

**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, November 4, 2013** at 5606 South 147th Street, Omaha, Nebraska.

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.

Michael Kennedy  
Secretary

11-1-13

**THE DAILY RECORD  
OF OMAHA**

**LYNDA K. HENNINGSEN, Publisher  
PROOF OF PUBLICATION**

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

**J. BOYD**

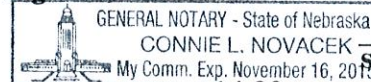
being duly sworn, deposes and says that she is

**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 \_\_\_\_\_

November 1, 2013

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



Subscribed in my presence and sworn to before  
Publisher's Fee \$ 14.90 me this 1st day of  
November 2013  
Additional Copies \$ \_\_\_\_\_  
Total \$ 14.90  
*Connie L. Novacek*  
Notary Public in and for Douglas County,  
State of Nebraska

**ACKNOWLEDGMENT OF RECEIPT  
OF NOTICE OF MEETING**

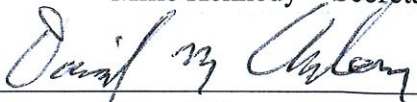
The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 6:00 P.M. on November 4, 2013, at the Don Stroh Administrative Center, 5606 South 147 Street, Omaha, NE 68137

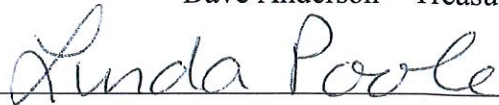
Dated this 4th day of November, 2013

  
\_\_\_\_\_  
Mike Pate – President


  
\_\_\_\_\_  
Patrick Ricketts – Vice President

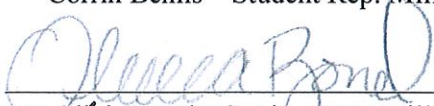
\_\_\_\_\_  
Mike Kennedy – Secretary

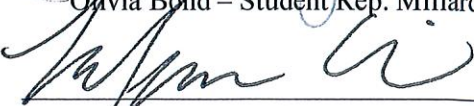
  
\_\_\_\_\_  
Dave Anderson – Treasurer

  
\_\_\_\_\_  
Linda Poole

  
\_\_\_\_\_  
Paul Meyer

  
\_\_\_\_\_  
Corrin Bemis – Student Rep. Millard West

  
\_\_\_\_\_  
Olivia Bond – Student Rep. Millard South

  
\_\_\_\_\_  
Meghan Cain – Student Rep. Millard North

# BOARD OF EDUCATION SIGN IN

November 4, 2013

NAME:

REPRESENTING:

Matt Noe	Hitchcock
Jennifer Hellbusch	Leadership Academy
Becky Kouch	" "
Lauri Cork	Ackerman
Jane Fleming	parents
Ann Butterbaugh	Ackerman
Thomas Campbell	Ackerman
Melissa Betts	Leadership Academy
DAVID CAULOVIC	SAMPSON
Mandy Hertz	Hitchcock
Pam Elly	Hitchcock
Maryszi Piattowski	Hitchcock
Nicole Burton	Leadership Acad.
James Hank	Ackerman
Barb Eastlack	parent
Alissa Goodding	Hitchcock
Sarah Rygol	Ackerman



**BOARD OF EDUCATION SIGN IN**

**November 4, 2013**

NAME:

REPRESENTING:

Deb Kipp

Self, Catherine + Gregory Kipp

Meredith Tyrakoski

Self

Gina Rudloff

Cottonwood

Jody E. CARHART

Ackerman

Sallye Lee

Ackerman

Sean Lee

My Br. De

Meridynn Ull

Hadyn Lep

Nancy McMahon

R.J. McMahon

Liz Patterson

Barb Noel-Hitchcock

Matt Reinsch

Barb Noel

Jessie Noel

Barb Noel-Hitchcock

~~Francesca Hindman~~

Pat Schulte

MEA

Jan Piene

Candidate Legislative District 12

Melgan Cain

MNHS

Sarah Rozebaum

Hitchcock





*BOARD OF EDUCATION*  
MEETING



*November 4, 2013*

BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BOARD MEETING  
6:00 P.M.

STROH ADMINISTRATION CENTER  
5606 SOUTH 147th STREET  
November 4, 2013

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. 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.

E. Routine Matters

1. \*Approval of Board of Education Minutes – October 21, 2013
2. \*Approval of Bills
3. \*Receive the Treasurer's Report and Place on File

F. Information Items

1. Employees of the Month
2. Superintendent's Comments
3. Board Comments/Announcements
4. Report from Student Representatives

G. Unfinished Business:

H. New Business

1. Approval of Schematic Design at Cottonwood Elementary
2. First Reading of Policy 4173 – Human Resources – Drug-Free Workplace
3. Approval of Rule 5400.6 – Student Services – Standards for Student Conduct
4. \*Reaffirm Policy 6201 – Curriculum, Instruction and Assessment – Taught Curriculum – Accountability
5. \*Reaffirm Policy 6270 – Curriculum, Instruction, and Assessment – Student Production of Services and Materials
6. \*Reaffirm Rule 6270.1 – Curriculum, Instruction and Assessment – Student Production of Services and Materials
7. \*Reaffirm Policy 6340 – Curriculum, Instruction and Assessment – Communication with Parents
8. \*Reaffirm Rule 6340.1 – Curriculum, Instruction and Assessment – Communication with Parents
9. Approval of Personnel Actions: Resignation
10. Negotiations: Executive Session

I. Reports

1. Personnel Report
2. Enrollment Report

J. Future Agenda Items/Board Calendar

1. Committee of the Whole Meeting on Monday, November 11, 2013 at 6:00 p.m. at the Don Stroh Administration Center
2. Board of Education Meeting on Monday, November 18, 2013 at 6:00 p.m. at the Don Stroh Administration Center
3. Board of Education Meeting on Monday, December 2, 2013 at 6:00 p.m. at the Don Stroh Administration Center

Board Meeting Agenda  
November 4, 2013  
Page 2

4. Committee of the Whole Meeting on Monday, December 9, 2013 at 6:00 p.m. at the Don Stroh Administration Center
  5. Board of Education Meeting on Monday, December 16, 2013 at 6:00 p.m. at the Don Stroh Administration Center
  6. Board of Education Meeting on Monday, January 6, 2014 at 6:00 p.m. at the Don Stroh Administration Center
  7. Committee of the Whole Meeting on Monday, January 13, 2014 at 6:00 p.m. at the Don Stroh Administration Center
  8. Board of Education Meeting on Monday, January 20, 2014 at 6:00 p.m. at the Don Stroh Administration Center
- K. 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.
- L. 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  
6:00 P.M.

STROH ADMINISTRATION CENTER  
5606 SOUTH 147TH STREET  
November 4, 2013

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. 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 prior to the meeting.

\*E.1. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board of Education Minutes – October 21, 2013 (See enclosure.)

\*E.2. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the bills. (See enclosures.)

\*E.3. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to receive the Treasurer's Report and Place on File. (See enclosure.)

F.1. Employees of the Month

F.2. Superintendent's Comments

F.3. Board Comments/Announcements

F.4. Report from Student Representatives

H.1. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to recommend that the schematic design for the Cottonwood Elementary School project be approved as submitted. (See enclosure)

H.2. First Reading of Policy 4173 – Human Resources – Drug-Free Workplace (See enclosure)

H.3. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve Rule 5400.6 – Student Services – Standards for Student Conduct (See enclosure)

H.4. \*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to reaffirm Policy 6201 – Curriculum, Instruction and Assessment – Taught Curriculum - Accountability (See enclosure)

H.5. \*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to reaffirm Policy 6270 – Curriculum, Instruction and Assessment – Student Production of Services and Materials (See enclosure)

H.6. \*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Rule 6270.1 – Curriculum, Instruction and Assessment – Student Production of Services and Materials (See enclosure)

H.7. \*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 6340 – Curriculum, Instruction and Assessment – Communication with Parents (See enclosure)

H.8. \*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Rule 6340.1 – Curriculum, Instruction and Assessment - Communication with Parents (See enclosure)

H.9. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Personnel Actions: Resignation (See enclosure)

H.10. Negotiations: Executive Session

I. Reports

1. Personnel Report
2. Enrollment Report

J. Future Agenda Items/Board Calendar

1. Committee of the Whole Meeting on Monday, November 11, 2013 at 6:00 p.m. at the Don Stroh Administration Center
2. Board of Education Meeting on Monday, November 18, 2013 at 6:00 p.m. at the Don Stroh Administration Center
3. Board of Education Meeting on Monday, December 4, 2013 at 6:00 p.m. at the Don Stroh Administration Center
4. Committee of the Whole Meeting on Monday, December 11, 2013 at 6:00 p.m. at the Don Stroh Administration Center
5. Board of Education Meeting on Monday, December 18 at 6:00 p.m. at the Don Stroh Administration Center
6. Board of Education Meeting on Monday, January 6, 2014 at 6:00 p.m. at the Don Stroh Administration Center
7. Committee of the Whole Meeting on Monday, January 13, 2014 at 6:00 p.m. at the Don Stroh Administration Center
8. Board of Education Meeting on Monday, January 20, 2014 at 6:00 p.m. at the Don Stroh Administration Center

K. 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.

L. 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.

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, October 21, 2013, at the Don Stroh Administration Center, 5606 South 147<sup>th</sup> Street.

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, October 18, 2013; 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 Acknowledgment 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.

Vice-President, Pat Ricketts, announced that the open meetings laws are posted and available for public inspection. Mr. Ricketts asked everyone to join in the Pledge of Allegiance.

Roll call was taken: Linda Poole, Pat Ricketts, Dave Anderson, Mike Kennedy and Paul Meyer were present.

Mike Kennedy made a motion to excuse Mike Pate for just cause, seconded by Dave Anderson. Voting in favor of said motion was: Mr. Kennedy, Mr. Meyer, Mrs. Poole, Mr. Ricketts and Mr. Anderson. Voting against were: None. Motion carried.

Pat Ricketts announced the proper time for public questions and comments on agenda items only. There were no questions or comments.

Motion was made by Mike Kennedy, seconded by Dave Anderson, to approve the Board of Education Minutes from October 7, 2013 and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Meyer, Mrs. Poole, Mr. Ricketts, Mr. Anderson and Mr. Kennedy. Voting against were: None. Motion carried.

Superintendent's Comments:

1. The next Board meeting will be held on Monday, November 4, 2013.
2. There will be a Committee meeting on Monday, November 11<sup>th</sup>. Topics will be a presentation from NASB on a Paperless Board Meeting and a Construction Update.
3. Tuesday, October 22 will be the last Boundary Committee meeting before the Community meetings begin on October 28<sup>th</sup>, 29<sup>th</sup> and 30<sup>th</sup>.
4. This Friday, late afternoon, the Boundary Committee's recommendation to be discussed at the Town Hall meetings will be on line and an email will be sent out by school messenger to all of our parents stating that it is on line and of the upcoming meeting dates.
5. There are several student hearings in the next week.
6. There was another school shooting today in Nevada. A teacher and a student died in the shooting.
7. The Boy Scout Leaders recently requested a policy change which would allow them access to the schools to make presentations with students present. Dr. Lutz's response to them is to not recommend the policy be changed. This would create an open forum and anyone other than the boy scouts could also come in and do the same thing.
8. Pat Ricketts asked about the Mayor's visit with the Superintendents and Dr. Lutz responded that it went very well. The Mayor updated the area Superintendents on things that she is doing and why. They also talked about school issues and Mrs. Stothert stated that the Civic Center may be available for graduation one more year.

Board Comments:

Dave Anderson mentioned that at the Committee meeting on November 11<sup>th</sup>, Craig Caples, NASB Technology Director, will make a presentation on e-meetings or "paperless meetings". He suggested that Kent Kingston check this program out ahead of time.



Linda Poole commented on the Nevada shooting and hopes that Millard will make a call to that school to extend our condolences. Many schools districts did this for us at our difficult time and it was good to have the support.

Linda also gave an update of her recent trip to South Carolina for the National Federation for Urban Suburban School Districts conference.

Pat Ricketts said it was good to be back and thanked the Board members for their words of encouragement and support. Baby Samantha is now at home and is doing well.

Student Reports:

Mehgan Cain, student representative from Millard North High School and Corrin Bemis, student representative from Millard West High School reported on the academic and athletic happenings at their respective buildings. Olivia Bond from Millard South High School was absent.

Unfinished Business:

Motion by Linda Poole and seconded by Mike Kennedy to approve Policy 3642 – Support Services – Construction - Procedures. Voting in favor of said motion was: Mr. Ricketts, Mr. Anderson, Mr. Kennedy, Mr. Meyer and Mrs. Poole. Voting against was: None. Motion carried.

Motion by Dave Anderson and seconded by Mike Kennedy to approve Policy 6315 – Curriculum, Instruction, and Assessment – Millard Education Program – Use of Assessment Data. Voting in favor of said motion was: Mr. Anderson, Mr. Kennedy, Mr. Meyer, Mrs. Poole and Mr. Ricketts. Voting against was: None. Motion carried.

New Business:

Motion by Linda Poole and seconded by Paul Meyer to approve Rule 3642.1 – Support Services – Construction – Background Check Procedures – Contracts. Voting in favor of said motion was: Mrs. Poole, Mr. Ricketts, Mr. Anderson, Mr. Kennedy and Mr. Meyer. Voting against was: None. Motion carried.

Motion by a Dave Anderson and seconded by Linda Poole to approve Rule 6315.1 – Curriculum, Instruction, and Assessment – Millard Education Program – Use of Assessment Data. Voting in favor of said motion was: Mr. Kennedy, Mr. Meyer, Mrs. Poole, Mr. Ricketts and Mr. Anderson. Voting against was: None. Motion carried.

Motion by Linda Poole and seconded by Dave Anderson to reaffirm Policy 6320 – Curriculum, Instruction, and Assessment – Students' Graduation. Voting in favor of said motion was: Mr. Meyer, Mrs. Poole, Mr. Ricketts, Mr. Anderson and Mr. Kennedy. Voting against was: None. Motion carried.

Motion by Dave Anderson and seconded by Linda Poole to approve Rule 6320.1 – Curriculum, Instruction, and Assessment – Students: Requirements for Senior High School Graduation. Voting in favor of said motion was: Mr. Anderson, Mr. Kennedy, Mr. Meyer, Mrs. Poole and Mr. Ricketts. Voting against was: None. Motion carried.

Motion by Dave Anderson and seconded by Linda Poole to approve Rule 6320.2 – Curriculum, Instruction and Assessment – Students: Requirements for Senior High School Graduation – International Baccalaureate Diploma Program. Voting in favor of said motion was: Mr. Ricketts, Mr. Anderson, Mr. Kennedy, Mr. Meyer and Mrs. Poole. Voting against was: None. Motion carried.

Motion by Linda Poole and seconded by Dave Anderson to reaffirm Rule 6320.3 – Curriculum, Instruction, and Assessment – Students' Certificate of Attendance Requirements. Voting in favor of said motion was: Mrs. Poole, Mr. Ricketts, Mr. Anderson, Mr. Kennedy, and Mr. Meyer. Voting against was: None. Motion carried.

Motion by Dave Anderson and seconded by Mike Kennedy to approve Rule 6320.4 – Curriculum, Instruction, and Assessment – Transfer of High School Credits. Voting in favor of said motion was: Mr. Kennedy, Mr. Meyer, Mrs. Poole, Mr. Ricketts, and Mr. Anderson. Voting against was: None. Motion carried.

Reports: International Baccalaureate Diploma Program Report, Quarterly Investment Report, Quarterly Operation & Maintenance Report, Quarterly Food Service Report, Bond Construction Report, District Projects Report and Strategic Planning Report.

Future Agenda Items/Board Calendar

- Comprehensive Enrollment Study Public Forum on October 28, 2013 from 6:00 – 8:00 p.m. at Millard North High School, 1010 S. 144 St.
- Comprehensive Enrollment Study Public Forum on October 29, 2013 from 6:00 – 8:00 p.m. at Millard South High School, 14905 “Q” St.
- Comprehensive Enrollment Study Public Forum on October 30, 2013 from 6:00 – 8:00 p.m. at Millard West High School, 5710 S. 176 Ave.
- Board of Education Meeting on Monday, November 4, 2013 at 6:00 p.m. at the Don Stroh Administration Center
- Committee of the Whole Meeting on Monday, November 11, 2013 at 6:00 p.m. at the Don Stroh Administration Center
- Board of Education Meeting on Monday, November 18, 2013 at 6:00 p.m. at the Don Stroh Administration Center
- Board of Education Meeting on Monday, December 2, 2013 at 6:00 p.m. at the Don Stroh Administration Center.
- Committee of the Whole Meeting on Monday, December 9, 2013 at 6:00 p.m. at the Don Stroh Administration Center
- Board of Education Meeting on Monday, December 16, 2013 at 6:00 p.m. at the Don Stroh Administration Center

Pat Ricketts adjourned the meeting.

  
Secretary, Mike Kennedy



# **Millard Public Schools**

**November 4, 2013**

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407410	10/17/2013	108052	MAX I WALKER	\$1,313.61
	407411	10/17/2013	132292	NEBRASKA STATE THESPIAN SOCIETY	\$156.00
	407412	10/17/2013	107732	BRIAN L NELSON	\$181.25
	407413	10/17/2013	139945	KATHERINE PADILLA	\$117.56
	407414	10/17/2013	073040	PITNEY BOWES PRESORT SERVICES INC	\$10,000.00
	407415	10/17/2013	079179	RIEKES EQUIPMENT CO	\$248.04
	407416	10/17/2013	081630	SAMS CLUB DIRECT	\$134.40
	407417	10/17/2013	068840	UNIVERSITY OF NEBRASKA AT OMAHA	\$100.00
	407418	10/17/2013	107354	STEPHEN W. VENTEICHER	\$100.00
	407419	10/17/2013	135863	RUDOLPH A VLCEK III	\$306.25
	407420	10/17/2013	138496	WRIGHT EXPRESS FINANCIAL SVCS CORP	\$21,414.65
	407422	10/17/2013	131418	B STREET COLLISION CENTER	\$1,091.90
	407424	10/21/2013	139843	STUDENT TRANSPORATION NEBRASKA INC	\$597,791.08
	407425	10/18/2013	131418	B STREET COLLISION CENTER	\$159.12
	407427	10/24/2013	094249	DURHAM MUSEUM	\$125.00
	407428	10/24/2013	107416	NATIONAL GEOGRAPHIC SOCIETY	\$100.00
	407429	10/24/2013	068440	NEBRASKA DEPARTMENT OF EDUCATION	\$75.00
	407430	10/24/2013	139956	NEBRASKA SCHOOL COUNSELOR ASSN	\$485.00
	407431	10/24/2013	137443	DHM SALT LAKE CITY HOTEL LESSEE LP	\$412.38
	407432	10/24/2013	068834	UNIVERSITY OF NEBRASKA-LINCOLN	\$50.00
	407433	10/24/2013	107354	STEPHEN W. VENTEICHER	\$75.00
	407450	11/04/2013	010040	A & D TECHNICAL SUPPLY CO INC	\$2.88
	407451	11/04/2013	139938	AAA LOCATING INC	\$175.00
	407452	11/04/2013	138695	ABLE ENGRAVERS INC	\$345.35
	407453	11/04/2013	131632	AC AWARDS INC	\$150.00
	407455	11/04/2013	132534	ACCESSIBILITY DOT NET INC	\$3,042.75
	407456	11/04/2013	010383	ACTION BATTERIES UNLIMITED INC	\$150.00
	407458	11/04/2013	133402	KAREN ADAMS	\$37.52
	407459	11/04/2013	102832	ADVANCED OFFICE INTERIORS CORP	\$785.71
	407460	11/04/2013	139412	ERIN AGUIRRE	\$41.92
	407461	11/04/2013	108351	AIRGAS INC	\$148.74
	407462	11/04/2013	133620	AKSARBEN PIPE AND SEWER CLEAN LLC	\$1,045.00
	407463	11/04/2013	136365	ALEGENT CREIGHTON HEALTH SPORTS MED	\$5,750.00
	407464	11/04/2013	132788	ALFRED PUBLISHING CO INC	\$360.00
	407465	11/04/2013	010946	JEFFREY ALFREY	\$20.00
	407466	11/04/2013	011051	ALL MAKES OFFICE EQUIPMENT	\$62.45
	407467	11/04/2013	133777	ALTEC INDUSTRIES INC	\$588.50
	407468	11/04/2013	107651	AMAZON.COM INC	\$383.40

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407469	11/04/2013	011241	AAHPERD/AMERICAN ALLIANCE HEALTH	\$135.00
	407470	11/04/2013	097090	AMERICAN BOILER COMPANY	\$4,353.02
	407471	11/04/2013	135692	AMERICAN COUNCIL ON THE TEACHING	\$79.00
	407472	11/04/2013	135652	AMERICAN ORFF-SCHULWERK ASSN	\$329.00
	407473	11/04/2013	101779	AMERICAN SCHOOL COUNSELOR ASSOC	\$894.00
	407474	11/04/2013	069689	AMSAN LLC	\$53,932.11
	407476	11/04/2013	012590	HOLLAND USA INC	\$177.45
	407477	11/04/2013	065425	ANDERSEN MIDDLE SCHOOL	\$3,425.00
	407478	11/04/2013	138548	DANIELLE ANDERSON	\$29.38
	407479	11/04/2013	131265	JILL ANDERSON	\$72.89
	407480	11/04/2013	101318	ANTHRO CORP	\$406.59
	407481	11/04/2013	139224	SCANDIUM INC	\$900.12
	407482	11/04/2013	138550	APPERSON	\$161.73
	407483	11/04/2013	012989	APPLE COMPUTER INC	\$1,318.95
	407484	11/04/2013	133770	DIANE ARAUJO	\$20.85
	407485	11/04/2013	013209	ART STUDIO CLAY COMPANY	\$171.79
	407486	11/04/2013	134235	SARAH ASCHENBRENNER	\$139.05
	407487	11/04/2013	103023	ASHA PRODUCT SALES	\$105.00
	407488	11/04/2013	131183	ASSOCIATION FOR CAREER/TECHNICAL	\$110.00
	407489	11/04/2013	067801	ASSOCIATION MIDDLE LEVEL EDUCATION	\$99.97
	407491	11/04/2013	138291	AUTISM CENTER OF NEBRASKA INC	\$4,102.93
	407492	11/04/2013	013890	AWARDS UNLIMITED INC.	\$269.45
	407493	11/04/2013	102727	B & H PHOTO	\$381.71
	407494	11/04/2013	072250	B G PETERSON COMPANY	\$985.60
	407495	11/04/2013	131418	B STREET COLLISION CENTER	\$482.40
	407499	11/04/2013	135991	BAKER DISTRIBUTING CO LLC	\$11,822.96
	407500	11/04/2013	139888	MARIANN BAKK	\$32.21
	407501	11/04/2013	017876	BARCLAY SCHOOL SUPPLIES INC	\$41.06
	407502	11/04/2013	017900	BARCO MUNICIPAL PRODUCTS, INC.	\$396.90
	407503	11/04/2013	017908	REX BARKER	\$70.63
	407504	11/04/2013	099646	BARNES AND NOBLE BOOKSTORE	\$2,788.94
	407505	11/04/2013	017877	CYNTHIA BARR-MCNAIR	\$241.20
	407506	11/04/2013	107979	LORI BARTELS	\$166.68
	407507	11/04/2013	133359	TERA BASS	\$420.00
	407508	11/04/2013	138054	BAXTER FORD INC	\$3,152.19
	407509	11/04/2013	134584	MARY BAYNE	\$92.60
	407511	11/04/2013	135223	AARON BEARINGER	\$42.83
	407512	11/04/2013	134873	JOHN BECKER	\$82.62

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407513	11/04/2013	139783	LYNNE H BECKER	\$3,087.50
	407514	11/04/2013	107540	BRIAN BEGLEY	\$92.66
	407515	11/04/2013	139889	DARLA BELL	\$218.66
	407516	11/04/2013	102860	BENIK CORP.	\$42.00
	407517	11/04/2013	131326	KAREN BENSON	\$45.97
	407518	11/04/2013	134884	JULIE BERGSTROM	\$41.02
	407520	11/04/2013	134945	NOLAN BEYER	\$513.59
	407521	11/04/2013	132976	BIO-RAD LABORATORIES	\$522.20
	407522	11/04/2013	019111	BISHOP BUSINESS EQUIPMENT	\$30,855.30
	407523	11/04/2013	135035	BLACK ELK ELEMENTARY	\$178.71
	407524	11/04/2013	099220	DICK BLICK CO	\$3,568.02
	407525	11/04/2013	134478	TIFFANY BOCK SMITH	\$54.24
	407526	11/04/2013	139344	DOUGLAS BOGATZ	\$57.63
	407527	11/04/2013	130899	KIMBERLY BOLAN	\$177.98
	407529	11/04/2013	019559	BOUND TO STAY BOUND BOOKS INC	\$8,433.39
	407530	11/04/2013	136274	BYRON P BRAASCH	\$2,000.00
	407531	11/04/2013	134129	BRAINPOP LLC	\$1,175.00
	407532	11/04/2013	139947	YESENIA BRAVO	\$30.65
	407533	11/04/2013	139890	DOUGLAS BREITER	\$71.70
	407534	11/04/2013	130576	PAMELA BRENNAN	\$219.22
	407535	11/04/2013	020175	BROOKES PUBLISHING CO	\$282.27
	407536	11/04/2013	136205	KIMBERLY A BROWN	\$39.66
	407537	11/04/2013	133824	NANCY BROWN	\$25.88
	407538	11/04/2013	099417	BSN SPORTS INC	\$290.99
	407539	11/04/2013	020550	BUREAU OF EDUCATION & RESEARCH	\$458.00
	407540	11/04/2013	137274	EILEEN CABRERA	\$34.35
	407541	11/04/2013	106806	ELIZABETH CAREY	\$23.69
	407543	11/04/2013	023968	JAY CARLSON	\$17.53
	407544	11/04/2013	132428	JENNIFER CARSON	\$65.88
	407545	11/04/2013	139732	EMILY CARTER	\$2,000.00
	407546	11/04/2013	131158	CURTIS CASE	\$90.97
	407548	11/04/2013	133970	CCS PRESENTATION SYSTEMS	\$18,972.04
	407549	11/04/2013	133589	CDW GOVERNMENT, INC.	\$1,978.41
	407550	11/04/2013	065420	CENTRAL MIDDLE SCHOOL	\$7,981.00
	407551	11/04/2013	138613	CENTRAL SALES INC	\$2,920.74
	407552	11/04/2013	135648	SUSAN CHADWICK	\$33.17
	407553	11/04/2013	139345	JULIE CHALOUPKA	\$12.60
	407554	11/04/2013	132271	ERIK CHAUSSEE	\$67.24

