKA AIR FILTER INC	\$2,242.44
	496276	12/22/2022	068684	CYRGUS CO LLC	\$331.03
	496277	12/22/2022	141833	NS CONSULTING LLC	\$14,750.00
	496278	12/22/2022	068801	STATE OF NEBRASKA	\$2,903.00
	496296	01/09/2023	143790	360 COMMUNITY SERVICES	\$20,289.92
	496297	01/09/2023	136271	TROPHY GUY INC	\$9.50
	496300	01/09/2023	143631	JIM ABT	\$292.50
	496301	01/09/2023	144078	TESSA A ADAMS	\$60.00
	496302	01/09/2023	010112	JOSEY THOMAS AARON	\$5,340.00
	496304	01/09/2023	010808	AIR-SIDE COMPONENTS, INC.	\$1,243.00
	496305	01/09/2023	143410	AKRS EQUIPMENT SOLUTIONS INC	\$576.54
	496306	01/09/2023	133416	AKSARBEN SAW & TOOL INC	\$420.30
	496307	01/09/2023	143619	KEITH VILLARREAL ALLEN	\$65.00
	496308	01/09/2023	143755	ALLFAB ELECTRIC LLC	\$4,302.00
	496309	01/09/2023	143318	HARTIN INVESTMENTS LLC	\$6,443.37
	496310	01/09/2023	012450	AMERICAN RED CROSS-HEALTH & SAFETY	\$1,820.00
	496311	01/09/2023	102430	AMI GROUP INC	\$2,282.50
	496312	01/09/2023	140411	SCOMAC INC	\$436.82
	496313	01/09/2023	102832	AOI	\$518.71
	496314	01/09/2023	106436	AQUA-CHEM INC	\$2,545.70
	496315	01/09/2023	141122	A-UNITED AUTOMATIC DOOR & GLASS INC	\$172.50
	496316	01/09/2023	138291	AUTISM CENTER OF NEBRASKA INC	\$23,347.75
	496317	01/09/2023	102727	B & H PHOTO	\$288.49
	496318	01/09/2023	131418	B STREET COLLISION CENTER WEST INC	\$1,000.00

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01	496319	01/09/2023	135991	BAKER DISTRIBUTING CO LLC	\$17.45
	496320	01/09/2023	139813	HEATHER S BAKER	\$156.00
	496322	01/09/2023	138054	BAXTER FORD INC	\$90.29
	496324	01/09/2023	132146	BERGAN KDV LLC	\$23,500.00
	496325	01/09/2023	139161	BERKLEY RISK ADMINISTRATORS CO LLC	\$10,000.00
	496326	01/09/2023	134749	RHONDA R BETZOLD	\$380.79
	496331	01/09/2023	019111	BISHOP BUSINESS EQUIPMENT	\$38,293.89
	496332	01/09/2023	099220	DICK BLICK CO	\$176.29
	496334	01/09/2023	133947	BOO INC	\$1,228.99
	496335	01/09/2023	143926	HOT PANS INC	\$849.00
	496336	01/09/2023	019559	BOUND TO STAY BOUND BOOKS INC	\$7,399.43
	496337	01/09/2023	139996	BOYS TOWN	\$56,605.29
	496339	01/09/2023	144088	MITCHELL L BREWER	\$115.00
	496340	01/09/2023	F3079	BRITISH COLUMBIA ASSN IB WORLD SCHL	\$5,100.00
	496342	01/09/2023	137886	LORI L BROWN	\$271.00
	496344	01/09/2023	142939	MEREDITH E BUCKMAN	\$2,049.00
	496345	01/09/2023	143352	CTBOOK HOLDINGS LLC	\$1,851.00
	496347	01/09/2023	142667	COMPASS GROUP INC	\$123.41
	496348	01/09/2023	138642	DIAN H CARLSON	\$361.57
	496349	01/09/2023	024067	CARSON DELLOSA PUBLISHING LLC	\$6.99
	496350	01/09/2023	131158	CURTIS R CASE	\$487.95
	496351	01/09/2023	133970	CCS PRESENTATION SYSTEMS	\$2,535.46
	496353	01/09/2023	136560	CAITLIN CEDFELDT	\$130.00
	496354	01/09/2023	024260	CENTER TROPHY COMPANY	\$173.40
	496355	01/09/2023	144056	WEI-QI CHAN	\$300.00
	496356	01/09/2023	106851	CHILDREN'S HOME HEALTHCARE	\$8,959.75
	496357	01/09/2023	144060	NOAH CHRISTENSEN	\$130.00
	496358	01/09/2023	143654	JEREDITH BRANDS LLC	\$31,536.60

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01	496359	01/09/2023	144079	TERRY A JOHNSTON JR	\$34.90
	496360	01/09/2023	132643	CLEAN SWEEP COMMERCIAL INC	\$47,215.00
	496361	01/09/2023	136780	LISA L CLINARD	\$98.75
	496362	01/09/2023	109867	COMMERCIAL AIR MANAGEMENT INC	\$527.00
	496364	01/09/2023	144038	KAREN CONBOY	\$76.96
	496365	01/09/2023	132152	GOVCONNECTION INC	\$130.90
	496366	01/09/2023	144061	QUINN CONSTANTINO	\$75.00
	496367	01/09/2023	026057	CONTROL MASTERS INC	\$3,715.90
	496368	01/09/2023	136518	JANET L COOK	\$148.25
	496370	01/09/2023	143628	NICHOLAS R CRONICK	\$307.35
	496371	01/09/2023	134039	CROUCH RECREATION INC	\$1,310.00
	496372	01/09/2023	106893	WICHITA WATER CONDITIONING INC	\$78.80
	496373	01/09/2023	131003	DAILY RECORD	\$23.44
	496374	01/09/2023	138477	MIDWEST HARDWOODS	\$771.18
	496375	01/09/2023	141005	JEREMY M DAWSON	\$20.26
	496376	01/09/2023	032800	DEMCO INC	\$703.66
	496377	01/09/2023	032872	DENNIS SUPPLY COMPANY	\$684.10
	496378	01/09/2023	143704	ANUSHA DESHPANDE	\$65.00
	496386	01/09/2023	033473	DIETZE MUSIC HOUSE INC	\$192.15
	496387	01/09/2023	135509	DIGIORGIO'S SPORTSWEAR INC	\$200.03
	496389	01/09/2023	132669	DIGITAL DOT SYSTEMS INC	\$4,785.00
	496390	01/09/2023	136179	DIGITAL EXPRESS INC	\$1,611.50
	496395	01/09/2023	142391	LESLIE EADES	\$205.44
	496396	01/09/2023	131740	EAGLE SOFTWARE INC,	\$39,060.75
	496397	01/09/2023	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	\$26,320.00
	496398	01/09/2023	052370	ECHO ELECTRIC SUPPLY CO	\$2,080.11
	496399	01/09/2023	132240	EDUCATION LOGISTICS, INC	\$27,327.31
	496400	01/09/2023	037525	EDUCATIONAL SERVICE UNIT #3	\$89,707.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	496401	01/09/2023	038023	EGAN SUPPLY COMPANY	\$10,335.06
	496402	01/09/2023	038100	CONSOLIDATED ELECTRICAL DISTR INC	\$3,344.03
	496403	01/09/2023	038140	ELECTRONIC SOUND INC.	\$4,020.07
	496404	01/09/2023	143304	ALEXANDER ELFERING	\$80.00
	496405	01/09/2023	141577	ELITE PROFESSIONALS HOME CARE LLC	\$19,856.00
	496406	01/09/2023	144080	ELEANAH ENEVOLDSEN	\$65.00
	496407	01/09/2023	132066	ENGINEERED CONTROLS INC	\$30,782.00
	496408	01/09/2023	144081	LOGAN ERICSON	\$65.00
	496409	01/09/2023	143301	EVANS CUSTOM APPAREL INC	\$622.50
	496411	01/09/2023	143721	ROBERT EXSTROM	\$195.00
	496412	01/09/2023	143660	ABIGAIL FARIS	\$65.00
	496414	01/09/2023	144103	NIMA FAUNCE	\$65.00
	496415	01/09/2023	040537	WOLSELEY INVESTMENTS INC	\$421.18
	496416	01/09/2023	106956	FERRELLGAS	\$7.50
	496417	01/09/2023	133919	FILTER SHOP INC	\$973.24
	496418	01/09/2023	133960	FIREGUARD INC	\$5,080.44
	496419	01/09/2023	130731	FIRST WIRELESS INC	\$10.78
	496420	01/09/2023	142378	FIS CAPITAL MARKETS US LLC	\$400.00
	496421	01/09/2023	040919	FISHER SCIENTIFIC	\$423.44
	496422	01/09/2023	140887	RODNEY JOHNSON	\$224.00
	496423	01/09/2023	131555	FLOORS INC	\$1,037.24
	496426	01/09/2023	143691	FOLLETT CONTENT SOLUTIONS LLC	\$13,602.37
	496427	01/09/2023	143008	NOAH FORD	\$220.00
	496428	01/09/2023	141378	MITCHELL L FRICKE	\$135.62
	496429	01/09/2023	140791	FRONTLINE PRIVATE SECURITY LLC	\$2,257.00
	496430	01/09/2023	143340	SIDDARTH GILLELLA	\$65.00
	496431	01/09/2023	139894	TRICIA L GILLETT	\$284.48
	496432	01/09/2023	140028	JULIA GILREATH	\$98.92

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	496433	01/09/2023	106660	GLASSMASTERS INC	\$586.00
	496434	01/09/2023	144100	MATTHEW K GOEDEKEN	\$175.00
	496435	01/09/2023	044950	GRAINGER INDUSTRIAL SUPPLY	\$3,940.74
	496436	01/09/2023	144062	REED A GREGER	\$65.00
	496437	01/09/2023	144082	JORGE GRIMALDO SANCHEZ	\$308.09
	496438	01/09/2023	136046	JODI T GROSSE	\$156.00
	496439	01/09/2023	143324	HALEY HAIN	\$65.00
	496440	01/09/2023	140575	WALTER R HAMILTON	\$65.00
	496441	01/09/2023	144065	RILEY HAUG	\$130.00
	496442	01/09/2023	132634	MARK W HAWKINS	\$276.00
	496443	01/09/2023	138992	THERESA J HAYWOOD	\$111.83
	496444	01/09/2023	048475	HEARTLAND FOUNDATION	\$7,163.75
	496445	01/09/2023	143621	KRISTINE A HEILMAN	\$233.10
	496446	01/09/2023	048517	GREENWOOD PUBLISHING GROUP INC	\$990.00
	496447	01/09/2023	102842	HELGET GAS PRODUCTS INC	\$73.75
	496449	01/09/2023	048786	HILLYARD INC	\$120.20
	496450	01/09/2023	140246	THERESA I HOAG	\$22.24
	496452	01/09/2023	144013	HOME AT LAST LLC	\$6,500.00
	496453	01/09/2023	142777	HOME DEPOT USA INC	\$448.30
	496454	01/09/2023	138640	ALLISON B HOYT	\$213.09
	496455	01/09/2023	132590	HUB INTERNATIONAL GREAT PLAINS LLC	\$5,489.00
	496459	01/09/2023	049844	HYDRONIC ENERGY INC	\$285.00
	496460	01/09/2023	133397	HY-VEE INC	\$362.85
	496461	01/09/2023	133397	HY-VEE INC	\$156.90
	496462	01/09/2023	133397	HY-VEE INC	\$371.85
	496463	01/09/2023	049851	HY-VEE INC	\$137.52
	496464	01/09/2023	144055	INCIDENT IQ LLC	\$36,422.11
	496465	01/09/2023	134822	CHRISTINE L INGRAM	\$40.63

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01	496466	01/09/2023	136349	SCOTT H INGWERSON	\$214.67
	496467	01/09/2023	051740	INLAND TRUCK PARTS CO.	\$135.41
	496468	01/09/2023	131495	INSECT LORE	\$197.89
	496470	01/09/2023	140636	IPEVO INC	\$368.25
	496471	01/09/2023	100928	J W PEPPER & SON INC.	\$640.30
	496472	01/09/2023	144104	STUTI JAIN	\$65.00
	496473	01/09/2023	136953	DELI MANAGEMENT INC	\$378.02
	496474	01/09/2023	133037	JENSEN TIRE & AUTO #15	\$92.84
	496475	01/09/2023	143342	COLLIN CLAIR JOHNS	\$400.00
	496476	01/09/2023	054500	JOHNSON HARDWARE CO LLC	\$166.40
	496478	01/09/2023	054630	JOHNSTONE SUPPLY	\$2,199.60
	496479	01/09/2023	026300	JP COOKE COMPANY	\$22.35
	496480	01/09/2023	142898	JUST FOR KIDS THERAPY INC	\$296.25
	496481	01/09/2023	144084	JEERAPAT KAEWKAMPOL	\$65.00
	496482	01/09/2023	135020	ANNE M KALKOWSKI	\$9.61
	496483	01/09/2023	140881	DARIN C KELBERLAU	\$227.51
	496484	01/09/2023	138181	KIDWELL ELECTRIC COMPANY INC	\$8,004.25
	496485	01/09/2023	137751	JESSI L KING	\$196.25
	496486	01/09/2023	142886	NICOLE S KINZER	\$46.34
	496487	01/09/2023	142446	MINDY J KNEIFL	\$43.96
	496488	01/09/2023	135814	KELLI K KRAUSE	\$78.33
	496489	01/09/2023	137714	BETHANY L KREAGER	\$86.27
	496491	01/09/2023	143665	SKYLER KRULL	\$195.00
	496492	01/09/2023	137385	JOSEPH R KUEHL	\$41.00
	496493	01/09/2023	144051	SYDNEY KWASA	\$65.00
	496495	01/09/2023	144023	RYAN LAMPMAN	\$150.00
	496496	01/09/2023	135257	LANGUAGE LINE SERVICES INC	\$861.72
	496497	01/09/2023	135156	LAWSON PRODUCTS INC	\$2,031.74

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01	496498	01/09/2023	071050	LEE BHM CORPORATION	\$914.33
	496500	01/09/2023	143812	LEWIS CENTRAL COMM SCHOOL DISTRICT	\$350.00
	496501	01/09/2023	059470	LIEN TERMITE & PEST CONTROL INC	\$256.00
	496502	01/09/2023	106116	LINCOLN HIGH SCHOOL	\$110.00
	496503	01/09/2023	132518	LINCOLN SOUTHWEST HIGH SCHOOL	\$830.00
	496504	01/09/2023	142365	MARY C LOFTUS	\$88.31
	496505	01/09/2023	144024	BRENT LOUDENSLAGER	\$911.43
	496506	01/09/2023	060023	NEBRASKA SPORTS INDUSTRIES INC.	\$4,793.02
	496507	01/09/2023	108106	LEANNA MACDONALD	\$1,456.00
	496508	01/09/2023	099321	MACKIN BOOK CO	\$1,485.90
	496509	01/09/2023	143953	JEREMY S MADSON	\$171.64
	496510	01/09/2023	144085	JUDE MAJORCA	\$65.00
	496512	01/09/2023	138473	KEITH W MALY	\$636.35
	496513	01/09/2023	143957	BRANDON MANCHESTER	\$937.50
	496515	01/09/2023	142077	MARCUS THEATRES CORPORATION	\$150.00
	496516	01/09/2023	059560	MATHESON TRI-GAS INC	\$333.14
	496517	01/09/2023	143709	PRANAY MATHUR	\$65.00
	496518	01/09/2023	143730	IAN MATUSZESKI	\$300.00
	496520	01/09/2023	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	\$73,536.00
	496521	01/09/2023	139237	MICHAEL C MCCAULEY	\$99,436.50
	496522	01/09/2023	140110	MCGRAW HILL/MAV HOLDING CORPORATION	\$420.95
	496523	01/09/2023	064260	MECHANICAL SALES INC.	\$4,010.65
	496524	01/09/2023	137947	MECHANICAL SALES PARTS INC	\$1,868.20
	496525	01/09/2023	144087	JOHN MENTGEN	\$65.00
	496526	01/09/2023	143538	TORRI R MERTEN	\$30.89
	496527	01/09/2023	064600	METAL DOORS & HARDWARE COMPANY INC	\$964.00
	496528	01/09/2023	133403	AMERICAN NATIONAL BANK	\$8,248.92
	496529	01/09/2023	140117	DANIEL J MEYER	\$896.53

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01	496530	01/09/2023	144097	WEST40 INTERMEDIATE SERVICE CTR #2	\$350.00
	496532	01/09/2023	131899	MIDWEST STORAGE SOLUTIONS	\$403.00
	496533	01/09/2023	065233	MIDWEST TURF & IRRIGATION INC	\$1,849.26
	496534	01/09/2023	142779	MILESTONES DISABILITY SERVICES INC	\$44,590.24
	496535	01/09/2023	065400	MILLARD LUMBER INC	\$1,263.92
	496536	01/09/2023	065438	MILLARD NORTH HIGH SCHOOL	\$22,605.82
	496538	01/09/2023	065443	MILLARD WEST HIGH SCHOOL	\$257.00
	496539	01/09/2023	131328	MILLER ELECTRIC COMPANY	\$8,502.34
	496542	01/09/2023	140735	WMK LLC	\$455.51
	496543	01/09/2023	144101	MODERN IMAGES INC	\$40.00
	496544	01/09/2023	136388	MITCHELL S MOLLRING	\$319.25
	496545	01/09/2023	066010	MONEY HANDLING MACHINES, INC.	\$329.00
	496547	01/09/2023	144105	ALYSSA MOSER	\$65.00
	496548	01/09/2023	143496	JERLENE J MOSLEY	\$350.00
	496549	01/09/2023	141630	JOSHUA L MOZER	\$169.00
	496550	01/09/2023	063150	MSC INDUSTRIAL SUPPLY CO	\$217.84
	496551	01/09/2023	142503	NITHYA MUDGAPALLI	\$65.00
	496552	01/09/2023	107539	MUELLER ROBAK LLC	\$200.00
	496554	01/09/2023	143898	EMILY C MURPHY	\$178.64
	496555	01/09/2023	144106	BRANDT MURPHY	\$65.00
	496557	01/09/2023	140385	NANOPAC INC	\$3,210.24
	496558	01/09/2023	067000	NASCO	\$325.76
	496559	01/09/2023	132854	NATIONAL SAFETY COUNCIL	\$95.00
	496560	01/09/2023	068334	NEBRASKA AIR FILTER INC	\$6,295.66
	496561	01/09/2023	068343	NEBRASKA ASSN OF SCHOOL BOARDS	\$34.00
	496562	01/09/2023	136954	NEBRASKA CHILD SUPPORT PAYMENT CTR	\$42.50
	496563	01/09/2023	068415	NEBRASKA COUNCIL SCHOOL ADMIN	\$400.00
	496564	01/09/2023	142414	NEBRASKA SALT & GRAIN CO	\$2,103.96

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	496565	01/09/2023	068684	CYRGUS CO LLC	\$550.00
	496566	01/09/2023	142160	NEBRASKA SPEECH & DEBATE ASSN	\$20.00
	496567	01/09/2023	143283	MARK S NEGRETE	\$227.50
	496568	01/09/2023	143644	DELANIE ANN NESS	\$500.00
	496569	01/09/2023	143674	BRIDGET NEVILLE	\$65.00
	496570	01/09/2023	144089	JORDAN T NEWHOUSE	\$47.94
	496571	01/09/2023	107905	MELINDA C NOLLER	\$30.15
	496572	01/09/2023	141155	NORRIS SCHOOL DISTRICT #160	\$80.00
	496573	01/09/2023	140537	EVE E NORTON	\$105.32
	496575	01/09/2023	100013	ODP BUSINESS SOLUTIONS LLC	\$1,440.04
	496576	01/09/2023	070245	RICHELIEU AMERICA LTD	\$890.95
	496577	01/09/2023	134725	OMAHA CASING CO INC	\$235.00
	496578	01/09/2023	070800	OMAHA PUBLIC POWER DISTRICT	\$320,504.06
	496579	01/09/2023	101881	OMAHA ZOOLOGICAL SOCIETY	\$31,504.00
	496580	01/09/2023	144090	CALLEIGH OSMERA	\$65.00
	496581	01/09/2023	138662	KELLY D OSTRAND	\$98.00
	496582	01/09/2023	107193	OTIS ELEVATOR COMPANY	\$1,219.00
	496583	01/09/2023	142290	OVERDRIVE INC	\$12,000.00
	496584	01/09/2023	071190	OVERHEAD DOOR COMPANY OMAHA	\$684.50
	496585	01/09/2023	071515	PAINTIN PLACE CERAMICS INC	\$496.00
	496586	01/09/2023	071545	PAPER CORPORATION	\$41,737.90
	496588	01/09/2023	133150	PENSKE TRUCK LEASING	\$223.68
	496589	01/09/2023	144091	TAYLOR PETERSEN	\$65.00
	496590	01/09/2023	144092	TINA PETERSEN	\$65.00
	496591	01/09/2023	143534	PGA REACH NEBRASKA	\$8,000.00
	496593	01/09/2023	143331	SHAWN L PIERCE	\$32.40
	496594	01/09/2023	144093	CHAITRA PIRISINGULA	\$400.00
	496595	01/09/2023	143732	CHAITRA PIRSINGULA	\$100.00

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01	496596	01/09/2023	072760	PITSCO EDUCATION LLC	\$1,543.50
	496597	01/09/2023	144094	POMP'S TIRE SERVICE INC	\$888.01
	496598	01/09/2023	072899	LINDA POOLE	\$2,125.54
	496599	01/09/2023	072900	POPPLERS MUSIC INC	\$94.69
	496600	01/09/2023	137301	POWERHOUSE DISTRIBUTING LLC	\$84.43
	496601	01/09/2023	133712	JOHN DEERE FINANCIAL FSB	\$1,023.47
	496602	01/09/2023	131835	PRAIRIE MECHANICAL CORP	\$29,862.53
	496603	01/09/2023	132317	SUSAN K PRESLER	\$2,500.00
	496604	01/09/2023	101663	PRESTWICK HOUSE INC	\$4,661.08
	496605	01/09/2023	109845	CHRISTINA PREUSS	\$21.31
	496606	01/09/2023	143687	PRIME HOME DDS INC	\$13,091.00
	496608	01/09/2023	141670	PRISM CORPORATE SOLUTIONS LLC	\$445.00
	496609	01/09/2023	073427	PRO-ED INC	\$1,441.00
	496610	01/09/2023	134030	KELLY A PUGH	\$54.65
	496611	01/09/2023	102241	PYRAMID SCHOOL PRODUCTS	\$524.16
	496612	01/09/2023	137779	JARDINE QUALITY IRRIGATION INC	\$110.00
	496613	01/09/2023	143646	JOHN RANKIN	\$100.00
	496614	01/09/2023	143431	KYLIE M RATHJE	\$38.88
	496615	01/09/2023	078420	RAWSON & SONS ROOFING, INC.	\$13,935.00
	496616	01/09/2023	142847	READY TO KOOL LLC	\$9,380.00
	496617	01/09/2023	078760	REGAL AWARDS INC	\$1,578.58
	496618	01/09/2023	143005	ANISH RENUKUNTA	\$65.00
	496619	01/09/2023	135282	DIANNA L RINGLEB	\$27.10
	496620	01/09/2023	144095	ERIN L ROCHE	\$229.54
	496623	01/09/2023	136247	SIMON E ROHDE	\$96.25
	496624	01/09/2023	131615	RUSSELL MIDDLE SCHOOL	\$1,375.00
	496626	01/09/2023	081725	KIMBERLEY K SAUM-MILLS	\$180.00
	496627	01/09/2023	139841	STEPHANIE SCHADE	\$178.38

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01	496628	01/09/2023	144064	JENNIFER L SCHLOSSER	\$142.63
	496629	01/09/2023	137913	BRENDA L SCHMIDT	\$99.13
	496633	01/09/2023	082905	KIMBERLY A SECORA	\$20.00
	496634	01/09/2023	140383	SENTRY INSURANCE, A MUTUAL COMPANY	\$85,879.16
	496635	01/09/2023	144107	DEJAN SHAKYA	\$65.00
	496636	01/09/2023	144053	SHREEYA SHAPKOTA	\$310.00
	496637	01/09/2023	143724	CATHERINE ANN SHAWHAN	\$130.00
	496639	01/09/2023	083188	SHIFFLER EQUIPMENT SALES, INC.	\$7,629.82
	496640	01/09/2023	143308	ELIANA G SIEBE-WALLES	\$65.00
	496642	01/09/2023	136920	KATHLEEN M SMITH	\$125.50
	496643	01/09/2023	101476	SODEXO INC & AFFILIATES	\$110,038.83
	496644	01/09/2023	101476	SODEXO INC & AFFILIATES	\$1,060.84
	496646	01/09/2023	136250	SONOVA USA INC	\$188.99
	496649	01/09/2023	100584	STAHL'S ID DIRECT	\$349.90
	496652	01/09/2023	142102	STERLING COMPUTERS CORPORATION	\$976.83
	496653	01/09/2023	137093	JAMIE R STINSON	\$47.97
	496655	01/09/2023	139843	STUDENT TRANSPORTATION NEBRASKA INC	\$394,759.25
	496657	01/09/2023	133945	TAESE/USU	\$265.00
	496658	01/09/2023	100577	TAYLOR CORPORATION	\$4,749.27
	496659	01/09/2023	101257	TEACHERS' CURRICULUM INSTITUTE	\$2,721.60
	496660	01/09/2023	133969	TENNANT SALES & SERVICE COMPANY	\$115.50
	496661	01/09/2023	135006	STEVE D THRONE	\$937.83
	496662	01/09/2023	138304	TIME MANAGEMENT SYSTEMS	\$6,181.90
	496665	01/09/2023	131729	THEATRICAL MEDIA SERVICES INC.	\$503.15
	496666	01/09/2023	142476	RON STEINER	\$1,238.00
	496667	01/09/2023	106364	TRANE US INC	\$687.06
	496669	01/09/2023	141557	TODD E TRIPPLE	\$348.47
	496672	01/09/2023	106493	TRITZ PLUMBING, INC.	\$59,860.12

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	496673	01/09/2023	142462	JEFFREY S UHER	\$335.70
	496674	01/09/2023	142309	UNANIMOUS INC	\$230.00
	496675	01/09/2023	090214	UNITED ELECTRIC SUPPLY CO INC	\$85.59
	496676	01/09/2023	134849	UNITED RENTALS (NORTH AMERICA) INC	\$1,172.40
	496677	01/09/2023	100923	UNIVERSITY OF NEBRASKA LINCOLN	\$310.00
	496678	01/09/2023	134231	UNIVERSITY OF NEBRASKA AT KEARNEY	\$300.00
	496681	01/09/2023	140402	US OMNI & TSACG COMPLIANCE SVCS INC	\$827.50
	496684	01/09/2023	143653	VALIDATE ME! LLC	\$225.00
	496685	01/09/2023	138046	AUTO LUBE INC	\$693.93
	496686	01/09/2023	143682	MARY VAN LINGEN-SCHADE	\$210.00
	496687	01/09/2023	090678	VERITIV OPERATING CO	\$167.10
	496688	01/09/2023	143347	VERIZON COMMUNICATIONS INC	\$83.01
	496689	01/09/2023	143347	VERIZON COMMUNICATIONS INC	\$439.55
	496690	01/09/2023	092323	VIRCO INC	\$1,902.84
	496692	01/09/2023	135863	RUDOLPH A VLCEK III	\$96.25
	496694	01/09/2023	108052	WALKER'S INC	\$118.30
	496695	01/09/2023	144068	JACKSON WALLER	\$65.00
	496696	01/09/2023	136617	ANTHONY R WARD	\$5,280.00
	496697	01/09/2023	093650	VWR INTERNATIONAL LLC	\$145.95
	496698	01/09/2023	135660	CAMI J WARNEKE	\$32.12
	496699	01/09/2023	139738	WASTE MANAGEMENT OF ILLINOIS INC	\$19,468.95
	496700	01/09/2023	093765	WATER ENGINEERING, INC.	\$3,340.00
	496702	01/09/2023	094130	WENGER CORPORATION	\$675.73
	496703	01/09/2023	094174	WEST MUSIC CO INC	\$54.95
	496704	01/09/2023	139185	WEST OMAHA WINSUPPLY CO	\$870.06
	496705	01/09/2023	144108	JACOB WESTBY	\$65.00
	496706	01/09/2023	131499	WESTERN BOWL LLC	\$2,250.00
	496707	01/09/2023	094650	WESTSIDE COMMUNITY SCHOOLS	\$8,235.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	496708	01/09/2023	099997	WESTSIDE COMMUNITY SCHOOLS	\$500.00
	496711	01/09/2023	137878	WHITE WOLF WEB PRINTERS INC	\$2,124.39
	496712	01/09/2023	137180	LAURA P WIRTH	\$7,821.00
	496713	01/09/2023	141413	LAURIE L WRIGHT	\$27.80
	496715	01/09/2023	109852	WURTH BAER SUPPLY CO	\$757.85
	496716	01/09/2023	096200	YOUNG & WHITE	\$18,333.25
	496717	01/09/2023	135890	YOUTH FRONTIERS INC	\$1,000.00
	496719	01/09/2023	142269	WHC NE LLC	\$28,988.56
01 - Total					\$2,841,398.67
02	27108	12/01/2022	010670	GOODWIN TUCKER GROUP	\$298.89
	27109	12/05/2022	140486	HEARTLAND PAYMENTS SYSTEMS INC	\$22,458.45
	27110	01/09/2023	143976	PRAISE Y AGBALETI	\$97.88
	27111	01/09/2023	143574	ERIC AMADOR	\$97.88
	27112	01/09/2023	019111	BISHOP BUSINESS EQUIPMENT	\$380.00
	27113	01/09/2023	143577	TWILA L BOYSEN	\$97.88
	27114	01/09/2023	143654	JEREDITH BRANDS LLC	\$1,950.00
	27115	01/09/2023	143977	ERRELL ENYARD JR	\$97.88
	27116	01/09/2023	010670	GOODWIN TUCKER GROUP	\$643.68
	27117	01/09/2023	143749	ANNA M GROVE	\$9.13
	27118	01/09/2023	143827	CHERYL A HOLBROOK	\$31.50
	27119	01/09/2023	143750	STEPHANIE M JOHNSON	\$33.25
	27120	01/09/2023	131437	GRACE C KUBIK	\$56.88
	27121	01/09/2023	106392	MARKING REFRIGERATION INC	\$859.50
	27122	01/09/2023	142660	MIDWEST EQUIP/ESPRESSO SPECIALIST	\$1,027.02
	27123	01/09/2023	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	\$452.50
	27124	01/09/2023	139832	PAMELA S OSTERMAN	\$13.13
	27125	01/09/2023	143975	RYLEE M SCHROEDER	\$97.88
27126	01/09/2023	101476	SODEXO INC & AFFILIATES	\$1,168,834.91	

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
02	27127	01/09/2023	143348	DEADEA R SPORLEDER	\$33.56
	27128	01/09/2023	143083	JEROME DANTE WOOLRIDGE	\$97.88
02 - Total					\$1,197,669.68
04	496279	12/22/2022	141043	KIARA L TAYLOR	\$4,500.00
04 - Total					\$4,500.00
06	496063	12/01/2022	011051	ALL MAKES OFFICE EQUIPMENT	\$1,275.96
	496085	12/05/2022	140156	CAMBIUM DATA INC	\$7,532.80
	496141	12/05/2022	140085	SAMPSON CONSTRUCTION CO INC	\$47,290.00
	496152	12/05/2022	141363	PATTI BANKS ASSOCIATES LLC	\$1,662.50
	496165	12/08/2022	133970	CCS PRESENTATION SYSTEMS	\$332.00
	496211	12/19/2022	012989	APPLE COMPUTER INC	\$633.00
	496311	01/09/2023	102430	AMI GROUP INC	\$2,680.00
	496323	01/09/2023	133480	BERINGER CIACCIO DENNELL MABREY	\$9,901.60
	496331	01/09/2023	019111	BISHOP BUSINESS EQUIPMENT	\$3,880.00
	496351	01/09/2023	133970	CCS PRESENTATION SYSTEMS	\$5,714.47
	496352	01/09/2023	133589	CDW GOVERNMENT, INC.	\$7,235.80
	496389	01/09/2023	132669	DIGITAL DOT SYSTEMS INC	\$210.00
	496393	01/09/2023	130648	DOSTALS CONSTRUCTION CO INC	\$204,966.00
	496494	01/09/2023	058775	LAMP RYNEARSON ASSOCIATES INC	\$11,150.00
	496546	01/09/2023	134532	MORRISSEY ENGINEERING INC	\$4,425.00
	496625	01/09/2023	140085	SAMPSON CONSTRUCTION CO INC	\$138,956.00
	496648	01/09/2023	136932	SPECIALIZED AIR/HYDRONIC BALANCING	\$2,680.00
	496652	01/09/2023	142102	STERLING COMPUTERS CORPORATION	\$221,263.00
	496682	01/09/2023	137707	UTILITY TRENCHING INC	\$425.00
	496691	01/09/2023	141363	PATTI BANKS ASSOCIATES LLC	\$420.00
06 - Total					\$672,633.13
07	496070	12/01/2022	140085	SAMPSON CONSTRUCTION CO INC	\$272,622.00
	496090	12/05/2022	026057	CONTROL MASTERS INC	\$11,437.46

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
07	496121	12/05/2022	099217	LAKESHORE EQUIPMENT CO	\$3,676.50
	496137	12/05/2022	137779	JARDINE QUALITY IRRIGATION INC	\$2,647.07
	496298	01/09/2023	010040	A & D TECHNICAL SUPPLY CO INC	\$89.19
	496323	01/09/2023	133480	BERINGER CIACCIO DENNELL MABREY	\$3,666.75
	496351	01/09/2023	133970	CCS PRESENTATION SYSTEMS	\$3,230.19
	496352	01/09/2023	133589	CDW GOVERNMENT, INC.	\$1,196.96
	496373	01/09/2023	131003	DAILY RECORD	\$46.24
	496394	01/09/2023	139946	DOWNS ELECTRIC INC	\$34,557.50
	496407	01/09/2023	132066	ENGINEERED CONTROLS INC	\$16,375.00
	496451	01/09/2023	143355	HOLLAND BASHAM ARCHITECTS INC	\$17,963.99
	496484	01/09/2023	138181	KIDWELL ELECTRIC COMPANY INC	\$1,361.60
	496494	01/09/2023	058775	LAMP RYNEARSON ASSOCIATES INC	\$10,485.35
	496514	01/09/2023	142914	MARATHON REPROGRAPHICS INC	\$2,220.00
	496539	01/09/2023	131328	MILLER ELECTRIC COMPANY	\$1,532.10
	496541	01/09/2023	139317	MMC MECHANICAL CONTRACTORS INC	\$26,379.90
	496546	01/09/2023	134532	MORRISSEY ENGINEERING INC	\$27,475.00
	496553	01/09/2023	143891	MULTICON INC	\$9,806.89
	496556	01/09/2023	142914	MARATHON REPROGRAPHICS INC	\$509.00
	496602	01/09/2023	131835	PRAIRIE MECHANICAL CORP	\$99,940.00
	496607	01/09/2023	134598	PRIME COMMUNICATIONS INC	\$4,928.34
496612	01/09/2023	137779	JARDINE QUALITY IRRIGATION INC	\$2,601.88	
496645	01/09/2023	084019	SOL LEWIS ENGINEERING COMPANY	\$113,625.00	
496648	01/09/2023	136932	SPECIALIZED AIR/HYDRONIC BALANCING	\$2,200.00	
496701	01/09/2023	143362	THE WEITZ GROUP LLC	\$160.00	
07 - Total					\$670,733.91
11	496066	12/01/2022	049850	HY-VEE INC	\$114.15
	496074	12/05/2022	136961	ABANTE LLC	\$234.05
	496075	12/05/2022	140411	SCOMAC INC	\$8,969.57

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	496099	12/05/2022	033473	DIETZE MUSIC HOUSE INC	\$501.00
	496119	12/05/2022	138181	KIDWELL ELECTRIC COMPANY INC	\$34,200.00
	496185	12/19/2022	140411	SCOMAC INC	\$582.00
	496206	12/19/2022	143701	WASTE CONNECTIONS OF NEBRASKA INC	\$91.89
	496207	12/19/2022	143335	TILL360 LLC	\$5,745.00
	496261	12/15/2022	049850	HY-VEE INC	\$90.00
	496299	01/09/2023	136961	ABANTE LLC	\$280.50
	496321	01/09/2023	143069	BANISTERS LEADERSHIP ACADEMY	\$1,500.00
	496331	01/09/2023	019111	BISHOP BUSINESS EQUIPMENT	\$66.00
	496335	01/09/2023	143926	HOT PANS INC	\$342.00
	496338	01/09/2023	140520	JULIE K BREESE	\$230.50
	496341	01/09/2023	141959	EMILI L BROSNAN	\$136.56
	496343	01/09/2023	099417	VARSITY BRANDS HOLDING CO INC	\$1,621.00
	496346	01/09/2023	144077	DAYNA M BURKE	\$207.00
	496352	01/09/2023	133589	CDW GOVERNMENT, INC.	\$430.50
	496369	01/09/2023	109063	CRISIS PREVENTION INSTITUTE INC	\$1,399.00
	496386	01/09/2023	033473	DIETZE MUSIC HOUSE INC	\$639.00
	496391	01/09/2023	139937	DIVINE SHEPHERD LUTHERAN CHURCH	\$150.00
	496392	01/09/2023	141212	KRISTIN L DOLEZAL	\$378.51
	496400	01/09/2023	037525	EDUCATIONAL SERVICE UNIT #3	\$156.00
	496410	01/09/2023	143854	NICHOLAS M EVERETT	\$1,730.10
	496413	01/09/2023	139316	JASON A FARWELL	\$387.12
	496448	01/09/2023	143604	HILLSIDE SOLUTIONS LLC	\$994.80
	496456	01/09/2023	139987	HUGH O'BRIAN YOUTH LEADERSHIP	\$645.00
	496457	01/09/2023	143127	OLIVIA HUNT	\$72.00
	496458	01/09/2023	130283	KARA L HUTTON	\$21.76
	496469	01/09/2023	144083	DOROTHY HARMAN	\$750.00
	496473	01/09/2023	136953	DELI MANAGEMENT INC	\$486.22

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	496484	01/09/2023	138181	KIDWELL ELECTRIC COMPANY INC	\$11,250.00
	496504	01/09/2023	142365	MARY C LOFTUS	\$60.93
	496511	01/09/2023	138645	LAURA K MALCOM	\$10.36
	496519	01/09/2023	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	\$10,216.38
	496537	01/09/2023	065440	MILLARD SOUTH HIGH SCHOOL	\$6,836.96
	496538	01/09/2023	065443	MILLARD WEST HIGH SCHOOL	\$221.23
	496540	01/09/2023	142863	CARRIE S MITCHELL	\$26.96
	496546	01/09/2023	134532	MORRISSEY ENGINEERING INC	\$4,500.00
	496592	01/09/2023	143094	KATHERINE M PICKERING	\$29.97
	496622	01/09/2023	144028	SHERIDAN R RODRIGUEZ	\$3,835.35
	496631	01/09/2023	109815	JENNIFER L SCOTT	\$38.43
	496641	01/09/2023	143994	EMILY N SMITH	\$25.02
	496644	01/09/2023	101476	SODEXO INC & AFFILIATES	\$738.26
	496647	01/09/2023	102524	SPALDING EDUCATION INTERNATIONAL	\$187.00
	496651	01/09/2023	144096	THE STEPPING STONES GROUP LLC	\$2,588.00
	496655	01/09/2023	139843	STUDENT TRANSPORTATION NEBRASKA INC	\$2,407.62
	496656	01/09/2023	143985	SCOTT STURGEON	\$1,800.00
	496664	01/09/2023	143974	TITAN NURSE STAFFING LLC	\$35,626.24
	496668	01/09/2023	143960	MARIE ELIZABETH CHINISON	\$2,614.90
	496677	01/09/2023	100923	UNIVERSITY OF NEBRASKA LINCOLN	\$100.00
	496679	01/09/2023	068840	UNIVERSITY OF NEBRASKA AT OMAHA	\$1,379.68
	496680	01/09/2023	068875	UNIVERSITY OF NEBRASKA MED CENTER	\$10,026.00
	496683	01/09/2023	091040	VAL LTD	\$105.07
	496693	01/09/2023	140828	JOSEPH P VONDERHAAR	\$304.17
	496710	01/09/2023	139244	AMANDA L WHARTON-HUNT	\$374.56
	496720	01/09/2023	144036	KIMBERLY E ZIEGLER	\$41.91
11 - Total					\$158,496.23
14	496303	01/09/2023	097000	AETNA LIFE INSURANCE CO	\$232,149.40

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
14	496424	01/09/2023	130676	VISITING NURSE HEALTH SERVICES	\$36,390.00
	496632	01/09/2023	142167	SCRIP POINT	\$5,742.75
14 - Total					\$274,282.15
17	496092	12/05/2022	134039	CROUCH RECREATION INC	\$4,345.00
	496138	12/05/2022	078420	RAWSON & SONS ROOFING, INC.	\$2,635.00
	496144	12/05/2022	082350	SCHOOL SPECIALTY LLC	\$380.08
	496145	12/05/2022	083175	SHEPPARD'S BUSINESS INTERIORS	\$5,533.04
	496151	12/05/2022	092323	VIRCO INC	\$1,225.80
	496213	12/19/2022	143837	DEMOULIN BROS & COMPANY	\$135,117.75
	496351	01/09/2023	133970	CCS PRESENTATION SYSTEMS	\$1,219.43
	496363	01/09/2023	144011	COMMERCIAL AQUATIC SERVICES INC	\$11,774.63
	496376	01/09/2023	032800	DEMCO INC	\$523.63
	496377	01/09/2023	032872	DENNIS SUPPLY COMPANY	\$2,928.23
	496531	01/09/2023	064980	MIDWEST SOUND & LIGHTING INC	\$19.50
	496539	01/09/2023	131328	MILLER ELECTRIC COMPANY	\$1,435.05
	496630	01/09/2023	082350	SCHOOL SPECIALTY LLC	\$741.84
	496638	01/09/2023	083175	SHEPPARD'S BUSINESS INTERIORS	\$746.43
	496672	01/09/2023	106493	TRITZ PLUMBING, INC.	\$1,000.00
	496690	01/09/2023	092323	VIRCO INC	\$653.40
	496702	01/09/2023	094130	WENGER CORPORATION	\$10,088.40
17 - Total					\$180,367.21
50	496071	12/01/2022	083175	SHEPPARD'S BUSINESS INTERIORS	\$4,805.58
	496079	12/05/2022	102727	B & H PHOTO	\$1,339.43
	496083	12/05/2022	019559	BOUND TO STAY BOUND BOOKS INC	\$178.82
	496093	12/05/2022	032800	DEMCO INC	\$441.56
	496099	12/05/2022	033473	DIETZE MUSIC HOUSE INC	\$4,642.35
	496134	12/05/2022	072785	PLANK ROAD PUBLISHING INC	\$127.45
	496145	12/05/2022	083175	SHEPPARD'S BUSINESS INTERIORS	\$18,809.66

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	496157	12/05/2022	094174	WEST MUSIC CO INC	\$323.35
	496160	12/05/2022	140689	WONDER WORKSHOP INC	\$359.98
	496164	12/08/2022	012989	APPLE COMPUTER INC	\$116.00
	496227	12/19/2022	082350	SCHOOL SPECIALTY LLC	\$13,179.11
	496262	12/15/2022	142179	KEVIN J CHASE	\$8,750.00
	496313	01/09/2023	102832	AOI	\$5,324.64
	496331	01/09/2023	019111	BISHOP BUSINESS EQUIPMENT	\$12.00
	496333	01/09/2023	089857	BLUUM USA INC	\$24,935.00
	496371	01/09/2023	134039	CROUCH RECREATION INC	\$6,020.00
	496386	01/09/2023	033473	DIETZE MUSIC HOUSE INC	\$10,738.00
	496419	01/09/2023	130731	FIRST WIRELESS INC	\$1,224.00
	496426	01/09/2023	143691	FOLLETT CONTENT SOLUTIONS LLC	\$1,404.77
	496477	01/09/2023	054492	JIM L JOHNSON	\$1,168.68
	496490	01/09/2023	135103	RON KROENKE	\$400.00
	496499	01/09/2023	144086	MIGDALIA DEL C LEROUX	\$27.58
	496531	01/09/2023	064980	MIDWEST SOUND & LIGHTING INC	\$3,528.00
	496539	01/09/2023	131328	MILLER ELECTRIC COMPANY	\$1,087.00
	496587	01/09/2023	144076	PENSKE TRANSPORTATION MANAGEMENT	\$1,388.94
	496596	01/09/2023	072760	PITSCO EDUCATION LLC	\$59.00
	496604	01/09/2023	101663	PRESTWICK HOUSE INC	\$910.03
	496621	01/09/2023	079310	ROCKBROOK CAMERA CENTER	\$499.00
	496650	01/09/2023	141244	TYREE STARKS	\$85.00
	496665	01/09/2023	131729	THEATRICAL MEDIA SERVICES INC.	\$637.92
	496709	01/09/2023	144098	BEN WEXLER	\$2,161.20
	496714	01/09/2023	143693	LATRELL WRIGHTSELL	\$85.00
50 - Total					\$114,769.05
99	496207	12/19/2022	143335	TILL360 LLC	(\$199.80)
	496262	12/15/2022	142179	KEVIN J CHASE	(\$350.00)

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 9, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
99	496650	01/09/2023	141244	TYREE STARKS	(\$42.50)
	496696	01/09/2023	136617	ANTHONY R WARD	(\$211.20)
99 - Total					(\$803.50)
Overall - Total					\$6,114,046.53

Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due : 1/4/2023 BOE Meeting Date: 1/9/2023 Sale or Disposals Scheduled After: 1/9/2023

Lot	Quantity	Description
1	2	HP LaserJet 500 Color M551 Printers SN:'s CNDCG5H1FJ and CNDCG5H1GW
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AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: January 9, 2023

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Principal at Ezra Elementary School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally) and the NCSA website. Nine internal and nine external applications were received. The applications were reviewed by Dr. Kevin Chick and Dr. John Schwartz. Nine internal candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. John Schwartz, Dr. Kim Saum-Mills, Dr. Todd Tripple, Dr. Heather Phipps, Jason Farwell, Joe Vonderhaar, Jeanine Beaudin, Megan Christensen, Jessica Lee, Jaci Goldhorn, Heather Real, Chris Opat, Shelly Madsen, Mitch Mollring, Afton Croker, Michaela McCauley, Mike Kracl, Martha Ewell, Monica Vavak, and Emily Rynders.