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407555	11/04/2013	024445	MARK CHAVEZ	\$18.08
	407556	11/04/2013	106851	CHILDREN'S HOME HEALTHCARE	\$17,633.25
	407557	11/04/2013	099222	SCHOOL SPECIALTY INC	\$686.71
	407558	11/04/2013	025235	DALE CLAUSEN	\$150.29
	407559	11/04/2013	132643	CLEAN SWEEP COMMERCIAL INC	\$39,568.00
	407560	11/04/2013	131135	PATRICIA CLIFTON	\$36.27
	407561	11/04/2013	137013	NANCY COLE	\$180.18
	407562	11/04/2013	138879	MELLISSA COLLING	\$12.58
	407563	11/04/2013	022701	SHARON COMISAR-LANGDON	\$70.63
	407564	11/04/2013	106902	COMMUNICATION SERVICES INC.	\$295.33
	407565	11/04/2013	134145	COMPCHOICE INC	\$84.00
	407566	11/04/2013	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	\$235.00
	407567	11/04/2013	139891	MARY CONNELL	\$37.18
	407569	11/04/2013	026057	CONTROL MASTERS INC	\$1,627.35
	407570	11/04/2013	017611	ANGELA CRAFT	\$49.16
	407571	11/04/2013	139034	CRAIG RESOURCES INC	\$7,389.68
	407572	11/04/2013	026800	CREATIVE EDUCATIONAL SERVICES	\$120.00
	407573	11/04/2013	106893	WICHITA WATER CONDITIONING INC	\$33.03
	407574	11/04/2013	027345	CURRICULUM ASSOCIATES INC	\$786.24
	407575	11/04/2013	130900	CHERYL CUSTARD	\$119.22
	407576	11/04/2013	130731	D & D COMMUNICATIONS	\$565.86
	407577	11/04/2013	131483	JANET DAHLGAARD	\$53.68
	407578	11/04/2013	132671	JEAN DAIGLE	\$135.89
	407579	11/04/2013	134751	ANGELA DAIGLE	\$41.08
	407580	11/04/2013	131003	DAILY RECORD	\$29.80
	407581	11/04/2013	138477	MIDWEST HARDWOODS	\$256.28
	407582	11/04/2013	138306	STACY DARNOLD	\$101.76
	407583	11/04/2013	136517	WILLIAM DAUGHTRIDGE	\$246.83
	407585	11/04/2013	032497	CHERYL DECKER	\$118.65
	407587	11/04/2013	099249	DELTA EDUCATION LLC	\$11,807.89
	407588	11/04/2013	032800	DEMCO INC	\$333.54
	407589	11/04/2013	032872	DENNIS SUPPLY COMPANY	\$2,560.77
	407590	11/04/2013	136316	EVA DENTON	\$63.22
	407591	11/04/2013	137331	BASTIAN DERICHS	\$64.75
	407592	11/04/2013	130685	VOGEL WEST INC	\$172.21
	407594	11/04/2013	136181	MARY DICKERSON	\$147.98
	407595	11/04/2013	033466	DIDAX INC	\$1,834.51
	407599	11/04/2013	033473	DIETZE MUSIC HOUSE INC	\$9,211.04



## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407601	11/04/2013	136179	DIGITAL EXPRESS INC	\$1,133.60
	407602	11/04/2013	138677	DIGITAL RIVER EDUCATION SVCS INC	\$320.00
	407603	11/04/2013	099552	DISCOUNT SCHOOL SUPPLY	\$160.82
	407604	11/04/2013	135059	LYNN DIURBA	\$95.80
	407607	11/04/2013	135373	LINDA DONOHUE	\$20.34
	407611	11/04/2013	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	\$538,483.23
	407613	11/04/2013	137710	GWYNNE A WILSON	\$2,280.00
	407614	11/04/2013	135689	SUSAN DULANY	\$135.49
	407615	11/04/2013	107033	DYNAVOX SYSTEMS LLC	\$184.00
	407616	11/04/2013	102791	ERIC ARMIN INC	\$137.35
	407617	11/04/2013	138426	KELLY EALY	\$101.42
	407619	11/04/2013	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	\$25,650.00
	407620	11/04/2013	052370	ECHO ELECTRIC SUPPLY CO	\$266.50
	407621	11/04/2013	134991	BRADLEY EDMUNDSON	\$87.01
	407623	11/04/2013	037525	EDUCATIONAL SERVICE UNIT #3	\$79,018.28
	407624	11/04/2013	138737	HIGHSMITH LLC	\$66.77
	407626	11/04/2013	139892	ERIN EHLY	\$58.48
	407627	11/04/2013	133823	REBECCA EHRHORN	\$379.00
	407628	11/04/2013	038100	ELECTRICAL ENGINEERING & EQPT CO	\$3,002.86
	407630	11/04/2013	038140	ELECTRONIC SOUND INC.	\$4,981.17
	407632	11/04/2013	038225	ELLISON EDUCATIONAL EQUIPMENT INC	\$159.00
	407633	11/04/2013	035579	EMC/PARADIGM PUBLISHING	\$4,290.00
	407634	11/04/2013	139498	YVONNE ENGESSER	\$90.00
	407635	11/04/2013	132066	ENGINEERED CONTROLS INC	\$109.00
	407636	11/04/2013	134883	ERIC ENGSTROM	\$54.75
	407637	11/04/2013	109066	TED ESSER	\$130.18
	407638	11/04/2013	137683	KATHRYN ETZELMILLER	\$48.14
	407639	11/04/2013	139316	JASON FARWELL	\$541.39
	407640	11/04/2013	131927	RLB ENTERPRISE LLC	\$265.92
	407641	11/04/2013	137477	FAT BRAIN TOYS LLC	\$66.38
	407642	11/04/2013	132699	FATHER FLANAGANS BOYS HOME	\$142.40
	407644	11/04/2013	139472	MATTHEW FEDDE	\$19.89
	407645	11/04/2013	136377	FEINER SUPPLY CO	\$92.40
	407646	11/04/2013	131826	ALICIA FEIST	\$852.79
	407647	11/04/2013	040470	MARK FELDHAUSEN	\$51.08
	407649	11/04/2013	040537	FERGUSON ENTERPRISES INC	\$1,639.68
	407650	11/04/2013	137016	ANGELA FERGUSON	\$97.32
	407651	11/04/2013	106956	FERRELLGAS	\$16.82

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407652	11/04/2013	137748	CHARLIE FERRIN	\$7.50
	407653	11/04/2013	139893	KELSEY FEYES	\$41.02
	407654	11/04/2013	132845	JODI FIDONE	\$62.15
	407655	11/04/2013	133919	FILTER SHOP INC	\$2,795.29
	407656	11/04/2013	133960	FIREGUARD INC	\$373.30
	407657	11/04/2013	139942	KELSEY FISCHER	\$29.27
	407658	11/04/2013	109855	SHANNON FISCHER	\$26.10
	407659	11/04/2013	101075	FITNESS FINDERS INC	\$70.95
	407660	11/04/2013	041086	FLINN SCIENTIFIC INC	\$1,553.42
	407661	11/04/2013	131555	FLOORS INC	\$455.00
	407662	11/04/2013	041100	FOLLETT LIBRARY RESOURCES	\$11,685.79
	407663	11/04/2013	136106	FOLLETT SOFTWARE COMPANY	\$99.33
	407664	11/04/2013	041146	KENNETH FOSSEN	\$40.45
	407665	11/04/2013	136317	KELLY FREY	\$5.54
	407666	11/04/2013	134223	TERESA FRIDRICH	\$55.96
	407668	11/04/2013	109036	GALE/CENGAGE LEARNING	\$1,387.76
	407669	11/04/2013	137543	MEGAN GEERTS	\$68.96
	407671	11/04/2013	139894	TRICIA GILLETT	\$86.85
	407673	11/04/2013	106660	GLASSMASTERS INC	\$4,199.75
	407674	11/04/2013	139641	EVANGELICAL LUTH GOOD SAMARITAN SOC	\$6,069.00
	407675	11/04/2013	044886	GOODWILL INDUSTRIES INC	\$1,312.00
	407676	11/04/2013	044891	GOPHER	\$5,434.07
	407678	11/04/2013	044950	GRAINGER INDUSTRIAL SUPPLY	\$1,969.51
	407680	11/04/2013	099888	GRAYBAR ELECTRIC COMPANY INC	\$617.24
	407681	11/04/2013	139723	NEHER & SONS INC	\$17,268.00
	407683	11/04/2013	135199	LISA GUSTIN	\$102.32
	407684	11/04/2013	138870	SARAH HAEFNER	\$22.70
	407685	11/04/2013	134436	MICHELLE HALL	\$85.88
	407688	11/04/2013	047853	HAPPY CAB COMPANY INC	\$19,438.10
	407689	11/04/2013	056820	HARRY A KOCH COMPANY	\$158,772.53
	407691	11/04/2013	136458	JEAN HASTINGS	\$31.87
	407693	11/04/2013	132489	CHARLES HAYES	\$107.90
	407694	11/04/2013	139347	CHERYL HEADLEY	\$72.60
	407695	11/04/2013	048475	HEARTLAND FOUNDATION	\$6,440.00
	407696	11/04/2013	108273	MARGARET HEBENSTREIT PT	\$122.04
	407697	11/04/2013	132448	ROBERTA HEIDEN	\$15.00
	407698	11/04/2013	048517	GREENWOOD PUBLISHING GROUP INC	\$16,443.51
	407699	11/04/2013	108478	DAVID HEMPHILL	\$38.08

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407700	11/04/2013	134455	ROBERT HETTINGER	\$509.64
	407701	11/04/2013	132423	HEWLETT PACKARD CO	\$5,025.90
	407702	11/04/2013	138687	HIGHSMITH LLC	\$235.01
	407703	11/04/2013	134988	LYNN HILL	\$20.00
	407704	11/04/2013	048845	CAMILLE HINZ	\$37.46
	407706	11/04/2013	048940	HOBBY LOBBY STORES INC	\$202.24
	407709	11/04/2013	135495	AMINA HOGAN	\$51.30
	407711	11/04/2013	139969	AMBER HOLLENBECK	\$11.40
	407712	11/04/2013	139302	SHAWN HOPPE	\$40.23
	407714	11/04/2013	132592	WILLIAM SPRAGUE, JR.	\$6,603.60
	407715	11/04/2013	137943	STACY HORSHAM	\$129.10
	407716	11/04/2013	049650	HOUGHTON MIFFLIN HARCOURT PUB CO	\$1,606.37
	407717	11/04/2013	109836	AMY HOULTON	\$118.65
	407718	11/04/2013	132531	TERRY HOULTON	\$68.82
	407719	11/04/2013	101533	DIANE HOWARD	\$31.36
	407721	11/04/2013	137426	HUGHES MULCH PRODUCTS LLC	\$1,000.00
	407723	11/04/2013	101032	HUSKER MIDWEST PRINTING	\$203.15
	407724	11/04/2013	134807	MONICA HUTFLES	\$29.49
	407725	11/04/2013	049844	HYDRONIC ENERGY INC	\$350.46
	407726	11/04/2013	133397	HY-VEE INC	\$620.32
	407727	11/04/2013	132878	HY-VEE INC	\$450.51
	407729	11/04/2013	099749	BAUDVILLE INC	\$555.82
	407730	11/04/2013	051573	POPCO INC	\$36.45
	407731	11/04/2013	132581	IDENTISYS INC	\$277.94
	407732	11/04/2013	137725	FACTS ON FILE INC/FILMS MEDIA GROUP	\$118.19
	407733	11/04/2013	139348	DANIEL INNES	\$50.00
	407734	11/04/2013	102958	ALL BATTERY CENTERS INC	\$10.00
	407735	11/04/2013	103110	INTERSTATE MUSIC SUPPLY	\$337.65
	407736	11/04/2013	138560	IXL LEARNING INC	\$995.00
	407737	11/04/2013	101991	J A SEXAUER	\$2,103.85
	407738	11/04/2013	100928	J W PEPPER & SON INC.	\$2,030.83
	407739	11/04/2013	136314	KORRINDA JAMIESON	\$120.06
	407740	11/04/2013	131157	CHRISTINE JANOVEC-POEHLMAN	\$67.24
	407741	11/04/2013	136953	JSDO 1 LLC	\$580.29
	407742	11/04/2013	135735	GEORGE JELKIN	\$34.66
	407744	11/04/2013	133037	JENSEN TIRE COMPANY	\$6,486.10
	407746	11/04/2013	138845	KRISTIN JOHN	\$73.82
	407747	11/04/2013	130994	JOHNSON CONTROLS INC	\$35,512.93

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407748	11/04/2013	054500	JOHNSON HARDWARE CO LLC	\$131.60
	407749	11/04/2013	139349	TERRIN JOHNSON	\$38.53
	407750	11/04/2013	139950	EMILY JOHNSON	\$828.15
	407752	11/04/2013	136221	JUDITH JOHNSON	\$73.56
	407753	11/04/2013	139350	BRANDON JOHNSTON	\$35.31
	407754	11/04/2013	059573	NANCY JOHNSTON	\$80.85
	407755	11/04/2013	138713	LAURIE JONES	\$31.67
	407758	11/04/2013	026300	JP COOKE COMPANY	\$14.46
	407759	11/04/2013	139736	KRISTI A ILIFF	\$216.00
	407760	11/04/2013	139951	JAMES E PELOWSKI	\$350.00
	407761	11/04/2013	139895	TERESA KAELIN	\$80.74
	407762	11/04/2013	137214	DAVID KAHM	\$50.00
	407764	11/04/2013	132265	CATHERINE KEISER	\$121.76
	407765	11/04/2013	132272	SUSAN KELLEY	\$42.94
	407766	11/04/2013	056276	KELVIN LP	\$678.49
	407767	11/04/2013	134801	JULIE KEMP	\$63.85
	407769	11/04/2013	135931	JEFFREY KERNS	\$1,983.01
	407770	11/04/2013	131177	ANDREA KIDD	\$37.27
	407771	11/04/2013	056740	LINDA KISLER	\$22.60
	407772	11/04/2013	139301	REBECCA KLEEMAN WEYANT	\$23.65
	407773	11/04/2013	135946	LARISSA KNUDSON	\$60.40
	407774	11/04/2013	138846	ELIZABETH KOCIS	\$11.87
	407775	11/04/2013	134607	KONICA MINOLTA PRINTING SOLUTIONS	\$248.16
	407776	11/04/2013	134546	ELLEN KRAMER	\$127.24
	407778	11/04/2013	139343	MICHAEL JOHN KROS	\$100.00
	407781	11/04/2013	133923	KUBAT PHARMACY/HEALTHCARE	\$10,159.00
	407782	11/04/2013	133827	DONALD KUCERA	\$29.92
	407783	11/04/2013	137385	JOSEPH KUEHL	\$94.64
	407784	11/04/2013	137010	CHRISTINA LAGRONE	\$121.30
	407785	11/04/2013	099217	LAKESHORE LEARNING MATERIALS	\$439.84
	407787	11/04/2013	135257	LANGUAGE LINE SERVICES INC	\$309.07
	407788	11/04/2013	134373	DAWN LANHAM	\$23.61
	407789	11/04/2013	135688	DENISE LARSON	\$160.46
	407790	11/04/2013	136518	JANET LARSON	\$292.16
	407791	11/04/2013	102491	LARUE DISTRIBUTING INC	\$303.52
	407792	11/04/2013	135156	LAWSON PRODUCTS INC	\$1,279.26
	407794	11/04/2013	137618	WLC LLC	\$115.16
	407795	11/04/2013	139896	MICHELLE LEENERTS	\$116.22

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407796	11/04/2013	108450	JACEN LEFHOLTZ	\$236.62
	407797	11/04/2013	137101	ROBERT LENDER	\$57.50
	407798	11/04/2013	137345	BONNIE LEVINGER	\$42.38
	407799	11/04/2013	137296	LIBERTY HARDWOODS INC	\$2,781.62
	407801	11/04/2013	059470	LIEN TERMITE & PEST CONTROL INC	\$2,835.00
	407802	11/04/2013	059577	LINGUISYSTEMS, INC.	\$43.95
	407803	11/04/2013	059560	MATHESON TRI-GAS INC	\$2,660.20
	407804	11/04/2013	136315	COURTNEY LOHRENZ	\$35.37
	407805	11/04/2013	139741	ZNK PARTNERS LLC	\$53,676.25
	407806	11/04/2013	059866	STACY LONGACRE	\$76.84
	407807	11/04/2013	060111	LOVELESS MACHINE & GRINDING	\$183.40
	407808	11/04/2013	136319	ZACHARY LOWE	\$149.16
	407809	11/04/2013	131397	LOWE'S HOME CENTERS INC	\$2,187.32
	407810	11/04/2013	060125	LUCKS MUSIC LIBRARY INC	\$91.01
	407812	11/04/2013	139953	KIMBERLY LUEDERS	\$75.00
	407814	11/04/2013	135376	CASEY LUNDGREN	\$57.63
	407815	11/04/2013	060155	LYMAN-RICHEY CORPORATION	\$952.39
	407816	11/04/2013	099321	MACKIN BOOK CO	\$4,210.29
	407818	11/04/2013	132556	MAKEMUSIC INC	\$264.00
	407819	11/04/2013	137007	KAREN MARBLE	\$233.35
	407821	11/04/2013	133505	SUSAN MARLATT	\$656.78
	407822	11/04/2013	139943	LISA MARSH	\$108.48
	407823	11/04/2013	133201	DAWN MARTEN	\$70.17
	407825	11/04/2013	099328	MATHEMATICAL OLYMPIADS	\$99.00
	407826	11/04/2013	139897	CRAIG MATHIS	\$75.15
	407828	11/04/2013	108052	MAX I WALKER	\$2,204.79
	407829	11/04/2013	138341	MAXIM HEALTHCARE SERVICES INC	\$5,604.39
	407830	11/04/2013	139237	MICHAEL C MCCAULEY	\$3,240.00
	407831	11/04/2013	136618	DANIEL MCCONNELL	\$185.32
	407832	11/04/2013	139923	MCGLADREY LLP	\$3,420.00
	407833	11/04/2013	137014	RYE MCINTOSH	\$152.10
	407834	11/04/2013	139826	SHERI MCNAMARA	\$350.45
	407835	11/04/2013	121126	PATRICIA MEEKER	\$41.70
	407836	11/04/2013	064600	METAL DOORS & HARDWARE COMPANY INC	\$6,551.00
	407838	11/04/2013	133403	AMERICAN NATIONAL BANK	\$11,211.83
	407840	11/04/2013	132807	MONTESSORI EDUCATIONAL CENTERS INC	\$473.00
	407841	11/04/2013	102870	MIDLAND COMPUTER INC	\$2,774.24
	407842	11/04/2013	648477	MIDLANDS MESSENGER SERVICE INC	\$49.40



## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407843	11/04/2013	137999	MIDLANDS PRINTING & BUS FORMS INC	\$625.86
	407844	11/04/2013	131309	MIDWEST INTL BACCALAUREATE SCHOOLS	\$700.00
	407845	11/04/2013	064950	MIDWEST METAL WORKS INC	\$1,300.50
	407846	11/04/2013	064980	MIDWEST SOUND & LIGHTING INC	\$220.00
	407847	11/04/2013	101274	MIDWEST SPECIAL INSTRUMENTS CORP	\$868.00
	407848	11/04/2013	065233	MIDWEST TURF & IRRIGATION INC	\$1,124.53
	407849	11/04/2013	065326	MIDWEST WOODWORKERS, INC.	\$2,427.99
	407850	11/04/2013	099585	MILLARD MANUFACTURING COMPANY	\$173.00
	407851	11/04/2013	107560	MILLARD METAL SERVICES INC.	\$56.00
	407852	11/04/2013	132961	MILLARD SPRINKLER INC	\$1,100.00
	407853	11/04/2013	131716	BRAD S MILLARD	\$1,330.00
	407854	11/04/2013	131328	MILLER ELECTRIC COMPANY	\$182,141.48
	407855	11/04/2013	132412	SANDRA MILLER	\$42.83
	407856	11/04/2013	099352	MINNESOTA CLAY CO	\$789.10
	407857	11/04/2013	065810	MIRACLE RECREATION EQUIPMENT CO	\$166.00
	407858	11/04/2013	136960	MLCS LTD	\$298.40
	407859	11/04/2013	065844	LEAGUE OF HUMAN DIGNITY INC	\$219.50
	407860	11/04/2013	130605	SHERYL MOELLER	\$11.92
	407861	11/04/2013	132491	DONITA MOSEMAN	\$57.35
	407862	11/04/2013	063150	MSC INDUSTRIAL SUPPLY CO	\$1,499.41
	407863	11/04/2013	107539	MUELLER ROBAK LLC	\$12,500.00
	407864	11/04/2013	137052	DEVONYE MULLINS	\$71.76
	407865	11/04/2013	063115	MULTI-HEALTH SYSTEMS	\$566.03
	407867	11/04/2013	138675	MUSEUM OF SCIENCE	\$775.75
	407868	11/04/2013	066563	MUSIC IS ELEMENTARY	\$84,715.58
	407869	11/04/2013	131395	DARREN MYERS	\$63.28
	407870	11/04/2013	067000	NASCO	\$224.66
	407871	11/04/2013	063097	NATIONAL ASSN FOR MUSIC EDUCATION	\$117.00
	407872	11/04/2013	066671	NCTM	\$84.00
	407873	11/04/2013	101560	NATIONAL COUNCIL FOR SOCIAL STUDIES	\$259.00
	407874	11/04/2013	132854	NATIONAL SAFETY COUNCIL	\$270.00
	407875	11/04/2013	068020	NATIONAL SCIENCE TEACHERS ASSOC	\$75.00
	407876	11/04/2013	138044	MATTHEW FRANCIS NAUGHTIN	\$161.30
	407877	11/04/2013	130548	NCS PEARSON INC	\$3,260.17
	407878	11/04/2013	068334	NEBRASKA AIR FILTER INC	\$2,428.35
	407880	11/04/2013	068415	NEBRASKA COUNCIL OF SCHOOL	\$490.00
	407881	11/04/2013	068445	NEBRASKA FURNITURE MART INC	\$221.00
	407882	11/04/2013	132711	UNIV OF NEBRASKA MEDICAL CENTER	\$2,650.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407883	11/04/2013	133989	NEBRASKA WORKFORCE DEVELOPMENT	\$1,200.00
	407884	11/04/2013	139900	MOLLY NEGRETE	\$75.00
	407885	11/04/2013	132398	NEIHARDT ELEMENTARY SCHOOL	\$1,093.65
	407886	11/04/2013	135862	GBWH LLC	\$5,000.00
	407887	11/04/2013	139599	NEW WAVE POOLS & SPAS INC	\$10,782.30
	407888	11/04/2013	139149	RONALD NEWINGHAM	\$46.50
	407889	11/04/2013	099737	NEWS BOWL	\$309.00
	407890	11/04/2013	109843	NEXTEL PARTNERS INC	\$4,857.44
	407891	11/04/2013	136715	CARISSA NIETFELDT	\$32.77
	407892	11/04/2013	107905	MELINDA NOLLER	\$25.37
	407893	11/04/2013	130091	NORTH MIDDLE SCHOOL	\$2,187.25
	407896	11/04/2013	050042	ANNE OETH	\$147.47
	407902	11/04/2013	100013	OFFICE DEPOT 84133510	\$26,694.32
	407903	11/04/2013	070245	OHARCO DISTRIBUTORS	\$1,970.46
	407904	11/04/2013	107192	SHIRLOU INC	\$1,072.50
	407905	11/04/2013	132778	MELANIE OLSON	\$61.36
	407906	11/04/2013	134725	OMAHA CASING CO INC	\$20.00
	407907	11/04/2013	139870	DONALD GENE ABEL	\$120.00
	407908	11/04/2013	071025	OMAHA TRUCK CENTER INC	\$1,552.19
	407909	11/04/2013	071040	OMAHA WINNELSON COMPANY	\$116.76
	407910	11/04/2013	071053	OMAHA WORLD HERALD (EDUC)	\$237.30
	407911	11/04/2013	071053	OMAHA WORLD HERALD (EDUC)	\$91.00
	407912	11/04/2013	071053	OMAHA WORLD HERALD (EDUC)	\$1,041.60
	407913	11/04/2013	071050	OMAHA WORLD HERALD CO	\$699.77
	407914	11/04/2013	133850	ONE SOURCE	\$2,103.00
	407915	11/04/2013	132779	MAUREEN ORD	\$96.20
	407916	11/04/2013	071138	ORIENTAL TRADING COMPANY	\$77.74
	407917	11/04/2013	138662	KELLY OSTRAND	\$42.32
	407918	11/04/2013	132443	OZANAM/BIST	\$1,200.00
	407919	11/04/2013	134428	ELIZABETH PACHTA	\$113.57
	407920	11/04/2013	139945	KATHERINE PADILLA	\$123.28
	407921	11/04/2013	071515	PAINTIN PLACE CERAMICS INC	\$97.00
	407922	11/04/2013	071545	PAPER CORPORATION	\$19,101.60
	407923	11/04/2013	102485	CURRENT USA INC	\$181.26
	407924	11/04/2013	134636	JANIE PAPP	\$32.88
	407925	11/04/2013	071623	PARAGON PRINTING, INC.	\$852.69
	407926	11/04/2013	137015	GEORGE PARKER	\$40.06
	407927	11/04/2013	136210	PARKLAND PLASTICS INC	\$481.10