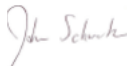
RECOMMENDATION: The Superintendent's recommendation is approval of Charlene M. Schuchardt for Principal at Ezra Elementary School. Previous Experience includes; Administrative Intern at Rohwer Elementary School (2020-Present); Teacher, Millard Public Schools (2014-2020); Omaha Public Schools (1999-2012)

EDUCATION: BA – University of Nebraska, Lincoln – Elementary and Special Education (1999)
 MA – Doane University – Curriculum and Instruction (2006)
 MA – Doane University – Educational Leadership (2021)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

PERSON RECOMMENDING: Dr. Kevin Chick, Associate Superintendent of Human Resources

SUPERINTENDENT APPROVAL: 

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: January 9, 2023

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Principal at Reagan Elementary School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally) and the NCSA website. Nine internal and nine external applications were received. The applications were reviewed by Dr. Kevin Chick and Dr. John Schwartz. Nine internal candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. John Schwartz, Dr. Kim Saum-Mills, Dr. Todd Tripple, Dr. Heather Phipps, Jason Farwell, Joe Vonderhaar, Jeanine Beaudin, Megan Christensen, Jessica Lee, Jaci Goldhorn, Heather Real, Chris Opat, Shelly Madsen, Mitch Mollring, Afton Croker, Michaela McCauley, Mike Kracl, Martha Ewell, Monica Vavak, and Emily Rynders.


RECOMMENDATION: The Superintendent's recommendation is approval of Brittany L. Wunderlich for Principal at Reagan Elementary School. Previous Experience includes; Administrative Intern at Disney Elementary School (2021-Present); Administrative Intern/Instructional Facilitator at Upchurch Elementary School (2018-2021); Grade 3 Teacher, Millard Public Schools (2013-2018)

EDUCATION: BA – Northwest Missouri State University – Elementary Education (2013)
 MA – University of NE, Omaha – Curriculum and Instruction (2014)
 MA – University of NE, Omaha – Educational Leadership (2019)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

PERSON RECOMMENDING: Dr. Kevin Chick, Associate Superintendent of Human Resources

SUPERINTENDENT APPROVAL: 

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: January 9, 2023

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Principal at Rockwell Elementary School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally) and the NCSA website. Nine internal and nine external applications were received. The applications were reviewed by Dr. Kevin Chick and Dr. John Schwartz. Nine internal candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. John Schwartz, Dr. Kim Saum-Mills, Dr. Todd Tripple, Dr. Heather Phipps, Jason Farwell, Joe Vonderhaar, Jeanine Beaudin, Megan Christensen, Jessica Lee, Jaci Goldhorn, Heather Real, Chris Opat, Shelly Madsen, Mitch Mollring, Afton Croker, Michaela McCauley, Mike Kracl, Martha Ewell, Monica Vavak, and Emily Rynders.


RECOMMENDATION: The Superintendent's recommendation is approval of Laura K. Malcom for Principal at Rockwell Elementary School. Previous Experience includes; Administrative Intern at Rockwell Elementary (2022-Present) Administrative Intern at Reeder Elementary (2018-2022); Elementary Teacher, Millard Public Schools (2010-2018)

EDUCATION: BA – University of Nebraska, Lincoln – Elementary and Special Education (2010)
MA – Doane University – Educational Leadership (2018)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

PERSON RECOMMENDING: Dr. Kevin Chick, Associate Superintendent of Human Resources

SUPERINTENDENT APPROVAL: 

AGENDA SUMMARY SHEET

Agenda Item: Policy 5300 Student Conduct

Meeting Date: January 9, 2023

**Background/
Description:** Seven (7) year Review

Action Desired: Reaffirm

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

Handwritten signature of John Schwartz in black ink.

Student Services

Student Conduct

5300

Students in the District are expected to act in such a manner that their behavior reflects favorably on the individual student and on the school, shows consideration for staff and fellow students, and creates a safe, orderly, and harmonious school atmosphere conducive to learning. Students shall exhibit honesty, morality, courtesy, obedience to law, respect for the national flag and the Constitutions of the United States and Nebraska, respect for parents and home, the dignity and necessity of honest labor, and other attributes which promote and develop an upright and desirable citizen.

Students are expected to adhere to appropriate standards of conduct while at school, at all school activities, and at school sanctioned events. Appropriate standards of conduct include students' demeanor, language, dress, manners, and actions toward others.

To accomplish this, all students must recognize their individual responsibilities and obligations and conduct themselves in accordance with the District's Standards for Student Conduct.

Related Policies and Rules: 5300.1, 5300.2, 5300.3, 5300.4

Legal Reference: Neb. Rev. Stat. § 79-725

Policy Approved: February 4, 1974

Revised: May 21, 2001; February 2, 2009; December 5, 2016

[Reaffirmed: January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5300.1 Bus Conduct

Meeting Date: January 9, 2023

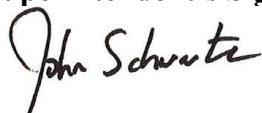
**Background/
Description:** Seven (7) year Review

Action Desired: Reaffirm

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Student Services

Bus Conduct

5300.1

- I. Bus Discipline. Procedures for handling discipline on school buses or on other District-provided transportation, and any other related disciplinary matters or problems, shall be subject to and processed in accordance with the District's Standards for Student Conduct and other appropriate school rules.
- II. Regular Bus Routes. All discipline problems are to be reported to the principal of the student involved. No student is to be excluded from the bus or other District-provided vehicle during its use.
- III. Field Trips. The teacher is in charge of discipline on field trips. If the driver has a discipline problem, then the driver should contact the teacher and the teacher will handle the discipline problem.

| Related Policies and Rules: 5300, 5300.2, 5300.3, 5300.4

| Rule Approved: August 6, 1979

| Revised: May 21, 2001; December 5, 2016

| Reaffirmed: February 2, 2009; [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5300.2 Conduct at School

Meeting Date: January 9, 2023

**Background/
Description:** Seven (7) year Review

Action Desired: Reaffirm

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Student Services

Conduct at School

5300.2

- I. Responsibility for Actions. Individual students shall be responsible for their actions, and to this end the District shall promote student conduct which respects the self-worth of students, staff members, and the community.
- II. Student Conduct. Students shall be expected to:
 - A. Know and follow the District's rules and regulations;
 - B. Show respect to other persons and property;
 - C. Respect other persons' points of view;
 - D. Care for and conserve all school property and supplies.
- III. District Property. Students and their parents shall be responsible for all damage caused to District property, equipment and supplies, which includes books and supplies of all kinds, equipment, buildings, and grounds.
- IV. Non-Compliance. Failure by a student to comply with the District regulations will result in enforcement of school discipline procedures and may include a parent conference.

Related Policies and Rules: 5300, 5300.1, 5300.3, 5300.4

Rule Approved: October 1, 1979

Revised: May 21, 2001; December 5, 2016

Reaffirmed: February 2, 2009; [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5300.3 Bullying

Meeting Date: January 9, 2023

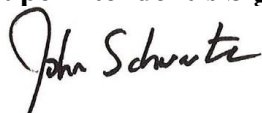
**Background/
Description:** Annual Review

Action Desired: Reaffirm

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Student Services

Student Conduct: Bullying

5300.3

- I. **Bullying Prohibited.** Bullying disrupts a school's ability to educate students, threatens public safety by creating an atmosphere in which such behavior can escalate into violence, and is prohibited by 5400.6(II) (J) of the District's Standards for Student Conduct.
- II. **Bullying Prevention and Education.** In addition to prohibiting bullying in the District's Standards for Student Conduct, the District will adopt an age appropriate developmentally based bullying prevention and education program, which includes in its scope the legal, social, health, and discipline consequences of bullying and provides information and techniques for the resistance and reporting of bullying. The program shall be for all students in all grades of the schools operated and served by the District from the early childhood level through grade twelve (12).
- III. **Bullying Defined.** Bullying means any ongoing intentionally hostile or offensive verbal, written, graphic, demonstrative, electronic, or physical act used by a student or student(s) against another student or student(s) that has the purpose of exerting domination over another student through the act of intimidating, frightening, oppressing, retaliating, or adversely controlling the student, and that is disruptive of the educational process or any ongoing pattern of physical, verbal, written, graphic, demonstrative or electronic abuse, on District property, 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 a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct. This may include, but is not limited to, verbal, graphic, written or electronic activities such as name-calling, taunting, blackmailing, inciting to fight, terrorizing, threatening, or physical or demonstrative activities such as poking, blocking or impeding, following, hair pulling, mock hitting motions, intentionally bumping, tripping, and damaging clothing.
- IV. **Annual Review.** The District's administration shall review this Rule annually in conjunction with the annual review of District Rule 5400.6.

Related Policies and Rules: 5300, 5300.1, 5300.2, 5300.4

Legal Reference: Neb. Rev. Stat. § 79-2,137

Date of Adoption: February 2, 2009

Revised: June 1, 2015; March 15, 2021

Reaffirmed: December 5, 2016; May 21, 2018; March 2, 2020; [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5300.4 Student Conduct – Dating Violence

Meeting Date: January 9, 2023

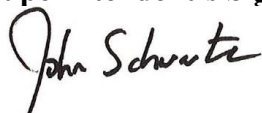
**Background/
Description:** Seven (7) year Review

Action Desired: Reaffirm

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Student Services

Student Conduct: Dating Violence

5300.4

- I. **Dating Violence Prohibited.** The District provides physically safe and emotionally secure environments for all students. Positive behaviors are encouraged in the educational program and are required of all students. Inappropriate behaviors, including but not limited to, dating violence, will not be tolerated and must be avoided by all students.
- II. **Dating Violence Training.** Strategies and practices will be implemented to reinforce positive behaviors and to discourage and protect others from inappropriate behaviors. Dating violence training, as defined by Neb. Rev. Stat. 79-2,141(4,) shall be provided to staff deemed appropriate by the administration. Training shall include, but not be limited to, basic awareness of dating violence, warning signs of dating violence, and the District's dating violence policy.
- III. **Dating Violence Information.** The District shall inform the students' parents or legal guardians of the District's dating violence policy on an annual basis via the Student Handbook. If requested, the District shall also provide the parents or legal guardians a copy of the District's dating violence policy and other relevant information.
- IV. **Definitions**
 - A. Dating Violence shall mean a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse, to control his or her dating partner.
 - B. Dating Partner shall mean any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long term.

Related Policies and Rules: 5300, 5300.1, 5300.2, 5300.3

Legal Reference: Neb. Rev. Stat. § 79-2,141

Date of Adoption: May 17, 2010

Revised: December 5, 2016

Reaffirmed: March 2, 2020; [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5400.1 Student Discipline

Meeting Date: January 9, 2023

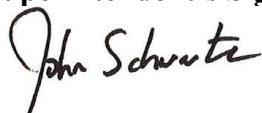
**Background/
Description:** Seven (7) Year Review

Action Desired: Approval

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Student Services

Student Discipline

5400.1

- I. General Statement. The District's disciplinary rules and procedures are designed to protect students' constitutional and statutory rights within the context of an orderly and effective educational process. Students will be excluded from school and/or school activities when their conduct interferes with an orderly and effective educational process.

- II. Types of Exclusion and Disciplinary Action.
 - A. Short-term Suspension. Exclusion from all schools in the District not to exceed five (5) school days. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.

 - B. Emergency Exclusion. Immediate exclusion if:
 1. The student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health and safety of the school community; or
 2. The student's conduct presents a clear threat to the physical safety of himself, herself, or others; or
 3. The student's conduct is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.
 4. An emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers necessitating the exclusion.
 5. Emergency Exclusion for Five (5) Days or Less. The same procedures for short-term suspension shall be used for an emergency exclusion for five (5) days or less.
 6. Emergency Exclusion for Over Five (5) Days. If the Superintendent or Superintendent's designee determines that the exclusion will extend beyond five (5) days, the following procedural provisions must be followed:
 - a. Hearing/Final Determination. A hearing will be held and a final determination made within ten (10) school days after the initial date of exclusion.
 - b. Hearing Procedures. The hearing will be conducted in compliance with the disciplinary hearing procedures which are used for long-term suspension, expulsion and reassignment.

 - C. Long-term Suspension. Exclusion from all schools in the District (except the location designated for alternative education for students suspended for ten (10) school days or more) for more than five (5) school days but less than twenty (20) school days. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.

 - D. Expulsion. Exclusion from all schools in the District (except the location designated for alternative education) for a period not to exceed the remainder of the semester in which it took effect with the following exceptions:
 1. If the misconduct occurred within ten (10) school days prior to the end of the first semester,

the expulsion shall remain in effect through the second semester; or

2. If the misconduct occurred within ten (10) school days prior to the end of the second semester, the expulsion shall remain in effect for summer school and the first semester of the following school year subject to the annual review provision of Section II(D)(3)(d) below.
3. The time periods above do not apply to the following infractions which have the following periods of exclusion:
 - a. Firearms. Expulsion for one (1) year of any student who knowingly possesses, handles, transmits, uses, intimidates with, or threatens with any firearm, explosive, or destructive device as provided in Rule 5400.6 (II)(D)(1), 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. This subsection shall not apply to:
 - i. The issuance of firearms or the possession of firearms by members of the Reserve Officers Training Corps when training; or
 - ii. Firearms which lawfully are possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.
 - b. Dangerous Weapons. Students who use, intimidate with, threaten with, handle, transmit, possess on one's person or in one's vehicle any dangerous weapon, including but not limited to any stun gun, paintball gun, air soft gun, B.B. gun, or pellet gun, as provided in Rule 5400.6 (II)(D)(2), shall be excluded for twenty (20) school days and may be excluded for one (1) year.
 - c. Other Dangerous Weapons. Students who use or threaten with a knife, throwing star, brass knuckle, chemical substances, (including, but not limited to, mace, pepper guns, and bleach), and any other object that could be used to injure a person as provided in Rule 5400.6 (II)(D)(3), may be excluded for the remainder of the school year if the misconduct occurs during the first semester. If the expulsion takes place during the second semester, the exclusion shall remain in effect for summer school and may remain in effect for the first semester of the following school year.
 - d. Personal Injury. Students who knowingly and intentionally use force in causing or attempting to cause personal injury to a school employee, school volunteer, or student (unless caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person as hereafter provided) shall be excluded for a period not to exceed the remainder of the school year in which it took effect if the misconduct occurs during the first semester. If the expulsion takes place during the second semester, the exclusion shall remain in effect for summer school and may remain in effect for the first semester of the following school year.
 - e. Sexual Assault. Students who sexually assault or attempt to sexually assault any person on school grounds shall be excluded for one (1) year. Students who sexually assault or attempt to sexually assault any person off school grounds may be excluded for one (1) year, provided that a complaint must have 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 off school grounds not at a school function, activity, or event, and the student's presence at school has a direct

and immediate effect on maintaining discipline, order, or safety in the school. Sexual assault shall mean sexual assault in the first and second degree as defined in Neb. Rev. Stat. §§ 28-319 and 320 or sexual assault of a child in the first, second or third degree as defined in Neb. Rev. Stat. §§ 28-319.01 and 320.01, as such statutes now provide or may hereafter be amended. Neb. Rev. Stat. § 79-267(9).

- f. Annual Review. Any expulsion that will remain in effect during the first semester of the following school year shall be automatically scheduled for review before the beginning of the school year. The review shall be conducted by a hearing examiner after the hearing examiner has given notice of the review to the student and to the student's parents or guardian. The 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 the hearing examiner recommendation that the student be re-admitted for the upcoming school year. If the Board (or Board Committee) took the final action to expel the student, the student may be re-admitted only by Board action. Otherwise, the student may be re-admitted by the Superintendent.
- E. Mandatory Reassignment. Involuntary transfer to another school in the District in connection with any disciplinary action.
 - F. Exclusion from School Grounds and Activities. During any time period that a student is excluded from school due to short-term suspension, long-term suspension, expulsion, or emergency exclusion, the student will be prohibited from being on school grounds (except the location designated for alternative education) and from participating in any District-sponsored extracurricular activities and from attending any extracurricular activities which take place on District property.
 - G. Other Disciplinary Action. Administrative and teaching personnel may take actions regarding student behavior which 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.
- III. Standards for Student Conduct (Rule 5400.6). In conjunction with the Student Discipline Act, the District shall adopt Standards for Student Conduct contained in Rule 5400.6 that will set forth student misconduct and the maximum sanction that the District shall impose. Rule 5400.6 shall be reviewed annually by the Board, and shall be distributed to students at the beginning of the school year or, in the case of student transfers, upon enrollment in the District.
 - IV. Effective Date of Exclusion. 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:
 - A. If no hearing is requested, the date the disciplinary action takes effect; or
 - B. If a hearing is requested, the date the hearing examiner makes the report of his/her findings and a recommendation of the action to be taken to the Superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of interference with an educational function or school purpose, or a personal injury to the student himself or herself, other students, school employees, or school volunteers.
 - V. Procedures for Exclusion. The District will adhere to the procedural requirements of federal and state law for the exclusion of students from school and school activities.

- VI. Hearings. In cases involving emergency exclusion for more than five (5) school days, long-term suspension, expulsion, and mandatory reassignment, the student will have the right to a hearing to contest the exclusion. A Request for Hearing form will be provided to the student and the student's parents or guardian along with a description of the hearing procedures provided by the Student Discipline Act along with the procedures for appealing any decision rendered at the hearing.
- VII. Formal Hearings and Appeal. If a principal makes a decision to discipline a student by long-term suspension, expulsion, or mandatory reassignment, the following procedures shall be followed:
- A. Written Charge and Summary of Evidence.
1. On the date of the decision, a written charge and a summary of the evidence supporting such charge shall be filed with the Superintendent or designee.
 2. The principal shall, within two (2) school days of the decision, send written notice by registered or certified mail or by personal delivery to the student and his or her parent or guardian informing them of the rights established under the Student Discipline Act.
- B. Written Notice. Written notice must include the violation and summary of evidence; the recommended penalty; the right to a hearing; the hearing procedure; and a statement that the principal, legal counsel for the school, the student, the student's parent or the student's representative or guardian shall have a right to examine the student's academic and disciplinary records and any affidavits to be used at the hearing, plus the right to know the identity of the witnesses to appear at the hearing and the substance of their testimony. A form on which the student, the student's parent, or the student's guardian may request a hearing must accompany the written notice.
- C. Suspension until Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the Superintendent or designee, the student may be suspended by the principal until:
1. The date the disciplinary action takes effect if no hearing is requested;
 2. If a hearing is requested, the date the hearing examiner makes the report of his/her findings and a recommendation of the action to be taken to the Superintendent or designee, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of interference with an education function or school purpose or a personal injury to the student himself or herself, other students, school employees, or school volunteers.
- D. Procedures if a Hearing is not Requested. If a hearing is not requested by the student or the student's parent or guardian within five (5) school days following receipt of written notice, the punishment recommended in the charge by the principal or his/her designee will automatically go into effect upon the fifth (5th) school day following receipt of the written notice by the student or his/her parent or guardian.
- E. Procedures if a Hearing is Requested.
1. Request for Hearing. A hearing must be requested within five (5) school days after receipt of the written notice.
 - a. Request of Hearing Beyond Five Days. If a hearing is requested more than five (5) school days but not more than thirty (30) calendar days following the actual receipt of the written notice, the hearing shall be held but the imposed punishment shall continue in effect pending final determination.

2. Appointment of Hearing Examiner. If a hearing is requested the Superintendent shall appoint a hearing examiner. The hearing examiner can be any person designated by the Superintendent or designee if such person has not brought the charges against the student, is not a witness at the hearing, and has no involvement in the charge.
3. Notice of Time and Place for Hearing. Within two (2) school days after being appointed, the hearing examiner shall give written notice to the principal, the student, and the student's parent or guardian of the time and place for the hearing.
 - a. The hearing shall be scheduled within a period of five (5) school days after it is requested, but such time may be changed by the hearing examiner for good cause.
 - b. No hearing shall be held upon less than two (2) school days actual notice to the principal, the student, and the student's parent or guardian, except with the consent of all the parties.
4. Right to Examine Records and Statements. The principal or legal counsel for the District, the student, and student's parent or guardian, or representative, shall have the right to examine the records, affidavits and written statements referred to Section VII (B) of this Rule, and the statement of any witness in the possession of the principal at a reasonable time prior to the hearing.

F. Hearing Procedures.

1. Required Attendance at Hearing. The hearing examiner, student, student's parent or guardian, the student's representative, if any, and legal counsel for the principal or District, if any, shall attend the hearing.
2. Witnesses. Witnesses shall be present only when they are giving information at the hearing. The student, the student's parent, guardian, or representative, the principal, or the hearing examiner may ask witnesses to testify at the hearing. Such testimony shall be under oath, and the hearing examiner shall be authorized to administer the oath. The hearing examiner, upon proper advance request, shall make reasonable effort to assist the student or the student's parent, guardian, or representative in obtaining the attendance of the witnesses. The principal, District, and legal counsel for the District shall not be required to obtain or to assist in obtaining the attendance of any witness desired by the student, or the student's parent, guardian, or representative.
 - a. Cross-Examination. The student, the student's parent, guardian, or representative, the principal, the principal's or the District's legal counsel, and the hearing examiner shall have the right to question any witness giving information at the hearing.
 - b. Immunity. Any person giving evidence by written statement or in person at a hearing shall be given the same immunity from liability as a person testifying in a court case.
3. Student Testimony. The student may speak in his or her own defense and may be questioned on his or her testimony, but he or she may choose not to testify and, in such case, shall not be threatened with punishment nor be later punished for refusal to testify.
4. Individuals may be Excluded from the Hearing. The student may be excluded from the hearing in the discretion of the hearing examiner at times when the student's psychological evaluation or emotional problems are being discussed. The hearing examiner may exclude anyone from the hearing when his or her actions substantially disrupt an orderly hearing.

5. Evidence on the Student's Conduct and Records. The principal may present to the hearing examiner statements, in affidavit form, of any person having information about the student's conduct and the student's records, provided that such statements and records have been made available to the student or the student's parent, guardian, or representative prior to the hearing. The information contained in such records shall be explained and interpreted, prior to or at the hearing, to the student, parent or guardian, or representative, upon request, by appropriate District personnel.
 6. Rules of Evidence. In conducting the hearing, the hearing examiner shall not be bound by the rules of evidence or any other rule of courtroom procedure.
 7. Proceedings Recorded. The proceedings of the hearing shall be recorded at the expense of the District.
 8. Joint Hearings. A joint hearing may be conducted when more than one (1) student is charged with violating the same rule and acted in concert, and the facts are substantially the same for all such students.
 - a. Discretion of Hearing Examiner. A joint hearing may be conducted if the hearing examiner believes that a joint hearing is not likely to result in confusion and no student shall have his or her interests substantially prejudiced by a single hearing.
 - b. Order for Separate Hearing. If during the conduct of the hearing the hearing examiner finds that a student's interests will be substantially prejudiced by a joint hearing or that the hearing is resulting in confusion, the hearing examiner may order a separate hearing for any student.
- G. Post-Hearing Report. After the hearing, a report shall be made by the hearing examiner to the Superintendent or designee. The report shall contain the hearing examiner's findings and recommendation of the action to be taken, and the report shall explain in terms of the needs of both the student and the District, the reasons for the particular action recommended.
1. Range of Recommendations. The recommendation by the hearing examiner may range from no action, through the entire field of counseling, to long-term suspension, expulsion, mandatory reassignment, or an alternative education placement.
 2. Review by Superintendent or Designee. A review of the hearing examiner's report shall be made by the Superintendent or designee. The Superintendent or designee may change, revoke, or impose the sanction recommended by the hearing examiner but shall not impose a sanction more severe than that recommended by the hearing examiner.
 3. Decisions Based on Evidence. The findings and recommendations of the hearing examiner, the determination by the Superintendent, and any determination on appeal to the Board, shall be made solely on the basis of the evidence presented at the hearing or, in addition, on any evidence presented on appeal.
- H. Final Disposition. Written notice of the findings and recommendations of the hearing examiner and the determination of the Superintendent or designee shall be made by certified or registered mail or by personal delivery to the student or the student's parent or guardian. Upon receipt of such written notice by the student, parent, or guardian, the determination of the Superintendent or designee shall take immediate effect.
- VIII. Request for Appeal to the Board. The student or the student's parent or guardian may, within seven (7) school days following receipt of the Superintendent's written notice of the determination, appeal the determination to the Board by a written request which shall be filed with the secretary of the Board or with the Superintendent.

- A. Appeal Hearing.
1. When. A hearing shall be held before the Board within a period of ten (10) school days after it is requested, and such time for a hearing may be changed by mutual agreement of the student and Superintendent.
 2. Deliberating Body. The hearing may be held before a committee of the Board of not less than three (3) members.
 3. Appeal Proceedings. Such appeal shall be made on the record, except that new evidence may be admitted to avoid a substantial threat of unfairness. Any such new evidence shall be recorded at the expense of the District. The Board or designated committee shall allow oral arguments, and the length of such oral arguments may be limited.
 4. Deliberation. After examining the record, taking new evidence, if any, and hearing oral arguments, the Board or designated committee may withdraw to deliberate privately upon such record and new evidence.
 - a. Limitations. Any such deliberation shall be held in the presence only of Board members in attendance at the appeal proceeding but may be held in the presence of legal counsel who has not previously acted as the designee of the principal in presenting the school's case before the hearing examiner.
 - b. Questions during Deliberation. If any questions arise during such deliberations which require additional evidence, or information, the deliberating body may reopen the hearing to receive such evidence, or information, subject to the right of all parties to be present.
 5. Action on Appeal. The deliberating body may alter the Superintendent's disposition of the case if it finds the decision to be too severe but may not impose a more severe sanction.
 6. Dispatch of Final Action. The final action of the deliberating body shall be evidenced by personally delivering or mailing by certified mail a copy of the deliberating body's decision to the student and his or her parent or guardian.
- B. Judicial Review. Any person aggrieved by a final decision in a contested case under this Rule, whether such decision is affirmative or negative in form, shall be entitled to judicial review. Nothing in the Rule shall be deemed to prevent resort to other means of review, redress, or relief provided by law.
- IX. Settlement. Nothing in this Rule shall preclude the student, the student's parents, guardian, or representative from discussing and settling disciplinary proceedings with appropriate school personnel prior to the hearing stage.
- X. Reporting of Criminal Acts to Law Enforcement Agencies. The school principal or principal's designee shall notify as soon as possible the appropriate law enforcement authorities of any student act which the principal or principal's designee knows or suspects is in violation of the Nebraska Criminal Code.
- XI. Annual Report to State Department of Education. The Superintendent or Superintendent's designee shall annually provide to the State Department of Education:
- A. An assurance that the District has in effect the expulsion policy for bringing a firearm to school required by state [law](#); and
 - B. A report, in a manner prescribed by the State Department of Education, which describes the

circumstances surrounding any expulsion for possessing, using or transmitting a firearm on school grounds or 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 designee, or at a school-sponsored activity or athletic event, including the name of the school concerned, the number of students expelled from the school, the types of weapons concerned, and the types of programs to which students have been assigned.

Legal Reference: 20 U.S.C. § 5812 (7); 20 U.S.C. § 5961 *et seq.*; Neb. Rev. Stat. § 28-1204.04; Neb. Rev. Stat. § 79-254 *et seq.*; Title 92, Nebraska Administrative Code, Chapter 17-004.

Related Policies & Rules: [5300](#), 5300.1, 5300.2, [5300.3](#), [5300.4](#), 5400, [5400.1](#), 5400.2, 5400.3, 5400.4, 5400.5, 5400.6, 5410.1

Rule Approved: June 3, 1996

Revised: June 1, 1998; September 25, 2000; March 15, 2004; May 18, 2009; December 7, 2009; May 17, 2010; April 16, 2012; May 18, 2015; April 18, 2016; April 20, 2020; [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5400.6 Standard for Student Conduct

Meeting Date: January 9, 2023

**Background/
Description:** Annual Review

Action Desired: Approval

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Bill Jelkin, Director of Student Services

Superintendent's Signature:

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Student Services

Standards for Student Conduct

5400.6

I. Introduction.

- A. Policy Statement. Every District student has the right to an education. The following Standards have been instituted to ensure that right within the context of an orderly and effective educational process. Each student and their parents are required, on their own, to become familiar with these Standards, and to help provide an atmosphere conducive to learning.
- B. Grounds for Exclusion. A student may be excluded from school if there is reasonable information that the student has committed a prohibited act listed below while on District property, 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, or any other place where the governing law permits the District to discipline students for prohibited conduct.
- C. Exclusion from School Grounds and Activities. A student who is excluded from school for a suspension, expulsion, or emergency exclusion shall not enter upon District property, or ride in a vehicle owned, leased, or contracted by the District 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 participate in or attend a school-sponsored activity or athletic event. Expelled students and students suspended for ten (10) school days or more may enter upon District property for the sole purpose of attending alternative education at a location and time designated by the Director of Student Services.
- D. Length of Expulsions. Unless specified otherwise within these Standards, the expulsion of a student shall be for the remainder of the semester in which it took effect unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or within ten (10) 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. Neb. Rev. Stat. §79-283(2).
- E. Length of Suspension. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.
- F. Contact of Legal Authorities. The principal of a school or the principal's designee shall notify as soon as possible the appropriate law enforcement authorities of the county or city in which the school is located, of any act of a student described in Neb. Rev. Stat. §79-267 which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code. Neb. Rev. Stat. §§79-262(1) and 293(1).
- G. Sanction to be Followed. If minimum and maximum sanctions are not specified for a specific prohibited act, the recommended sanction shall be imposed.
- H. Expulsion as Sanction. Expulsion is specified as a sanction for particular conduct because the District's Board of Education finds that the type of conduct for which expulsion is specified has the potential to seriously affect the health, safety, or welfare of the student, other students, staff members, or other persons, or to otherwise seriously interfere with the educational process. Neb. Rev. Stat. §79-262(1).
- I. Students with Disabilities. Disciplinary procedures for students who have disabilities as defined by the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973 shall be subject to the disciplinary procedures set forth in District Rules 5400.2 and 5400.3 and applicable federal and state law.
- J. Mandatory Compliance. Students and their parent(s) or guardian(s) are hereby notified that compliance with the District's Standards for Student Conduct is mandatory. It is the responsibility of all students and their parent(s) or guardian(s) to become familiar with these Standards.

II. Violations Against Persons.

- A. Use of Violence. Use of violence, force, coercion, threat, intimidation or similar conduct in a manner that constitutes a substantial interference with school purposes.
1. Pushing, Shoving or Physical Contact Related to Non-injurious Behaviors.
 - a. Maximum Sanction. Short-term suspension.
 - b. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
 2. Fighting. Mutual attempt to physically harm another person through mutual combative physical contact.
 - a. First Offense.
 - (1) Minimum Sanction. Short-term suspension. There is no mandated minimum sanction below grade six (6).
 - (2) Maximum Sanction. Long-term suspension.
 - (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
 - (4) Report to Law Enforcement. Legal authorities shall be contacted if substantial personal injuries are involved, an involved student or parent requests that a report to law enforcement be made, or a report is required or requested by law enforcement or the county attorney. Neb. Rev. Stat. §28-310(2); Neb. Rev. Stat. §§79-262(1), 267(1) and 293.
 - b. Additional Offenses.
 - (1) Minimum Sanction. Long-term suspension.
 - (2) Maximum Sanction. Expulsion.
 - (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 - (4) Report to Law Enforcement. Legal authorities shall be contacted if substantial personal injuries are involved, an involved student or parent requests that a report to law enforcement be made, or a report is required or requested by law enforcement or the county attorney. Neb. Rev. Stat. §28-310(2); Neb. Rev. Stat. §§79-262(1), 267(1) and 293.
 3. Physical Assault. Initiation of a violent act against another person through aggressive physical contact.
 - a. Minimum Sanction. Long-term suspension. There is no mandated minimum sanction below grade six (6).
 - b. Maximum Sanction. Expulsion.
 - c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 - d. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-308 to 310; Neb. Rev. Stat. §§79-262(1), 267(1) and 293.

B. Personal Injury to District Employees, Volunteers, and Students. Causing or attempting to cause personal injury to an employee, 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 provision. Neb. Rev. Stat. §§79-267(3) and 283(3).

1. Sanctions on School Grounds.

- a. Maximum Sanction. Expulsion for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the expulsion shall remain in effect for summer school and may remain in effect for the first semester of the following school year. Neb. Rev. Stat. §79-283 (3).
- b. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- c. Report to Law Enforcement. Legal authorities shall be contacted if substantial personal injuries are involved. Neb. Rev. Stat. §§ 28-308 to 310; Neb. Rev. Stat. §§79-262(1), 267(3) and 293.

2. Sanctions off School Grounds.

- a. Citation during the academic school year or the student admits that he or she has violated subsection II (B).
- b. Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the curtailment shall remain in effect for summer school and may remain in effect for the first semester of the following school year.

C. Use of Threats or Intimidation.

1. Use of Threats (Verbal and Written). All threats, including those alleged to be jokes, will always be taken seriously and are subject to the following disciplinary action.

- a. Level One Threat (Transient). Using a threat as part of a common expression or in a context that the recipient does not feel threatened, frightened, or coerced (e.g., “Oh, I could just kill you for that” or “I will punch you in the nose”).
 - (1) Maximum Sanction. Short-term suspension.
 - (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- b. Level Two Threat (Serious Substantive). Using an expression or an implied or veiled threat with the intent of threatening, frightening, or coercing another and the recipient feels threatened, frightened, or coerced (e.g., “I will kill you”).
 - (1) Minimum Sanction. Short-term suspension. There is no mandated minimum sanction below grade four (4).
 - (2) Maximum Sanction. Long-term suspension.
 - (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
 - (4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. § 28-310; Neb. Rev. Stat. §§79-262(1), 267(1) and

293.

- c. Level Three Threat (Very Serious Substantive). Threatening to kill or injure another person or threatening to damage property with potential for personal injury, without possessing a weapon or other object that could kill or injure the threatened or intimidated person, and the student describes how it will be done, including any threats that concern dangerous chemical substances, biochemical attacks, bioterrorism, bombs, or any type of explosive or incendiary device.
- (1) Minimum Sanction. Long-term suspension. There is no mandated minimum sanction below grade four (4).
 - (2) Maximum Sanction. Expulsion.
 - (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 - (4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-310, 311.01 and 907; Neb. Rev. Stat. §§79-262(1), 267(1) and 293.
- d. Threatening with an Object. Threatening with an object which looks like a weapon or an object that could be used to injure someone. To qualify as a look-a-like weapon, the object must closely resemble a real weapon in size, shape, and color even when examined up close.
- (1) Minimum Sanction. Long-term suspension.
 - (2) Maximum Sanction. Expulsion.
 - (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

D. Firearms, Explosives, and Weapons.

1. Firearms, Etc. Knowingly possessing, handling, transmitting, using, intimidating with, or threatening with any firearm, explosive, or destructive device. For the purposes of this subsection II(D)(1), firearm 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, or the frame or receiver of any such weapon, or any firearm muffler or firearm silencer, or any destructive device. Such term does not include an antique firearm.
 - a. Sanctions on School Grounds.
 - (1) Minimum Sanction. Mandatory expulsion for one (1) year.
 - (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.
 - (3) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04, 1215, 1216 and 1220; Neb. Rev. Stat. §§79-262(1), 267 (5) and 293.
 - b. Sanctions off School Grounds.
 - (1) Citation for illegal possession of a weapon during the academic school year or the student admits that he or she has violated subsection II(D).
 - (2) Extracurricular Sanction. Curtailment of extracurricular activities for one (1) year.

2. Use and Possession of Dangerous Weapons. Using, intimidating with, threatening with, handling, transmitting, possessing on one's person or in one's vehicle any dangerous weapon, including but not limited to any stun gun, paint ball gun, taser, air soft gun, B.B. gun, or pellet gun.

a. Sanctions on School Grounds.

- (1) Minimum Sanction. Twenty (20) [school](#) day expulsion.
- (2) Maximum Sanction. Expulsion for one (1) year.
- (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.
- (4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04; Neb. Rev. Stat. §§79-262 (1), 267 (5) and 293.

b. Sanctions off School Grounds.

- (1) Citation for illegal possession of a weapon during the academic school year or the student admits that he or she has violated subsection II (D).
- (2) Extracurricular Minimum Sanction. Curtailment of extracurricular activities for twenty (20) [school](#) days.
- (3) Extracurricular Maximum Sanction. Curtailment of extracurricular activities for one (1) year.

3. Other Dangerous Weapons. Using or threatening with a knife, throwing star, brass knuckles, chemical substances (including, but not limited to, mace, pepper spray, and bleach), and any other objects that could be used to injure a person.

a. Sanctions on School Grounds.

- (1) Minimum Sanction. Long term Suspension.
- (2) Maximum Sanction. Expulsion for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the expulsion shall remain in effect for summer school and may remain in effect for the first semester of the following school year. Neb. Rev. Stat. §79-283 (3).
- (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- (4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04; Neb. Rev. Stat. §§79-262(1), 267 (5) and 293.

b. Sanctions off School Grounds.

- (1) Citation during the academic school year or the student admits that he or she has violated subsection II (D).
- (2) Extracurricular Minimum Sanction. Curtailment of extracurricular activities for six (6) [school](#) days.
- (3) Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second

semester the curtailment shall remain in effect for summer school and may remain in effect for the first semester of the following school year.

4. Possession of Certain Prohibited Objects. Knowingly possessing, handling, or transmitting knives, throwing stars, brass knuckles, or other objects not enumerated above which could cause injury.
 - a. Minimum Sanction. Short-term suspension.
 - b. Maximum Sanction. Expulsion.
 - c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 5. Possession of Look-a-Like Weapons. Knowingly possessing a look-a-like weapon. The object must closely resemble a real weapon in size, shape, and color even when examined up close.
 - a. Minimum Sanction. Short-term suspension.
 - b. Maximum Sanction. Long-term suspension.
 - c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
 6. Exception for Certain Firearms. Subsection II(D) shall not apply to:
 - a. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training;
 - b. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms; or
 - c. Firearms and guns which may lawfully be possessed and used off school grounds, not at a school function, activity, or event.
- E. Extortion. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- F. Sexual Assault or Attempted Sexual Assault. Any sexual assault or attempt to sexually assault any person. Sexual assault shall mean sexual assault in the first or second degree as defined in Section IX (EE) of this Rule and Neb. Rev. Stat. §§28-319 and 320, or sexual assault of a child in the first, second or third degree as defined in Section IX (EE) of this Rule and Neb. Rev. Stat. §§28-319.01 and 320.01. Neb. Rev. Stat. §79-267(9).
1. Sanctions on School Grounds.
 - a. Minimum Sanction. Mandatory expulsion for one (1) year and possible reassignment upon return.
 - b. Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.
 - c. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev.

Stat. §§ 28-319 to 320.01; Neb. Rev. Stat. §§79-262(1), 267(9) and 293.

2. Sanctions off School Grounds.

- a. Minimum Sanction. Curtailment of extracurricular activities for one (1) year.
- b. Maximum Sanction. Expulsion for one (1) year. A complaint must have 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 off school grounds not at a school function, activity, or event, and the student's presence at school has a direct and immediate effect on maintaining discipline, order, or safety in the school. Neb. Rev. Stat. §79-267(9).
- c. Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.

G. Sexual Contact. The intentional touching of another person's sexual or intimate parts or the intentional touching of another person's clothing covering the immediate area of the other person's sexual or intimate parts, without the consent of the other person. Sexual contact also includes the non-consensual touching by the other person of the actor's sexual or intimate parts or the clothing covering the immediate area of the actor's sexual or intimate parts when such touching is intentionally caused by the actor. The sexual contact must be such that it can be reasonably construed as being for the purpose of sexual arousal or gratification of either party. Neb. Rev. Stat. §§28-318(5) and 320.

1. Sanctions on School Grounds.

- a. Minimum Sanction. Short-term suspension.
- b. Maximum Sanction. Expulsion.
- c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- d. Report to Law Enforcement. Legal authorities must be contacted upon the request of the offended party. Neb. Rev. Stat. §§79-262(1) and 293.

2. Sanctions off School Grounds.

- a. Citation during the academic school year or the student admits that he or she has violated subsection II (G).
- b. Extracurricular Minimum Sanction. Curtailment of extracurricular activities for up to five (5) school days.
- c. Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.

H. Sexual Harassment. Unwanted or unwelcome activity of a sexual nature which materially interferes with or substantially disrupts the educational process. This may include, but is not limited to, unwanted touching, pinching, patting, verbal comments of a sexual nature, sexual name-calling, pressure to engage in sexual activity, repeated propositions, written messages, notes, cartoons or graffiti of a sexual nature, and unwanted body contact.

1. Maximum Sanction. Expulsion.
2. Extracurricular Sanction. Suspension from extracurricular activities during the time of

suspension or expulsion.

- I. Harassment. Any intentionally hurtful, demeaning, or disparaging acts, words, symbolic representations, or behavior used by a student or students against another student, students or staff member(s) that is disruptive of the educational process. This includes, but is not limited to, verbal, physical, visual, or graphic actions such as name-calling, taunting, mocking, slandering, humiliating, defaming, teasing, pestering, and making derogatory remarks, demeaning jokes, disparaging drawings or notes.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- J. Bullying. Any ongoing intentionally hostile or offensive verbal, written, graphic, demonstrative, electronic, or physical act used by a student or student(s) against another student or student(s) that has the purpose of exerting domination over another student through the act of intimidating, frightening, oppressing, retaliating, or adversely controlling the student, and that is disruptive of the educational process or any ongoing pattern of physical, verbal, written, graphic, demonstrative or electronic abuse, on District property, 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 a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct. This may include, but is not limited to, verbal, graphic, written or electronic activities such as name-calling, taunting, blackmailing, inciting to fight, terrorizing, threatening, or physical or demonstrative activities such as poking, blocking or impeding, following, hair pulling, mock hitting motions, intentionally bumping, tripping, and damaging clothing.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- K. Hazing. 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 with or participation in any group or activity. Such hazing activity shall include, but shall not be limited to the following: whipping; beating; branding; 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; harassing by exacting unnecessary or disagreeable work, banter, ridicule, or criticism; or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person. Consent to the hazing by the student(s) shall not be a defense to hazing.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

III. Violations Against Public Health and Safety.

- A. Possession of Alcohol or other Drugs. Possession or use of an illegal narcotic drug, controlled substance, marijuana, mood-altering or behavior-affecting substance, or look-a-like substance, or possession or use of a prescribed medication by a student for whom the prescribed medication was not prescribed, or possession or use of drug paraphernalia. Possession or use of alcohol or an alcohol-containing beverage or liquor capable of human consumption.
1. Sanctions on School Grounds.

- a. First Offense. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular activities).
- b. Additional Offenses. Mandatory expulsion. Prior violations of subsections III (A), (B), (C), (D), or (F) will be included as previous offenses.
- c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- d. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-416, 53-180 and 180.02; Neb. Rev. Stat. §§79-262 (1), 267(6) and 293.

2. Sanctions off School Grounds.

- a. Citation during the academic school year or the student admits that he or she has violated subsection III (A).
 - (1) First Offense. Curtailment of extracurricular activities for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days curtailment of extracurricular activities).
 - (i) Students who self-report to a building administrator or coach or extracurricular activity sponsor, that he or she has violated subsection III(A), by self-reporting their violation the morning of the next school day following the violation, or if the next day following the violation is not a school day but extracurricular practices, activities, or games are being held and the student self-reports to a building administrator or coach or sponsor before the extracurricular practices, activities, or games commence, then the curtailment of extracurricular activities will be reduced to seventeen (17) school days with the possibility of reduction to eight (8) school days upon the completion of the District-approved suspension reduction program.
 - (2) Additional Offenses. Prior violations of subsections III(A), (B), (C), (D), or (F) on or off school grounds will be included as previous offenses.
 - (i) Extracurricular Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.