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407928	11/04/2013	132006	ANDREA PARSONS	\$75.43
	407929	11/04/2013	108098	ANGELO D PASSARELLI	\$73.45
	407930	11/04/2013	135569	CYNTHIA PAVONE	\$37.23
	407931	11/04/2013	071891	PAYFLEX SYSTEMS USA INC	\$100.00
	407932	11/04/2013	102047	PAYLESS OFFICE PRODUCTS INC	\$275.50
	407933	11/04/2013	071353	WARFIELD PCI LIMITED	\$0.00
	407934	11/04/2013	082652	PEARSON EDUCATION	\$5,263.40
	407935	11/04/2013	107783	HEIDI PENKE	\$58.76
	407936	11/04/2013	072200	PERFECTION LEARNING CORP.	\$179.51
	407937	11/04/2013	132072	PERFORMANCE TOYOTA OF LAVISTA	\$1,274.32
	407938	11/04/2013	139256	CARRIE PETERSON	\$7.45
	407939	11/04/2013	137009	ANGELA PETERSON	\$39.89
	407940	11/04/2013	134365	VICKY PETERSON	\$205.67
	407941	11/04/2013	133390	HEATHER PHIPPS	\$42.32
	407942	11/04/2013	130721	MARY PILLE	\$107.35
	407943	11/04/2013	137722	ANDREW PINKALL	\$109.05
	407944	11/04/2013	139940	CA ENTERPRISES INC	\$312.90
	407945	11/04/2013	073040	PITNEY BOWES PRESORT SERVICES INC	\$10,000.00
	407946	11/04/2013	072760	PITSCO INC	\$1,060.24
	407947	11/04/2013	072785	PLANK ROAD PUBLISHING INC	\$518.98
	407948	11/04/2013	138907	PLIBRICO COMPANY LLC	\$219.00
	407949	11/04/2013	139899	JENNIFER POLLOCK	\$25.54
	407950	11/04/2013	139928	DANIEL POLODNA	\$20.45
	407951	11/04/2013	073010	PORTER TRUSTIN CARLSON	\$34.00
	407952	11/04/2013	079051	POSITIVE PROMOTIONS INC	\$448.45
	407953	11/04/2013	137301	POWERHOUSE DISTRIBUTING LLC	\$60.33
	407955	11/04/2013	109845	CHRISTINA PREUSS	\$89.80
	407957	11/04/2013	134598	PRIME COMMUNICATIONS INC	\$1,920.70
	407958	11/04/2013	133745	PRIMEX WIRELESS INC	\$516.77
	407959	11/04/2013	138487	PRODUCTIVITY INC	\$362.31
	407960	11/04/2013	073495	PROFESSIONAL AUDIOLOGY/HEARING CTR	\$660.00
	407962	11/04/2013	132713	PROTEX CENTRAL INC	\$7,349.23
	407963	11/04/2013	073840	PSYCHOLOGICAL ASSESSMENT RESOURCE	\$345.60
	407965	11/04/2013	131901	PUSH PEDAL PULL INC	\$1,355.60
	407966	11/04/2013	133921	QUALITY AUTO REPAIR & TOWING INC	\$85.00
	407967	11/04/2013	137779	JARDINE QUALITY IRRIGATION INC	\$582.67
	407968	11/04/2013	137638	QUIZCO INC	\$425.00
	407969	11/04/2013	137208	NITHYA RAJAGOPALAN	\$75.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	407970	11/04/2013	109143	SANDRA RALYA	\$18.93
	407971	11/04/2013	078420	RAWSON & SONS ROOFING, INC.	\$21,615.00
	407972	11/04/2013	109810	BETHANY RAY	\$165.55
	407973	11/04/2013	134073	CARLA REAL	\$103.39
	407974	11/04/2013	100642	REALLY GOOD STUFF INC	\$689.50
	407975	11/04/2013	078760	REGAL AWARDS, INC.	\$56.50
	407976	11/04/2013	134858	JENNIFER REID	\$88.08
	407977	11/04/2013	109192	KIMBERLI RICE	\$59.10
	407978	11/04/2013	139529	RICOH USA INC	\$495.00
	407979	11/04/2013	139925	ALL AMERICAN SPORTS CORP	\$617.23
	407980	11/04/2013	137784	CARYN RIFKIN	\$19.16
	407981	11/04/2013	102186	COMMUNITY PRODUCTS LLC	\$468.00
	407982	11/04/2013	136847	RIVERSIDE TECHNOLOGIES INC	\$844.25
	407983	11/04/2013	138312	PAIGE ROBERTS	\$70.63
	407984	11/04/2013	079310	ROCKBROOK CAMERA CENTER	\$564.50
	407985	11/04/2013	139686	ROCKY MOUNTAIN RAM LLC	\$77.96
	407986	11/04/2013	134882	LINDA ROHMILLER	\$23.62
	407987	11/04/2013	139588	LISA ROLFES	\$33.90
	407988	11/04/2013	136121	MELANIE E ROLL	\$2,395.00
	407989	11/04/2013	134990	BRITTANY ROM	\$113.00
	407990	11/04/2013	134081	EILEEN RONCI	\$71.19
	407991	11/04/2013	137698	JOYCILYN ROZELLE	\$25.00
	407992	11/04/2013	139577	RSP & ASSOCIATES LLC	\$18,000.00
	407993	11/04/2013	072286	JEAN RUCHTI	\$151.42
	407994	11/04/2013	081495	LEONARD SAGENBRECHT	\$315.00
	407995	11/04/2013	073300	PATTERSON MEDICAL SUPPLY INC	\$55.35
	407996	11/04/2013	081695	VWR INTERNATIONAL LLC	\$334.04
	407997	11/04/2013	081725	KIMBERLEY SAUM-MILLS	\$264.34
	407998	11/04/2013	133389	RYAN SAUNDERS	\$52.00
	407999	11/04/2013	131353	HARLAND TECHNOLOGY SERVICES	\$2,016.00
	408000	11/04/2013	139165	MARIA SCARPELLO YEARIAN	\$41.25
	408001	11/04/2013	109806	BRENT SCHADE	\$89.72
	408004	11/04/2013	081891	SCHMITT MUSIC CENTER	\$20.16
	408005	11/04/2013	137012	SHELLEY SCHMITZ	\$51.64
	408006	11/04/2013	082100	SCHOLASTIC INC	\$1,896.67
	408007	11/04/2013	082140	SCHOLASTIC MAGAZINES	\$82.50
	408008	11/04/2013	082200	SCHOOL HEALTH CORPORATION	\$48.77
	408009	11/04/2013	082350	SCHOOL SPECIALTY INC	\$4,335.23

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	408010	11/04/2013	082336	SCHOOLMART	\$367.22
	408011	11/04/2013	135929	AARRON SCHUREVICH	\$504.92
	408012	11/04/2013	134567	KAYE SCHWEIGERT	\$114.98
	408013	11/04/2013	133443	CRISTINA SEABORN	\$200.00
	408014	11/04/2013	082905	KIMBERLY SECORA	\$47.63
	408015	11/04/2013	082910	SECURITY EQUIPMENT INC	\$2,834.35
	408016	11/04/2013	108161	STAN SEGAL	\$108.65
	408017	11/04/2013	082941	KELLY SELTING	\$105.66
	408018	11/04/2013	134189	JODY SEMPEK	\$39.89
	408019	11/04/2013	131078	SHAR PRODUCTS COMPANY	\$480.00
	408020	11/04/2013	109800	AMY SHATTUCK	\$184.76
	408021	11/04/2013	137697	LARIA SHEA	\$136.02
	408022	11/04/2013	130512	DEBRA SHELDON	\$23.96
	408023	11/04/2013	083188	SHIFFLER EQUIPMENT SALES, INC.	\$4,295.00
	408024	11/04/2013	138762	SHRED SAFE LLC	\$55.00
	408025	11/04/2013	139007	MEGAN SIEBE	\$37.40
	408026	11/04/2013	131887	SIEMENS INDUSTRY INC.	\$345.00
	408028	11/04/2013	132590	SILVERSTONE GROUP INC	\$4,597.00
	408029	11/04/2013	083400	SIMPLEX GRINNELL LP	\$778.90
	408030	11/04/2013	083451	SIMPLICITY PATTERN COMPANY INC	\$24.00
	408031	11/04/2013	136137	JULIA SINIARD	\$318.49
	408032	11/04/2013	099592	SMILE MAKERS INC.	\$57.55
	408033	11/04/2013	139217	MARK SOMMER	\$541.50
	408034	11/04/2013	084081	SOUTH OMAHA TERMINAL WAREHOUSE CO	\$296.60
	408035	11/04/2013	100421	SOUTHWEST YMCA	\$304.00
	408036	11/04/2013	134143	JILL SOUTHWORTH	\$10.79
	408038	11/04/2013	139944	DAVID STALLING	\$22.60
	408039	11/04/2013	084397	STANDARD DIGITAL IMAGING INC	\$0.90
	408040	11/04/2013	137481	STAPLES CONTRACT & COMMERCIAL INC	\$450.30
	408041	11/04/2013	068801	STATE OF NEBRASKA	\$2,785.93
	408042	11/04/2013	134116	STATE STEEL OF OMAHA	\$165.90
	408043	11/04/2013	084491	TRACY STAUFFER	\$118.65
	408046	11/04/2013	139868	VANCE K BEHRENS	\$320.00
	408047	11/04/2013	139843	STUDENT TRANSPORATION NEBRASKA INC	\$4,754.47
	408048	11/04/2013	084930	SUPER DUPER INC	\$170.84
	408049	11/04/2013	139836	SUPERIOR CONTROLS & SECURITY INC	\$677.50
	408050	11/04/2013	084959	JAMES V SUTFIN	\$266.41
	408052	11/04/2013	132417	JAMES SWITZER	\$45.20



## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	408053	11/04/2013	099302	SYSCO LINCOLN INC	\$694.90
	408054	11/04/2013	137591	DISCIPLINE ASSOCIATES LLC	\$645.00
	408055	11/04/2013	109041	AMERICAN EAGLE COMPANY INC	\$81.45
	408056	11/04/2013	136500	TED E BEAR HOLLOW INC	\$200.00
	408057	11/04/2013	088830	TED'S MOWER SALES & SERVICE INC	\$240.23
	408058	11/04/2013	133969	TENNANT SALES & SERVICE COMPANY	\$1,784.37
	408060	11/04/2013	102822	THERAPRO INC	\$87.00
	408062	11/04/2013	136381	ANNETTE THOMAS	\$15.48
	408063	11/04/2013	131159	JONATHON THOMPSON	\$72.21
	408064	11/04/2013	136627	MICHAEL R THOMPSON	\$23,712.00
	408065	11/04/2013	135212	KIM THOMPSON	\$20.11
	408066	11/04/2013	135006	STEVE THRONE	\$169.27
	408067	11/04/2013	132493	GREGORY TIEMANN	\$61.59
	408068	11/04/2013	099272	TI MEDIA SOLUTIONS INC	\$0.00
	408069	11/04/2013	136578	PEGGI TOMLINSON	\$98.99
	408070	11/04/2013	106807	JEAN TOOHER	\$84.75
	408071	11/04/2013	136407	MIRWAIS TOOKHI	\$82.44
	408072	11/04/2013	131446	TOSHIBA AMERICA INFO SYS INC	\$5,986.60
	408073	11/04/2013	131446	TOSHIBA AMERICA INFO SYS INC	\$4,369.50
	408074	11/04/2013	139798	US BANK NATIONAL ASSOCIATION	\$8,135.00
	408075	11/04/2013	089574	TOTAL MARKETING INC	\$25.00
	408076	11/04/2013	132138	TOYOTA FINANCIAL SERVICES	\$499.88
	408077	11/04/2013	106364	TRANE US INC	\$10,087.85
	408079	11/04/2013	107719	KIMBERLY TRISLER	\$34.89
	408080	11/04/2013	136110	DONNA TROMBLA	\$29.95
	408081	11/04/2013	135505	TY'S OUTDOOR POWER & SERVICE INC	\$347.92
	408082	11/04/2013	131819	JEAN UBBELOHDE	\$175.72
	408083	11/04/2013	090678	UNISOURCE WORLDWIDE INC	\$7,031.27
	408084	11/04/2013	090214	UNITED ELECTRIC SUPPLY CO INC	\$224.23
	408085	11/04/2013	068875	UNIVERSITY OF NEBRASKA MED CENTER	\$17,100.00
	408086	11/04/2013	090900	UNIVERSITY PUB INC	\$404.10
	408087	11/04/2013	100923	UNL EXTENSION IN DOUGLAS/SARPY CO	\$50.00
	408088	11/04/2013	138736	HIGHSMITH LLC	\$69.72
	408089	11/04/2013	139411	US SCHOOL SUPPLY INC	\$843.60
	408090	11/04/2013	138661	USA-CLEAN INC	\$1,913.53
	408092	11/04/2013	091040	VAL LTD	\$318.86
	408093	11/04/2013	138046	AUTO LUBE INC	\$1,132.48
	408094	11/04/2013	092280	VERNIER SOFTWARE & TECHNOLOGY LLC	\$176.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	408095	11/04/2013	136318	JENNIFER VEST	\$146.62
	408096	11/04/2013	138328	VEX ROBOTICS INC	\$1,859.73
	408098	11/04/2013	135597	VISTA HIGHER LEARNING	\$9,501.56
	408099	11/04/2013	109122	CONNIE VLCEK	\$63.79
	408100	11/04/2013	138311	DAWN WAGNER	\$9.15
	408101	11/04/2013	093008	BARBARA WALLER	\$40.47
	408102	11/04/2013	131112	LINDA WALTERS	\$45.43
	408103	11/04/2013	136617	ANTHONY R WARD	\$1,640.00
	408104	11/04/2013	093650	VWR INTERNATIONAL LLC	\$1,767.94
	408105	11/04/2013	139738	WASTE MANAGEMENT OF NEBRASKA	\$11,718.39
	408106	11/04/2013	093765	WATER ENGINEERING, INC.	\$2,301.60
	408107	11/04/2013	139127	DIANE WATKINS LAMB	\$66.23
	408109	11/04/2013	094174	WEST MUSIC CO INC	\$826.64
	408110	11/04/2013	107563	CAROL WEST	\$266.45
	408111	11/04/2013	131499	WESTERN BOWL LLC	\$82.00
	408112	11/04/2013	094350	MANSON WESTERN CORPORATION	\$202.40
	408113	11/04/2013	094245	WESTLAKE ACE HARDWARE INC	\$18.98
	408114	11/04/2013	130510	KIM WHEATLEY	\$51.53
	408115	11/04/2013	137878	WHITE WOLF WEB PRINTERS INC	\$480.00
	408116	11/04/2013	137485	WENDY WIGHT	\$112.78
	408117	11/04/2013	132485	TODD WILCOX	\$45.20
	408118	11/04/2013	139618	AARON WILLEMS	\$52.50
	408119	11/04/2013	136322	TAMARA WILLIAMS	\$167.52
	408120	11/04/2013	108433	WIN INVESTMENTS INC	\$239.90
	408121	11/04/2013	136323	STACIE WITHERSPOON	\$115.94
	408123	11/04/2013	139352	WORDMASTERS LLC	\$95.00
	408125	11/04/2013	109043	WORTHINGTON DIRECT HOLDINGS	\$498.03
	408126	11/04/2013	095491	GLEN WRAGGE	\$274.31
	408127	11/04/2013	109852	WURTH BAER SUPPLY CO	\$1,570.04
	408129	11/04/2013	138356	JEFFREY YOST	\$20.17
	408130	11/04/2013	096200	YOUNG & WHITE	\$21,431.68
	408131	11/04/2013	135890	YOUTH FRONTIERS INC	\$50.00
	408132	11/04/2013	135996	ROADWAY EXPRESS INC	\$211.91
	408133	11/04/2013	137020	CHAD ZIMMERMAN	\$463.03
	408134	11/04/2013	136855	PAUL ZOHLLEN	\$45.20
	408135	11/04/2013	139278	ZONAR SYSTEMS INC	\$2,574.71
	408136	11/04/2013	135647	LACHELLE ZUHLKE	\$45.21
	408138	11/04/2013	073427	PRO-ED INC	\$47.25

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	408139	11/04/2013	099272	TI MEDIA SOLUTIONS INC	\$895.50
	408140	11/04/2013	099272	TI MEDIA SOLUTIONS INC	\$221.00
<b>01 - Total</b>					<b>\$2,692,508.83</b>
02	24324	10/17/2013	081630	SAMS CLUB DIRECT	\$34.78
	24325	11/04/2013	106893	WICHITA WATER CONDITIONING INC	\$10.17
	24326	11/04/2013	109843	NEXTEL PARTNERS INC	\$133.88
	24327	11/04/2013	100013	OFFICE DEPOT 84133510	\$901.12
	24328	11/04/2013	101476	SODEXO INC & AFFILIATES	\$751,075.82
<b>02 - Total</b>					<b>\$752,155.77</b>
06	407423	10/21/2013	139206	JFK CONSTRUCTION INC	\$6,592.00
	407519	11/04/2013	133480	BERINGER CIACCIO DENNELL MABREY	\$2,048.50
	407548	11/04/2013	133970	CCS PRESENTATION SYSTEMS	\$1,939.04
	407593	11/04/2013	101106	GREGG NEWTON	\$400.00
	407606	11/04/2013	139642	DKM ENTERPRISES	\$16,302.20
	407629	11/04/2013	108082	ELECTRONIC CONTRACTING COMPANY	\$11,499.30
	407670	11/04/2013	135482	GIFF PROPERTY SERVICES	\$2,600.00
	407786	11/04/2013	058775	LAMP RYNEARSON ASSOCIATES INC	\$1,323.40
	407836	11/04/2013	064600	METAL DOORS & HARDWARE COMPANY INC	\$100,076.00
	407841	11/04/2013	102870	MIDLAND COMPUTER INC	\$2,924.00
	407954	11/04/2013	073210	PRAIRIE CONSTRUCTION COMPANY	\$846.00
	407957	11/04/2013	134598	PRIME COMMUNICATIONS INC	\$215,409.78
	407958	11/04/2013	133745	PRIMEX WIRELESS INC	\$1,093.08
408002	11/04/2013	081880	SCHEMMER ASSOCIATES INC	\$724.85	
<b>06 - Total</b>					<b>\$363,778.15</b>
07	407450	11/04/2013	010040	A & D TECHNICAL SUPPLY CO INC	\$275.24
	407519	11/04/2013	133480	BERINGER CIACCIO DENNELL MABREY	\$42,653.50
	407568	11/04/2013	135287	CONSTRUCT INC	\$65,295.00
	407643	11/04/2013	139971	FAUSS CONSTRUCTION INC	\$10,673.10
	407786	11/04/2013	058775	LAMP RYNEARSON ASSOCIATES INC	\$1,596.35
	407811	11/04/2013	060136	LUEDER CONSTRUCTION COMPANY	\$332,838.00
	408002	11/04/2013	081880	SCHEMMER ASSOCIATES INC	\$6,800.00
	408059	11/04/2013	132452	TERRACON INC	\$2,766.25
<b>07 - Total</b>					<b>\$462,897.44</b>
11	407421	10/17/2013	091040	VAL LTD	\$82.86
	407454	11/04/2013	010283	ACADEMIC THERAPY PUBLICATIONS	\$2,566.00
	407468	11/04/2013	107651	AMAZON.COM INC	\$489.59
	407498	11/04/2013	136729	CYNTHIA BAILEY	\$23.49
	407504	11/04/2013	099646	BARNES AND NOBLE BOOKSTORE	\$228.30

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	407510	11/04/2013	138096	JUDY JERABEK	\$750.00
	407528	11/04/2013	136633	WILLIAMS PROPERTIES LLC	\$849.00
	407550	11/04/2013	065420	CENTRAL MIDDLE SCHOOL	\$197.09
	407574	11/04/2013	027345	CURRICULUM ASSOCIATES INC	\$2,237.26
	407600	11/04/2013	135509	DIGIORGIO'S SPORTSWEAR INC	\$213.20
	407605	11/04/2013	139937	DIVINE SHEPHERD LUTHERAN CHURCH	\$150.00
	407618	11/04/2013	139842	EARLY LEARNING LABS INC	\$483.00
	407622	11/04/2013	037525	EDUCATIONAL SERVICE UNIT #3	\$375.00
	407623	11/04/2013	037525	EDUCATIONAL SERVICE UNIT #3	\$854.83
	407698	11/04/2013	048517	GREENWOOD PUBLISHING GROUP INC	\$6,216.00
	407710	11/04/2013	131009	NEBRASKA MIL-NIC INC	\$1,078.00
	407716	11/04/2013	049650	HOUGHTON MIFFLIN HARCOURT PUB CO	\$3,969.24
	407722	11/04/2013	049723	HUMAN RELATIONS MEDIA	\$659.78
	407727	11/04/2013	132878	HY-VEE INC	\$27.73
	407728	11/04/2013	049850	HY-VEE INC	\$115.81
	407745	11/04/2013	135683	BAYLOR ENTERPRISES INC	\$1,496.00
	407763	11/04/2013	133716	LISA KALLMAN	\$26.74
	407794	11/04/2013	137618	WLC LLC	\$1,439.55
	407813	11/04/2013	139954	ALEXANDRA LUETTEL	\$17.94
	407817	11/04/2013	139955	MICHAEL GABRIEL MAGRANS	\$250.00
	407824	11/04/2013	139958	DANA MARTIN	\$111.14
	407855	11/04/2013	132412	SANDRA MILLER	\$67.32
	407866	11/04/2013	138263	MARIA MUNOZ	\$910.00
	407879	11/04/2013	136431	NEBRASKA COMMUNITY FOUNDATION	\$9,898.00
	407890	11/04/2013	109843	NEXTEL PARTNERS INC	\$21.07
	407902	11/04/2013	100013	OFFICE DEPOT 84133510	\$481.34
	407956	11/04/2013	139959	RACHEL PRICE	\$312.02
	408027	11/04/2013	139960	SIGN GUY LLC	\$334.00
	408047	11/04/2013	139843	STUDENT TRANSPORATION NEBRASKA INC	\$194.53
	408078	11/04/2013	131170	TREASURE BAY INC	\$494.01
	408087	11/04/2013	100923	UNL EXTENSION IN DOUGLAS/SARPY CO	\$465.00
	408096	11/04/2013	138328	VEX ROBOTICS INC	\$263.31
	408122	11/04/2013	137166	RACHEL WITTE	\$74.96
	408123	11/04/2013	139352	WORDMASTERS LLC	\$76.00
	408124	11/04/2013	043609	WORLD TECHNOLOGIES INC	\$309.55
	408131	11/04/2013	135890	YOUTH FRONTIERS INC	\$2,790.00
<b>11 - Total</b>					<b>\$41,598.66</b>
17	407459	11/04/2013	102832	ADVANCED OFFICE INTERIORS CORP	\$893.53

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
17	407466	11/04/2013	011051	ALL MAKES OFFICE EQUIPMENT	\$418.60
	407481	11/04/2013	139224	SCANDIUM INC	\$681.22
	407483	11/04/2013	012989	APPLE COMPUTER INC	\$399.00
	407490	11/04/2013	010053	ATD AMERICAN CO	\$226.71
	407496	11/04/2013	139874	THE BACH COMPANY	\$31,370.55
	407548	11/04/2013	133970	CCS PRESENTATION SYSTEMS	\$2,527.57
	407564	11/04/2013	106902	COMMUNICATION SERVICES INC.	\$632.23
	407576	11/04/2013	130731	D & D COMMUNICATIONS	\$560.70
	407630	11/04/2013	038140	ELECTRONIC SOUND INC.	\$500.80
	407881	11/04/2013	068445	NEBRASKA FURNITURE MART INC	\$444.00
	407932	11/04/2013	102047	PAYLESS OFFICE PRODUCTS INC	\$159.00
	407954	11/04/2013	073210	PRAIRIE CONSTRUCTION COMPANY	\$10,732.15
	407957	11/04/2013	134598	PRIME COMMUNICATIONS INC	\$1,025.00
	408097	11/04/2013	092323	VIRCO INC	\$357.00
<b>17 - Total</b>					<b>\$50,928.06</b>
50	407408	10/17/2013	134633	THERESE MARIE STRASESKI	\$840.00
	407409	10/17/2013	139806	JOHN BEEDE INTERNATIONAL INC	\$2,500.00
	407426	10/18/2013	139806	JOHN BEEDE INTERNATIONAL INC	\$0.00
	407452	11/04/2013	138695	ABLE ENGRAVERS INC	\$416.50
	407457	11/04/2013	101489	ADAMS PROFESSIONAL SERVICES INC	\$250.00
	407475	11/04/2013	010042	AMSCO SCHOOL PUBLICATIONS INC	\$544.76
	407476	11/04/2013	012590	HOLLAND USA INC	\$370.00
	407497	11/04/2013	139764	CONOR BACKHAUS	\$80.00
	407531	11/04/2013	134129	BRAINPOP LLC	\$2,350.00
	407542	11/04/2013	023964	DAVE CARLSEN	\$95.00
	407584	11/04/2013	139963	HANNAH S DAVIDSON	\$102.50
	407599	11/04/2013	033473	DIETZE MUSIC HOUSE INC	\$1,721.59
	407612	11/04/2013	139946	DOWNS ELECTRIC INC	\$15,934.50
	407625	11/04/2013	139918	MAX EDWARDS	\$75.00
	407631	11/04/2013	139683	ELIE ELKAHWAJI	\$187.50
	407648	11/04/2013	139961	ANDREW FELLER	\$25.00
	407662	11/04/2013	041100	FOLLETT LIBRARY RESOURCES	\$429.20
	407667	11/04/2013	139919	DALTON FUCIK	\$105.00
	407672	11/04/2013	139700	KATIE GILROY	\$105.00
	407676	11/04/2013	044891	GOPHER	\$1,142.83
407677	11/04/2013	138889	TARA GOSS	\$90.00	
407679	11/04/2013	138286	TIMOTHY BRIAN GRAY	\$322.05	
407682	11/04/2013	139948	NICOLAS MERLIN GREVE	\$15.00	

## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	407686	11/04/2013	139808	JAROD HAMSA	\$25.00
	407690	11/04/2013	139964	EMILY ANN HART	\$140.00
	407692	11/04/2013	139920	EMMILY HAWK	\$100.00
	407698	11/04/2013	048517	GREENWOOD PUBLISHING GROUP INC	\$196.90
	407705	11/04/2013	139962	HELEN HITZ	\$0.00
	407707	11/04/2013	139809	LOGAN HODGE	\$100.00
	407708	11/04/2013	132721	HODGES BADGE COMPANY	\$190.25
	407713	11/04/2013	139965	HOLLY R HOPSON	\$110.00
	407714	11/04/2013	132592	WILLIAM SPRAGUE, JR.	\$766.80
	407720	11/04/2013	139966	MADYSSEN JEAN HRLEVICH	\$67.50
	407738	11/04/2013	100928	J W PEPPER & SON INC.	\$69.25
	407751	11/04/2013	054492	JIM L JOHNSON	\$660.00
	407756	11/04/2013	139921	MARQUISE JONES	\$90.00
	407757	11/04/2013	138648	RICK W JONES	\$76.00
	407768	11/04/2013	138351	JOHN E KENNEDY	\$75.00
	407777	11/04/2013	139370	CHARLES P KRENK	\$187.50
	407779	11/04/2013	138836	DANA S KRUSE	\$84.00
	407780	11/04/2013	139134	CALEB KRUSE	\$75.00
	407793	11/04/2013	139353	GRACE LAY	\$120.00
	407820	11/04/2013	138768	SHEA MARCINSKI	\$140.00
	407839	11/04/2013	139767	ISABELLA MICELI	\$30.00
	407894	11/04/2013	139275	COLIN O CONNELL	\$70.00
	407895	11/04/2013	138769	HANNAH MARIE OELTJEN	\$25.00
	407902	11/04/2013	100013	OFFICE DEPOT 84133510	\$101.98
	407916	11/04/2013	071138	ORIENTAL TRADING COMPANY	\$47.99
	407918	11/04/2013	132443	OZANAM/BIST	\$300.00
	407961	11/04/2013	138738	MATTHEW C PROPHIT	\$50.00
	407964	11/04/2013	139967	ALEXANDER J PUSATERI	\$135.00
	408003	11/04/2013	139770	KENDALL SCHMIDT	\$55.00
	408006	11/04/2013	082100	SCHOLASTIC INC	\$1,393.00
	408037	11/04/2013	139771	LINDSEY STALHEIM	\$120.00
	408044	11/04/2013	138198	BROOKE STILMOCK	\$115.00
	408045	11/04/2013	139354	LANE STILMOCK	\$120.00
	408051	11/04/2013	139970	SWEAT, CYCLE & SOUL LLC	\$130.00
	408061	11/04/2013	137472	MARK THOLEN	\$138.00
	408089	11/04/2013	139411	US SCHOOL SUPPLY INC	\$77.10
	408091	11/04/2013	132117	VALA'S PUMPKIN FARM & FALL FEST INC	\$760.00
	408109	11/04/2013	094174	WEST MUSIC CO INC	\$816.94



## Millard Public Schools Check Register Prepared for the Board Meeting for Nov 4, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	408128	11/04/2013	137601	YARD MARKET	\$389.00
	408131	11/04/2013	135890	YOUTH FRONTIERS INC	\$1,190.00
	408137	11/04/2013	139962	HELEN HITZ	\$80.00
<b>50 - Total</b>					<b>\$37,118.64</b>
99	407409	10/17/2013	139806	JOHN BEEDE INTERNATIONAL INC	(\$108.00)
	407426	10/18/2013	139806	JOHN BEEDE INTERNATIONAL INC	\$0.00
	407545	11/04/2013	139732	EMILY CARTER	(\$80.00)
	408103	11/04/2013	136617	ANTHONY R WARD	(\$65.60)
<b>99 - Total</b>					<b>(\$253.60)</b>
<b>Overall - Total</b>					<b>\$4,400,731.95</b>

## Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due Date: **10/30/2013**BOE Meeting Date: **10/30/2013**Sale or Disposals Scheduled After: **11/4/2013**

Lot	Quantity	Description
1	54	Laptop computers
2	5	Desktop computers
3	1	cappiccino machine
4	1	bass amp
5	1	cassette recorder
6	1	wrestling mat
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		

## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Approval of Schematic Design for Cottonwood Elementary School

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** General Administration

**TITLE & BRIEF DESCRIPTION:** Approval of Schematic Design for Cottonwood Elementary School – the first step in the construction project for Cottonwood Elementary.

**ACTION DESIRED:** Approval   x   Discussion      Information Only     

**BACKGROUND:** The progressive steps for construction projects are as follows:

1. Schematic Design (SD) \*
  - “30 thousand feet view” – initial design and cost estimates
2. Design Development (DD)
  - “10 thousand feet view” – refined design and cost estimates
3. Contract Documents (CD) \*
  - “Pattern altitude view” – final design and cost estimates plus all of the information necessary for contractors to bid the project.
4. Bidding/Awarding of Contract (BA)\*
  - The receipt and opening of bids and the presentation to the board for the award of the construction contract.
5. Contract Administration (CA)
  - Supervision and documentation of the construction project.

\* Board Meeting Presentations

Attached is the Schematic Design and initial cost estimates for the Cottonwood Elementary School project. It is one of the projects aimed at enclosing classrooms that were originally built under the “open classroom” concept. The initial cost estimates are very close to the construction budget of \$729,084.

Mike Purdy (Purdy & Slack Architects) will be present to address the board.

**OPTIONS AND ALTERNATIVES:** n/a

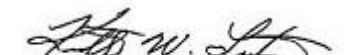
**RECOMMENDATION:** It is recommended that the schematic design for the Cottonwood Elementary School project be approved as submitted.

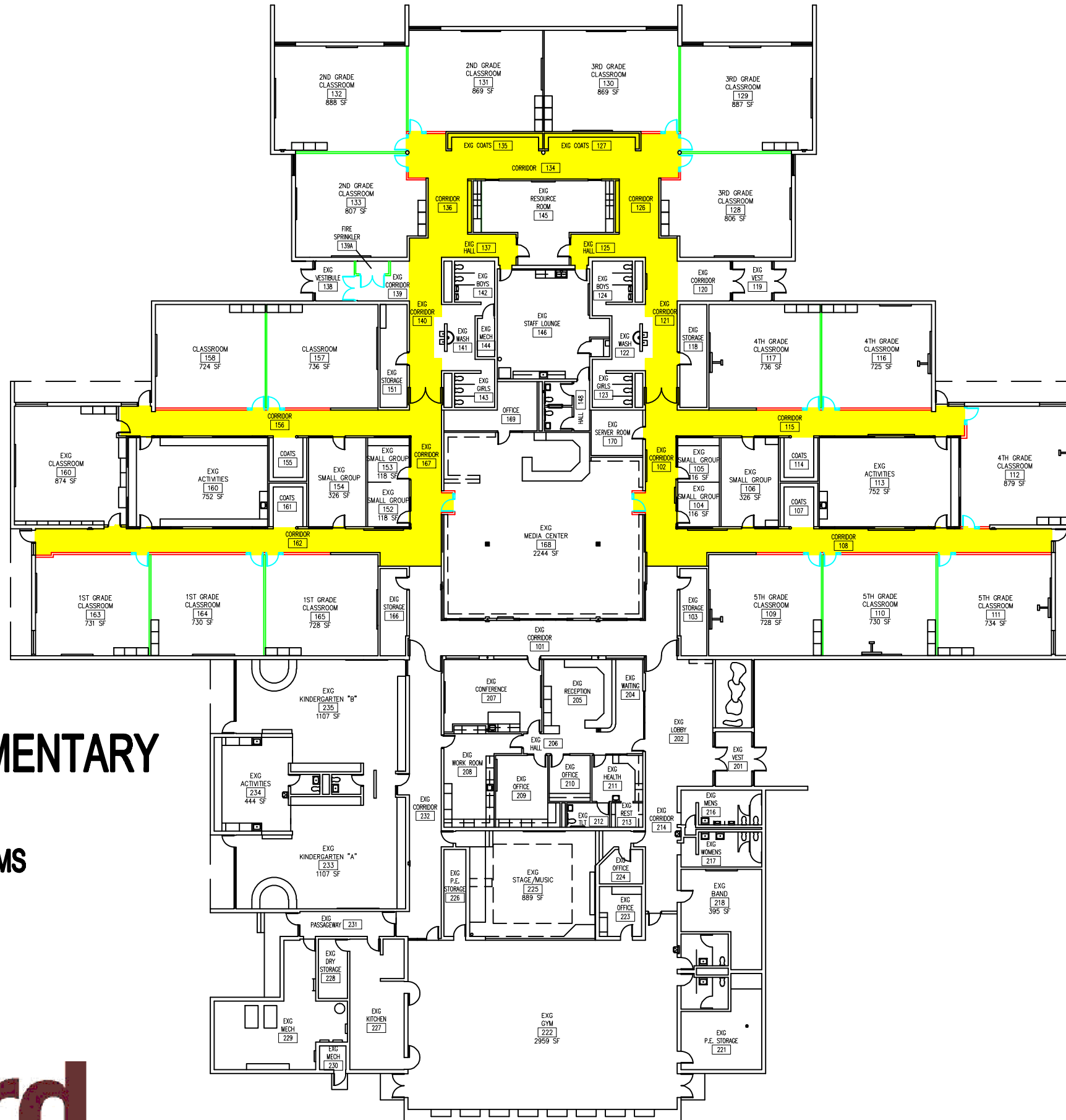
**STRATEGIC PLAN REFERENCE:** n/a

**IMPLICATIONS OF ADOPTION/REJECTION:** n/a

**TIMELINE:** Immediate

**RESPONSIBLE PERSON:** Purdy & Slack Architects, Sampson Construction (CMA), and Ken Fossen

**SUPERINTENDENT’S APPROVAL:** 



# COTTONWOOD ELEMENTARY

- 3 UNIT FACILITY
- 20 GRADE LEVEL CLASSROOMS
- 11 SPECIAL USE ROOMS

- NEW CONCRETE BLOCK WALLS
- NEW DRYWALL WALLS
- NEW DOORS
- NEW CARPET



*Purdy & Slack*  
ARCHITECTS  
11919 Grant Street Suite 200 Omaha, Nebraska 68164 (402) 496-4448

NORTH

Division	Description	Cost	
	<b>CONSTRUCTION COSTS</b>	Detail	Div. Subtotal
1	GENERAL CONDITIONS		\$146,983
2	SITWORK		\$10,977
	A. Excavation/Backfill/Site Prep	\$0	
	B. Concrete Paving & Walkways	\$0	
	C. Asphalt paving	\$0	
	D. Landscaping/Seeding/Grading	\$0	
	E. Interior/Select Demo	\$10,977	
3	CONCRETE		\$0
	A. Footings	\$0	
	B. Slabs	\$0	
	C. Cast-in-place walls	\$0	
	D. Structural precast	\$0	
4	MASONRY		\$56,905
	A. Block	\$56,905	
	B. Brick	\$0	
	C. Arch. precast	\$0	
5	METALS		\$0
	A. Structural steel	\$0	
	B. Misc. steel/handrails/stairs	\$0	
6	WOOD & PLASTICS		\$0
	A. Rough carpentry	\$0	
	B. Millwork & finish carpentry	\$0	
7	THERMAL/MOISTURE PROTECTION		\$809
	A. Roofing	\$0	
	B. Caulking & waterproofing	\$809	
8	DOORS & WINDOWS		\$55,220
	A. Hollow metal/Hardware/wood doors	\$47,520	
	B. Alum. & glass	\$7,700	
	C. Skylites	\$0	
	D. Overhead/coiling doors	\$0	
9	FINISHES		\$170,020
	A. Metal studs & drywall	\$32,071	
	B. Plaster & Dryvit	\$0	
	C. Acoustic ceilings	\$102,755	
	D. Flooring & base	\$24,915	
	E. Painting	\$10,280	
10	SPECIALTIES		\$13,200
11	EQUIPMENT		\$0
12	FURNISHINGS		\$0
13	SPECIAL CONSTRUCTION		\$0
14	CONVEYING SYSTEMS		\$0
15	MECHANICAL		\$219,715
	A. Utilities	\$33,550	
	B. Piping Systems Plumbing	\$0	
	C. HVAC Sheet Metal Systems	\$34,738	
	D. Fire Sprinkler	\$151,427	
16	ELECTRICAL		\$55,581
	A. Power & Lighting	\$55,581	
	B. Special Systems	\$0	
	<b>PROJECT TOTAL</b>		<b>\$729,410</b>

## AGENDA SUMMARY SHEET

**Agenda Item:** Board Policy Human Resources 4173

**Meeting Date:** November 4, 2013

**Department:** Human Resources

**Title and Brief Description:** First Reading of Board Policy 4173 – Human Resources – Drug-Free Workplace

**Action Desired:** Approval

**Background:** Following District guidelines to review Policies and Rules every seven years. This policy has been amended and reviewed by the District’s legal counsel. Draft changes to the accompanying Rules are attached for your information and are intended to accompany this Policy for approval at the next Board meeting.

**Options/Alternatives Considered:** Delete or revise

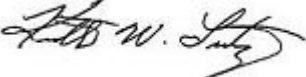
**Recommendations:** Approval

**Strategic Plan Reference:** N/A

**Implications of Adoption/Rejection:** N/A

**Timeline:** N/A

**Responsible Persons:** Kevin Chick, Director of Personnel  
Dr. Jim Sutfin, Assistant Superintendent of Human Resources

**Superintendent’s Signature:** \_\_\_\_\_  \_\_\_\_\_



## Human Resources

### Drug-Free Workplace

4173

The ~~Millard School~~ District will provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988 and its implementing regulations.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance by a ~~D~~ District employee on ~~D~~ District property is prohibited. The District shall establish a drug-free awareness program and shall notify employees that they are required to abide by the drug-free workplace policy of the District, and that any violation of this ~~P~~ Policy will result in action against such employee up to and including termination.

The District shall make a continuing good faith effort to maintain a drug-free workplace through implementation of its drug-free workplace policy.

Legal Reference: Federal Drug-Free Workplace Act of 1988, ~~54 C.F.R. 4946(1988)~~ [41 U.S.C. §§ 8102 and 8103](#)

Policy Adopted: December 18, 1989

Reaffirmed: December 7, 1998

Revised: February 5, 2007, [November 18, 2013](#)

Millard Public Schools  
Omaha, NE

## Human Resources

### Drug-Free Workplace

4173.1

In order to implement the drug-free workplace policy of the District, the District shall implement the following rules:

- I. The District shall ~~P~~ublish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the District's workplace and specifying the actions that will be taken against employees for violation of such prohibition~~;~~.
- II. The District shall ~~E~~stablish a drug-free awareness program to inform employees about:
  - A. The dangers of drug abuse in the workplace;
  - B. The District's policy of maintaining a drug-free workplace;
  - C. Any available drug counseling, rehabilitation, and employee assistance programs; and
  - D. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace~~;~~.
- III. The District shall ~~P~~rovide each employee with a copy of the statement set forth in ~~paragraph one~~ Section I.
- IV. The District shall ~~N~~otify each employee in the statement required by ~~paragraph one~~ Section I that as a condition of employment, the employee will:
  - A. Abide by the terms of the statement; and
  - B. Notify the ~~employer~~ District of any criminal drug statute conviction for a violation occurring in the workplace no later than five ~~(5)~~ days after such conviction.
- V. The District shall ~~N~~otify any federal or state agency for whom grant money is received within ten ~~(10)~~ days after receiving notice under ~~subparagraph four (b)~~ Section IV(B) from an ~~employer~~ employee or otherwise receiving actual notice of such conviction.
- VI. The District shall ~~T~~ake one of the following actions within thirty ~~(30)~~ days of receiving notice under ~~subparagraph four (b)~~ Section IV(B), with respect to any employee who is convicted~~;~~:
  - A. Take appropriate personnel action against such an employee, up to and including termination; or
  - B. Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.
- VII. Make a good faith effort to continue to maintain a drug-free workplace through implementation of the above rules.

Legal Reference: 41 U.S.C. §§ 8102 and 8103

Related Rules: 4173.2, 4173.3

Rule Approved: December 18, 1989

Reaffirmed: December 7, 1998; February 5, 2007

Revised: November 18, 2013

Millard Public Schools  
Omaha, NE

## Human Resources

### Drug-Free Workplace: Alcohol

4173.2

#### General

I. The purpose of this Rule is to establish standards of conduct for employees as to the use and possession of alcohol while in the course of their employment or in the discharge of their duties and eliminate the unlawful use or distribution of alcohol on District property. ~~The This~~ Rule also applies to acts or any conduct which is illegal under federal, state, or local law. All ~~Millard Public School District~~ employees are covered by this Rule. Violation of this Rule shall result in disciplinary action up to and including termination of employment.

II. This Rule shall be administered in accordance with and subject to all applicable ~~d~~District grievance policies and procedures contained either in collective bargaining agreements or policies and rules of the District, and pursuant to all constitutional rights, state and federal, to which employees are entitled.

III. The name of any employee violating this Rule shall not be released to the public unless the employee requests an open hearing with the Board ~~of Education~~; provided, however, that the Superintendent may notify law enforcement authorities of any suspected violation of criminal statutes or ordinances.

#### Definitions

#### IV. The following definitions shall apply for purposes of the Rule.

~~I. A.~~ Alcohol or alcoholic beverage shall mean any substance subject to the jurisdiction of the Nebraska Liquor Control Commission and those beverages and alcoholic liquors defined in ~~Neb. Rev. Stat. section 53-103 (Supp. 1989)~~ the Nebraska Liquor Control Act, Neb. Rev. Stat. § 53-103.

~~II. B.~~ Distribution shall mean any delivery, sale, transfer, handling, transmitting, administering, giving, or otherwise making available, alcohol or alcoholic beverages.

~~III. C.~~ "Intoxication" and/or "Under the influence" shall mean for the purposes of this ~~policy Rule~~, that the employee is impaired and/or affected by an alcoholic substance, or the combination of a drug and alcohol, in any detectable manner. The symptoms of influence are not confined to those consistent with misbehavior or to obvious impairment of physical or mental ability such as slurred speech or difficulty in maintaining balance. A determination of influence can be established by professional opinion, a scientifically valid test and, in some cases, by a lay person's opinion.

~~IV. D.~~ Possession shall mean on the employee's person, in the employee's personal belongings, including any beverage containers, or under the employee's reasonable control. A ~~d~~District employee shall be deemed in possession of alcohol, if he or she has alcohol ~~;~~ on his or her person, or under his or her control.

~~V. E.~~ Employee Assistance Program (E.A.P.) shall mean an Employee Assistance Program provided by the ~~Millard Public Schools District~~ for the benefit of its employees.

#### V. Prohibited Conduct ~~The following conduct is prohibited:~~

~~I. A.~~ Reporting to work, performing job duties or conducting any ~~d~~District business while intoxicated or otherwise under the influence of alcohol is strictly prohibited and shall subject the District employee to immediate discipline actions as hereinafter provided. Conduct of an employee giving rise to ~~such a~~ reasonable suspicion that the employee is under the influence shall be reported to the employee's immediate supervisor ~~and documented in a report or the Human Resources Department.~~

~~II. B.~~ Using or distributing ~~The possession, consumption, use or distribution of~~ alcohol to minors, while on ~~d~~District property, while performing job duties, or while in the course of the employees' employment, at a ~~d~~District-sponsored student event, or at a student activity in which the District or other school districts participate, is strictly prohibited and shall subject the District employee to immediate discipline actions as hereinafter provided.

VI. ~~Procedure~~ In cases of suspected violations of this Rule, the following actions and procedures shall be implemented.

A. Any employee suspected of being in violation of this Rule shall be interviewed by his or her immediate supervisor or administrator as soon as possible to determine whether the employee is in violation of this Rule or any provisions of this Rule. If necessary, the immediate supervisor or administrator ~~will~~ may summon a second supervisor or administrator to be present at the interview and to assist in the determination. If the supervisor or administrator determines that there is a reasonable suspicion that the employee may be in violation of any provision of this Rule, the supervisor or administrator shall immediately ~~notify~~ refer the employee to the ~~Associate-Assistant Superintendent for~~ of Human Resources, or ~~D~~ designee, ~~who shall interview the employee for further investigation.~~ The Assistant Superintendent of Human Resources or designee may interview the suspected employee prior to the immediate supervisor if circumstances warrant.

B. If, upon further investigation, the ~~Associate-Assistant~~ Superintendent of Human Resources, or ~~D~~ designee, has a reasonable suspicion that the employee has violated this Rule, he/she shall suspend the employee with pay from his or her duties and, if the employee is suspected of being under the influence of alcohol, may direct that the employee be tested for alcohol. Employees are required to submit to alcohol testing upon ~~a reasonable suspicion of a violation of this Rule~~ direction from the Assistant Superintendent of Human Resources or designee. The employee shall be advised of the required alcohol testing by the ~~Associate-Assistant~~ Superintendent ~~for~~ of Human Resources, or ~~D~~ designee, ~~and be transported to a location for the administration of such required test.~~

C. The results of the ~~breath~~ alcohol test may be used to provide the employee an opportunity to exonerate himself/herself. If the employee tests negative for alcohol, the employee will not be subject to disciplinary measures related to violation of the District's alcohol policy and shall be returned to duty. If a test of an employee's body fluid and/or breath positively detects the presence of alcohol, the results shall be confirmed in accordance with Neb. Rev. Stat. § 48-1903 prior to being used against an employee in any disciplinary or administrative action.

D. ~~Refusal to submit to a breath test may be offered in evidence in any grievance proceeding related to the disciplinary action for violation of the District's Alcohol Policy. An employee who refuses to undergo testing based upon reasonable suspicion that the employee is intoxicated and/or under the influence of alcohol may be subject to immediate disciplinary action, up to and including termination of employment, and such refusal may be offered in evidence in any grievance proceeding and/or termination hearing.~~ The employee may be subject to further disciplinary action based on violations of other ~~d~~ District policies and/or rules.

Breath test devices will only be administered by personnel who are properly trained.

Breath test devices will be tested for accuracy and calibrated as necessary pursuant to the Nebraska Department of Motor Vehicles guidelines.

E. ~~The~~ Any employee who is subject to disciplinary action under this Rule shall, within a reasonable time, be provided a written statement setting forth the specific reasons for such disciplinary action, specifically stating why the employee was suspended. The ~~Notice-written statement~~ shall contain a written acknowledgment of receipt signed by the employee. Should the employee refuse to sign the acknowledgment of receipt, the refusal shall be so noted on the receipt by the supervisor or administrator.

F. The ~~Associate-Assistant~~ Superintendent ~~Designee of Human Resources or designee~~ shall undertake such additional investigation as may be necessary, and shall provide the employee with ~~a~~ such written statement within a reasonable time specifically stating:

I. 1. What additional action, other than being suspended from duties, if any, will be taken in accordance with this Rule; and

II. 2. The date and/or the conditions under which the employee may return to his or her regular duties, if applicable; and

III. 3. The employee's due process rights and time limits to appeal by reference to the District's Grievance procedures or, if applicable, the provision of the ~~C~~ collective ~~B~~ bargaining ~~A~~ agreement.

VII. At all times, each ~~d~~District employee shall make every reasonable effort to ensure that any employee who, in the course of their employment or in the discharge of duties, is under the influence of alcohol does not operate a motor vehicle. Should an employee refuse to cooperate and attempt to operate a motor vehicle when ~~he/she cannot operate it safely or lawfully~~, such employee is intoxicated and/or under the influence of alcohol, law enforcement officials shall be immediately notified and the employee may be subject to immediate disciplinary action, up to and including termination of employment.

### **Violations & Penalties**

VIII. District employees who violate this Rule shall be subject to the following penalties.

~~Employees of the Millard Public Schools shall not:~~

~~I. A.~~ A. Reporting to work under the influence of alcohol.

~~A.~~ 1. First offense: Employee will be issued a written reprimand, ~~a mandatory referral to E.A.P. will be subject to a minimum suspension of~~ suspension of up to five (5) days without pay, and a maximum of termination of employment. Mandatory referral to E.A.P. in the event the employee is not terminated.

~~B.~~ 2. Second offense: Employee will be issued a written reprimand and ~~will~~ be subject to a suspension without pay for a minimum of twenty days and a maximum of termination of employment. Mandatory referral to E.A.P. in the event the employee is not terminated.

~~C.~~ 3. Third offense: Employee shall be terminated from employment.

~~II. B.~~ B. Use of alcohol or beverages containing alcohol while on ~~d~~District property, or while in the course of the employee's employment or in the discharge of his or her duties thereunder, at a ~~d~~District-sponsored student event, or at a student activity in which the District or other school districts participate.

~~A.~~ 1. First offense: Employee will be issued a written reprimand, ~~a mandatory referral to E.A.P. will be subject to a minimum~~ suspension of suspension of up to five (5) days without pay, and a maximum of termination of employment. Mandatory referral to E.A.P. in the event the employee is not terminated.

~~B.~~ 2. Second offense: Employee will be issued a written reprimand and be subject to a suspension without pay for a minimum of twenty days and a maximum of termination of employment. Mandatory referral to E.A.P. in the event the employee is not terminated.