B. Distribution of Alcohol or other Drugs. Distribution or attempted distribution to or receipt or attempted receipt from, any other person, of any illegal narcotic drug, controlled substance, marijuana, look-a-like substance, mood-altering or behavior affecting substance, or alcohol.

1. Sanctions on School Grounds.

- a. Minimum Sanction. Expulsion.
 - b. Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.
 - c. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-416, 53-180 and 180.02; Neb. Rev. Stat. §§79-262(1), 267(6) and 293.
2. Sanctions off School Grounds.
- a. Citation during the academic school year or the student admits that he or she has violated subsection III (B).
 - b. Extracurricular Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.
- C. Possession, Use and Transportation of Medications. The possession, use, and transportation of prescribed and non-prescribed medications shall be in accordance with the following rules.
- 1. Possession of Medications (Preschool and Elementary Levels). Possession of prescribed or non-prescribed medications, or possession of prescribed or non-prescribed medications on school grounds during transportation to and from school, is prohibited. Elementary school students may possess and use glucose tablets and inhalers according to the provisions of Rule 5600.2.
 - a. First Offense.
 - (1) Minimum Sanction. Short-term suspension.
 - (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
 - b. Additional Offenses.
 - (1) Maximum Sanction. Expulsion. Prior violations of subsections III (A), (B), (C), (D), or (F) will be included as previous offenses.
 - (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 - 2. Possession of Medications (Middle School Level). Possession of prescribed or non-prescribed medications, or possession of prescribed medications on school grounds during transportation to and from school, is prohibited. Middle school students may transport non-prescribed medications to and from school but must turn it into the nurse upon arrival at school. Middle school students may possess and use glucose tablets and inhalers according to the provisions of Rule 5600.2.
 - a. First Offense.
 - (1) Minimum Sanction. Short-term suspension.
 - (2) Maximum Sanction. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular

activities).

- (3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

b. Additional Offenses.

- (1) Maximum Sanction. Expulsion. Prior violations of subsections III (A), (B), (C), (D), or (F) will be included as previous offenses.
- (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

3. Possession of Medications (High School Level). Possession of prescribed medications is prohibited. High school students may possess non-prescribed medications, but they may not possess prescribed medications except in transport to and from school. Prescribed medications must be turned into the nurse upon arrival at school. High school students may possess and use glucose tablets and inhalers according to the provisions of Rule 5600.2.

a. First Offense.

- (1) Maximum Sanction. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular activities).
- (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

b. Additional Offenses.

- (1) Maximum Sanction. Expulsion. Prior violations of subsections III (A), (B), (C), (D), or (F) will be included as previous offenses.
- (2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

- D. Distribution of Prescribed Medications. Distribution or attempted distribution to or receipt or attempted receipt from any other person, of any prescribed medication.

1. Minimum Sanction. Long-term suspension.
2. Maximum Sanction. Expulsion.
3. Additional Offenses.
 - a. Minimum Sanction. Expulsion.
4. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
5. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. § 28-416; Neb. Rev. Stat. §§79-262(1), 267(6) and 293.

- E. Distribution of Non-Prescribed Medications. Distribution or attempted distribution to or receipt or attempted receipt from any other person, of any non-prescribed medication.

1. First Offense. Short-term suspension.
 2. Additional Offenses.
 - a. Minimum Sanction. Long-term suspension.
 - b. Maximum Sanction. Expulsion.
 3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- F. Under the Influence of Alcohol or Other Drugs. Being intoxicated or under the influence of any illegal narcotic drug, controlled substance, marijuana, prescribed medication by a student for whom the prescribed medication was not prescribed, mood-altering or behavior-affecting substance, or alcohol.
1. Sanctions on School Grounds.
 - a. First Offense. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular activities).
 - b. Additional Offenses. Mandatory expulsion. Prior violations of subsections III (A), (B), (C), (D), or (F) will be included as previous offenses.
 - c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 - d. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. § 53-180.02; Neb. Rev. Stat. §§79-262(1), 267(6) and 293.
 2. Sanctions off School Grounds.
 - a. Citation during the academic school year or the student admits that he or she has violated subsection III (F).
 - (1) First Offense. Curtailment of extracurricular activities for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days curtailment of extracurricular activities).
 - (a) Students who self-report to a building administrator or coach or extracurricular activity sponsor, that he or she has violated subsection III(A), by self-reporting their violation the morning of the next school day following the violation, or if the next day following the violation is not a school day but extracurricular practices, activities, or games are being held and the student self-reports to a building administrator or coach or sponsor before the extracurricular practices, activities, or games commence, then the curtailment of extracurricular activities will be reduced to seventeen (17) school days with the possibility of reduction to eight (8) school days upon the completion of the District-approved suspension reduction program.

- (2) Additional Offenses. Prior violations of subsections III(A), (B), (C), (D), or (F) on or off school grounds will be included as previous offenses.
- (a) Extracurricular Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.
- G. Exposure to Bodily Fluids. Intentionally spitting, throwing, wiping, or otherwise dispersing bodily fluids on or to another student or staff member for the purpose of infecting, inciting, demeaning, or intimidating that person.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- H. Tobacco and E-Cigarette Products. Possession or use of tobacco products or e-cigarette type products.
1. First Offense. Suspension for three (3) school days. Students, may choose to complete the District approved suspension reduction education module. Successful completion of the module will reduce the suspension and curtailment of extracurricular activities by a maximum of one (1) school day.
 2. Maximum Sanction. Long-term suspension.
 3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- I. Possession or Use of Fireworks. Possession or use of fireworks of any description.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- IV. Violations against Public Decency and Good Morals.
- A. Public Indecency. Behavior resulting in public indecency (see definition). This subsection shall apply only to students above grade five (5). Neb. Rev. Stat. §79-267(7).
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- B. Profanity and Obscenity. Verbal, written or electronic language, communications, pictures, photos, videos, digital images, drawings or materials of any kind that are reasonably offensive or repulsive to the person hearing, viewing or receiving the same and which is disruptive of the educational process.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- C. Pornography. Any picture, photo, video, digital image, drawing or materials of any kind that in

the reasonable judgment of school administrators constitute child pornography, pornography, or obscene materials pursuant to Neb. Rev. Stat. §§ 28-807, 808, 1463.02 or 1463.03, whether or not a citation is issued by a law enforcement officer or prosecuting authority.

1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- D. Disparaging Language/Symbolism. Disparaging or demeaning language or symbolic actions of any kind including, but not limited to gestures or language that is intended to disparage, demean, or subject another student or staff member to ridicule.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- E. Secret Organizations/Gangs. Participation or membership in any secret fraternity, sorority, club, association, or organization is prohibited. The wearing of any ring, pin, or insignia of such a secret organization is also prohibited. Organizations or gangs, which initiate, advocate, or promote violence, drug or alcohol use, sex, criminal activity, or activities which disrupt the school environment or threaten the safety or wellbeing of persons or property, and which identify themselves through the use of a name, geographic territory, unique appearance, or language, are a substantial disruption to and material interference with the educational environment, and are prohibited. The use of hand signals, graffiti, or the presence of any apparel, jewelry, accessory, or manner of grooming which, by virtue of its color, arrangement, trademark, symbol, or other attributes indicates or implies membership in or affiliation with such a group, constitutes a substantial disruption to and material interference with the educational environment, and are prohibited.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- V. Violations against Property.
- A. Damage to Property. Willfully causing or attempting to cause substantial damage or participating in behavior that results in negligent damage to property, or repeated damage to property. This shall include school property lent to the student which the student damages. As to any such damaged property, the student's parent(s) or guardian(s) shall be liable for the damage to the school property. Neb. Rev. Stat. §79-267(2).
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 3. Report to Law Enforcement. Legal authorities shall be contacted when the value of the property is five hundred dollars (\$500.00) or more. Neb. Rev. Stat. §28-519; Neb. Rev. Stat. §§79-262(1), 267(2) and 293.
- B. Theft/Larceny. Stealing or attempting to steal property, or repeated theft of property. This will include school property lent to a student that is not returned upon demand by an authorized staff member and for which there is no reasonable justification for the failure to return the property. Neb. Rev. Stat. §79-267(2).
1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 3. Report to Law Enforcement. Legal authorities shall be contacted when the value of the property is five hundred dollars (\$500.00) or more. Neb. Rev. Stat. §§28-511 and 518; Neb. Rev. Stat. §§79-262(1), 267(2) and 293.
 4. Sanctions off School Grounds. Committing burglary or theft which constitutes a felony provided the student has received a citation by a law enforcement officer which involves the offense subject to this subsection or the student admits that he or she has violated subsection V(B).
 - a. Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.
- C. Arson or False Fire Alarm. Intentionally starting a fire. Use of any fire causing agents to start or attempt to start a fire. Purposely or knowingly causing a false fire alarm. Neb. Rev. Stat. §§28-502 to 504 and 907; Neb. Rev. Stat. §79-267(10).
1. Minimum Sanction. Short-term suspension.
 2. Maximum Sanction. Expulsion.
 3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 4. Report to Law Enforcement. Legal authorities ([Police and Fire](#)) shall be contacted if it is believed the arson was criminal. Neb. Rev. Stat. §§28-502 to 504 and 907; Neb. Rev. Stat. §§79-262(1), 267(10) and 293.
- D. False Alarm or Report. Purposely making a false alarm or false report, or purposely furnishing false information or making a communication or statement, whether verbal, written or electronic, concerning the existence of any bomb, explosive device, weapon, firearm, dangerous chemical substance, or biochemical or terroristic device, or concerning an intent or attempt to be made to kill, injure, or intimidate any individual or to use, possess, or bring on to District property or to any District activity or event any bomb, explosive device, weapon, firearm, dangerous chemical substance, or biochemical or terroristic device, or concerning the need for medical, police, or emergency services or procedures. Neb. Rev. Stat. §§28-907 and 1221; Neb. Rev. Stat. §79-267(10).
1. Minimum Sanction. Short-term suspension.
 2. Maximum Sanction. Expulsion.
 3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 4. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-907 and 1221; Neb. Rev. Stat. §§79-262(1), 267(10) and 293.
- E. Misuse of Technology. Direct or indirect use of personal technology devices, District computers, computer networks, or computer systems, which involves offensive, personal, commercial, and/or religious messages, or any unauthorized access or use of personal technology devices, District computers, computer networks, or computer systems which violates District policy or state or federal law. Neb. Rev. Stat. §§28-1341 to 1348; Neb. Rev. Stat. §79-267(10).
1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 3. Report to Law Enforcement. Legal authorities shall be contacted if the action constitutes a felony. Neb. Rev. Stat. §§28-1341 to 1348; Neb. Rev. Stat. §§79-262(1), 267(10) and 293.
- F. Trespass. Entering or secretly remaining in any District building or on any District property or facility, or any separately secured portion thereof, without authorization. Neb. Rev. Stat. §28-520(1)(a).
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
 3. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §28-520(1)(a); Neb. Rev. Stat. §§79-267(10) and 293.
- VI. Violations against School Administration.
- A. Tardy/Truancy. Unauthorized absence from school. Neb. Rev. Stat. §§79-201 and 209.
1. Maximum Sanction. Short-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- B. Gambling. Playing any game of chance for money or other stakes. Neb. Rev. Stat. §79-267(10).
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- C. Dishonesty. Dishonesty that interferes with the educational process.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- D. Dress Code Violation. Failure to comply with the established building dress code.
1. Maximum Sanction. Long-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- E. Failure to Report. Failure to comply with assigned discipline consequence.
1. Maximum Sanction. Long-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- F. Failure to Comply. Failure to follow established building rules and procedures.
1. Maximum Sanction. Long-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of

suspension.

- G. Open Campus/Unauthorized Area Violation. Violating established open campus rules and/or being in an unauthorized location without permission.
1. Maximum Sanction. Long-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- H. Cheating or Plagiarism. Cheating on examinations including but not limited to ELO examinations. Plagiarism on projects including but not limited to reports, research papers, and portfolios.
1. Maximum Sanction. Long-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- I. Insubordination/Defiance/Non-Compliance. Disrespect for, defying authority of, or refusing to obey requests or directions of teachers, school officials or school employees.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- J. Disruptive Behavior. Behavior or possession of any item that materially interferes with or substantially disrupts class work, school activities, or the educational process.
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- K. Nuisance Items. Any item in a student's possession that is sufficiently annoying, offensive, unpleasant, or obnoxious that it substantially interferes with or materially interrupts the educational process. These items may include, but are not limited to all electronic devices [and toys](#).
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- L. Unlawful Activity. Engaging in any unlawful activity not specifically covered herein, which constitutes a danger to other students or school personnel, or interferes with school purposes or the educational process. Neb. Rev. Stat. §79-267(10).
1. Maximum Sanction. Expulsion.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.
- M. False Complaints. False accusations or complaints against another student or staff member.
1. Maximum Sanction. Long-term suspension.
 2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.
- N. Student Identification. Failure of a high school student to present the school approved student

identification card upon the request of a District staff member while on District property, 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, or any other place where the governing law permits the District to discipline students for prohibited conduct.

1. Maximum Sanction. Short-term suspension.
2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

VII. Repeated Offenses or Series of Prohibited Conduct.

- A. Two (2) or more violations of prohibited conduct or violation of two (2) or more of the acts prohibited herein within the current building level, which constitute a substantial interference with school purposes. Neb. Rev. Stat. §79-267(11).
 1. Sanction. Unless otherwise provided herein, prohibited conduct otherwise subject to short-term suspension may be subject to long-term suspension; conduct otherwise subject to long-term suspension may be subject to expulsion; prohibited conduct initially subject to expulsion may be again subject to expulsion.

VIII. Curtailment of Extracurricular Activities.

- A. General Statement. When reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process, the District shall curtail a student's participation in District extracurricular activities. Students shall not be permitted to be on District property or participate in or attend District-sponsored extracurricular activities during the time period that the student is excluded from school for disciplinary reasons. In addition, students may be curtailed from extracurricular activities for misconduct taking place off school grounds and not at a school function, activity, or event. Curtailment may also occur outside the academic school year if the misconduct takes place on District property or during a school sponsored activity pursuant to the provisions of this section.
- B. Period of Ineligibility for Conduct on School Grounds.
 1. Period of Ineligibility. During any time period that a student is excluded from school due to short-term suspension, long-term suspension, expulsion, or emergency exclusion for conduct occurring on District property, 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, or any other place where the governing law permits the District to discipline students for prohibited conduct, the student so excluded shall also be ineligible for participation in extracurricular activities for the entire period of exclusion from school, and will also be prohibited from being on District property or attending any District-sponsored extracurricular events during the period of exclusion from school.
- C. Period of Ineligibility for Conduct off School Grounds.
 1. Period of Ineligibility. The prohibited conduct contained in Sections II (B), (D), (F), and (G), III (A), (B), and (F), and V (B) of this Rule, shall subject the student to the periods of ineligibility for extracurricular activities therein provided for conduct occurring off school grounds and not at a school event during the academic school year.
- D. District Events During Ineligibility Period. Students who are ineligible for participation in extracurricular activities will also be prohibited from attending any District-sponsored extracurricular events during the ineligibility period.
- E. Effective Following Semester if Necessary. The ineligibility period shall remain in effect during

the following semester (including the following school year) if there are insufficient school days in the semester to complete the ineligibility period.

- F. Extracurricular Commutation. Penalties assigned under this Section may be reduced by the Superintendent or Superintendent's designee upon the successful completion of counseling, community service, or other alternatives to curtailment set by the District. The District shall have the sole discretion in determining whether the student is eligible for commutation, and what form the counseling, community service, or other alternatives to curtailment must be successfully completed before commutation may take place. Any costs associated with counseling, community service, or other alternatives to curtailment shall be borne by the student or the student's parent(s) or guardian(s).
- G. Effective Date. The effective date of the curtailment of extracurricular activities shall be the date that the principal or principal's designee provides the student with the oral or written notice of the charges, except the principal shall not issue a letter of curtailment until there is a student admission, court decision or citation.

IX. DEFINITIONS.

- A. "Academic school year" shall mean the time students are in school during the dates and times set by the school calendar and adopted by the Board, including summer school.
- B. "Alcoholic beverage" shall mean any substance subject to the jurisdiction of the Nebraska Liquor Commission.
- C. "Citation" shall mean a written complaint, writ, summons, requirement to appear, ticket, uniform citation form, decree, notice, warrant, indictment, information, or other legal process issued by a law enforcement officer or prosecuting authority, which charges the student with committing an offense against the law, whether given directly to the student or the student's parent or guardian, or forwarded to a federal, state, county, or municipal attorney, prosecutor, or prosecuting authority.
- D. "Controlled substance" shall mean opiates, opium derivatives, depressants, stimulants, and the substances and derivatives as defined by Neb. Rev. Stat. §28-401(4) including, but not limited to, "uppers", "downers", barbiturates, amphetamines, LSD, heroin, hashish, hallucinogenic substances, cocaine, and substances such as glue, to the extent any such substance is used for the purpose of mood or behavior alteration by a student, and any other substance which alters the mood or behavior and which is not taken for medical purposes (e.g., steroids).
- E. "Current building level" shall mean the current education level in which the student is enrolled (i.e., grades 9-12 are the high school building level, grades 6-8 are the middle school building level, and grades K-5 are the elementary school building level).
- F. "Curtailment of extracurricular activities" shall mean that the student is ineligible for participation in or attending any extracurricular activities. During any time that a student is excluded from school for conduct occurring while within school jurisdiction, the student is ineligible for participation in or attending any extracurricular activities.
- G. "Destructive device" shall mean (1) any explosive, incendiary, chemical or biological poison, or poison gas-bomb, grenade, rocket having a propellant charge of more than four (4) ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine, booby trap, Molotov cocktail, bottle or pipe bomb, vessel or container intentionally caused to rupture or mechanically explode or device similar to any of the devices described in the proceeding clauses; (2) any type of weapon (other than a shotgun shell which is generally recognized as particularly suitable for sporting purposes) by whatever name known which will, or which may be readily converted to expel a projectile by the action of an explosive or other propellant, and which has any barrel with a bore of more than one-half inch in diameter; and (3) any combination of parts either designed or intended for use in converting any device into any destructive device or from which a destructive device may be readily assembled.

- H. "Distribution or attempted distribution to or receipt or attempted receipt from, any other person" shall mean all actions, activities, and communications, whether verbal, written, or electronic, involved with the transfer or attempt to transfer, or the receipt or attempt to receive any illegal narcotic drug, controlled substance, marijuana, look-a-like substance, mood-altering or behavior affecting substance, alcohol, prescribed medications, or non-prescribed medications. These terms shall be broadly construed and interpreted to include, but not be limited to, any and all actions, activities, and communications concerning the sale, transfer, trading, offering, gifting, receiving, purchasing, soliciting, and/or acceptance of the aforesaid substances, whether or not a transfer is actually made, and whether or not the student comes into actual possession thereof.
- I. "Drug paraphernalia" shall mean all equipment, products, materials, and items which are used, intended for use, altered for use, or designed for use, in manufacturing, injecting, ingesting, inhaling, vaporizing, or otherwise introducing into the human body any controlled substance.
- J. "Exclusion" shall mean that time period a student is excluded from school during short-term suspension, long-term suspension, emergency exclusion, or expulsion. It may also mean that time period that the student is mandatorily reassigned.
- K. "Expulsion" shall mean exclusion from all schools in the District (except the location designated for alternative education).
- L. "Extracurricular activities" shall mean all athletic teams, activities, groups, clubs, homecomings, proms, dances, graduation ceremonies, and all other organizations or events sponsored by or associated with the District which are not part of the District curriculum.
- M. "Firearms" shall mean (1) 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; (2) the frame or receiver of any such weapon; (3) any firearm muffler or firearm silencer; or (4) any destructive device. Such term does not include an antique firearm.
- N. "Illegal narcotic drug" shall mean the illegal substances as defined by Neb. Rev. Stat. §28-401(15).
- O. "Ineligibility period" shall mean that period of time that a District student is prohibited from participating in and/or attending any District extracurricular activities.
- P. "Injury" shall mean damage to a person that results in a specific wound or wounds that requires first aid treatment or a physician's care.
- Q. "Long-term suspension" shall mean exclusion from all schools in the District for more than five (5) school days but less than twenty (20) school days. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.
- R. "Look-a-like substance" (also known as imitation controlled substance) shall mean any substance which is not a controlled substance, but which by its appearance (including, but not limited to, color, shape, size, markings, or packaging) or by representations made, induce or are intended to induce, persons to believe that the substance is a controlled substance. "Look-a-like substance" shall include any beverage containing alcohol or a beverage that is represented to contain alcohol.
- S. "Medication" shall be broadly defined and shall mean all prescribed medications, over the counter and other non-prescribed medications, and all chemical substances, compounds, homeopathic substances, herbs, vitamins, and/or devices, which purport to aid in a person's health or well-being or are intended for use in the diagnoses, cure, mitigation, treatment, or prevention of diseases, or are intended to affect the structure or any function of the body; and any device, instrument, apparatus, implement, machine, contrivance, implant, or other similar or related article, including any component part or accessory, which is prescribed by a physician, physician assistant, or advanced practice registered nurse, and dispensed by a pharmacist or other person authorized by law.
- T. "Non-prescribed medication" shall mean all medications which are available without a prescription or

- order from a person who is licensed under the laws of Nebraska to prescribe medications.
- U. “On school grounds” shall mean on District property, in a vehicle owned, leased, or contracted by the District 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, or any other place where the governing law permits the District to discipline students for prohibited conduct.
- V. “One year” shall mean the three hundred sixty-five (365) days that follow the acts at issue.
- W. “Possession of a substance” shall mean situations where a student has on his or her person, within his or her personal property, within his or her vehicle, within school property assigned to him or her or under his or her control, a substance prohibited under this Rule, while on ~~school property or at a school sponsored or school related activity or event.~~ District property, in a vehicle owned, leased, or contracted by the District 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. Small or trace amounts of a prohibited substance constitute possession of a substance, and positive results from alcohol or other drug screening and testing technology are evidence of the possession of prohibited substances.
- X. “Prescribed medication” shall mean all medications which are available only with a prescription or order from a person who is licensed under the laws of Nebraska to prescribe medications.
- Y. “Prior violations” shall mean violations of the cited subsections, which occurred while the student is in the current building level. Student conduct violations which occurred in another school district at the current building level shall be included as prior violations. For suspension, expulsion, or reassignment purposes, prior violations shall only include previous student conduct violations which occurred on school grounds. For curtailment of extracurricular activities purposes, prior violations shall include previous student conduct violations which occurred on or off school grounds.
- Z. “Public indecency” shall mean performing, procuring, or assisting any other person to perform, in a public place and where the conduct may reasonably be expected to be publicly viewed: (1) An act of sexual penetration; (2) An exposure of the genitals, female breasts or buttocks of the body done with intent to affront or alarm any person; or (3) A lewd fondling or caressing of the body of another person of the same or opposite sex.
- AA. “Reasonable information that the student has committed a prohibited act” shall mean such amount of information from which a reasonable school administrator who is not acting based on improper motives such as discrimination, retaliation, revenge, or retribution, could reasonably conclude that the student engaged in the prohibited acts in question. Such amount of information shall not be evidence beyond all reasonable doubt, or clear and convincing evidence, or even a preponderance of the evidence. Such reasonable information shall be evaluated within the context of an orderly and effective educational process, and shall not be evaluated within the context of any laws, regulations, rules, practices, or procedures which may be applicable in any criminal or civil judicial proceedings, administrative officer proceedings, law enforcement or administrative agency investigation proceedings, or formal evidentiary proceedings.
- BB. “School day” shall mean any day that school is in session and students are attending academic courses. It does not include days that practices for extracurricular activities are held during the summer, or weekends and vacations that occur during the academic school year.
- CC. “School jurisdiction” shall mean on District property, in a vehicle owned, leased, or contracted by the District 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, or any other place where the governing law permits the District to discipline students for prohibited conduct.
- DD. “Semester” shall mean the equivalent of one half of the required student instructional days.
- EE. “Sexual assault” shall mean sexual assault in the first degree or second as defined in Neb. Rev. Stat. §§28-319 and 320, or sexual assault of a child in the first, second or third degree as defined in Neb.

Rev. Stat. §§28-319.01 and 320.01, as such statutes now provide or may hereafter be amended. Sexual assault in the first degree occurs when a person subjects another person to sexual penetration without the consent of the victim, or when a person who is nineteen years of age or older subjects another person who is at least twelve but less than sixteen years of age to sexual penetration. Neb. Rev. Stat. §28-319. Sexual assault in the second degree occurs when a person subjects another person to sexual contact without the consent of the victim and the actor causes serious personal injury to the victim. Neb. Rev. Stat. §28-320. Sexual assault of a child in the first degree occurs when a person who is nineteen years of age or older subjects another person under twelve years of age to sexual penetration. Neb. Rev. Stat. §28-319.01. Sexual assault of a child in the second degree occurs when a person who is nineteen years of age or older subjects another person fourteen years of age or younger to sexual contact and the actor causes serious personal injury to the victim. Neb. Rev. Stat. §28-320.01. Sexual assault of a child in the third degree occurs when a person who is nineteen years of age or older subjects another person fourteen years of age or younger to sexual contact and the actor does not cause personal injury to the victim. Neb. Rev. Stat. §28-320.01.

FF. “Sexual or intimate parts” shall mean the genital area, groin, inner thighs, buttocks or breasts.

GG. “Short-term suspension” shall mean exclusion from all schools in the District not to exceed five (5) school days. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.

HH. “Under the influence” shall mean the manifestation of physical and physiological symptoms or reactions caused by the use of any illegal narcotic drug, controlled substance, marijuana, mood-altering or behavior-affecting substance, prescribed medication by a student for whom the prescribed medication was not prescribed, or alcohol. Factors which may be taken into consideration are: the odor of a prohibited substance on the student’s breath or clothes, glassy eyes, slurred speech, physical mobility, and such other factors which the training of school administrators indicates as being evidence of the use of prohibited substances or being under the influence of the same. Positive results from alcohol or other drug screening and testing technology are evidence of the use and possession of prohibited substances or being under the influence of the same.

II. “Use of substance” shall mean situations where there is reasonable suspicion to believe a student has assimilated a prohibited substance or is under the influence of the same while on ~~school property or in attendance at a school sponsored or school related activity or event.~~ District property, in a vehicle owned, leased, or contracted by the District 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. Factors which may be taken into consideration are: the odor of a prohibited substance on the student’s breath or clothes, glassy eyes, slurred speech, physical mobility, and such other factors which the training of school administrators indicates as being evidence of the use of prohibited substances or being under the influence of the same. Positive results from alcohol or other drug screening and testing technology are evidence of the use and possession of prohibited substances or being under the influence of the same.

Legal Reference: Neb. Rev. Stat. §§28-319, 319.01, 320 and 320.01

Neb. Rev. Stat. §28-401

Neb. Rev. Stat. §§28-502 and 504

Neb. Rev. Stat. §§28-511, 518 and 519

Neb. Rev. Stat. §28-907

Neb. Rev. Stat. §28-1202 *et seq.*

Neb. Rev. Stat. §28-1341

Neb. Rev. Stat. §79-254 *et seq.*

Related Rules: 5300.3, 5400.1, 5400.2, 5400.3, 5400.4, 5400.5, 5410.1, 5470.1, 5480.1, 5490.1, 5600.2

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Revised: April 15, 2002; May 5, 2003; March 15, 2004; June 5, 2006; July 9, 2007; June 2, 2008; February 2, 2009; May 18, 2009; May 17, 2010; April 4, 2011, April 16, 2012; April 22, 2013; November 4, 2013; January 6, 2014; April 21, 2014; April 20, 2015; April 18, 2016; April 17, 2017; May 6, 2019; April 20, 2020; January 3, 2022;

| [January 9, 2023](#)

Reaffirmed: January 4, 2021

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: First Reading of Policy 6110: Curriculum, Instruction, and Assessment: Written Curriculum- Content Standards


Meeting Date: January 9, 2023

Background/Description: This policy is being revised to align to language approved by the Board of Education in July 2022 in the accompanying rule. The rule is attached for reference.

Action Desired: First Reading of Policy 6110: Curriculum, Instruction, and Assessment: Written Curriculum- Content Standards

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Dr. Heather Phipps

Superintendent's Signature:


Curriculum, Instruction, and Assessment

Written Curriculum - Content Standards

6110

The written curriculum of the Millard Public Schools will reflect district-established content standards. These content standards describe the knowledge, skills, and processes that are taught, learned, and assessed. As defined in statute, the standards will align to state standards in the areas of reading, writing, mathematics, science, and social studies.

The District's content standards shall consist of Academic Skills and Applications and College and Career Readiness Skills. Academic skills and applications shall be in the areas of language arts, mathematics, science, social studies, financial ~~literacy~~~~well-being~~, human ~~resources~~~~relations~~, technology, fine and performing arts, and personal development and well-being. College and career readiness skills shall be in the areas of critical thinking and problem-solving skills, creativity and innovation, collaboration and teamwork, communication, and citizenship and personal responsibility. District content standards shall be referred to as Essential Learner Outcomes (ELOs).

Related Rule: 6110.1

Legal References: §79-760.01, §79-760.02

Policy adopted: May 3, 1999

Revised: December 4, 2006; March 2, 2009; August 19, 2013, September 7, 2021;

[January 23, 2023](#)

Reaffirmed: August 17, 2020

Millard Public Schools

Omaha, Nebraska

ACADEMIC SKILLS AND APPLICATIONS

Students will demonstrate proficiency by meeting established standards through course requirements and for assessments identified by the District for specific purposes. This proficiency, along with the successful completion of 230 credits and a Personal Learning Plan (PLP), is used for diploma granting or denial.

LANGUAGE ARTS

Students will:

- develop and apply decoding and language comprehension skills and strategies to comprehend and learn from increasingly complex texts.
- apply reading skills and strategies to comprehend grade-level literary and informational texts.
- build and use conversational, academic, and discipline-specific, grade-level vocabulary.
- apply writing skills and strategies to communicate effectively for a variety of purposes.
- apply speaking and listening skills and strategies to communicate effectively for a variety of audiences and purposes.

MATHEMATICS

Students will:

- reflect an understanding of skills necessary for success within the comprehensive strands of Number, Algebra, Geometry, and Data.
- apply mathematics knowledge and processes within real-world contexts.
- make sense of mathematical problems and persevere in solving them.
- analyze relationships in order to create mathematical models given situations or scenarios.
- communicate mathematical ideas effectively and appropriately critique the reasoning of others as well as provide mathematical justifications.
- connect mathematics knowledge, ideas, and skills beyond the mathematics classroom.

SCIENCE

Students will:

- reflect an understanding of skills necessary for success within the domains of Life, Physical, Earth & Space, and Engineering Sciences.
- investigate, evaluate, and develop explanations and solutions.
- combine science content knowledge with critical thinking and practices used by scientists and engineers.
- apply literacy and mathematics skills in relevant and authentic ways to construct scientific literacy.

SOCIAL STUDIES

Students will:

- apply civic, economic, geographic, and historical knowledge and skills to make informed decisions.
- develop questions that frame and advance inquiry.
- evaluate sources, develop claims, and communicate conclusions using evidence-based reasoning.

FINANCIAL LITERACY

Students will:

- demonstrate skills to manage financial resources for short and long-term priorities.
- analyze financial choices using resources.

HUMAN RESOURCES

Students will:

- interact positively with all people to communicate effectively.
- understand ethnic and cultural differences.
- apply awareness of current local, national, and global news and world cultures and languages.

TECHNOLOGY

Students will:

- obtain, organize, and communicate information electronically.
- use a variety of technological resources to solve problems.
- understand the ethical uses of information and technology related to privacy, intellectual property and cyber security issues.

FINE AND PERFORMING ARTS

Students will:

- develop and apply knowledge and skills to create, present/perform, and respond to fine and performing arts, making connections to human experiences.
- develop and apply knowledge and skills to the creative and collaborative process.

PERSONAL DEVELOPMENT AND WELL-BEING

Students will:

- understand human growth and development, identify the values of good nutrition and physical activity, and evaluate the impact of addictive substances and behaviors.
- build healthy social relationships with supportive friends and family in the community.
- use resources to develop a personal education and career plan to meet goals and objectives.
- communicate experiences, knowledge, and skills identified in a résumé or portfolio and present a professional image when interviewing.

<h2>COLLEGE AND CAREER READINESS SKILLS</h2>
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The following standards and indicators are not measured by district-wide assessments for diploma-granting or denial.

CRITICAL THINKING AND PROBLEM-SOLVING SKILLS

Students will:

- demonstrate the ability to reason critically, systematically, and logically to evaluate situations and resources from multiple perspectives.
- conduct research, gather input, and analyze information necessary for decision-making.
- develop and prioritize possible solutions with supporting rationale using valid research, historical context, and balanced judgment.
- demonstrate a willingness to learn new knowledge and skills.
- exhibit the ability to focus, prioritize, organize, and persevere through the unknown.
- recognize factors, constraints, goals, and relationships in a problem situation.
- evaluate solutions and determine the potential value toward solving the problem.
- demonstrate resilience to solve problems.

CREATIVITY AND INNOVATION

Students will:

- search for new ways to optimize efficiency.
- encourage and appreciate new and creative ideas of others.
- use information, knowledge, and experience to generate original ideas and challenge assumptions.
- know when to curb the creative process and begin implementation, determine the feasibility of improvements for ideas and concepts, seek feedback/critique, and act on new ideas to effectively implement them.
- accept and incorporate constructive criticism into proposals for innovation.

COLLABORATION AND TEAMWORK

Students will:

- contribute to team-oriented projects, problem-solving activities, and assignments.
- engage team members, build consensus, utilize individual talents, strengths, and skills, and take responsibility for individual and shared group tasks.
- demonstrate the ability to disagree with a team member in a constructive and respectful manner, anticipate potential sources of conflict and negotiate to resolve issues.
- develop both the ability to serve as a leader and also to work with leaders on a team.

COMMUNICATION

Students will:

- utilize effective oral and written communication skills.
- be aware of tone and communicate with respect.
- utilize professional etiquette.
- take responsibility for social media presence.

CITIZENSHIP AND PERSONAL RESPONSIBILITY

Students will:

- demonstrate effective self-regulation.
- advocate for themselves.
- respect diversity and the rights of others and treat others in a considerate and non-demeaning manner.
- demonstrate the ability to manage time.
- demonstrate the ability to follow directions/classroom rules and comply with policies, rules, and procedures.
- contribute positively to the learning environment.
- volunteer to help others.
- demonstrate integrity, self-discipline, positive attitude, reliability, dependability and commitment.
- take personal responsibility for and understand the consequences of actions and emotions.
- participate in school and/or community organizations and extracurricular activities.
- engage with the community and local government through attendance, participation, and service.
- demonstrate a respect for laws and regulations and those who enforce them.
- consider the ethical implications and long-term consequences of decisions and actions on personal reputation and credibility.

Revised: Strategic Planning, December 5, 1996

T-Chart Approved: January 13, 1997

Rule Adopted: May 3, 1999

Revised: June 18, 2001; July 21, 2003; December 4, 2006; March 2, 2009;

March 1, 2010; April 18, 2011; August 19, 2013; July 11, 2022

**Millard Public Schools
Omaha, NE**

AGENDA SUMMARY SHEET

Agenda Item: First Reading of Policy 7000 Technology: General Policy Statement

Meeting Date: January 9, 2023

**Background/
Description:** Revision/Review of the 7000 (Technology) series of BOE policies.

Action Desired: First Reading

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston & Mr. Joe Kuehl

**Superintendent's
Signature:**

Handwritten signature of John Schwartz in black ink.

Technology

Technology General Policy Statement

7000

The District will ~~pursue the use of~~ technology (~~e.g., hardware, software, server-based systems, and web-based/cloud systems~~) to develop, improve, and provide a comprehensive curriculum; an effective program of instruction; and the efficient administration of the District. Technology is defined as any computer hardware, software, network, server-based, or cloud-based system.

Legal References: Neb. Rev. Stat. §79-526, Neb. Rev. Stat. §79-539, Neb. Rev. Stat. §79-2, 104, Neb. Rev. Stat. §79-2, 105, 20 U.S.C. 1232, et seq., 15 U.S.C. §501, et seq., Title 92, Nebraska Administrative Code, Chapter 10

Policy Adopted: March 21, 2005
Reaffirmed: January 21, 2013

Millard Public Schools
Omaha, Nebraska

Revised: January 4, 2016, January 23, 2023

AGENDA SUMMARY SHEET

Agenda Item: First Reading of Policy 7100 Technology: Acceptable Use of District Technology

Meeting Date: January 9, 2023

**Background/
Description:** Revision/Review of the 7000 (Technology) series of BOE policies.

Action Desired: First Reading

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston & Mr. Joe Kuehl

**Superintendent's
Signature:**

Handwritten signature of John Schwartz in black ink.

Technology

Acceptable Use of District Technology

7100

~~District personnel~~ Staff, students, vendors, and guests using Millard Public Schools technology will follow adhere to ~~all the federal laws, state laws, District policies, and District rules governing technology. (e.g., hardware, software, server-based systems, & web-based/cloud systems) including, but not limited to, copyright laws, rights of software publishers, license agreements, acts of terrorism, assault, threats and personnel and student rights of privacy created by federal and state law.~~

Related Rules: 7100.1, 7100.2, 7100.3

Legal Reference: The Copyright Act; Family Educational Rights and Privacy Act; Neb. Rev. Stat. §§ 79-2, 104 and 79-8, 109 (Reissue 1996). CIPA, COPPA, HIPPA

Policy Adopted: May 17, 1993

Millard Public Schools
Omaha, Nebraska

Revised: Dec. 20, 1999; April 2, 2007, January 4, 2016, January 23, 2023

April 2, 2007: Renumbered from 4157

Technology

Compliance with Applicable Law

7100.1

Use of District-owned technology (e.g, hardware, software, server-based systems, & web-based/cloud systems) shall comply with all applicable policies and rules of the District, and with all applicable state and federal statutes..

In an effort to prevent violation of copyright laws and illegal use, the following rules will apply:

- I. The legal and ethical implications of use will be taught to personnel and students at all levels where there is technology use.
- II. The building principal, principal's designee, or appropriate supervisor will be responsible for informing district personnel of the District Computer and Software Policy and Rules.
- III. When permission is obtained from a copyright holder to use software reasonable efforts will be made to prevent unauthorized copying.
- IV. When permission is obtained from copyright holder to use protected digital media (e.g., music, images, ebooks, videos) reasonable efforts will be made to prevent unauthorized use.
- V. Under no circumstances will illegal copies of copyrighted software be made or used on district technology.
- VI. Under no circumstances will illegal copies of protected digital media be made or used on district technology.
- VII. When permission is obtained from a copyright holder to use server-based software or systems reasonable efforts will be made to prevent unauthorized access.
- VIII. When permission is obtained from a copyright holder to use web-based/cloud software or systems reasonable efforts will be made to prevent unauthorized access.
- IX. The Executive Director of Technology or designee is authorized to sign software, server-based, and web-based/cloud license agreements for district schools. The District and each school using licensed software, including server-based or web-based/cloud software, shall keep a file containing a signed copy of software agreements for that school.
- X. The school principal or principal's designee will be responsible for establishing practices which will enforce the District Computer and Software Policy and Rule.
- XI. The following uses of district computers and telecommunications devices will be strictly prohibited:
 - A. **Offensive Messages.** The use, display or transmission of (i) sexually explicit images, messages, cartoons; (ii) ethnic slurs or racial epithets; or (iii) acts of terrorism, assault, or threats.
 - B. **Personal Use.** Personal use of District-owned computers and telecommunication devices are permitted to contact a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Such personal use shall be kept to a minimum and shall not interfere with the performance of District business. Any other personal use of District-owned cellular phones, telephone equipment or telephone systems is strictly prohibited.
 - C. **Commercial, and/or Religious Messages.** Use for the purpose of solicitation or proselytization for commercial, religious, political, or any other non-job-related activity.
 - D. **Inappropriate Use of Technology.** The use of the District's Technology (e.g., network, Internet, e-mail system, social media, and telecommunications system), shall remain under the control of the District and may only be used for district business subject to applicable law, policy and rule. This includes, but is not limited to, the downloading of any inappropriate materials, games, or other

files not required for staff to fulfill their job duties. Sexual harassment and bullying using technology and electronic or digital communications is covered by the same policies and rules in the Student Code of Conduct which prohibit harassment and bullying.

Violation of this rule may result in disciplinary action.

The District reserves all rights it has under the fair use doctrine of the Copyright Act.

Legal Reference: The Copyright Act; Neb. Rev. Stat. § 49-14, 101.01(3).

Rule Approved: May 17, 1993

Revised: Dec. 20, 1999; April 2, 2007; April 13, 2009; November 1, 2010

Reaffirmed: January 4, 2016, [January 23, 2023](#)

Millard Public Schools
Omaha, Nebraska

April 2, 2007: Renumbered from 4157.1

Technology

Right of Access

7100.2

The District reserves the right to have access to all programs, files, and creations of any description which, reside on District technology [or systems](#).

Related Policies & Rules: 7100, 7100.1, 7100.3, 7500, 7500.1

Rule Approved: May 17, 1993

Revised: Dec. 20, 1999; April 2, 2007, January 4, 2016, [January 23, 2023](#)

Millard Public Schools
Omaha, Nebraska

April 2, 2007: Renumbered from 4157.2

Technology

Access to Student and/or Personnel Records

7100.3

School volunteers and district personnel shall not have access to student and/or personnel records unless specifically authorized or permitted by law. Digital files containing personnel records are subject to board policy 4115 and rule 4115.1, board policy 7400 and rule 7400.1, and the rights of privacy created by Nebraska statute. Digital files containing student records are also subject to board policy 5710 and rule 5710.1, board policy 7400 and rule 7400.1, and the rights of confidentiality created by federal and state law.

Use of technology to store or transmit student and/or personnel data are to follow district policy, rule, and guidelines relating to the confidentiality of students and/or personnel records. This rule applies to files that are maintained centrally by the District, as well as those created and maintained at the school level.

Related Policies & Rules: 4115, 4115.1, 5710, 5710.1, 7100, 7100.1, 7100.2, 7400, 7400.1

Legal Reference: Family Educational Rights and Privacy Act; Neb. Rev. Stat. §§ 79-2, 104 and 79-8, 109 (Reissue 1996).

Rule Approved: May 17, 1993

Revised: Dec. 20, 1999; April 2, 2007, January 4, 2016

[Reaffirmed: January 23, 2023](#)

Millard Public Schools
Omaha, Nebraska

April 2, 2007: Renumbered from 4157.3

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 7305 Technology: District Internet Web Pages and Approved Social Media Sites

Meeting Date: January 9, 2023

**Background/
Description:** Revision/Review of the 7000 (Technology) series of BOE policies.

Action Desired: Approval

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston & Mr. Joe Kuchl

**Superintendent's
Signature:**



Technology

District Internet Web Pages and Approved Social Media Sites

7305

The District and its schools will communicate using the Internet and approved social media sites to inform the public and advance the mission of the District. All District Internet web pages and approved social media sites shall be used only for purposes related to District communications, to the educational curriculum of the District, and/or administration of the District. Commercial, political, and/or private use of any of the District's web pages and approved social media sites is strictly prohibited except as approved by the Superintendent or designee. All District technology, web pages, and social media sites are public property and no right of individual privacy shall extend to the technology, or any information or communications stored or contained on the technology, or any of its components or software, or to the web pages, and social media sites. The administration reserves the right to monitor any technology activity and online communications, including, but not limited to, web pages and approved social media sites, for improper use.

Related Policies & Rules: 5710.1, 7305.1

Policy Adopted: July 17, 2000

Revised: May 2, 2005; May 21, 2012, December 5, 2016

Reaffirmed: October 6, 2008, [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

Renumbered from 1102: May 2, 2005

AGENDA SUMMARY SHEET

Agenda Item: Approve Rule 7305.1 Technology: District Internet Web Pages and Approved Social Media Sites

Meeting Date: January 9, 2023

**Background/
Description:** Revision/Review of the 7000 (Technology) series of BOE policies

Action Desired: Approval

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston & Mr. Joe Kuehl

**Superintendent's
Signature:**

Handwritten signature of John Schwartz in cursive script.