~~C.~~ 3. Third offense: Employee shall be terminated from employment.

~~III. C.~~ C. ~~Distribute~~ Distribution of alcohol or beverages containing alcohol to minors while on ~~d~~District property, at a ~~d~~District-sponsored student event, or at a student activity in which the District or other school districts participate.

~~A.~~ 1. First offense: Employee shall be terminated from employment.

~~IV. D.~~ D. Refusal to undergo further testing based on a reasonable suspicion of intoxication and/or performance of duties under the influence of alcohol.

~~A.~~ 1. First offense: Employee may be subject to a suspension without pay for a minimum of twenty days or terminated from employment.

### **Non-Compliance with Employee Assistance Program**

IX. Employees of the ~~Millard School~~District shall fully comply with and successfully complete the treatment directed by the District's E.A.P. when the employee is being disciplined for violation of this Rule. Failure to do so shall result in the following discipline:

I- A. First offense: The penalty listed under second offense for whatever prohibited conduct caused the referral to the E.A.P. or termination of employment.

II- B. Second offense: ~~The penalty listed under third offense for whatever prohibited conduct caused the referral to the E.A.P. or termination of employment.~~

### **Alternative Disposition**

X. The District may impose a lesser or alternative ~~disposition of the offense~~ penalty than those provided for herein if the District deems that a lesser or alternative disposition is in the best interests of the District and the employee.

### **Criminal Convictions**

XI. If a ~~d~~District employee is convicted of any crime related to the distribution or otherwise making alcohol available to minors while off of school property or outside of a school function, the employee may be subject to disciplinary action. Such disciplinary action may include suspension without pay ~~for up to twenty days~~ or termination of employment. An employee convicted of any crime relating to the possession, use, or distribution of alcohol must notify the ~~Associate Assistant~~ Superintendent of Human Resources or designee no later than five days after the conviction. Failure to timely notify may be grounds for disciplinary action, up to and including termination of employment.

### **Education and Counseling**

XII A. Employees are encouraged to participate in the District's substance abuse awareness programs. Additionally, employees are encouraged to voluntarily utilize the E.A.P. services provided by the District in seeking assistance with alcohol problems. An employee's private use of these services on the employee's own initiative will not jeopardize job security or promotional opportunity. When such use is private and voluntary, no identifying report of any kind will be made by the E.A.P. to the District unless the employee so chooses.

B. Any employee who is disciplined for alcohol use and not terminated shall be referred to the District's E.A.P. for assessment, counseling, treatment and rehabilitation. This shall be a management referral and, as such, the employee shall be required to execute the necessary releases so that the E.A.P. may inform the District whether such employee is in compliance with directed treatment.

XIII. The District will provide training for its administrators and supervisors to recognize typical symptoms of alcohol use and abuse.

Legal Authority: [Neb. Rev. Stat. §§ 48-1903, 48-1910](#)

Related Policies & Rules: 4173, [4173.1](#), [4173.3](#)

Rule Approved: December 18, 1989

Millard Public Schools

Revised: July 2, 1990; November 5, 1990; December 7, 1998; February 5, 2007, [November 18, 2013](#) Omaha, NE

## Human Resources

### Drug-Free Workplace: Drugs

4173.3

#### General

I. The purpose of this ~~¶~~Rule is to establish standards of conduct for employees as to the use and possession of illegal drugs while in the course of their employment or in the discharge of their duties and eliminate the unlawful use or distribution of illegal drugs, or the misuse of prescription drugs, on ~~d~~District property. ~~The This~~ ~~¶~~Rule also applies to acts or any conduct which is illegal under federal, state, or local law. All ~~Millard Public School District~~ employees are covered by this ~~¶~~Rule. Violation of this ~~¶~~Rule shall result in disciplinary action up to and including termination of employment.

II. This ~~¶~~Rule shall be administered in accordance with and subject to all applicable ~~d~~District grievance policies and procedures contained either in collective bargaining agreements or policies and rules of the District, and pursuant to all constitutional rights, state and federal, to which employees are entitled.

III. The name of any employee violating this ~~¶~~Rule shall not be released to the public unless the employee requests an open hearing with the Board ~~of Education~~; provided, however, that the Superintendent may notify law enforcement authorities of any suspected violation of criminal statutes or ordinances.

#### Definitions

IV. The following definitions shall apply for purposes of this Rule:

~~I.~~ A. Illegal drugs shall mean all controlled substances as defined in ~~sections~~ Neb. Rev. Stat. §§ 28-401, 28-404, 28-405 (Cum. Supp. 1988), and 28-419 (Reissue 1985) including but not limited to "uppers", "downers", barbiturates, marijuana, amphetamines, LSD, heroin, hashish, hallucinogenics, ~~or~~ cocaine, anabolic steroids and any metabolite or conjugated form thereof, and ~~(2)~~ any other substance, except legal non-prescription drugs or legal beverages, which alters the mood or behavior and which is not taken for medical purposes under a prescription by a licensed physician.

~~II.~~ B. Distribution shall mean any delivery, sale, transfer, handling, transmitting, administering, giving, or otherwise making available, illegal drugs.

~~III.~~ C. Drug paraphernalia shall mean all equipment, products, and materials of any kind which are used, intended for use, or designed for use, in manufacturing, injecting, ingesting, inhaling, or otherwise introducing illegal drugs into the human body, as defined in Neb. Rev. Stat. § 28-439.

~~IV.~~ D. "Look-alike" drugs shall mean any substance which is believed to be or represented to others to be an illegal drug, or possessed with the belief or understanding that the substance is an illegal drug.

~~V.~~ E. "Intoxication" and/or "Under the influence" shall mean means for the purposes of this ~~policy~~ ~~Rule~~ that the employee is impaired and/or affected by ~~a drug substance~~ an illegal drug, or the combination of an illegal drug and alcohol, in any detectable manner. The symptoms of influence are not confined to those consistent with misbehavior or to obvious impairment of physical or mental ability such as slurred speech or difficulty in maintaining balance. A determination of influence can be established by professional opinion, a scientifically valid test or and, in some cases, by a lay person's opinion.

~~VI.~~ F. Possession shall mean on the employee's person, in the employee's personal belongings, or under the employee's reasonable control A ~~d~~District employee shall be deemed in possession of illegal drugs, look-alike drugs, or drug paraphernalia if he or she has illegal drugs, look-alike drugs, or drug paraphernalia on his or her person, or under his or her control.

~~VII.~~ G. Employee Assistance Program (E.A.P.) shall mean an Employee Assistance Program provided by the ~~Millard Public Schools District~~ for the benefit of its employees.



### **Prohibited Conduct**

#### V. The following conduct is prohibited.

~~I.~~ A. Reporting to work, performing job duties or conducting any ~~d~~District business while under the influence of any illegal drug is strictly prohibited and shall subject the District employee to immediate discipline actions as hereinafter provided. Conduct of an employee giving rise to ~~such a~~ reasonable suspicion that employee is under the influence shall be reported to the employee's immediate supervisor or Human Resources, ~~and documented in a report.~~

~~II.~~ B. The possession, use or distribution of any illegal drug or “look-alike” drug while on District property, performing job duties, or while in the course of the employees' employment, at a District-sponsored student event, or at a student activity in which the District or other school districts participate, is strictly prohibited and shall subject the District employee to immediate discipline actions as hereinafter provided.

### **Procedure**

#### VI. In cases of suspected violations of this Rule, the following actions and procedures shall be implemented.

A. Any employee suspected of being in violation of this Rule shall be interviewed by his or her immediate supervisor or administrator as soon as possible to determine whether the employee is in violation of this Rule ~~or any provisions of this Rule~~. If necessary, the immediate supervisor or administrator ~~will~~may summon a second supervisor or administrator to be present at the interview and to assist in the determination. If the supervisor or administrator determines that there is a reasonable suspicion that the employee may be in violation of any provision of this Rule, the supervisor or administrator shall immediately ~~notify~~ refer the employee to the ~~Associate Assistant Superintendent for of~~ Human Resources, ~~or D~~designee, ~~who shall interview the employee for further investigation.~~ The Assistant Superintendent of Human Resources or designee may interview the suspected employee prior to the immediate supervisor if circumstances warrant.

B. If upon further investigation, the ~~Associate Assistant~~ Superintendent of Human Resources, ~~or D~~designee, has a reasonable suspicion that the employee has violated this Rule, he/she shall immediately suspend the employee with pay from his or her duties, and if the employee is being suspected of being under the influence of illegal drugs, may direct that the employee be tested for illegal drugs. Employees are required to submit to drug testing upon ~~a reasonable suspicion of a violation of this Rule~~ directive from the Assistant Superintendent of Human Resources or designee. The employee shall be advised of the required drug testing by the ~~Associate Assistant Superintendent for of~~ Human Resources, ~~or D~~designee, and be transported to a location for the administration of such required test.

C. The results of the drug test may be used to provide the employee an opportunity to exonerate himself/herself. If the employee tests negative for drugs, the employee will not be subject to disciplinary measures related to violation of the District's drug policy and shall be returned to duty. If a test of an employee's body fluid and/or breath positively detects the presence of illegal drugs, the results shall be confirmed in accordance with Neb. Rev. Stat. § 48-1903 prior to being used against an employee in any disciplinary or administrative action.

~~D.~~ Refusal to submit to a breath test may be offered in evidence in any grievance proceeding related to the disciplinary action for violation of the District's Alcohol Policy. An employee who refuses to undergo testing based upon reasonable suspicion that the employee is intoxicated and/or under the influence of illegal drugs may be subject to immediate disciplinary action, up to and including termination of employment, and such refusal may be offered in evidence in any grievance proceeding and/or termination hearing. The employee may be subject to further disciplinary action based on violations of other ~~d~~District policies and/or rules.

E. ~~The~~ Any employee who is subject to disciplinary action under this Rule shall, within a reasonable time, be provided a written statement setting forth the reasons for such disciplinary action, ~~specifically stating why the employee was suspended~~. The Notice written statement shall contain a written acknowledgment of receipt signed by the employee. Should the employee refuse to sign the acknowledgment of receipt, the refusal shall be so noted on the receipt by the supervisor or administrator.

F. The ~~Associate Assistant~~ Superintendent/~~Designee of Human Resources or designee~~ shall undertake such additional investigation as may be necessary, and shall provide the employee with ~~a~~ such written statement within a reasonable time specifically stating:

~~I.~~ 1. What additional action, other than being suspended from duties, if any, will be taken in accordance with this Rule; and

~~II.~~ 2. The date and/or the conditions under which the employee may return to his or her regular duties, if applicable; and

~~III.~~ 3. The employee's due process rights and time limits to appeal by reference to the District's ~~G~~rievance procedures or, if applicable, the provision of the ~~C~~ollective ~~B~~argaining ~~A~~greement.

VII. At all times, each ~~d~~District employee shall make every reasonable effort to ensure that any employee who, in the course of their employment or in the discharge of duties, is under the influence of illegal drugs, does not operate a motor vehicle. Should an employee refuse to cooperate and attempt to operate a motor vehicle when ~~he/she cannot operate it safely or lawfully~~ such employee is under the influence of illegal drugs, law enforcement officials shall be immediately notified and the employee may be subject to immediate disciplinary action, up to and including termination of employment.

### **~~Violations and Penalties~~**

~~Employees of the Millard Public Schools shall not:~~

VIII. District employees who violate this Rule shall be subject to the following penalties.

~~I.~~ A. Reporting to work under the influence of illegal drugs.

~~A.~~ 1. First offense: Employee will be issued a written reprimand, will be subject to a minimum suspension ~~without pay for a minimum~~ of twenty days and a maximum of termination of employment. Mandatory referral to E.A.P. in the event the employee is not terminated.

~~B.~~ 2. Second offense: Employee shall be terminated from employment.

~~II.~~ B. ~~Use, possess, manufacture, or distribute~~ Possession, use or distribution of illegal drugs, look-alike drugs or drug paraphernalia while on ~~d~~District property, or while in the course of the employee's employment or in the discharge of his or her duties thereunder, at a ~~d~~District-sponsored student event, or at a student ~~d~~District activity in which the District or other school districts participate.

~~A.~~ 1. First offense: Employee shall be terminated from employment.

~~III.~~ C. Refusal to undergo further testing based on a reasonable suspicion of intoxication and/or performance of duties under the influence of illegal drugs.

1. First offense: Employee shall be terminated from employment.

### **~~Non-Compliance with Employee Assistance Program~~**

IX. Employees of the ~~Millard School~~ District shall fully comply with and successfully complete the treatment directed by the District's E.A.P. when the employee is being disciplined for violation of this ~~R~~ule. Failure to do so shall result in termination of employment.

### **~~Alternative Disposition~~**

X. The District may impose a lesser or alternative ~~disposition of the offense~~ penalty than those provided for herein if the District deems that a lesser or alternative disposition is in the best interests of the District and the employee.

### **~~Criminal Convictions~~**

XI. If a ~~D~~District employee is convicted of any crime relating to the possession, use, or distribution of any illegal drug while off of school property or outside of a school function, the employee may be suspended without pay for up to twenty days or his or her employment may be terminated. An employee convicted of violating a criminal drug statute must notify the ~~Associate Assistant~~ Superintendent of Human Resources or ~~D~~esignee no later than five days after the conviction. Failure to timely notify is grounds for termination of employment.

### **~~Education and Counseling~~**

#### XII.

A. Employees are encouraged to participate in the District's substance abuse programs. Additionally, employees are encouraged to voluntarily utilize the E.A.P. services provided by the District in seeking assistance with drug problems. An employee's private use of these services on the employee's own initiative will not jeopardize job security or promotional opportunity. When such use is private and voluntary, no identifying report of any kind will be made by the E.A.P. to the District unless the employee so chooses.

B. Any employee who is disciplined for drug use and not terminated shall be referred to the District's E.A.P. for assessment, counseling, treatment and rehabilitation. This shall be a management referral and, as such, the employee shall be required to execute the necessary releases so that the E.A.P. may inform the District whether such employee is in compliance with directed treatment.

XIII. The District will provide training for its administrators and supervisors to recognize typical symptoms of drug use and abuse.

Legal Authority: [Neb. Rev. Stat. §§ 48-1903, 48-1910.](#)

Related Policies & Rules: 4173, [4173.1](#), [4173.2](#)

Rule Approved: February 5, 2007

Revised: [November 18, 2013](#)

Millard Public Schools  
Omaha, NE

### AGENDA SUMMARY SHEET

**Agenda Item:** Rule 5400.6

**Meeting Date:** Nov. 4, 2013

**Department:** Student Services

**Title and Brief Description:** Standards for Student Conduct

**Action Desired:** Approval

**Background:** As a result of a recent Board hearing decision, a review of 5400.6 (II) (D) (2) was required.

**Options/Alternatives Considered:** N/A

**Recommendations:** Approval

**Strategic Plan Reference:** N/A

**Implications of Adoption/Rejection:** N/A

**Timeline:** Immediate

**Responsible Persons:** Bill Jelkin, Director of Student Services,  
Dr. Jim Sutfin, Assistant Superintendent of Human Resources

Superintendent's Signature: \_\_\_\_\_  \_\_\_\_\_

## 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. 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 evidence that the student has committed a prohibited act listed below while on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, 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 or expulsion 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 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 a period not to exceed 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. §79-293(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 Related Non-injurious Behaviors.
    - a. Maximum Sanction. Short-term suspension. Suspension from extracurricular activities during 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. Suspension from extracurricular activities during time of suspension. There is no mandated minimum sanction below grade six (6).
      - (2) Maximum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.
      - (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 79-267(1) and 293.
    - b. Additional Offenses.
      - (1) Minimum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.
      - (2) Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
      - (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(1) and 293.
  3. Physical Assault. Initiation of a violent act against another person through aggressive physical contact.
    - a. Minimum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension. There is no mandated minimum sanction below grade six (6).
    - b. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
    - c. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(1) and 293.
- B. Physical 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).
1. Sanctions on School Grounds.
    - a. Minimum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.
    - b. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.



- c. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(3) and 293.

2. Sanctions off School Grounds.

- a. First Offense. Citation during academic school year or the student admits that he or she has violated subsection II(B). Suspension from extracurricular activities for remainder of the semester or nineteen (19) school days, whichever is more.
- b. Additional Offenses. Suspension for extracurricular activities for one (1) year. Prior violations of subsection II(B) on or off school grounds will be included as previous offenses.

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. 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. Suspension from extracurricular activities during time of suspension.

- b. Level Two Threat. 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. Suspension from extracurricular activities during time of suspension. There is no mandated minimum sanction below grade four (4).

- (2) Maximum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.

- (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(1) and 293.

- c. Level Three Threat. 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, or bioterrorism.

- (1) Minimum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension. There is no mandated minimum sanction below grade four (4).

- (2) Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.

- (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(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. Suspension from extracurricular activities during time of suspension.

- (2) Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
- (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(1) and 293.
2. Bomb Threat (Verbal or Written). Threatening to use any type of explosive or incendiary device generally referred to as a bomb to injure a person(s) or destroy property.
- a. Minimum Sanction. Mandatory expulsion. Suspension from extracurricular activities during time of expulsion.
- b. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §28-1221; Neb. Rev. Stat. §§79-267(1) and 293.
- D. Firearms, Explosives, and Weapons.
1. Firearms, Etc. Knowingly possessing, handling, transmitting, using, intimidating with, or threatening with any firearm, explosive, destructive device, pipe bomb, or stun gun. For 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. Suspension from extracurricular activities during time of expulsion.
- (2) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-1202 to 1204.04, 1215, 1216 and 1220; Neb. Rev. Stat. §§ 79-267 (5) and 293.
- b. Sanctions off School Grounds.
- (1) Citation for illegal possession of a weapon during academic school year or the student admits that he or she has violated subsection II(D). Suspension from extracurricular activities for one (1) year.
2. Use and Possession of Dangerous Weapons ~~Other Guns. Using, intimidating with, threatening with, possessing on one's person, handling or transmitting any paint ball gun, air soft gun, B.B. gun, or pellet gun.~~ 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 paint ball gun, air soft gun, B.B. gun, or pellet gun.
- a. Sanctions on School Grounds.
- (1) Minimum Sanction. ~~Mandatory expulsion for one (1) year. Suspension from extracurricular activities during time of expulsion.~~ Long-term Suspension. Suspension from extracurricular activities during time of suspension.
- (2) Maximum Sanction. Expulsion for the remainder of the school year if the misconduct occurs during first semester. If the misconduct occurs during second semester the expulsion shall remain in effect for summer school and may remain in effect for first semester of the following school year. Suspension from extracurricular activities during time of expulsion. Neb. Rev. Stat. §§ 79-283 (3).

- (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-1202 to 1204.04; Neb. Rev. Stat. §§ 79-267 (5) and 293.
- b. Sanctions off School Grounds.
- (1) Citation for illegal possession of a weapon during academic school year or the student admits that he or she has violated subsection II(D). Suspension from extracurricular activities for one (1) year.
3. ~~Possession of Other Guns in Vehicles. Possessing any paint ball gun, air soft gun, B.B. gun or pellet gun in any vehicle on school grounds, provided that any such gun is not in any manner handled either within or outside of the vehicle.~~
- a. ~~Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.~~
3. Other Weapons. Using or threatening with a knife, throwing star, brass knuckles, chemical substances (including, but not limited to, mace, pepper guns, and bleach), and any other objects that could be used to injure a person.
- a. Sanctions on School Grounds.
- (1) Minimum Sanction. ~~Mandatory expulsion. Suspension from extracurricular activities during time of expulsion.~~ Long-term Suspension. Suspension from extracurricular activities during time of suspension.
- (2) Maximum Sanction. Expulsion for the remainder of the school year if the misconduct occurs during first semester. If the misconduct occurs during second semester the expulsion shall remain in effect for summer school and may remain in effect for first semester of the following school year. Suspension from extracurricular activities during time of expulsion. Neb. Rev. Stat. §§ 79-283 (3).
- (3) Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04; Neb. Rev. Stat. §§79-267 (5) and 293.
- b. Sanctions off School Grounds.
- (1) Citation during academic school year or the student admits that he or she has violated subsection II(D). Suspension from extracurricular activities for one (1) 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. Suspension from extracurricular activities during time of suspension.
- b. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
5. Possession of Look-a-Like Weapons. 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. Suspension from extracurricular activities during time of suspension.
- b. Maximum Sanction. Long-term suspension. Suspension from extracurricular activities during 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; or
  - 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.
  - 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. Suspension from extracurricular activities during time of expulsion.
  2. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(4) and 293.
- 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 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. 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. Suspension from extracurricular activities during time of expulsion.
    - b. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(9) and 293.
  2. Sanctions off School Grounds.
    - a. Minimum Sanction. Suspension from 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. Sexual assault shall mean sexual assault in the first degree as defined in Neb. Rev. Stat. §§28-319, sexual assault in the second degree as defined in Neb. Rev. Stat. §28-320, sexual assault of a child in the second or third degree as defined in Neb. Rev. Stat. §28-320.01, or sexual assault of a child in the first degree as defined in Neb. Rev. Stat. §28-319.01, as such statutes now provide or may hereafter be amended. Neb. Rev. Stat. §79-267(9).
- 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. Suspension from extracurricular activities during time of suspension.
    - b. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
    - c. Mandatory Action. Legal authorities must be contacted upon the request of the offended party. Neb. Rev. Stat. §79-293.
  2. Sanctions off School Grounds.
    - a. Citation during academic school year or the student admits that he or she has violated subsection II(G). Suspension from extracurricular activities for one (1) year.
- 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. Suspension from extracurricular activities during time of expulsion.
- I. Harassment. Any intentionally hurtful, demeaning, or disparaging acts, words, symbolic representations, or behavior used by a student or students against another student or students 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. Suspension from extracurricular activities during time of expulsion.
- J. Bullying. Any intentionally hostile or offensive verbal, written, graphic, demonstrative, electronic, or physical act that has the purpose of exerting domination over another student through the act of intimidating, frightening, oppressing, 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 school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events. This may include, but is not limited to, verbal, graphic, written or electronic activities such as name-calling, taunting, blackmailing, inciting to fight, terrorizing, 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. Suspension from extracurricular activities during time of 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. Suspension from extracurricular activities during time of 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, 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. Suspension from extracurricular activities during time of suspension. 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) days out of school).
- b. Additional Offenses. Mandatory expulsion. Suspension from extracurricular activities during time of expulsion. Prior violations of subsections III(A), (B), (C), (D), or (G) will be included as previous offenses.
- c. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(6) and 293.

2. Sanctions off School Grounds.

- a. Citation during academic school year or the student admits that he or she has violated subsection III(A). Curtailment of extracurricular activities for nineteen (19) school days.
  - (1) First Offense. 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).
  - (2) Additional Offenses. Suspension from extracurricular activities for one (1) year. Prior violations of subsections III(A), (B), (C), (D), or (G) on or off school grounds will be included as previous offenses.

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

1. Sanctions on School Grounds.

- a. First Offense. Mandatory expulsion. Suspension from extracurricular activities during time of expulsion.
- b. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(6) and 293.

2. Sanctions off School Grounds.

- a. Citation during academic school or the student admits that he or she has violated subsection III(B). Curtailment of extracurricular activities for one (1) year.

- 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 inhalers, as well as glucose tablets, according to the provisions of Rule 5600.2.
  - a. **First Offense.** Short-term suspension. Suspension from extracurricular activities during time of suspension.
  - b. **Additional Offenses.**
    - (1) **Maximum Sanction.** Expulsion. Suspension from extracurricular activities during time of expulsion. Prior violations of subsections III(A), (B), (C), (D), or (G) will be included as previous offenses.
  
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 inhalers, as well as glucose tablets, according to the provisions of Rule 5600.2.
  - a. **First Offense.**
    - (1) **Minimum Sanction.** Short-term suspension. Suspension from extracurricular activities during time of suspension.
    - (2) **Maximum Sanction.** Long-term suspension. Suspension from extracurricular activities during time of suspension. 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).
  - b. **Additional Offenses.**
    - (1) **Maximum Sanction.** Expulsion. Suspension from extracurricular activities during time of expulsion. Prior violations of subsections III(A), (B), (C), (D), or (G) will be included as previous offenses.
  
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.** Long-term suspension. Suspension from extracurricular activities during time of suspension. 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).
  - b. **Additional Offenses.**

- (1) Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion. Prior violations of subsections III(A), (B), (C), (D), or (G) will be included as previous offenses.
- D. Distribution of Prescribed Medications. Distribution or attempted distribution to any other person, of any prescribed medication.
1. First Offense. Mandatory expulsion. Suspension from extracurricular activities during time of expulsion.
  2. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(6) and 293.
- E. Distribution of Non-Prescribed Medications. Distribution or attempted distribution to any other person, of any non-prescribed medication.
1. First Offense. Short-term suspension. Suspension from extracurricular activities during time of suspension.
  2. Additional Offenses.
    - a. Minimum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.
    - b. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
- F. Receiving Non-Prescribed Medications. Receiving non-prescription medications by high school students that are distributed by another student at school.
1. Maximum Sanction. Short-term suspension. Suspension from extracurricular activities during time of suspension.
- G. Under the Influence of Alcohol or Other Drugs. Being intoxicated or under the influence of any illegal narcotic drug, controlled substance, 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. Suspension from extracurricular activities during time of suspension. 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) days out of school).
    - b. Additional Offenses. Mandatory expulsion. Suspension from extracurricular activities during time of expulsion. Prior violations of subsections III(A), (B), (C), (D), or (G) will be included as previous offenses.
    - c. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§79-267(6) and 293.
  2. Sanctions off School Grounds.
    - a. Citation during academic school year or the student admits that he or she has violated subsection III(G). Curtailment of extracurricular activities for nineteen (19) school days.
      - (1) First Offense. 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).

- (2) Additional Offenses. Suspension from extracurricular activities for one (1) year. Prior violations of subsections III(A), (B), (C), (D), or (G) on or off school grounds will be included as previous offenses.

H. 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. Minimum Sanction. Short-term suspension. Suspension from extracurricular activities during time of suspension.
2. Maximum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.

I. Tobacco. Possession or use of tobacco or tobacco products.

1. Maximum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.

J. Possession of Fireworks.

1. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.

K. Use of Fireworks. Use or lighting of firecrackers or fireworks of any description.

1. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of 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. Suspension from extracurricular activities during time of expulsion.

B. Profanity and Obscenity. Written or oral language that is reasonably offensive or repulsive to the person hearing the same and which is disruptive of the educational process.

1. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.

C. 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. Suspension from extracurricular activities during time of expulsion.

D. 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. Suspension from extracurricular activities during time of 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. Suspension from extracurricular activities during time of expulsion.
2. Mandatory Action. 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. §§79-267(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. Suspension from extracurricular activities during time of expulsion.
2. Mandatory Action. Legal authorities shall be contacted when the value of the property involved is five hundred dollars (\$500.00) or more. Neb. Rev. Stat. §§28-511 and 518; Neb. Rev. Stat. §§79-267(2) and 293.
3. 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). Suspension from extracurricular activities for one (1) year.

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. Suspension from extracurricular activities during time of suspension. There is no mandated minimum sanction below grade six (6).
2. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
3. Mandatory Action. Legal authorities shall be contacted if it is believed the arson was criminal. Neb. Rev. Stat. §§28-502 to 504 and 907; Neb. Rev. Stat. §§79-267(10) and 293.

D. False Alarm or Report. Purposely making a false alarm or false report, or purposely furnishing false information or making a false communication or statement, whether verbal, written or electronic, concerning the existence of any bomb, explosive device or weapon, dangerous chemical substance, or biochemical or terroristic device, or concerning another's intent or attempt to be made to kill, injure, or intimidate any individual or to use any bomb, explosive device, or weapon, 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. Suspension from extracurricular activities during time of suspension.
  2. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
  3. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-907 and 1221; Neb. Rev. Stat. §§79-267(10) and 293.
- E. Computers. Direct or indirect use of District computers, computer networks, or computer systems, which involves offensive, personal, commercial, and/or religious messages, or any unauthorized access or use of a District computer, computer network, or computer system 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. Suspension from extracurricular activities during time of expulsion.
  2. Mandatory Action. Legal authorities shall be contacted if the action constitutes a felony. Neb. Rev. Stat. §§28-1341 to 1348; Neb. Rev. Stat. §§79-267(10) and 293.
- VI. Violations against School Administration.
- A. Truancy. Unauthorized absence from school. Neb. Rev. Stat. §§79-201 and 209.
1. Maximum Sanction. Short-term suspension. Suspension from extracurricular activities during 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. Suspension from extracurricular activities during time of expulsion.
- C. Dishonesty. Dishonesty that interferes with the educational process.
1. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
- D. 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. Suspension from extracurricular activities during time of suspension.
- E. Insubordination. Disrespect for, defying authority of, or refusing to obey requests or directions of teachers, school officials or school employees.
1. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
- F. 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. Suspension from extracurricular activities during time of expulsion.
- G. 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.
1. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.

- H. 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. Suspension from extracurricular activities during time of expulsion.
- I. False Complaints. False accusations or complaints against another student or staff member.
1. Maximum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.
- J. Noncompliance with Code Yellow or Code Red. Intentionally leaving an assigned area already in containment during a Code Yellow or Code Red alert unless specifically given permission to do so by the supervisor of the assigned area.
1. Minimum Sanction. Long-term suspension. Suspension from extracurricular activities during time of suspension.
  2. Maximum Sanction. Expulsion. Suspension from extracurricular activities during time of expulsion.
- K. 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 school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct.
1. Maximum Sanction. Short-term suspension. Suspension from extracurricular activities during 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 shall be subject to long-term suspension; conduct otherwise subject to long-term suspension shall be subject to expulsion; prohibited conduct initially subject to expulsion shall 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 during the academic school year pursuant to the provisions of this section and Rule 5400.4.
- 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 school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, 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, and will also be prohibited from being on District property or attending any District-sponsored extracurricular events during the period of exclusion from school.

2. 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.

C. Period of Ineligibility for Conduct off School Grounds. The following prohibited conduct occurring off school grounds not at a school function, activity, or event during the academic school year shall subject the student to the following periods of ineligibility for extracurricular activities:

1. Guns, etc. Knowingly possessing, handling, transmitting, using, intimidating with, or threatening with any object or material that is ordinarily and/or generally considered a firearm, explosive, destructive device, or weapon, including, but not limited to, guns, firearms, pipe bombs, stun guns, paint ball guns, air soft guns, B.B. guns and pellet guns, 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 this subsection.
  - a. Suspension from extracurricular activities for one (1) year.
2. Other Weapons. Using or threatening with a knife, throwing star, brass knuckles, chemical substances (including, but not limited to, mace, pepper guns, and bleach), and any other object that could be used to injure a person, 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 this subsection.
  - a. Sanction. Ineligibility period of one (1) year.
3. 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, 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 this subsection.
  - a. Sanction. Ineligibility period of one (1) year.
4. Possession of Alcohol or other Drugs. The use or possession of an illegal narcotic drug, drug paraphernalia, look-a-like substance, controlled substance, mood-altering or behavior-affecting substance, or alcoholic beverage, 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 this subsection.
  - a. First Offense. Ineligibility period of 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 a maximum of nine (9) school days (results in a total of ten (10) school days curtailment of extracurricular activities).
  - b. Additional Offenses. Suspension from extracurricular activities for one (1) year. Prior violations of subsections III(A), (B), (C), (D), or (G) on or off school grounds will be included as previous offenses.
5. Distribution of Alcohol or other Drugs. The dispensing, sale, or the intent to sell or dispense an illegal narcotic drug, look-a-like substance, controlled substance, mood-

altering or behavior-affecting substance, or alcoholic beverage, 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 this subsection.

- a. Sanction. Ineligibility period of one (1) year.
6. Under the Influence of Alcohol or other Drugs. Being intoxicated or under the influence of any illegal narcotic drug, controlled substance, prescribed medication by a student for whom the prescribed medication was not prescribed, mood-altering or behavior-affecting substance, or alcohol, 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 this subsection.
    - a. First Offense. Ineligibility period of 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 a maximum of nine (9) school days (results in a total of ten (10) school days curtailment of extracurricular activities).
    - b. Additional Offenses. Suspension from extracurricular activities for one (1) year. Prior violations of subsections III (A), (B), (C), (D), or (G) on or off school grounds will be included as previous offenses.
  7. Physical Injury to District Employees, Volunteers, and Students. Causing or attempting to cause personal injury to any District employee, school volunteer, or to any student, 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 this subsection.
    - a. Sanction. Ineligibility period of remainder of the semester or nineteen (19) school days, whichever is more.
    - b. Additional Offenses. Suspension from extracurricular activities for one (1) year. Prior violations of subsection II(B) on or off school grounds will be included as previous offenses.
  8. Sexual Assault or Attempted Sexual Assault. Sexually assaulting or attempting to sexually assault any person, provided the student has received a citation by a law enforcement officer which involves the offense subject to this subsection, the student admits that he or she has violated this subsection, or a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person.
    - a. Sanction. Ineligibility period of one (1) year.
  9. Theft/Larceny. Committing a burglary or theft that 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 this subsection.
    - a. Sanction. Ineligibility period of one (1) year.
  10. Repeated Offenses. Two (2) or more offenses of one (1) of the above prohibited actions. Prior offenses of the above prohibited actions will be included as previous offenses.
    - a. Sanction: Ineligibility period of one (1) 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. 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 uncontested citation.

## **IX. DEFINITIONS.**

- A. "Alcoholic beverage" shall mean any substance subject to the jurisdiction of the Nebraska Liquor Commission.
- B. "Citation" shall mean a summons to appear in court issued by a law enforcement officer.
- C. "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 or 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).
- D. "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).
- E. "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.
- F. "Destructive device" shall mean (1) any explosive, incendiary 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, 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.
- G. "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 period that the student is mandatorily reassigned.
- H. "Expulsion" shall mean exclusion from all schools in the District (except the location designated for alternative education).
- I. "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.
- J. "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.

- K. "Illegal narcotic drug" shall mean the illegal substances as defined by Neb. Rev. Stat. §28-401(15).
- L. "Ineligibility period" shall mean that period of time that a District student is prohibited from participating in and/or attending any District extracurricular activities.
- M. "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.
- N. "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.
- O. "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.
- P. "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.
- Q. "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.
- R. "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.
- S. "One year" shall mean the three hundred sixty-five (365) days that follow the acts at issue.
- T. "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.
- U. "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.
- V. "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.
- W. "School day" shall mean any day that school is in session and students are attending academic courses. It does not include practices for extracurricular activities held during the summer, or weekends and vacations that occur during the academic school year.
- X. "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.

- Y. “Sexual assault” shall mean sexual assault in the first degree as defined in Neb. Rev. Stat. §28-319, sexual assault in the second degree as defined in Neb. Rev. Stat. §28-320, sexual assault of a child in the second or third degree as defined in Neb. Rev. Stat. §28-320.01, or sexual assault of a child in the first degree as defined in Neb. Rev. Stat. §28-319.01, as such statutes now provide or may hereafter be amended.
- Z. “Sexual or intimate parts” shall mean the genital area, groin, inner thighs, buttocks or breasts.
- AA. “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.
- BB. “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, mood-altering or behavior-affecting substance, prescribed medication by a student for whom the prescribed medication was not prescribed, or alcohol.

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. § 79-267  
 Neb. Rev. Stat. § 79-293

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

Rule Approved: May 7, 2001

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](#)

Millard Public Schools  
 Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Reaffirm Policy 6201 Taught Curriculum—Accountability

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** Educational Services

**TITLE AND BRIEF DESCRIPTION:** Policy 6201 Taught Curriculum—Accountability

**ACTION DESIRED:** Reaffirm Policy 6201 Taught Curriculum—Accountability

**BACKGROUND:** Policy 6201 Taught Curriculum—Accountability supports the alignment of the written, taught, and assessed curriculum as advocated in the Phi Delta Kappa Curriculum Management Audits conducted in 1998 and 2007.

**RECOMMENDATIONS:** Reaffirm Policy 6201 Taught Curriculum—Accountability

**STRATEGIC PLAN REFERENCE:** None

**TIMELINE:** Immediate implementation

**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Andy DeFreece,  
Tami Williams, Terry Houlton

**SUPERINTENDENT'S APPROVAL:**  —

**BOARD ACTION:**

## **Curriculum, Instruction and Assessment**

### **Taught Curriculum—Accountability**

**6201**

The Board of Education of Millard Public Schools directs that the written curriculum shall be the taught curriculum. The responsibility of the teachers is to teach the written curriculum using the Practices that Promote Successful Student Learning. The responsibility of the principals shall be to monitor the taught curriculum through the use of the curriculum guide, as well as to evaluate teachers through the teacher evaluation process to ensure that the written curriculum is the taught curriculum. The Superintendent and his/her designees shall ensure that principals monitor the curriculum and evaluate teachers.

Policy adopted: May 17, 1999

Reaffirmed: October 3, 2005; [November 4, 2013](#)

Revised: April 2, 2007

Millard Public Schools  
Omaha, Nebraska



**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Reaffirm Policy 6270—Student Production of Services and Materials

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** Educational Services

**TITLE AND BRIEF DESCRIPTION:** Policy 6270—Student Production of Services and Materials

**ACTION DESIRED:** Reaffirm Policy 6270—Student Production of Services and Materials

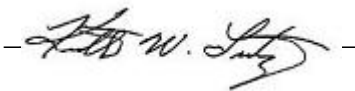
**BACKGROUND:** This policy is being recommended for affirmation as part of the standard cycle of Policy and Rule review.

**RECOMMENDATIONS:** Reaffirm Policy 6270—Student Production of Services and Materials

**STRATEGIC PLAN REFERENCE:** None

**TIMELINE:** Immediate implementation

**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Andy DeFreece, Tami Williams, Terry Houlton

**SUPERINTENDENT'S APPROVAL:**  -

**BOARD ACTION:**

## **Curriculum, Instruction, and Assessment**

### **Student Production of Services and Materials**

**6270**

Students may produce services and materials in the schools only when such production furthers such student's educational development.

Costs of services and products produced in school shops and laboratories, for non-school use or consumption, shall be borne by the user or consumer.

Policy Approved: June 16, 1975

Revised: October 16, 2000

Reaffirmed: November 5, 2007; [November 4, 2013](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Reaffirm Rule 6270.1—Student Production of Services and Materials

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** Educational Services

**TITLE AND BRIEF DESCRIPTION:** Rule 6270.1—Student Production of Services and Materials

**ACTION DESIRED:** Reaffirm Rule 6270.1—Student Production of Services and Materials

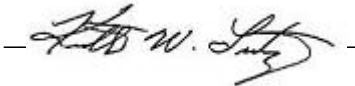
**BACKGROUND:** This policy is being recommended for affirmation as part of the standard cycle of Policy and Rule review.

**RECOMMENDATIONS:** Reaffirm Rule 6270.1—Student Production of Services and Materials

**STRATEGIC PLAN REFERENCE:** None

**TIMELINE:** Immediate implementation

**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Andy DeFreece, Tami Williams, Terry Houlton

**SUPERINTENDENT'S APPROVAL:** 

**BOARD ACTION:**

**Curriculum, Instruction, and Assessment****Student Production of Services and Materials****6270.1**

Teachers will not excuse students from classes for the purpose of acting as monitors, paper graders, clerks, librarians, audio-visual operators, etc., without the consent of the principal.

Students will not be used to run personal errands for teachers on school time.

Rule Approved: June 16, 1975

Revised: October 16, 2000

Reaffirmed: November 5, 2007; [November 4, 2013](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Reaffirm Policy 6340—Communications with Parents

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** Educational Services

**TITLE AND BRIEF DESCRIPTION:** Policy 6340—Communications with Parents

**ACTION DESIRED:** Reaffirm Policy 6340—Communications with Parents

**BACKGROUND:** This policy is being recommended for affirmation as part of the standard cycle of Policy and Rule review.

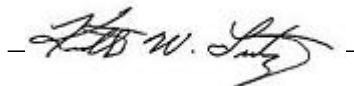
**RECOMMENDATIONS:** Reaffirm Policy 6340—Communications with Parents

**STRATEGIC PLAN REFERENCE:** None

**TIMELINE:** Immediate implementation

**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Andy DeFreece, Tami Williams, Terry Houlton

**SUPERINTENDENT'S APPROVAL:**

 - Mark W. Lutz -

**BOARD ACTION:**

## **Curriculum, Instruction, and Assessment**

### **Communication with Parents**

**6340**

The District recognizes that quality communication between parent and teacher is important to the students' educational development.

Communication between parent and teacher shall be varied and frequent. Methods of communication may include but are not limited to parent-teacher conferences, mail, e-mail, student information system portal, telephone, school visitation by parents and home visitation by teachers.

[Related Policies & Rules: 6340.1](#)

Policy Adopted: February 4, 1974  
Revised: April 24, 2000; March 19, 2007  
[Reaffirmed: November 4, 2013](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Reaffirm Rule 6340.1—Communications with Parents

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** Educational Services

**TITLE AND BRIEF DESCRIPTION:** Rule 6340.1—Communications with Parents

**ACTION DESIRED:** Reaffirm Rule 6340.1—Communications with Parents

**BACKGROUND:** This rule is being recommended for affirmation as part of the standard cycle of Policy and Rule review.

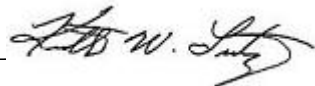
**RECOMMENDATIONS:** Reaffirm Rule 6340.1—Communications with Parents

**STRATEGIC PLAN REFERENCE:** None

**TIMELINE:** Immediate implementation

**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Andy DeFreece,  
Tami Williams, Terry Houlton

**SUPERINTENDENT'S APPROVAL:**

 -

**BOARD ACTION:**



## Curriculum, Instruction and Assessment

### Communication with Parents

**6340.1**

Parent notification about unsatisfactory student work is the responsibility of the teacher. The notification shall reflect the educational growth of the student in relationship to his or her ability and achievement. This responsibility is to be carried out as follows:

1. At regular intervals or the mid-point of each marking period, parents of students doing failing or near-failing work are to be notified in writing by the teacher with notification also given to the counselor or principal.
2. At least two weeks before the end of each marking period if failing or near failing work persists, the teacher should again give written notices to the students' parents concerning the students' unsatisfactory work with this information made available to the counselor or principal.

Related Policies & Rules: 6340

Rule Approved: February 4, 1974  
Revised: April 24, 2000; March 19, 2007  
[Reaffirmed: November 4, 2013](#)

Millard Public Schools  
Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**Meeting Date:** November 4, 2013

**Department** Human Resources

**Action Desired:** Approval

**Background:** Personnel items: (1) RNI (Retirement Notification Incentive

**Options/Alternatives Considered:** N/A

**Recommendations:** Approval

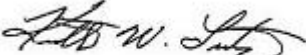
**Strategic Plan**

**Reference:** N/A

**Implications of Adoption/Rejection:** N/A

**Timeline:** N/A

**Responsible Persons:** Jim Sutfin, Ed.D.

**Superintendent's Signature:** \_\_\_\_\_  \_\_\_\_\_

**November 4, 2013**

**Resignation Notification Incentive**

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

1. Dr. Keith Lutz – Superintendent of Millard Public Schools. He is retiring at the end of the 2013-2014 school year.

## AGENDA SUMMARY SHEET

**Agenda Item:** Personnel Report 2013-2014

**Meeting Date:** November 4, 2013

**Department:** Human Resources

**Title and Brief Description:** Human Resource Personnel Report 2013-2014

**Action Desired:** Report Only

**Background:** The annual Personnel Report contains information regarding the District's staffing levels, classroom enrollment averages, teacher preparation, experience and student teacher internships. Report highlights include:

- 67% of our certificated staff hold an advanced degree.
- Certificated staff members have worked for Millard for an average of 11.1 years and an average of 14.5 total years in education.
- We hosted 83 student teachers in Millard during the 2012-2013 school year.
- A historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 1980.
- Information regarding retention percentages of teachers hired over the last five years is included. Our first year staff member retention rate for the 2012-13 school year was 96% (New to profession teachers was 92%)
- Across all job classes, we show an increase of 18.81 FTE's from the previous school year. Since 2010, we show a reduction of 24.71 FTE's for certificated teachers and 40.31 FTE's for all staff. Over this same time period student enrollment has increased by approximately 795 students.
- Information regarding our health insurance fund is included which shows an average enrollment of 2,469 employees taking insurance.
- The information provided is a "snapshot" of information that can change from day-to-day and year-to-year. As a result, staff changes reflect the difference in the "snapshot" from September 2012 to September 2013.

**Recommendations:** Report Only

**Responsible Persons:** Mr. Kevin Chick, Dr. Jim Sutfin, Mr. Chad Meisgeier,  
Ms. Jeanine Beaudin

Superintendent's Signature: \_\_\_\_\_  \_\_\_\_\_



## **Personnel Report**

---

**2013-2014**

## TABLE OF CONTENTS

<b>I. Recruiting Report</b>	<b>1</b>
<b>Recruiting Events</b>	<b>2</b>
<b>Student Teachers 12-13</b>	<b>3-4</b>
<b>Applications by Job Category</b>	<b>5</b>
<b>Recruiting Sources</b>	<b>6</b>
<b>II. Health/Benefits Report</b>	<b>7</b>
<b>Health Rates</b>	<b>8</b>
<b>Silverstone Health Insurance Report</b>	<b>9</b>
<b>Ancillary Benefits Rates</b>	<b>10</b>
<b>Best Care EAP Usage</b>	<b>11</b>
<b>Staff Absences</b>	<b>12</b>
<b>III. Current Staffing Levels</b>	<b>13</b>
<b>Personnel Distribution Overview</b>	<b>14</b>
<b>Administrative Staffing</b>	<b>15</b>
<b>Teacher Staffing</b>	<b>16-17</b>
<b>Nurses Staffing</b>	<b>18</b>
<b>Pro-Tech Salaried</b>	<b>19</b>
<b>Pro-Tech Hourly</b>	<b>20-21</b>
<b>Paraprofessional Staffing</b>	<b>22</b>
<b>Custodial/Maintenance Staffing</b>	<b>23</b>
<b>Food Service Staffing</b>	<b>24</b>
<b>Substitute Staffing</b>	<b>25</b>
<b>Elementary Classroom Size Average</b>	<b>26</b>
<b>Secondary Classroom Size Average</b>	<b>27</b>
<b>IV. Current Staff Demographics</b>	<b>28</b>
<b>Certificated Staff Work Experience by Building</b>	<b>29</b>
<b>Certificated Highest Degree by Building</b>	<b>30</b>
<b>Certificated Staff Gender by Building</b>	<b>31</b>
<b>All Staff Gender by School</b>	<b>32</b>
<b>Certificated Staff Ethnicity by School</b>	<b>33</b>
<b>All Staff Ethnicity by School</b>	<b>34</b>
<b>Certificated Staff Age by School</b>	<b>35</b>
<b>Staff Turnover</b>	<b>36</b>
<b>V. Staff Distribution History</b>	<b>37-42</b>
<b>Certified 5 Year Retention Report</b>	<b>43</b>

# Recruiting Report





## Millard Public Schools Recruiting Report

**2012-13**

Our Human Resources staff attended numerous recruiting events throughout the year. Many of our teaching positions were filled by candidates we met at these events.

August 2012	UNO Student Teacher Panel
September 2012	Millard Public Schools Student Teacher Interview Day
October 2012	UNL Fall Interview Day for Educators
October 2012	Nebraska Wesleyan Education Interview Day
December 2012	Wayne State College Education Interview Day
January 2013	UNO Student Teacher Symposium
February 2013	Millard Public Schools Student Teacher Interview Day
February 2013	Doane College Interview Day
March 2013	Creighton Interview Day
March 2013	Wayne State College Education Interview Day
March 2013	University of Iowa Interview Fair
March 2013	UNO Education Fair
March 2013	Nebraska Wesleyan Education Interview Day
March 2013	University of Northern Iowa Interview Fair
March 2013	UNK Employment Fair
March 2013	UNL Interview Day for Educators

### Student Teacher Placements 2012-13

<b>Total Student Teacher Applications</b>	137
<b>Total Student Teachers Placed</b>	83

#### MIDDLE SCHOOL

<u>Teaching Area</u>	<u>AMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>	<u>BMS</u>	<u>TOTAL</u>
Grade 6							0
Art							0
Business							0
Counseling							0
English	2		1	1			4
World Language			1				1
Health	1						1
Family Con Science							0
Industrial Arts							0
Math		1	1				2
Media							0
Music		1					1
Nurse							0
Physical Education	3						3
Science				1			1
Social Studies		1					1
SPED	1	2	1	1			5
<b>TOTAL</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>19</b>

#### HIGH SCHOOL

<u>Teaching Area</u>	<u>SOUTH</u>	<u>NORTH</u>	<u>WEST</u>	<u>HORIZON</u>	<u>TOTAL</u>
Art					0
Business	1			2	3
Counseling					0
English		1		3	4
ESL					0
World Language				1	1
Health					0
Family Con Science					0
Industrial Tech					0
Math				1	1
Media					0
Music					0
Nurse					0
Physical Education				1	1
Science				1	1
Social Studies		1		3	4
SPED					0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>15</b>

**Student Teacher Placements 2012-13 (continued)**

<b><u>ELEMENTARY</u></b>	<b><u>Pre-K</u></b>	<b><u>K</u></b>	<b><u>1-3</u></b>	<b><u>4.5</u></b>	<b><u>Spec.</u></b>	<b><u>Total</u></b>
Abbott			2	1	3	6
Aldrich		3	2			5
Ackerman			1			1
Black Elk			1	1		2
Bryan					1	1
Cather		1			1	2
Cody	1		2		2	5
Cottonwood			1			1
Disney					1	1
Harvey Oaks			1	1	2	4
Hitchcock						0
Holling Heights					1	1
Ezra Millard		2	1	2		5
Montclair			1			1
Morton						0
Neihardt		1	2	1	2	6
Norris						0
Reagan		2	1			3
Reeder						0
Rockwell		1	2	3	1	7
Rohwer		1	1	1	1	4
Sandoz			1			1
Upchurch						0
Wheeler						0
Willowdale			2	1	2	5
<b>TOTAL</b>	<b>1</b>	<b>11</b>	<b>21</b>	<b>11</b>	<b>17</b>	<b>61</b>
<b><u>TEACHING AREA</u></b>	<b><u>UNO</u></b>	<b><u>UNL</u></b>	<b><u>UNK</u></b>	<b><u>WAYNE</u></b>	<b><u>OTHER</u></b>	<b><u>TOTAL</u></b>
Elementary	20	7	4	1	13	45
Secondary	14	2	0	1	8	25
SPED/Counseling	10	1	1	0	6	18
<b>TOTAL</b>	<b>44</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>27</b>	<b>88</b>