Technology

District Internet Web Pages and Social Media Sites

7305.1

I. Definitions

- A. Social Media - is the collective of online communications channels dedicated to community-based input, online interaction, content sharing, and collaboration (e.g., websites and applications dedicated to forums, blogging, social networking, and social curation).
- B. Approved Social Media Site – All social media sites must be approved by the Executive Director of Technology for technical requirements and compliance issues. In addition, approved social media sites must have been reviewed and approved by the Director of Communications and/or have been approved by the Associate Superintendent for Educational Services for use in student learning activities and teacher-parent-student communications about learning.
- C. Professional Responsibility – The employee may use District approved social media sites to support communication and/or instruction. Professional responsibility occurs when there is the presentation of oneself as a representative of the District or employee thereof, whose activities are job related and is subject to the District’s policies, rules, procedures, and guidelines.
- D. Personal Responsibility – the presentation of oneself in a manner that is outside professional responsibility in all comments, posting, etc. Personal responsibility encompasses that which is not job related.

II. Accountability

- A. District employees who utilize web or social media sites in pursuit of their professional responsibilities are subject to the District’s Code of Ethics (Policy 4155 and Rule 4155.1) and the District’s Professional Boundaries and Staff Relationships with Students (Policy 4153 and Rule 4153.1).
- B. Each staff member who creates a web page or any part of a web page or supervises the creation of a web page or uses an approved social media site or any part of an approved social media site or supervises the creation of an approved social media site is responsible for the content and must inform the Superintendent/designee or Principal/designee of the existence and the intent/purpose of the page prior to such web site or approved social media site being accessible on the Internet. This includes student-produced web pages and social media content.
- C. Each web page or approved social media author or contributing web page and approved social media site author shall assume professional responsibility for the information being educationally appropriate, current, accurate (including having correct spelling and grammar), and adhering to District policies and rules. This includes students who author or contribute to the creation of a web page or approved social media site.
- D. All District or building web pages and approved social media sites shall have a staff member who shall monitor and be responsible for approving the content of the information, which is accessible on each web and approved social media site.
- E. The content of the information shall be in compliance with the District’s policies and rules including, but not limited to, the standards, criteria, and limitations of District Policies and Rules 1115.1(I), 1306.1, 3150.1, 4001, 4145.1, 4153, 4153.1, 4155, 4155.1, 4156.1, 5010, 5020, 5300.3, 5400.6, 5510.1(I), 5800.1, 6002, 6265, 6605.1(I), 7100.1, and 7310.1, which are incorporated herein.
- F. Guidelines for web pages and the use of approved social media sites shall be established by the Superintendent or designee and shall be available to staff.

III. Professional Responsibility and Personal Responsibility

- A. Professional Responsibility. When using District web pages and/or approved social media sites, staff may not engage in the following:
1. Simultaneously identify oneself as a District employee and send, solicit, or display materials that are offensive, including sexually oriented material, graphic depictions of violence, or material that offends or harasses on the basis of race, color, religion, national origin, sex, sexual orientation, gender, gender identity, marital status, disability, or age.
 2. Unprofessional communication that could negatively impact the District's reputation or interfere with the District's core mission, or unprofessional/inappropriate communication regarding members of the District's community.
 3. Acting as a representative of the District, or acting in a way that would infer that one is a District representative or acting for and on behalf of the District when not authorized to do so (e.g., contacting the media or government officials with District e-mail, responding to complaints or questions about District business on Internet discussion groups, etc.).
 4. Sending, receiving, printing or otherwise disseminating proprietary data, trade secrets or other confidential information in violation of District policy, proprietary agreements or other contractual terms. Using District-owned data or work product for personal gain. Using District trademarks (e.g., name, logos), or branding without authorization from the Office of Communications.
 5. Inappropriately sharing confidential information related to District business, including but not limited to, personnel actions, internal investigations, research material, or student information.
 6. Any activity in violation of local, state, or federal law as it relates to the staff member's employment with the District, including, but not limited to, defamatory remarks; destruction of District data or equipment; or accessing or sharing information in violation of HIPAA, FERPA, CIPA, or COPPA. This includes any activity that would cause the District to not be in compliance with state or federal law.
 7. Any activity in violation of District policies and rules, including, but not limited to the standards, criteria, and limitations of District Policies and Rules 1115.1(I), 1306.1, 3150.1, 4001, 4145.1, 4153, 4153.1, 4155, 4155.1, 4156.1, 5010, 5020, 5300.3, 5400.6, 5510.1(I), 5800.1, 6002, 6265, 6605.1(I), 7100.1, and 7310.1, which are incorporated herein.
- B. Personal Responsibility. When using non-District web pages and/or personal social media sites outside of the duties as a staff member of the District, staff should consider the following:
1. For certificated staff, the District's Code of Ethics and the State Standards of Professional Practice are applicable.
 2. The requirements for all staff under the Professional Boundaries and Staff Relationships with Students Policy and Rule.
 3. District staff are responsible for all matters which they post or publish.
 4. All matters which may be posted or published, including photographs, should reflect high standards of professionalism and professional discretion, and should not negatively or adversely impact relations with students, parents, other staff, or the community.
 5. Staff should not "friend" students or parents on their personal [social media Facebook](#) pages until the student has been graduated from the District for a least one year.

IV. Privacy

- A. All reasonable steps shall be taken to ~~insure~~ensure that the use of the Internet or approved social media sites shall not abridge the right of privacy of students or staff as provided by law, including but not limited to FERPA, HIPAA, CIPA, and COPPA.
- B. Staff may publish student photographs and first names (except for those students who have a Letter of Directory Information on file). Exceptions beyond first names may be made by the Superintendent or their designee, or the Principal or their designee, for other identifying information when special circumstances dictate (e.g., athletic contests, special achievements, student recognitions).
- C. Group and individual photographs may be published without permission if names are not used.
- D. Student Directory Information (as described below) may be made available on District web pages in compliance with the District's policies and rules. Directory information appropriate for the web includes the following:
 - 1. First and last name ;
 - 2. Current grade level;
 - 3. Participation in officially recognized activities and sports;
 - 4. Weight and height of members of athletic teams;
 - 5. Degrees and awards received; and
 - 6. Photographs

V. Partners for Education, PTO/PTA Organizations, and Booster Clubs

- A. Partners for Education, PTO/PTA organizations, and Booster Clubs may be identified as supporters of the District.
- B. There shall be no web links to commercial web sites that are of a promotional nature except as approved by the Superintendent or designee.
- C. District or building web sites may contain links to governmental agencies, District affiliated organizations which were organized and exist for the sole purpose of supporting the District's educational and extracurricular programs, other educational institutions, public libraries, and public museums.

VI. Fundraising Activities

- A. Information about school-related fundraising activities can be published including information about the product, the name of the sponsor and/or telephone number.
- B. There shall be no on-line purchasing and such use of the District's computers is strictly prohibited unless authorized by the Superintendent or designee.
- C. District and building websites shall not facilitate online purchasing unless authorized by the Superintendent or designee.

VII. Interactive Use

- A. District e-mail addresses of staff and Board members are allowed to be published.
- B. When District e-mail addresses are published, the following disclaimer should appear on that page:
“These e-mail addresses are for use by staff, students, and parents relating to school business only. Solicitation is prohibited.”
- C. Individual student’s e-mail addresses may be disseminated but must be protected by a unique password for each student on servers as identified in Section VIII.

VIII. Where Information Resides

- A. All digital information shall be accessible to the Internet on District-controlled servers or District-controlled cloud based services under the District’s domain name approved by the Superintendent or designee.
- B. All District policies and rules apply regardless of where the web sites reside.

IX. Not an Open or Public Forum

- A. The District does not by this Rule create or establish an open or public forum and reserves the sole and absolute right to determine the acceptable District web pages and approved social media sites.
- B. The District reserves the right to monitor, review, and audit the use of District web pages and approved social media sites. The District further reserves the right to search District web pages and approved social media sites as part of any investigation into unauthorized use or prohibited or illegal conduct.

- X. Violations of this Rule may result in disciplinary action.

Related Policies and Rules: 1115, 1306.1, 4155, 4155.1, 4153, 4153.1, 5510.1, 5710, 5800.1, 5800.3, 6605.1, 7100, 7100.1, 7100.2, 7100.3, 7305, 7310, 7310.1

Rule Adopted: July 17, 2000

Revised: September 10, 2001; May 2, 2005; October 6, 2008; May 21, 2012;
October 1, 2012, December 5, 2016; November 16, 2020, [January 9, 2023](#)

Millard Public Schools
Omaha, Nebraska

Renumbered from 1102.1: May 2, 2005

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy Technology 7600: Access Control and Video Management

Meeting Date: January 9, 2023

**Background/
Description:** Revision/Review of the 7000 (Technology) Series of BOE Policies

Action Desired: Approval

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Curtis Case

**Superintendent's
Signature:**

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

Technology

Access Control and Video Management

7600

The Board of Education has the responsibility to maintain and protect the property of the district and to provide for the safety and security of its students, staff and visitors. To meet this responsibility, the District may utilize access control and video management systems at its facilities and in school buses and vehicles used by the District. The use of such access control and video management systems shall be subject to the procedures promulgated by the Superintendent (or designee).

Policy Adopted: March 19, 2007

Revised: May 2, 2016

Reaffirmed: [January 9, 2023](#)

Millard Public Schools

Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Designation of the Official Newspaper of Record

Meeting Date: Monday, January 9, 2023

Background/

Description: In accordance with Nebraska law and district policy, advance publicized notice is made before regular and special Board of Education meetings by a method designated by the Board and recorded in the minutes.

Since January 12, 2004, *The Daily Record* has been designated as the official paper of record. *The Daily Record* also is the official paper for the City of Omaha, the County of Douglas, the Fourth Judicial District Court, the County Court of Douglas County, the Separate Juvenile Court of Douglas County, the Nebraska Department of Roads, the Nebraska Public Service Commission, the Omaha Bar Association, the Omaha Barristers Club, the Omaha Legal Professionals Association, and the Nebraska Association of Legal Assistants. *The Daily Record* charges 64¢ per line with costs decreasing for notices running multiple days.

In the event that a special meeting is called after the deadline has passed for *The Daily Record*, the meeting is advertised in the *Omaha World-Herald* or the *Midlands Business Journal*.

The *Omaha World-Herald* is now outsourcing legal notices and has changed their fee structure accordingly. The cost per line is 52¢ for the first run and decreases to 46¢ for additional runs. Additional costs include a \$10 online upload fee, a \$20 Lee Enterprises processing fee and a processing fee from Column, the third party company managing the notices. This second processing fee is a percentage of the total order.

The *Midlands Business Journal* charges \$1.25 per line per week.

The average notice in Millard is approximately ten lines. In addition to publication in the official newspaper, the Board of Education meeting schedule is listed on the district calendar.

Action Desired: Approval of *The Daily Record* as the Official Paper of Record

Policy /

Strategic Plan

Reference: Parameter: We will always communicate effectively, both internally and externally, in order to implement our strategic plan, operate our schools, and maintain high levels of community support.

Responsible Person(s): Rebecca Kleeman, Director of Communications

Superintendent's Signature:



**AGENDA SUMMARY
SHEET**

Agenda Item: Designation of Official Depositories

Meeting Date: January 9, 2023

**Background/
Description:** School districts are required by Nebraska statutes to officially designate the financial institutions they will be using for the purpose of depositing funds. This action is taken at the organizational meeting in January of each year.

Currently, American National Bank is providing our banking services except for some activity fund related services which are provided by First National Bank, US Bank, and Core Bank.

School district funds are also invested in the Nebraska Liquid Asset Fund. This is a statewide investment pool that provides secured short-term investment opportunities for Nebraska school districts and ESUs.

Action Desired: It is recommended that the district designate American National Bank and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of First National Bank, US Bank, and Core Bank for school activity fund deposits.

**Policy /
Strategic Plan
Reference:** N/A

Responsible Person(s): Chad Meisgeier, Chief Financial Officer

Superintendent's Signature:



AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Millard West High School Security Vestibule

Meeting Date: January 9, 2023

**Background/
Description:** This is a summer project funded with the proceeds from the 2020 bond issue.

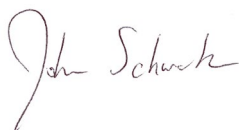
Copies of the architect's letter and the bid tab are attached. A representative from BCDM Architects will be present to answer any questions.

Action Desired: It is recommended that the contract for the Millard West High School Security Vestibule be awarded to KC Petersen Construction in the amount of \$204,520 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

**Policy /
Strategic Plan
Reference:** n/a

Responsible Person(s): Chad Meisgeier, Chief Financial Officer

Superintendent's Signature:



21 December 2022

Mr. Chad Meisgeier
Millard Public Schools
Don Stroh Administration Center
5606 South 147th Street
Omaha, NE 68137

RE: MPS Millard West High School – Security Vestibule
BCDM Project No. 3031-29

Dear Mr. Meisgeier:

On December 20, 2022, bids were received for the above referenced project at the Support Services Center. Per the attached bid tabulation sheet, three (3) bids were received with a **low bid of \$204,520 from KC Petersen Construction**. The project construction budget was estimated at **\$182,000**.

Since the time of the bid opening, we have confirmed with KC Petersen Construction that they are comfortable with their bid for this work. We have also reviewed the bids received with MPS Staff and would **recommend a contract be awarded to KC Petersen Construction in the amount of \$204,520.00 for the MPS West High School Security Vestibule project**.

Upon your approval, we can proceed with the preparation of contracts. Please let me know if you should have any questions or concerns.

Sincerely,



Pat Carson
Architect, AIA

PC/mmm
Attachment: Bid Tab

e-copy: File: 3031-29_5-2



1015 North 98th Street, Suite 300
Omaha, NE 68114

December 20, 2022

BID TABULATION - MILLARD WEST HIGH SCHOOL - SECURITY VESTIBULE

BCDM NO. 3031-29

	ELK RIDGE CONSTRUCTION	KC PETERSEN CONSTRUCTION	PRAIRIE CONSTRUCTION
Lump Sum Base Bid	\$266,005.47	\$204,520.00	\$227,000.00
Addenda (1)	Yes	Yes	Yes
Bid Security	Yes	Yes	Yes

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Buell Stadium Drive Replacement

Meeting Date: January 9, 2023

**Background/
Description:**

This is a summer project funded with the proceeds from the 2020 bond issue.

Copies of the engineer's letter and the bid tab are attached. A representative from Lamp Rynearson will be present to answer any questions.

Action Desired:

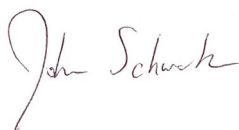
It is recommended that the contract for the Buell Stadium Drive Replacement be awarded to TR Construction in the amount of \$118,304.40 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

**Policy /
Strategic Plan
Reference:**

n/a

Responsible Person(s): Chad Meisgeier, Chief Financial Officer

Superintendent's Signature:



VIA Email

December 22, 2022

14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
[P] 402.496.2498
[F] 402.496.2730
LampRynearson.com

Mr. John Brennan
Project Manager
Millard Public Schools
13906 F Street
Omaha, NE 68137

REFERENCE: Millard Public Schools
South High School – Buell Stadium Drive Replacement
Job No. 0122222.01-320

Dear Mr. Brennan:

Bids were opened on Tuesday, December 20, 2022 for the above-mentioned project. The original project budget was \$160,000. During scope definition and design, the engineer's estimate for the project was projected to be \$154,300. TR Construction submitted the low bid of \$118,304.40. The completed bid tabs are enclosed.

The low bidder has previously and successfully completed this type of work for Millard Public Schools and is qualified to complete this project within the required time. We recommend award of the work to TR Construction.

Please inform us if award of the work is to be made, so we can make the necessary arrangements.

Sincerely,

LAMP RYNEARSON



Joseph P. Zadina, P.E.
Senior Project Engineer

Enclosures

ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		TR CONSTRUCTION		MACKIE CONSTRUCTION		CDS ENTERPRISE		MIDWEST DCM		NEUVIRTH CONSTRUCTION	
				UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
1	EARTHWORK HAUL OFF, OFF-SITE (ESTIMATED)	150	CY	67.10	\$10,065.00	31.42	\$4,713.00	20.00	\$3,000.00	35.00	\$5,250.00	14.48	\$2,172.00
2	GENERAL GRADING AND SHAPING	1	LS	1,267.00	\$1,267.00	7,696.92	\$7,696.92	1,500.00	\$1,500.00	6,500.00	\$6,500.00	3,550.00	\$3,550.00
3	REMOVE ASPHALT PAVEMENT	600	SY	10.71	\$6,426.00	8.98	\$5,388.00	12.00	\$7,200.00	10.35	\$6,210.00	36.30	\$21,780.00
4	REMOVE CONCRETE PAVEMENT	150	SY	10.71	\$1,606.50	12.35	\$1,852.50	12.00	\$1,800.00	12.00	\$1,800.00	36.25	\$5,437.50
5	REMOVE PC CONCRETE SIDEWALK	590	SF	1.27	\$749.30	1.69	\$997.10	1.50	\$885.00	1.50	\$885.00	4.60	\$2,714.00
6	SAW CUT PAVEMENT	75	LF	6.33	\$474.75	4.99	\$374.25	5.00	\$375.00	5.00	\$375.00	11.27	\$845.25
7	SUBGRADE PREPARATION	240	CY	6.33	\$1,519.20	16.43	\$3,943.20	10.00	\$2,400.00	12.00	\$2,880.00	14.69	\$3,525.60
8	CONSTRUCT 7" PCC PAVEMENT WITH TYPE A INTEGRAL CURB - TYPE L65	710	SY	63.20	\$44,872.00	76.21	\$54,109.10	85.00	\$60,350.00	94.00	\$66,740.00	109.55	\$77,780.50
9	CONSTRUCT 5" PCC SIDEWALK	550	SF	6.70	\$3,685.00	10.35	\$5,692.50	10.00	\$5,500.00	8.00	\$4,400.00	11.15	\$6,132.50
10	CONSTRUCT THICKENED EDGE	85	LF	5.19	\$441.15	6.85	\$582.25	11.00	\$935.00	15.00	\$1,275.00	80.00	\$6,800.00
11	DRILL AND GROUT #5 X 30" EPOXY COATED BARS AT 24" CENTERS	35	EA	22.00	\$770.00	8.88	\$310.80	20.00	\$700.00	25.00	\$875.00	10.00	\$350.00
12	CONSTRUCT 10" STORM SEWER WITH PIPE BEDDING	105	LF	63.40	\$6,657.00	109.96	\$11,545.80	150.00	\$15,750.00	145.00	\$15,225.00	60.00	\$6,300.00
13	CONSTRUCT 15" NYLOPLAST DRAIN BASIN WITH 2'X3' HOODED GRATE INLET	1	EA	7,597.00	\$7,597.00	4,908.75	\$4,908.75	7,500.00	\$7,500.00	5,750.00	\$5,750.00	4,780.00	\$4,780.00
14	CONSTRUCT 12" NYLOPLAST DRAIN BASIN WITH 2'X3' HOODED GRATE INLET	1	EA	7,597.00	\$7,597.00	4,897.53	\$4,897.53	7,500.00	\$7,500.00	5,500.00	\$5,500.00	4,780.00	\$4,780.00
15	CONSTRUCT 12" NYLOPLAST DRAIN BASIN WITH BOLTED DOWN DOME GRATE AND PC CONCRETE COLLAR	1	EA	9,380.00	\$9,380.00	2,682.71	\$2,682.71	7,500.00	\$7,500.00	4,100.00	\$4,100.00	2,450.00	\$2,450.00
16	CONSTRUCT TAP TO EXISTING AREA INLET	1	EA	1,900.00	\$1,900.00	3,240.34	\$3,240.34	1,000.00	\$1,000.00	1,500.00	\$1,500.00	750.00	\$750.00
17	ADJUST WATER VALVE TO GRADE	1	EA	1,267.00	\$1,267.00	978.29	\$978.29	150.00	\$150.00	200.00	\$200.00	250.00	\$250.00
18	CONSTRUCT SILT FENCE	275	LF	3.42	\$940.50	3.31	\$910.25	3.50	\$962.50	4.00	\$1,100.00	12.60	\$3,465.00
19	REMOVE SILT FENCE	275	LF	0.64	\$176.00	0.62	\$170.50	2.00	\$550.00	2.00	\$550.00	2.69	\$739.75
20	SEEDING AND MATTING	0.5	AC	11,028.00	\$5,514.00	9,772.62	\$4,886.31	5,000.00	\$2,500.00	7,500.00	\$3,750.00	12,370.00	\$6,185.00
21	UTILITY RELOCATION ALLOWANCE	1	LS	5,000.00	\$5,000.00	5,000.00	\$5,000.00	5,000.00	\$5,000.00	5,000.00	\$5,000.00	5,000.00	\$5,000.00
22	PRIVATE LOCATES	1	LS	400.00	\$400.00	400.00	\$400.00	400.00	\$400.00	400.00	\$400.00	400.00	\$400.00
TOTAL BID AMOUNT					\$118,304.40		\$125,280.10		\$132,957.50 \$133,457.50		\$140,265.00		\$166,187.10

AGENDA SUMMARY SHEET

Agenda Item: Human Resources

Meeting Date: January 9, 2023

Background

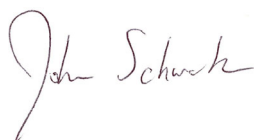
Description: Personnel Items: (1) Recommendation to Hire, (2) Resignation Agenda, (3) Leave of Absence, (4) Resignation Notification Incentive (RNI), (5) Voluntary Separation Program (VSP)

Action Desired: Approval

**Policy /
Strategic Plan Reference:** N/A

Responsible Person(s): Dr Kevin Chick
Associate Superintendent of Human Resources

Superintendent's Signatu



January 9, 2023

TEACHER RECOMMENDED FOR HIRE

Recommend: The following teachers be hired for the 2022-2023 school year:

1. Cole A. Johnson – BA – Wayne State College. Secondary ESSER support teacher at Millard South High School starting in January, 2023.
2. Jaisee K. Stinson – BA+0 – Hastings State College. Secondary ESSER support teacher at Central Middle School starting in January, 2023.
3. Karlie J. Knoepfler – BA+21 – University of Nebraska, Lincoln. Secondary ESSER support teacher at Millard North High School starting in January, 2023.
4. Thomas W. Dobkins – MA+24 – American Military University. Social Studies teacher at Millard South High School starting in January, 2023.
5. Rebecca J. Beck – University of Nebraska, Omaha. Elementary ESSER support teacher at Ackerman Elementary School starting in January, 2023.
6. Derek M. Westerman – Elementary ESSER support teacher at Rockwell Elementary School starting in January, 2023.
7. Melanie E. Gregory – BA+36 – University of Nebraska, Omaha. Kindergarten teacher at Norris Elementary School starting in January, 2023.
8. Lauren A. Dennis – BA – Peru State College. Title I Preschool teacher at Norris Elementary starting in January, 2023.
9. Kayla M. Sonnleitner – BA – South Dakota State University. Grade 2 teacher at Hitchcock Elementary School starting in January, 2023.
10. Judith A. Zeller – BA+30 – University of Nebraska, Omaha. Grade 1 teacher at Rockwell Elementary School starting in January, 2023.
11. Leah M. Mattox – BA – University of Nebraska, Omaha. Elementary ESSER support teacher at Ezra Elementary School starting in January, 2023.
12. Shelly M. Wiley – Education Specialist – University of Nebraska, Kearney. Special Education Resource teacher at Hitchcock Elementary School starting in January, 2023. Previous Experience: Brownell Talbot Schools (2021-2022), Elkhorn Public Schools (2001-2021), Iowa Public Schools (1999-2000), Millard Public Schools (1994-1999), Glenwood, IA Public Schools (1992-1994), Louisville Public Schools (1990-1992), Albion Public Schools (1988-1990)
13. Deanna L. Hand – MA+29 – McDaniel College, MD. Part-time (.5) READ teacher at Reeder Elementary School for the 2022-2023 school year. Previous Experience: Millard Public Schools (2014-2020), Texas Public Schools (2000-2002), Maryland Public Schools (2002-2014)
14. Kylie R. Hammer – BA – Wayne State College. Grade 5 teacher at Wheeler Elementary starting in January, 2023.