**Applications by Job Category**

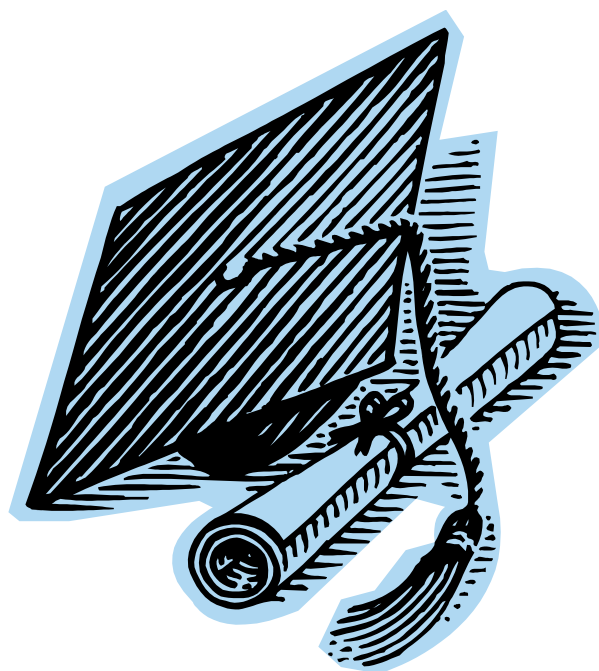
Administrative	196
Building Facilitator	59
District Level Leader	136
Elementary K-5 Teaching Positions	7439
Middle Level Teacher	813
High School Teacher	797
SPED Teacher	334
Resource Teacher	250
Specialists	165
Counselor	74
Speech Pathologist	45
School Psychologist	22
ELL Teacher	17
Substitute Teacher	667
Social Worker	23
Summer School	402
Classified Job	2541
Food Service	1869
Custodial	786
Professional Technical	345
Maintenance	207
Coaching	191
Grounds	34
School Nurse	16
Summer Temp Jobs	87
Transportation	38
<b>Totals:</b>	<b>17553</b>

Actual Number of Applicants: 3,848
------------------------------------

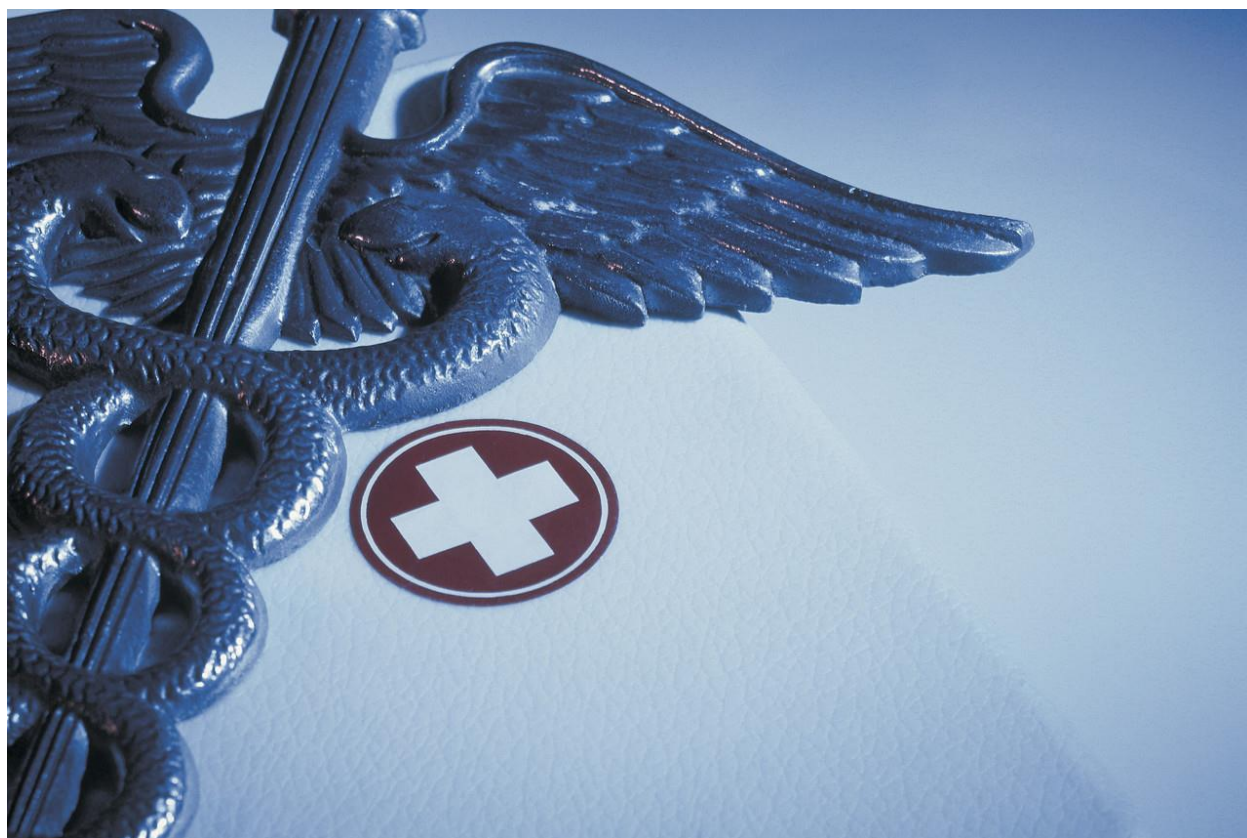


How did candidates learn about our open positions?

Recruiting Sources - General Information - How did you learn about this position?	
District Web Site	76%
Employee Referral	12%
Recruiting Fair *(only certified applicants)	1%
Facebook, Google Search, Newspaper Ad, Twitter, Unanswered	11%



# Health/Benefits Report



## Health Insurance Rates

Benefit	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2012-13
Millard Deductibles	\$250/\$500	\$300/\$600	\$350/\$700	\$350/\$700	\$500/\$1,000	\$600/\$1,200	\$600/\$1,200
EHA - Closest Equivalent EHA Plan Deductibles	\$300/\$600	\$300/\$600	\$350/\$700	\$350/\$700	\$600/\$1,200	\$600/\$1,200	\$750/\$1,500
Millard - Single Premium	\$325.28	\$325.28	\$349.68	\$379.40	\$394.58	\$405.00	\$445.00
EHA - Single Premium	\$390.13	\$448.22	\$479.57	\$496.16	\$431.25	\$484.52	\$514.80
Millard - Employee + Children Premium	\$890.78	\$890.78	\$957.60	\$1,039.00	\$1,080.56	\$1,110.00	\$1,220.00
EHA - Employee + Children Premium	\$1,099.97	\$829.21	\$887.22	\$917.92	\$797.83	\$896.38	\$952.40
Millard Employee + Spouse Premium	\$890.78	\$890.78	\$957.60	\$1,039.00	\$1,080.56	\$1,110.00	\$1,220.00
EHA Employee + Spouse Premium	\$1,099.97	\$941.26	\$1,007.11	\$1,041.96	\$905.63	\$1,017.50	\$1,081.09
Millard Family Premium	\$890.78	\$890.78	\$957.60	\$1,039.00	\$1,080.56	\$1,110.00	\$1,220.00
EHA Family Premium	\$1,099.97	\$1,208.63	\$1,323.63	\$1,399.08	\$1,216.03	\$1,366.24	\$1,451.63
Millard Family Premium *	\$890.78	\$890.78	\$957.60	\$1,039.00	\$1,080.56	\$1,110.00	\$1,220.00
EHA Equivalent Family Premium *	\$1,099.97	\$1,124.77	\$1,224.77	\$1,288.32	\$1,119.76	\$1,258.08	\$1,336.70
Estimated Percentage Savings	19%	22%	23%	20%	4%	13%	10%
<b>Estimated \$ Savings</b>	<b>\$4.1 Mil.</b>	<b>\$5.3 Mil.</b>	<b>\$6.3 Mil.</b>	<b>\$6.1 Mil.</b>	<b>\$1.1 Mil.</b>	<b>\$3.7 Mil.</b>	<b>\$3.0 Mil.</b>

\* - Millard allows only a family premium option while, since 2008-09, the EHA permits a three tier option beyond single coverage (Employee + Spouse, Employee + Children, and Family). The "Equivalent Family Premium" is a blend of these rates to better compare like situations. To arrive at this, we assumed that 22% would be employee + spouse, 7% employee + children, and 71% family.

\*\* - EHA has had several different tiers of deductibles that can be elected for family coverage. For purposes of comparison, deductibles have not always lined up perfectly, so we have matched the closest EHA plan for purposes of comparing rates.

\*\*\* - Plan terms such as deductibles are generally changed on January 1 of each year while rates are generally changed on September 1 of each year.

\*\*\*\* - EHA historical rates are posted on the EHA website. See <http://www.ehaplan.org/content/coverage-rates>. In December of 2011, EHA offered a one month premium holiday on the condition that the local teachers' bargaining unit agreed to the distribution of the savings between the employee and the employer. While it is our understanding that most districts did not receive 100% of this premium holiday, we have nonetheless reduced the EHA premiums by one-twelfth in 2011-12 for purposes of this chart.

**Income vs. Expense Report  
Millard Public Schools**



Premium          EE Only          \$405.00  
Family              \$1,110.00

Month	EE Only	Family	Total Enrollment	Monthly Income	YTD Income	Monthly Administration	Monthly Reinsurance	Total Monthly Net Claims	Total Expenses
Sep-12	854	1,626	2,480	\$ 2,150,730	\$ 2,150,730	\$ 65,472	\$ 70,194	\$ 1,746,019	\$ 1,881,684
Oct-12	851	1,627	2,478	\$ 2,150,625	\$ 4,301,355	\$ 65,419	\$ 70,182	\$ 1,768,657	\$ 1,904,258
Nov-12	847	1,629	2,476	\$ 2,151,225	\$ 6,452,580	\$ 65,366	\$ 70,189	\$ 2,418,190	\$ 2,553,745
Dec-12	843	1,629	2,472	\$ 2,149,605	\$ 8,602,185	\$ 65,261	\$ 70,127	\$ 1,953,391	\$ 2,088,778
Jan-13	828	1,645	2,473	\$ 2,161,290	\$ 10,763,475	\$ 65,287	\$ 70,451	\$ 2,422,989	\$ 2,558,727
Feb-13	828	1,645	2,473	\$ 2,161,290	\$ 12,924,765	\$ 65,287	\$ 70,451	\$ 1,752,482	\$ 1,888,221
Mar-13	828	1,646	2,474	\$ 2,162,400	\$ 15,087,165	\$ 65,314	\$ 70,486	\$ 1,865,597	\$ 2,001,397
Apr-13	821	1,646	2,467	\$ 2,159,565	\$ 17,246,730	\$ 65,129	\$ 70,376	\$ 1,800,439	\$ 1,935,944
May-13	819	1,647	2,466	\$ 2,159,865	\$ 19,406,595	\$ 65,102	\$ 70,380	\$ 2,392,759	\$ 2,528,242
Jun-13	811	1,651	2,462	\$ 2,161,065	\$ 21,567,660	\$ 64,997	\$ 70,395	\$ 2,176,181	\$ 2,311,573
Jul-13	797	1,658	2,455	\$ 2,163,165	\$ 23,730,825	\$ 64,812	\$ 70,420	\$ 2,403,713	\$ 2,538,945
Aug-13	796	1,658	2,454	\$ 2,162,760	\$ 25,893,585	\$ 64,786	\$ 70,405	\$ 2,771,634	\$ 2,906,824
<b>Totals</b>	<b>827</b>	<b>1,642</b>	<b>2,469</b>	<b>\$ 25,893,585</b>	<b>\$ 25,893,585</b>	<b>\$ 782,232</b>	<b>\$ 844,055</b>	<b>\$ 25,472,051</b>	<b>\$ 27,098,338</b>

**Total Income: \$ 25,893,585**

**Minus Total Medical Claims: \$ 25,472,051**

**Minus Fixed Cost: \$ 1,626,287**

**Adjustment for Claims applying to Aggregating Specific: \$ 88,923**

**Surplus or Deficit \$ (1,293,676)**

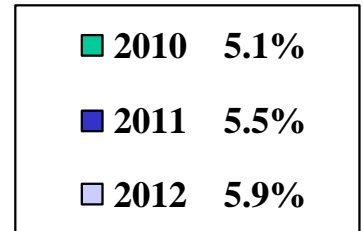
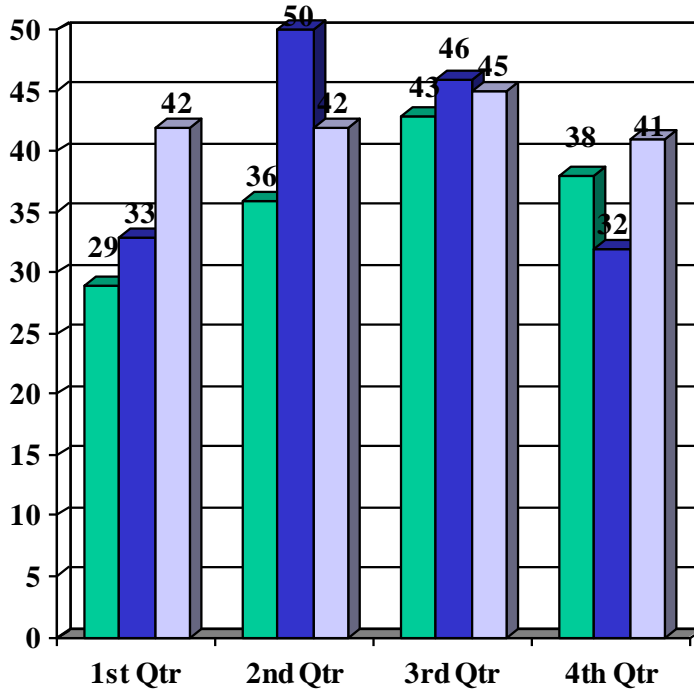




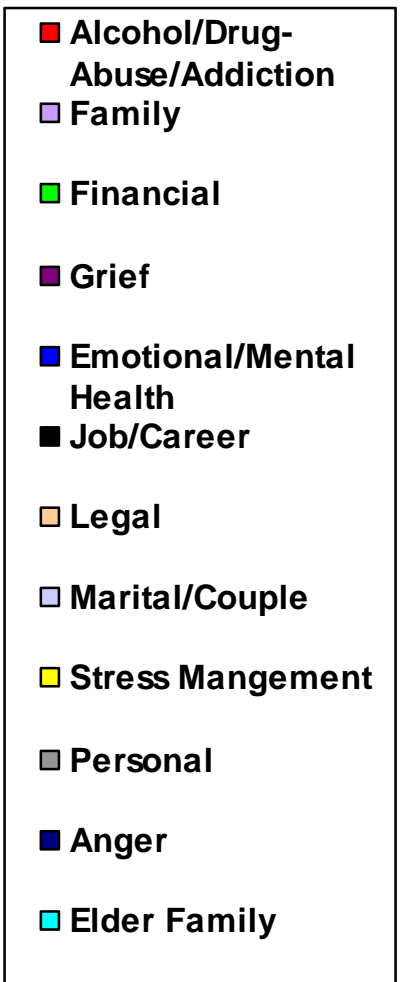
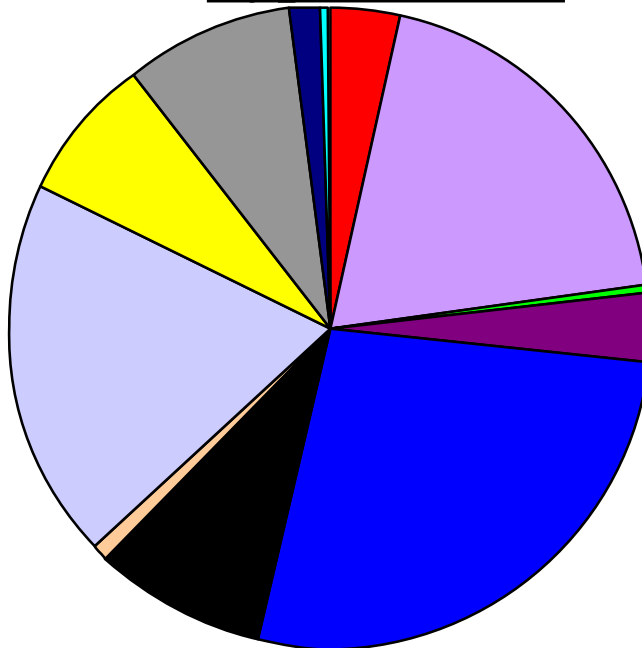
# Millard Public Schools

## August 1, 2012 – July 31, 2013

### EAP Utilization



### Type of Issue



**Days Absent by Reason by Employee Group 2012-13**

<b>Reason</b>	<b>Admin</b>	<b>Teachers</b>	<b>Nurses</b>	<b>ProfTechS</b>	<b>ProfTechH</b>	<b>EdPara</b>	<b>CustMaint</b>	<b>Food Serv</b>
Personal Illness	142.0	5,512.5	21.0	196.5	823.7	1,357.8	1,563.5	568.1
Family Illness	114.0	3,591.5	31.5	140.5	274.8	546.3	196.2	187.4
Business/Emergency	39.5	1,394.0	18.0	44.0	185.5	337.6	218.5	158.3
Personal	-	617.2	4.0	-	-	-	-	-
Bereavement	22.5	375.0	3.0	16.0	67.5	85.0	48.2	51.6
Family Medical Lv	154.0	3,858.4	34.0	200.0	41.1	91.4	200.1	256.3
<b>Total Days</b>	<b>472</b>	<b>15,349</b>	<b>112</b>	<b>597</b>	<b>1,393</b>	<b>2,418</b>	<b>2,226</b>	<b>1,222</b>
<b>Mean Avg Days/Employee</b>	<b>5.49</b>	<b>9.04</b>	<b>7.43</b>	<b>10.79</b>	<b>8.29</b>	<b>7.78</b>	<b>11.87</b>	<b>8.76</b>
<b>% of Scheduled Work</b>	<b>2.5%</b>	<b>4.7%</b>	<b>3.9%</b>	<b>4.9%</b>	<b>3.7%</b>	<b>4.2%</b>	<b>5.3%</b>	<b>4.8%</b>
2011-12	2.3%	4.6%	3.4%	4.2%	3.2%	3.9%	4.8%	4.6%
2010-11	2.3%	4.7%	2.1%	3.7%	3.6%	3.8%	4.1%	4.0%
2009-10	2.3%	4.4%	4.0%	3.2%	3.4%	4.2%	4.3%	3.9%
2008-09	1.9%	4.2%	3.5%	4.3%	3.3%	3.6%	3.5%	4.3%
2007-08	1.7%	4.2%	3.0%	3.6%	3.4%	3.7%	3.8%	4.4%
2006-07	1.3%	4.2%	3.0%	4.7%	3.7%	3.9%	3.7%	3.6%
2005-06	1.9%	4.0%	2.1%	3.8%	3.1%	3.7%	3.7%	3.6%
2004-05	2.0%	4.3%	3.4%	4.6%	3.4%	4.5%	4.0%	4.4%
2003-04	1.8%	4.3%	2.7%	3.7%	3.5%	3.8%	3.9%	4.0%

**Scheduled Absences**

Vacation	759.5	-	-	307.0	982.4	-	2,329.8	4.0
Military	-	14.5	-	-	-	-	-	-
Union	-	21.0	-	-	-	-	-	-
Jury/Election	10.0	81.0	-	1.0	1.0	3.1	8.6	1.4
Professional	261.5	6,282.5	8.5	49.0	-	2.8	-	-
Retirement Seminar	1.0	38.5	-	1.0	8.0	5.4	5.6	2.6
Misc/Administrative	1.0	431.5	5.5	2.0	-	-	-	-
<b>Total Scheduled Days</b>	<b>1,033.0</b>	<b>6,869.0</b>	<b>14.0</b>	<b>360.0</b>	<b>991.4</b>	<b>11.3</b>	<b>2,344.0</b>	<b>8.0</b>

**Teacher Professional Leave Days**

		<b>Avg</b>
2012-13	6,283	3.7
2011-12	6,188	3.6
2010-11	6,165	3.6
2009-10	6,681	3.9
2008-09	5,967	3.6
2007-08	6,009	3.7
2006-07	5,701	3.6
2005-06	5,034	3.3
2004-05	5,012	3.4

# Current Staffing Levels



## Personnel Distribution

### Full-time Equivalency

Employee Class	F.T.E. Change 12-13 to				
	13-14	Staff F.T.E. 13-14	Staff F.T.E. 12-13	Staff F.T.E. 11-12	Staff F.T.E. 10-11
Administrators	1.00	87.00	86.00	87.00	90.00
Teachers	8.59	1706.46	1697.87	1712.45	1731.17
School Nurses	0.00	15.00	15.00	15.00	15.00
Professional Technical Salaried	2.70	58.05	55.35	55.85	56.45
Professional Technical Hourly	1.20	169.28	168.08	172.33	174.40
Educational Paraprofessionals	2.38	313.15	310.77	312.11	308.91
Custodial/Maintenance	3.06	190.69	187.63	197.19	200.69
Food Service	-0.12	139.39	139.51	143.65	142.71
<b>Totals</b>	<b>18.81</b>	<b>2679.02</b>	<b>2660.21</b>	<b>2695.58</b>	<b>2719.33</b>

### Employee Count

Employee Class	Count Change 12-13 to				
	13-14	Staff Count 13-14	Staff Count 12-13	Staff Count 11-12	Staff Count 10-11
Administrators	1.00	87	86	87	90
Teachers	8.00	1741	1733	1745	1764
School Nurses	0.00	15	15	15	15
Professional Technical Salaried	2.00	61	59	59	60
Professional Technical Hourly	0.00	181	181	187	187
Educational Paraprofessionals	-5.00	420	425	422	425
Custodial/Maintenance	5.00	194	189	202	209
Food Service	1.00	173	172	177	178
<b>Totals</b>	<b>12.00</b>	<b>2872</b>	<b>2860</b>	<b>2894</b>	<b>2928</b>

## Staffing Admin Positions

Class	Current Job Class Title	FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A070	ASST SUPT HUMAN RESOURCES	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A205	DIR ASSMENT,RESEARCH,EVAL	1.00
A210	DIR PERSONNEL	1.00
A220	DIR ADMIN AFFAIRS	1.00
A234	COORDINATOR COMMUNICATION	1.00
A240	DIR STUDENT SERVICES	1.00
A250	DIR STAFF DEVELOPMENT	1.00
A260	DIR ELEM & EARLY CHILD ED	1.00
A270	DIR SECONDARY ED	1.00
A280	DIR SPED	1.00
A300	DIRECTOR OF ACTIVITIES	1.00
A310	COORD OF CAREER & TECH ED	1.00
A330	COORD SPECIAL PROJECTS	1.00
A340	COORD K-5 SPED PROG	1.00
A350	COORD 6-12 SPED PROG	1.00
A354	COORD SPED RELSRV&YNGADLT	1.00
A360	COORD PRE-SCHOOL SPED	1.00
A365	COOR ELL-POV-FED/STATE PR	1.00
A401	ELEM PRINCIPAL	25.00
A402	MDL SCH PRINCIPAL	6.00
A403	HS PRINCIPAL	3.00
A421	ELEM ASST PRINCIPAL	1.00
A422	MDL SCH ASST PRINCIPAL	12.00
A423	HS ASST PRINCIPAL	12.00
A443	HS ACTIVITY DIRECTOR	3.00
A463	HORIZON HS PRINCIPAL	1.00
A473	HORIZON ASST PRINCIPAL	1.00
<b>Overall - Total</b>		<b>87.00</b>

## Staffing Teacher Positions

Class	Current Job Class Title	FTE
C001	NSI ADMINISTRATOR INTERN	1.00
C011	MONTESSORI PRESCHOOL TCHR	3.00
C081	MONTESSORI PRE/KDG TCHR	3.00
C091	KINDERGARTEN TEACHER	75.00
C101	MONTESSORI 1-3 TEACHER	9.00
C111	GRADE 1 TEACHER	73.00
C121	GRADE 2 TEACHER	75.00
C131	GRADE 3 TEACHER	75.00
C141	GRADE 4 TEACHER	78.00
C151	GRADE 5 TEACHER	74.00
C162	GRADE 6 TEACHER	72.50
C223	CERTIFIED NURSING ASST	0.50
C301	CORE TEACHER	13.00
C311	MONTESSORI 4/5 TEACHER	6.00
C312	MONTESSORI TEACHER	4.00
C321	ART TEACHER	1.50
C322	ART TEACHER	9.00
C323	ART TEACHER	13.50
C333	BUSINESS TEACHER	23.66
C352	LANGUAGE ARTS TEACHER	32.60
C353	LANGUAGE ARTS TEACHER	71.00
C362	READING TEACHER	12.00
C363	READING TEACHER	2.00
C381	WORLD LANGUAGE TEACHER	1.00
C382	WORLD LANGUAGE TEACHER	29.15
C383	WORLD LANGUAGE TEACHER	37.65
C412	FAMILY CONSUMER SCI TCHR	9.50
C413	FAMILY CONSUMER SCI TCHR	17.50
C432	INDUSTRIAL TECH TEACHER	7.00
C433	INDUSTRIAL TECH TEACHER	17.00
C452	COMPUTER TEACHER	7.00
C453	COMPUTER TEACHER	0.67
C461	MATH INTERVENTIONIST	2.00
C462	MATH TEACHER	31.40
C463	MATH TEACHER	58.83
C472	SCIENCE TEACHER	30.40
C473	SCIENCE TEACHER	54.00
C492	SOCIAL STUDIES TEACHER	28.60
C493	SOCIAL STUDIES TEACHER	56.48
C503	ACADEMY LEAD TEACHER	1.00
C531	VOCAL MUSIC TEACHER	26.10
C532	VOCAL MUSIC TEACHER	8.50
C533	VOCAL MUSIC TEACHER	4.00
C54I	INSTR MUSIC TEACHER	14.00
C55I	ORCHESTRA TEACHER	11.75
C572	HEALTH TEACHER	5.00
C591	PHYSICAL ED TEACHER	26.80
C592	PHYSICAL ED TEACHER	13.50
C593	PHYSICAL ED TEACHER	21.13
C611	ELEM COUNSELOR	13.20