January 9, 2023

RESIGNATIONS

Recommend: The following resignation(s) be accepted:

1. Britnee L. Gutsell – Title I Preschool teacher at Norris Elementary School. Resigned effective 12/20/2022 for personal reasons.
2. Michelle R. Klamm – Grade 1 teacher at Rockwell Elementary School. Resigned effective 12/20/2022 for personal reasons.
3. Kimberley A. Mead – Social Studies teacher at Millard South High School. Resigned effective 12/20/2022 for personal family reasons.

January 9, 2023

LEAVE OF ABSENCE

Recommend: The following Leave of Absence be accepted:

1. Aimee L. Coleman – Grade 3 teacher at Morton Elementary School. Requested a Leave of Absence for personal reasons effective 12/20/2022.
2. Jordan L. Peck – Special Education teacher at Willowdale Elementary School. Requested a Leave of Absence for personal reasons effective 12/20/2022.

January 9, 2023

Resignation Notification Incentive

Recommend: The following resignations be approved to participate in the District's Resignation Notification Incentive Program:

31. Lindsey L. Dhaliwal – Counselor at Millard North High School. Resigning at the end of the 2022-2023 school year for employment outside of education.
32. Erica A. Janiszewski – Grade 3 teacher at Harvey Oaks Elementary School. Resigning at the end of the 2022-2023 school year for personal family reasons.
33. Lindsey M. Szalewski – Grade 2 teacher at Upchurch Elementary School. Resigning at the end of the 2022-2023 school year for personal family reasons.
34. Laurie A. Fitzpatrick – Counselor at Norris and Sandoz Elementary Schools. Retiring at the end of the 2022-2023 school year.
35. Kathy M. Wischow – Instructional Facilitator (HAL) at Willowdale Elementary School. Retiring at the end of the 2022-2023 school year.
36. Sofia G. Lunbery-Fox – Science teacher at Millard North Middle School. Resigning at the end of the 2022-2023 school year for employment outside of education.
37. Kelsea E. Hournbuckle – Math teacher at Millard North Middle School. Resigning at the end of the 2022-2023 school year because of family relocation.
38. Breanne S. Campbell – English Language Arts teacher at Millard West High School. Resigning at the end of the 2022-2023 school year because of personal family reasons.
39. Kristen J. Wesemann – English Language Arts teacher at Millard West High School. Resigning at the end of the 2022-2023 school year because of personal family reasons.
40. Amy C. Barla – Special Education teacher at Neihardt Elementary School. Retiring at the end of the 2022-2023 school year.
41. Barbara A. Hove – Literacy Intervention teacher (part-time) at Willowdale Elementary School. Retiring at the end of the 2022-2023 school year.
42. Paul S. Hoagbin – Grade 6 teacher at Central Middle School. Retiring at the end of the 2022-2023 school year.
43. Kathy C. DeBoer – Spanish teacher at Aldrich Elementary School. Retiring at the end of the 2022-2023 school year.
44. Beth A. Reinsch – Grade 6 teacher at Russell Middle School. Retiring at the end of the 2022-2023 school year.
45. Camille H. Hinz – Orchestra teacher for Millard Public Schools. Retiring at the end of the 2022-2023 school year.

46. Joycilyn Y. Rozelle – Principal at Rockwell Elementary School. Retiring at the end of the 2022-2023 school year.
47. Tahnee L. Horn – Counselor at Cottonwood and Ezra Elementary Schools. Resigning for personal reasons at the end of the 2022-2023 school year.
48. Camden S. Persigehl – Social Studies teacher at Horizon High School. Resigning at the end of the 2022-2023 school year for employment outside of education.
49. April F. Neidig – Grade 6 teacher at Beadle Middle School. Resigning at the end of the 2022-2023 school year for employment outside of education.

January 9, 2023

Voluntary Separation Program (VSP)

Recommend: The following qualified candidates be approved to participate in the District's Voluntary Separation Program.

7. Jacqueline R. Polacek – Grade 5 teacher at Wheeler Elementary School
~ 34 years of service
8. Trent M. Monzingo – Science teacher at Millard North High School
~ 29 years of service
9. Kathy C. deBoer – Spanish teacher at Aldrich Elementary School
~ 24 years of service
10. Barbara A. Hove – READ teacher at Willowdale Elementary School
~ 32.6 years of experience
11. Beth A. Reinsch – Grade 6 teacher at Russell Middle School
~ 24.5 years of experience
12. Roberta E. Deremer – Principal at Ezra Elementary School
~ 23 years of experience

AGENDA SUMMARY SHEET

Agenda Item: Exiting Senior Survey- Class of 2022 and 8th- 9th Grade Transition Report

Meeting Date: January 9, 2023

**Background/
Description:**

Every graduating senior is asked to participate in the Exiting Senior Survey. This survey, completed through Naviance, included questions regarding participation in extracurricular activities, what students plan in the future and if they believe they are prepared for those upcoming opportunities.

Starting with the freshman in 2017/2018, the Class of 2022, all students are also asked to participate in an 8th-9th grade transition survey. In this survey, students were asked questions about academic planning, support structures, and extracurricular participation.

The results are also related to other district initiatives and can be used by such groups as counselors, advisors and Activity Directors.

The graduating seniors, Class of 2022, completed the survey that was revised in the 2017-2018 school year.

Action Desired: Information Only

Strategic Plan

Reference: NA

Responsible

Persons: Dr. Heather Phipps, Dr. Anthony Weers, and Dr. Melanie Olson

**Superintendent's
Approval:**



Highlights from the Class of 2022 Exit Survey and 8th-9th Grade Transition Survey

- The majority (83%) of Class of 2022 respondents reported holding a job while attending high school.
- The percent of students who say they took the most challenging courses for their abilities rose slightly to sixty-five percent for the Class of 2022.
- When students were asked where they saw themselves a year from now, seventy-eight percent of students indicated they saw themselves as a full time student with some saying they would be working part time as well. Only thirteen percent of students saw themselves as part-time students. The majority of students saw themselves working at least part-time.
- Of students indicating they were going to attend a post-secondary institution, sixty-seven percent indicated they planned to stay in Nebraska.
- The most frequently selected career fields for the Class of 2022 remained the same as last year with the exception of Architecture and Construction replacing Law, Public Safety, & Security.
 1. Health Sciences
 2. Business Management and Administration
 3. Energy and Engineering
 4. Education and Training
 5. AV Tech, Journalism, Broadcasting, Performing Arts
 6. Marketing and Sales
 7. Architecture and Construction
 8. Information Technology
- As freshmen, the majority of students reported their skills in Writing, Reading, Mathematics, Science, and Social Studies were adequate to be successful in high school. Speaking was the skill ranked lowest in the survey.
- In 9th grade sixty-nine percent of students indicated they spent 1-5 hours per week on homework.
- As freshman students reported being most aware of high school athletic, advanced placement, Early College, and clubs and activities opportunities.
- Parents, friends, and teachers were reported to be the biggest source of support and encouragement in middle school. Additionally forty-six percent of middle school students sought out a school counselor.
- Participation in middle school extracurricular activities was high with fifty-two percent of students reporting they participated in three or more hours of activities per week.

Summary of 2022 Graduating Seniors Exit Survey

Background

Every Millard Public Schools graduating senior is asked to participate in the Exiting Senior Survey. This survey, completed through Naviance, includes questions regarding participation in extracurricular activities, plans for the future, and if they believe they are prepared for those upcoming opportunities. Ninety-one percent of the students completing the survey attended Millard Public Schools for 4 years or more.

Extra-Curricular Participation and Employment

The majority of graduating seniors indicated they had participated in at least one extracurricular activity while in high school such as sports, music, clubs, etc. The percentage of students participating in these activities remained similar to the previous year.

Participation in Extracurricular Activities						
	2022	2021	2020	2019	2018	2017
HHS	23%	*	26%	29%	61%	51%
NHS	86%	85%	85%	84%	84%	84%
SHS	72%	74%	75%	80%	78%	75%
WHS	81%	81%	81%	82%	84%	84%

*Data masked due to low number of students.

The majority (83%) of respondents reported holding a job while attending high school with 22% of students working 20 or more hours per week. The percentage of students working 11-20 hours per week decreased slightly to 39% for the Class of 2022 compared to 41% for the Class of 2021.

Employment and Hours Worked Per Week				
	0-10 Hrs. Per week	11-20 Hrs. Per Week	20+ Hrs. Per Week	Did Not Work
HHS	20%	35%	20%	35%
NHS	28%	37%	20%	16%
SHS	19%	37%	28%	16%
WHS	25%	42%	19%	16%
District	24%	39%	22%	16%

Academic Planning and Success

For the survey students were asked a series of questions about academic planning and success. The questions included homework practices, course selection, support from staff, and use of computers. Fifty-one percent of the students responding to the survey indicated they spent between 1-5 hours per week studying, doing research, or completing homework and assignments out of class, additionally twenty-eight percent of students indicated they spent between 6-10 hours per week on this work.

Students were asked if they felt they took the most challenging courses for which they were capable while in high school, sixty-five percent of students answered yes.

Took Most Challenging Courses for Abilities						
	% Yes 2022	% Yes 2021	% Yes 2020	% Yes 2019	% Yes 2018	% Yes 2017
HHS	77%	*	66%	65%	50%	42%
NHS	66%	66%	65%	65%	65%	60%
SHS	63%	62%	64%	65%	60%	57%
WHS	66%	65%	68%	66%	64%	57%
Total	65%	64%	65%	65%	61%	57%

*Data masked due to low number of students.

Students were asked if they knew of at least one staff member that would support them in a variety of ways listed. Eighty-three percent of students indicated they knew someone who would provide extra help with school work and over fifty-one percent of students indicated they knew a staff member who would help them even after they graduated.

Support from High School Staff					
	2022	2021	2020	2019	2018
Provide extra help with school work	83%	86%	86%	83%	85%
Write a letter of recommendation	74%	78%	78%	74%	77%
Care about how the student was doing in school	76%	78%	80%	72%	77%
Know what student's plans are for next year	65%	63%	64%	65%	69%
Help with a personal problem	62%	65%	69%	61%	64%
Help even after student graduates	51%	56%	59%	53%	57%

All high school students are provided with a district issued laptop computer. The class of 2022 was asked about how computers or other internet capable devices were used during school. Searching the internet to complete class-related assignments and using the devices to present materials in class were the most frequently cited uses of the laptop.

Use of Computer or Other Internet-Capable Device					
	2022	2021	2020	2019	2018
Search the Internet to complete class-related assignments	91%	94%	89%	86%	87%
Present materials in class	92%	94%	89%	89%	85%
Monitor grades/progress in school	88%	89%	88%	85%	81%
Communicate with Teachers	88%	92%	86%	79%	76%
Search for College/Career Choices	77%	78%	73%	71%	72%
Complete online forms or applications for college or employment	71%	74%	70%	68%	70%
Access Electronic text or Other Instructional Resources	69%	74%	69%	63%	64%
Communicate with Peers	65%	68%	62%	59%	58%

Future Plans

In the exit survey seniors were asked questions about their future plans. Students were asked where they saw themselves in a year. Seventy-eight percent of students indicated they saw themselves as a full time student with some saying they would be working part time as well. Only thirteen percent of students saw themselves as part time students. The majority of students saw themselves working at least part-time. The percentages of students in the full time student only category remained the same for the Class of 2022 at 23%.

Where do you see yourself a year from now?					
	Work Full Time	Student Full Time	Work Full Time & Part Time Student	Work Part Time & Full Time Student	Work Part Time & Part Time Student
HHS	70%	10%	5%	20%	5%
NHS	8%	24%	7%	55%	7%
SHS	14%	18%	9%	54%	6%
WHS	7%	27%	5%	56%	6%
Total	10%	23%	7%	55%	6%

A follow-up question asked the students within a year after graduation what do you plan to do?

Attending a four-year college or university was the plan for sixty-eight percent of the Class of 2021. The percent of students indicating they would attend a career or trade school stayed about the same at 13%. and the percent of students attending a 2-year college remained a similar percentage to previous years.

Plans for Within One Year after Graduation*					
	2022	2021	2020	2019	2018
Attend a 4-year college or university	68%	70%	66%	68%	69%
Attend a 2-year college with plans to transfer to a 4-year college	13%	15%	17%	15%	16%
Attend a career or trade school	13%	14%	10%	10%	8%
Attend a 2-year college, no transfer plans	8%	7%	7%	6%	6%
Enter Military	3%	4%	4%	4%	4%
Will not seek additional training	5%	3%	4%	3%	3%

* Students can choose more than one option.

Students were asked if they planned to attend school after graduation, what is the location of that school. The percent of students indicating they were planning to stay in Nebraska decreased with sixty-seven percent indicating they planned to stay in Nebraska compared to seventy-one percent of the Class of 2021.

Students who replied that they were not planning to pursue further education or the military were asked to select their primary reasons for not doing so (more than one could be selected). The overwhelming majority response, at fifty-seven percent, was that students were unsure what they wanted to do. The next most common reason cited by twenty-five percent of the time was wanting some time off school. Twenty-two percent cited needing to earn an income to support myself and others as a reason for not pursuing a further degree. Fourteen percent cited cannot afford to attend school and twenty-five percent cited goals that do not require education as to why they are not pursuing further education.

Plans for Post-Secondary School Location						
	2022	2021	2020	2019	2018	2017
In Omaha	42%	43%	40%	41%	43%	42%
Elsewhere in Nebraska	25%	28.5%	29%	29%	31%	30%
Neighboring State	14%	14%	12%	13%	12%	15%
Elsewhere in USA	14%	14%	12%	12%	9%	11%
Outside the USA	0.7%	0.5%	0.4%	0.4%	0.5%	1.3%

Students indicated there were a variety of ways in which students actively participated in preparing for future plans. Fifty-five percent of students indicated they completed the Free Application for Federal Student Aid (FAFSA), down slightly from 57% the previous year. They were asked how easy it was for them or their parents/guardians to understand the process of applying for financial aid and twenty-seven percent indicated it was easy. Fifty-six percent of students indicated either some parts are easy with some parts being difficult or entirely difficult when asked about the process of applying for financial aid. For students who did not submit a financial aid application, thirty percent indicated they did not complete the application because they do not need financial aid to attend college with another thirty percent stating they did not know about the financial aid process.

Preparing for Plans after High School					
	2022	2021	2020	2019	2018
Submitted transcripts to a college or trade school	57%	59%	51%	56%	62%
Took college entrance test (SAT, ACT, Accuplacer)	55%	58%	59%	61%	58%
Visited one or more college or trade school	54%	45%	53%	57%	57%
Submitted a scholarship application	53%	56%	51%	52%	56%
Submitted the Free Application for Federal Student Aid (FAFSA)	55%	57%	49%	53%	53%
Met with school counselor to discuss post secondary options	39%	34%	40%	40%	43%
Took a prep class for the PSAT, SAT, ACT	25%	26%	31%	32%	41%
Attended one or more college/career fair	26%	24%	38%	38%	41%
Met with a college recruiter at my high school	11%	10%	19%	18%	22%
None of the above	12%	12%	13%	10%	10%

Finally, students were asked to indicate the career field they planned to pursue after high school. The most frequently selected areas are listed below by school. Health Sciences was the most popular choice for the Class of 2022. This is the fifth year in a row Health Sciences has been the most selected career field.

What Career Field Students Plan to Pursue				
	Health Sciences	Business, Management and Administration	Energy and Engineering	Education and Training
HHS	*	*	*	*
NHS	13%	13%	9%	8%
SHS	13%	12%	6%	10%
WHS	15%	13%	10%	7%
Total	13%	12%	8%	8%

What Career Field Students Plan to Pursue (continued)				
	AV Tech., Journalism, Broadcasting, Performing Arts	Marketing and Sales	Architecture & Construction	Information Technology
HHS	*	*	*	*
NHS	8%	6%	5%	6%
SHS	9%	7%	7%	6%
WHS	7%	7%	6%	4%
Total	8%	7%	6%	5%

*Data masked due to low number of students.

8-9th Transition Survey Class of 2025 District Summary

Background

The 8-9th Transition Survey was developed in the fall of 2018 by a team of middle school and high school administrators, teachers, and counselors to gather feedback from students as they transition from middle school to high school. The survey is administered using the Naviance Survey tool and intended to be taken in the spring of the 9th grade year. Total number of surveys completed was 1400.

Academic Planning and Success

Academic skills and planning are an important part of the transition from 8th-9th grade. According to the survey responses, students reported that middle school prepared them for study skills such as completing homework, seeking help, practicing independently, and studying for a test or quiz.

The majority of students also reported their skills in Writing, Reading, Mathematics, Science and Social Studies were adequate to be successful in high school. Speaking was the skill students ranked the lowest. Students reported being very prepared to use technology for working/learning, and less prepared to use technology for college and career planning, creating a resume, and searching for jobs/completing applications.

Sixty-nine percent of the 9th grade students who responded indicated they spent 1-5 hours per week on homework in middle school. Seventy-eight percent of students reported checking grades at least weekly while in middle school.

Students were asked to report on traits as they used them in middle school.

They answered using a Likert Scale,

1=never, 2=rarely, 3=unsure, 4=usually, 5=always

Traits in Middle School	Average			
	Class of '25	Class of '24	Class of '23	Class of '22
Completed Long term projects on time	4.2	4.3	4.4	4.3
Know what I need to do to be successful	4.0	4.1	4.1	4.1
Made good choices when with friends	4.1	4.1	4.3	4.1
Knew what to turn in or homework to do	3.9	3.9	4.0	4.0
Asked for help when needed	3.4	3.4	3.6	3.6

As students transitioned from middle school to high school they were most aware of high school athletic opportunities with Advanced Placement courses, high school clubs and activities, and Early College being close behind.

Awareness of High School Opportunities				
	Class of '25	Class of '24	Class of '23	Class of '22
High School Athletic Opportunities	75%	74%	77%	73%
Advanced Placement Courses	68%	72%	75%	71%
High School Clubs and Activities	72%	70%	75%	70%
Early College	66%	68%	67%	67%
AFJROTC	39%	36%	34%	38%
Millard Career Academies	39%	39%	50%	33%
International Baccalaureate	26%	27%	27%	28%
UNMC High School Alliance	32%	26%	31%	28%
MCC Career Academies	39%	30%	35%	29%
Henry Doorly Zoo Academy	38%	31%	36%	32%

Support Structures

According to the survey parents and teachers were most frequently selected as those who encouraged students to do their best in middle school. Students could select more than one answer on the survey, and forty-nine percent of the students indicated they were self-motivated to do their best.

Additionally students were asked what “kept them going” through middle school and the most frequently selected reasons were connections with classmates, sports/athletics, and parents’ expectations. The most frequently selected support systems in middle school were friends, parents/guardians, teachers, and coaches.

Encouraged to do best in Middle School				
	Class of '25	Class of '24	Class of '23	Class of '22
Parents	77%	77%	78%	81%
Self	49%	51%	55%	54%
Teachers	53%	58%	57%	57%
Friends	30%	31%	34%	37%
Counselor	17%	20%	19%	23%
Administrator	10%	10%	13%	13%
No one	7%	6%	5%	7%

Although friends were the number one cited support system for students in middle school, parents and teachers were most frequently selected as those who encouraged students to take advanced/honors courses in high school. Sixty-three percent of students indicated a teacher or counselor helped them understand the commitment needed for success in Advanced Placement or International Baccalaureate courses. Twenty-seven percent of students responded that no one encouraged them to take Advanced or Honors courses in high school.

Encouraged to Take Advanced/Honors Courses in High School				
	Class of '25	Class of '24	Class of '23	Class of '22
Parents	49%	50%	54%	51%
Teachers	49%	54%	52%	50%
Self	36%	35%	39%	39%
Friends	19%	17%	22%	22%
Counselor	14%	14%	16%	14%
Administrator	5%	5%	7%	6%
No one	27%	26%	24%	28%

In addition to having friends and parents selected as a students support system in middle school, forty-six percent of the students who responded indicated they sought a school counselor during middle school. The most frequent reason for seeking a counselor was for friend issues, personal matters, or academics.

Reasons for Seeking a Counselor				
	Class of '25	Class of '24	Class of '23	Class of '22
Friends	21%	23%	21%	23%
Personal Matters	22%	22%	20%	23%
Academics	24%	24%	22%	23%
Family	13%	15%	12%	14%
Behaviors	11%	12%	10%	12%

Twenty-six percent of students responded that their family benefited from assistance to address one or more of the following needs; food, clothing, medical care, dental care, eye glasses, counseling, or holiday assistance. The number of students indicating their family benefitted from assistance has increased steadily for the past three years.

Family Assistance			
	# of students Class of '25	# of students Class of '24	# of students Class of '23
Food	285	221	138
Clothing	236	187	121
Medical Care	226	181	120
Dental Care	222	174	111
Counseling	185	135	99
Eye Glasses	179	132	86
Holiday Assistance	157	123	72

Work, Activities, and Extra-Curricular Involvement

Clubs and activities are an important part of Middle School with fifty-two percent of students reporting they participated in three or more hours per week of middle school activities. Seventy percent of students were in one or more activities in 8th grade. Fifty-two percent of the students indicated middle school clubs or activities prepared them for high school clubs or activities.

Participation Middle School Activities							
	Class of '25				Class of '24		
	6th grade	7th grade	8th grade		6th grade	7th grade	8th grade
0 school activities	26%	23%	30%		27%	21%	26%
1-2 school activities	56%	56%	49%		54%	55%	48%
3-4 school activities	15%	19%	18%		16%	20%	20%
5 or more school activities	3%	3%	4%		3%	4%	6%