C612	MDL SCH COUNSELOR	17.00
C613	HIGH SCH COUNSELOR	20.00
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST	24.60
C622	MEDIA SPECIALIST	6.00
C623	MEDIA SPECIALIST	4.00
C631	READ TEACHER	27.60
C641	EARLY LIT INT (ELI) TCHR	3.00
C652	LEARNING CTR TEACHER	3.00
C66I	ELL TEACHER	13.00
C670	TITLE 1 PRESCHOOL TCHR	9.00
C671	TITLE 1 TEACHER	7.00
C682	HIGH ABILITY LRNER TCH	3.50
C710	MEP TECH FACILITATOR	4.00
C711	TECHNOLOGY LEADER	0.50
C721	INSTR FACILITATOR	7.85
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	4.00
C743	MEP FACILITATOR	9.00
C751	CADRE ASSOCIATE	4.00
C770	MEA PRESIDENT	1.00
C771	ADMINISTRATIVE INTERN	9.50
C79I	INTERVENTIONIST	3.50
C811	SPED PROGRAM FACILITATOR	5.00
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	45.00
C832	SPED RESOURCE TEACHER	31.00
C833	SPED RESOURCE TEACHER	30.50
C851	SPED MH TEACHER	17.00
C852	SPED MH TEACHER	7.00
C853	SPED MH TEACHER	14.00
C861	SPED BD TEACHER	3.00
C862	SPED BD TEACHER	3.00
C873	SPED VOC SPEC NEEDS TCHR	2.00
C883	SPED MLC TEACHER	2.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	60.50
C913	SPED VISION IMPAIRED TCHR	3.00
C922	SPED BEHAVIOR SPECIALIST	1.00
C931	SPED INFANT TEACHER	3.00
C941	SPED PRESCHOOL TEACHER	13.00
C952	SPED HOMEBOUND TCHR MS	1.00
C961	EARLY CHLDHD LITERACY TCH	2.00
C97I	SCHOOL PSYCHOLOGIST	18.00
<b>Overall - Total</b>		<b>1706.46</b>



### Staffing Nurse Positions

Class	Current Job Class Title	FTE
E100	NURSE DEPT. HEAD	0.40
E20I	SCHOOL NURSE	14.60
<b>Overall - Total</b>		<b>15.00</b>

## Staffing Professional Technical Salary Positions

Class	Current Job Class Title	FTE
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	2.00
G310	GRANT/VOLUNTEER COORD	1.00
G315	TEAMMATES COORDINATOR	1.00
G333	COMMUNITY COUNSELOR	6.55
G341	SCHOOL SOCIAL WORKER	1.00
G342	SCHOOL SOCIAL WORKER	3.00
G343	SCHOOL SOCIAL WORKER	2.00
G351	OCCUPATIONAL/PHYSICAL TPY	5.60
G353	OCCUPATIONAL/PHYSICAL TPY	4.90
G401	SYSTEMS ANALYST	1.00
G421	NETWORK SUPPORT SPEC	4.00
G431	TECHNOLOGY FACILITATOR 1A	9.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G473	TECHNOLOGY SPECIALIST	2.00
G500	ACCOUNTING MANAGER	1.00
G520	DISTRICT ACCOUNTANT	2.00
G550	DATABASE WAREHOUSE SPEC	1.00
G600	GENERAL MANAGER SSC	1.00
G610	WAREHOUSE MANAGER	1.00
G620	PURCHASING AGENT	1.00
G630	TRANSPORTATION MANAGER	1.00
G640	PROJECT MANAGER	1.00
G810	FOOD SERVICE SUPERVISOR	1.00
<b>Overall - Total</b>		<b>58.05</b>

## Staffing Professional Technical Hourly Positions

Class	Current Job Class Title	FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J020	ADMIN AFFAIRS SECRETARY	0.50
J030	COMMUNICATIONS SPECIALIST	1.00
J040	ACTIVITIES/AD-HR SECRETRY	1.00
J110	HR SPECIALIST CERT STAFF	1.00
J120	HR SPEC CLASSIFIED STAFF	2.00
J130	EMPLOYEE RELATIONS SPEC	1.00
J140	HR RECORDS SPECIALIST	1.00
J150	RECEPTIONIST	1.00
J160	HR SPEC SUB TEACHERS	1.00
J180	ASSESS/RESEARCH/EVAL SEC	1.00
J240	SECRETARY DIR PUPIL SERV	1.00
J250	SCHOOL PSYC SECRETARY	1.00
J260	PUPIL SERVICES SECRETARY	3.00
J270	STAFF DEV PROG SECRETARY	0.50
J300	EXEC SEC ASSOC SUPT EDSRV	1.00
J310	SECRETARY TO DIR STAFFDEV	1.00
J320	SECRETARY TO DIR ELED	1.00
J330	TITLE I/ECE SECRETARY	1.00
J340	ED SERV PROG SECRETARY	1.00
J34B	BILINGUAL FAM-SCH LIAISON	2.00
J350	SECRETARY TO DIR SECED	1.00
J360	SECRETARY TO DIR SPED	1.00
J370	SPED SECRETARY I	1.50
J380	SPED PRE-SCH SECRETARY I	1.00
J400	SCTRY-ASST SUPT TECHNOLOGY	1.00
J410	TECH HELP DESK SPECIALIST	1.00
J500	EXEC SEC ASSOC SUPT GENAD	1.00
J510	ACCOUNTING SPECIALIST	1.00
J520	PAYROLL SPECIALIST	2.00
J540	ACCTS PAYABLE ASSISTANT	2.00
J560	DUPLICATION CLERK	0.50
J600	SUPPORT SERV SECRETARY II	1.00
J610	MAINTENANCE SECRETARY	3.50
J620	WAREHOUSE/MEDIA SECRETARY	3.00
J630	CATALOGER 12MO	1.00
J713	HS SECURITY GUARD	12.13
J723	HS OUTSIDE SECURITY GUARD	2.50
J800	FOOD SERV BOOKKEEPER/SEC	1.50
J830	SPED VAN DRIVER	5.38
J835	LC VAN DRIVER	2.38
J840	SPED PRESCHOOL VAN DRIVER	13.75
J850	TRANSPORTATION SECRETARY	1.00
J860	SPED VAN DRIVER/JOB COACH	4.00
J902	SECRETARY 12MO MDL SCH	7.00
J903	SECRETARY 12 MO HIGH SCH	7.00
J913	HS ACCOUNTING CLERK	3.50
J921	ELEM SECRETARY 10 MO	25.00
J922	MDL SCH SECRETARY 10 MO	13.00
J923	HS SECRETARY 10 MO	22.00

J933	HS SWIM SUPERVISOR	0.15
J943	HS ACCOMPANIST	2.00
J982	TAP INTERN	1.50
<b>Overall - Total</b>		<b>169.28</b>

## Staffing Para Ed

Class	Current Job Class Title	FTE
K111	PRESCH MONTESSORI ED PARA	7.10
K201	INSTRUCTIONAL PARA	25.89
K202	INSTRUCTIONAL PARA	4.09
K203	INSTRUCTIONAL PARA	1.69
K211	ELI ED PARA	4.16
K221	MONTESSORI ED PARA	0.50
K241	RETEACHING PARA	4.77
K242	RETEACHING PARA	1.00
K243	RETEACHING PARA HS	1.90
K261	MEDIA PARA	19.42
K262	MEDIA PARA	5.47
K263	MEDIA PARA	4.91
K301	PRESCHOOL SPED PARA	17.38
K311	RESOURCE SPED PARA-E	29.69
K312	RESOURCE SPED PARA-M	23.88
K313	RESOURCE SPED PARA-H	13.81
K31S	RESOURCE WITH STIPEND	0.68
K341	BD SPED PARA	6.72
K342	BD SPED PARA	8.58
K343	BD SPED PARA	0.81
K351	ACP SPED ELEM PARA	25.94
K352	ACP SPED MS PARA	10.34
K353	ACP SPED HS PARA	14.87
K361	VI SPED ED PARA	0.91
K373	YOUNG ADULT PARA	7.31
K400	TITLE 1 PRESCHOOL PARA	11.74
K411	ELL PARA	0.76
K601	HEALTH ROOM PARA	19.19
K602	HEALTH ROOM PARA	4.69
K603	HEALTH ROOM PARA	2.31
K621	OFFICE PARA	0.53
K622	OFFICE PARA	4.09
K623	OFFICE PARA	1.29
K641	WORKROOM PARA	11.94
K642	WORKROOM PARA	2.71
K643	WORKROOM PARA	0.41
K661	FOOD SERVICE PARA	11.38
K701	STUDY CENTER GRANT	0.29
<b>Overall - Total</b>		<b>313.15</b>

## Staffing Custodial / Maintenance Positions

Class	Current Job Class Title	FTE
M010	CUSTODIAN SPEC PROJECTS	1.00
M023	CUSTODIAN I DEPT HEAD HS	2.00
M031	DAY CUSTODIAN II	27.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	6.00
M043	DAY CUSTODIAN I HS	7.00
M050	NIGHT CUSTODIAN I	2.00
M051	NIGHT CUSTODIAN I ELEM	25.00
M052	NIGHT CUSTODIAN I MS	17.00
M053	NIGHT CUSTODIAN I HS	20.00
M071	CUSTODIAN 10-MONTH ELEM	10.56
M072	CUSTODIAN 10-MONTH MS	4.00
M073	CUSTODIAN 10-MONTH HS	12.00
M080	PT CUSTODIAN 12-MO	0.50
M090	PT DELIVERY DRIVER	0.63
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	1.00
M130	GENERAL LABORER	4.00
M310	DISTRICT GROUNDS LEADER	6.00
M320	DIST GROUNDS ASSISTANT	5.00
M330	GROUNDS ASST 10-MONTH SSC	3.00
M420	SMALL ENGINE REPAIR TECH	1.00
M510	CHIEF ENGINEER	1.00
M520	MECHANICAL TECHNICIAN	4.00
M530	ELECTRICIAN	1.00
M543	SR HI DAY ENGINEER	3.00
M553	SR HI NIGHT ENGINEER	3.00
M560	PREV MAINTENANCE ENGINEER	3.00
M570	PM TECH 1	1.00
M572	MS DAY ENGINEER/CUST III	5.00
M582	CMS DAY ENGINEER/CUST IV	1.00
M592	CUSTODIAN ENGINEER	1.00
M600	CARPENTER	7.00
M700	PAINTER 1	1.00
M701	PAINTER 2	1.00
<b>Overall - Total</b>		<b>190.69</b>

**Staffing Food Service Positions**

Class	Current Job Class Title	FTE
P090	FS FOUNDATION LEAD	1.00
P101	FS ELM PRODUCTION MANAGER	25.00
P102	FS MS PRODUCTION MANAGER	6.00
P103	FS HS PRODUCTION MANAGER	4.00
P201	FS ELM HELPER	25.50
P202	FS MS HELPER	32.16
P203	FS HS HELPER	37.26
P302	FS MS PRODUCTION LEAD	5.47
P313	FS C-STORE MANAGER	3.00
<b>Overall - Total</b>		<b>139.39</b>

**Staffing Substitute Dept**

Department	Department Title	Employee Number
SUB CUST	SUB CUSTODIAN	33
SUB HRLY	SUBSTITUTES HOURLY	146
SUB TCH	SUBSTITUTE TEACHER	513
<b>Overall - Total</b>		<b>692</b>



## Elementary Regular Classroom Average

School	Sections	Students	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06
Abbott	20	436	21.8	22.3	21.7	21.6	21.4	21.8	21.4	22.3	22.0
Ackerman	21	463	22.0	22.0	22.1	20.1	20.6	22.1	23.0	22.8	23.7
Aldrich	20	468	23.4	22.4	23.2	22.3	21.8	21.3	21.1	19.8	22.2
Black Elk	21	444	21.1	23.0	22.5	21.9	22.5	22.6	23.1	22.6	21.4
Bryan	18	375	20.8	20.4	20.2	20.2	19.9	19.9	20.4	20.0	19.8
Cather	19	434	22.8	21.7	20.4	19.9	20.7	23.1	21.8	21.7	21.7
Cody	13	211	16.2	14.1	14.9	15.1	15.5	17.3	16.3	16.4	15.8
Cottonwood	15	307	20.5	20.4	21.8	19.1	19.6	20.1	20.6	20.2	22.1
Disney	15	263	17.5	19.0	19.2	17.3	16.6	19.2	18.8	18.0	20.9
Ezra Millard	21	403	19.2	20.2	18.9	19.4	19.2	20.4	21.1	21.7	22.7
Harvey Oaks	12	266	22.2	22.4	21.2	20.2	19.6	21.5	21.2	21.8	21.4
Hitchcock	14	240	17.1	15.9	17.1	14.8	15.1	15.9	17.5	17.8	19.2
Holling Heights	20	391	19.6	19.9	18.1	18.9	20.4	21.2	21.5	20.9	20.8
Montclair	25	524	21.0	20.3	20.7	20.9	20.8	21.2	21.0	23.1	21.8
Morton	17	314	18.5	18.5	17.6	18.1	17.9	19.5	20.7	21.4	21.0
Neihardt	24	524	21.8	21.8	22.9	21.6	20.6	21.0	21.0	21.8	22.3
Norris	19	365	19.2	18.8	18.3	19.3	18.7	19.0	19.1	20.6	19.7
Reagan	32	717	22.4	23.4	21.7	20.6	20.9	20.5	-	-	-
Reeder	29	591	20.4	21.2	20.4	20.4	21.0	17.9	21.8	20.4	-
Rockwell	17	304	17.9	16.5	18.4	18.7	18.6	18.4	19.8	20.1	20.3
Rohwer	21	434	20.7	20.8	21.1	19.3	19.5	21.4	22.0	21.1	21.8
Sandoz	17	315	18.5	19.8	18.1	19.1	19.3	18.2	19.1	18.9	20.4
Upchurch	29	654	22.6	22.8	21.6	21.5	20.5	-	-	-	-
Wheeler	27	543	20.1	21.5	20.0	19.3	19.8	20.8	21.7	20.9	21.1
Willowdale	18	385	21.4	21.1	21.1	21.4	21.9	22.1	23.4	23.6	22.1
<b>Average</b>	<b>504</b>	<b>10371</b>	20.6	20.7	20.3	19.9	20.5	21.1	21.0	21.3	21.2

\*Based upon MPS Enrollment Counts 9/20/2013

### Secondary Classroom Averages by Subject Area

**2012-2013**

	<u>North</u>	<u>South</u>	<u>West</u>	<u>AMS</u>	<u>BMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>
Grade 6				27.2	26.5	24.6	26.1	27.1	24.2
Art	16.2	19.9	22.1	26.8	18.7	20.9	25.1	14.9	20.8
Family Consumer Science	24.5	22.9	24.3	23.6	18.1	21.2	21.7	20.4	20.8
Industrial Technology	17.9	17.4	19.0	24.9	31.1	20.8	25.7	20.4	29.1
P.E.	25.7	21.7	28.1	29.3	30.4	33.6	38.8	21.2	24.3
Health/KnowYrslf				23.9	29.9	21.5	25.9	21.7	24.3
Business	20.4	21.9	20.7		25.7	18.9		22.0	0.0
Vocal Music	32.3	61.6	55.0	36.8	36.3	46.0	30.4	21.8	29.1
Instr. Music	37.4	25.4	33.8	31.3	38.5	35.5	18.1	36.1	34.3
Reading				23.1	23.5	28.4	23.9	23.3	24.3
Computers	13.5	17.8	18.0	26.2	16.8	20.1	25.2	21.6	24.3
Math	22.6	20.5	21.9	22.9	22.5	26.8	23.3	23.1	22.4
English	23.0	22.0	20.6	25.0	22.5	26.8	24.5	20.9	22.4
Science	20.9	19.8	23.5	24.7	22.5	26.8	25.2	23.8	22.4
Social Studies	24.3	23.2	25.2	25.5	22.6	26.3	25.2	23.8	22.4
World Language	21.7	20.8	21.9	24.7	27.6	21.5	21.7	20.7	30.1
Montessori Mini Magnet						20.0			

Middle Level Average Class Size: 25.5

High School Average Class Size: 24.3

Total Secondary Average Class Size: 24.9

**2013-2014**

	<u>North</u>	<u>South</u>	<u>West</u>	<u>AMS</u>	<u>BMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>
Grade 6				23.8	25.6	24.1	23.9	25.3	23.6
Art	17.0	21.3	22.9	27.3	20.0	20.8	24.9	16.6	20.5
Family Consumer Science	24.6	22.9	24.1	23.9	20.9	20.8	18.7	22.7	20.5
Industrial Technology	17.5	17.6	19.7	25.4	33.8	20.7	24.8	23.3	28.7
P.E.	25.7	22.1	28.6	36.5	32.0	36.7	38.0	22.9	23.9
Health/KnowYrslf				25.7	31.5	21.4	25.4	23.2	23.9
Business	22.2	21.5	22.5			19.4		23.5	
Vocal Music	37.8	64.4	55.1	34.8	28.9	39.0	30.1	23.2	28.7
Instr. Music	44.7	31.8	37.3	31.5	41.7	36.7	22.3	33.7	33.8
Reading				23.0	25.7	23.2	24.2	24.3	24.1
Computers	15.0	11.6	17.5	26.7	18.7	21.1	25.4	23.1	23.9
Math	22.5	21.2	23.3	20.4	24.7	24.0	24.0	22.7	22.1
English	23.2	21.0	22.0	23.2	24.7	24.0	25.4	24.8	22.1
Science	22.9	22.3	23.6	23.0	24.7	24.0	24.0	25.5	22.1
Social Studies	23.6	22.4	26.2	24.3	24.7	23.6	25.4	24.7	22.1
World Language	22.2	21.5	20.9	20.4	28.0	20.1	20.5	22.0	29.7
Montessori Mini Magnet						20.3			

Middle Level Average Class Size: 25.2

High School Average Class Size: 25.2

Total Secondary Average Class Size: 25.2

# Current Staff Demographics



## Certificated Staff Educ Work Experience by School

Base Location Building Name	Years in Total	Years in District
ABBOTT ELEMENTARY	16.3	13.8
ACKERMAN ELEMENTARY	17.1	13.9
ALDRICH ELEMENTARY	14.8	9.8
ANDERSEN MIDDLE SCHOOL	14.9	11.5
BEADLE MIDDLE SCHOOL	13.2	8.8
BLACK ELK ELEMENTARY	16.4	12.9
BRYAN ELEMENTARY	13.5	10.8
CATHER ELEMENTARY	14.2	10.1
CENTRAL MIDDLE SCHOOL	14.0	11.0
CODY ELEMENTARY	15.4	13.1
COTTONWOOD ELEMENTARY	13.2	9.5
CSMI-TECH/PSYC/MEP	21.0	16.0
DISNEY ELEMENTARY	12.9	9.5
DON STROH ADMIN CTR	23.1	16.4
EZRA MILLARD ELEMENTARY	12.0	10.1
HARVEY OAKS ELEMENTARY	16.9	12.2
HITCHCOCK ELEMENTARY	9.1	6.6
HOLLINGHEIGHTS ELEMENTARY	11.0	8.3
KIEWIT MIDDLE SCHOOL	14.9	11.2
MID SCH ALT PROG-CMS ANX	8.0	8.0
MISC LOCATION	15.0	15.0
MLC / HORIZON HIGH SCHOOL	14.3	7.9
MONTCLAIR ELEMENTARY	15.2	11.1
MORTON ELEMENTARY	16.2	12.4
NEIHARDT ELEMENTARY	9.0	7.1
NORRIS ELEMENTARY	13.9	8.1
NORTH HIGH SCHOOL	14.4	11.1
NORTH MIDDLE SCHOOL	13.2	9.6
REAGAN ELEMENTARY	9.0	7.9
REEDER ELEMENTARY	11.7	8.4
ROCKWELL ELEMENTARY	15.7	11.6
ROHWER ELEMENTARY	16.4	12.9
RON WITT SSC	16.8	12.9
RUSSELL MIDDLE SCHOOL	12.2	9.7
SANDOZ ELEMENTARY	14.7	11.2
SOUTH HIGH SCHOOL	14.0	10.8
SUPPORT SERVICES CTR	28.6	23.6
UPCHURCH ELEMENTARY	10.0	6.7
WEST HIGH SCHOOL	15.1	11.4
WHEELER ELEMENTARY	15.7	12.4
WILLOWDALE ELEMENTARY	16.2	13.1
YOUNG ADULT PRG-CMS ANNEX	8.4	7.7
<b>Overall - Average</b>	<b>14.5</b>	<b>11.1</b>

## Certificated Staff Highest Degree by Building

Base Location Building Name	RN	BSN	BA	MA	DR	EDS	Total
ABBOTT ELEMENTARY	0	0	11	17	1	0	29
ACKERMAN ELEMENTARY	1	0	12	20	0	0	33
ALDRICH ELEMENTARY	0	0	9	18	1	0	28
ANDERSEN MIDDLE SCHOOL	0	1	19	48	0	1	69
BEADLE MIDDLE SCHOOL	1	0	31	50	1	0	83
BLACK ELK ELEMENTARY	0	0	9	22	0	0	31
BRYAN ELEMENTARY	0	1	8	23	1	0	33
CATHER ELEMENTARY	0	0	11	17	1	0	29
CENTRAL MIDDLE SCHOOL	0	1	25	39	2	0	67
CODY ELEMENTARY	0	0	18	15	0	0	33
COTTONWOOD ELEMENTARY	0	0	13	10	0	0	23
CSMI-TECH/PSYC/MEP	0	0	0	1	1	0	2
DISNEY ELEMENTARY	0	0	12	17	0	0	29
DON STROH ADMIN CTR	0	0	1	9	10	3	23
EZRA MILLARD ELEMENTARY	0	0	7	24	0	0	31
HARVEY OAKS ELEMENTARY	0	0	6	19	1	0	26
HITCHCOCK ELEMENTARY	0	0	12	13	1	0	26
HOLLINGHEIGHTS ELEMENTARY	0	0	18	18	0	0	36
KIEWIT MIDDLE SCHOOL	0	0	22	44	2	0	68
MID SCH ALT PROG-CMS ANX	0	0	0	3	0	0	3
MISC LOCATION	0	0	0	1	0	0	1
MLC / HORIZON HIGH SCHOOL	1	0	6	19	0	0	26
MONTCLAIR ELEMENTARY	1	0	13	30	0	0	44
MORTON ELEMENTARY	0	0	15	12	0	1	28
NEIHARDT ELEMENTARY	0	0	17	21	0	0	38
NORRIS ELEMENTARY	0	0	10	22	0	0	32
NORTH HIGH SCHOOL	1	0	64	98	2	0	165
NORTH MIDDLE SCHOOL	0	1	18	45	0	0	64
REAGAN ELEMENTARY	0	0	22	22	0	0	44
REEDER ELEMENTARY	0	0	15	27	0	0	42
ROCKWELL ELEMENTARY	0	0	8	30	0	0	38
ROHWER ELEMENTARY	1	0	5	26	0	0	32
RON WITT SSC	0	0	1	26	1	20	48
RUSSELL MIDDLE SCHOOL	1	1	25	41	0	0	68
SANDOZ ELEMENTARY	0	0	12	26	1	0	39
SOUTH HIGH SCHOOL	1	0	39	107	2	0	149
SUPPORT SERVICES CTR	0	0	0	1	0	0	1
UPCHURCH ELEMENTARY	0	0	14	24	1	0	39
WEST HIGH SCHOOL	0	0	39	118	3	0	160
WHEELER ELEMENTARY	0	0	15	30	0	0	45
WILLOWDALE ELEMENTARY	0	0	7	24	0	0	31
YOUNG ADULT PRG-CMS ANNEX	1	0	2	4	0	0	7
<b>Overall - Total</b>	<b>9</b>	<b>5</b>	<b>591</b>	<b>1181</b>	<b>32</b>	<b>25</b>	<b>1843</b>

## Certificated Staff Gender by School

Base Location Building Name	Total	F	M
ABBOTT ELEMENTARY	29	24	5
ACKERMAN ELEMENTARY	33	26	7
ALDRICH ELEMENTARY	28	25	3
ANDERSEN MIDDLE SCHOOL	69	48	21
BEADLE MIDDLE SCHOOL	83	68	15
BLACK ELK ELEMENTARY	31	29	2
BRYAN ELEMENTARY	33	29	4
CATHER ELEMENTARY	29	27	2
CENTRAL MIDDLE SCHOOL	67	48	19
CODY ELEMENTARY	33	30	3
COTTONWOOD ELEMENTARY	23	22	1
CSMI-TECH/PSYC/MEP	2	1	1
DISNEY ELEMENTARY	29	26	3
DON STROH ADMIN CTR	23	10	13
EZRA MILLARD ELEMENTARY	31	29	2
HARVEY OAKS ELEMENTARY	26	25	1
HITCHCOCK ELEMENTARY	26	23	3
HOLLINGHEIGHTS ELEMENTARY	36	32	4
KIEWIT MIDDLE SCHOOL	69	43	26
MID SCH ALT PROG-CMS ANX	3	1	2
MISC LOCATION	1	0	1
MLC / HORIZON HIGH SCHOOL	26	16	10
MONTCLAIR ELEMENTARY	44	42	2
MORTON ELEMENTARY	28	27	1
NEIHARDT ELEMENTARY	38	31	7
NORRIS ELEMENTARY	32	29	3
NORTH HIGH SCHOOL	165	83	82
NORTH MIDDLE SCHOOL	64	43	21
REAGAN ELEMENTARY	44	34	10
REEDER ELEMENTARY	42	38	4
ROCKWELL ELEMENTARY	38	37	1
ROHWER ELEMENTARY	32	30	2
RON WITT SSC	47	42	5
RUSSELL MIDDLE SCHOOL	68	52	16
SANDOZ ELEMENTARY	39	38	1
SOUTH HIGH SCHOOL	149	88	61
SUPPORT SERVICES CTR	1	1	0
UPCHURCH ELEMENTARY	39	33	6
WEST HIGH SCHOOL	160	95	65
WHEELER ELEMENTARY	45	42	3
WILLOWDALE ELEMENTARY	31	29	2
YOUNG ADULT PRG-CMS ANNEX	7	5	2
<b>Overall - Total</b>	<b>1843</b>	<b>1401</b>	<b>442</b>

## All Staff Gender by School

Base Location Building Name	Total	F	M
ABBOTT ELEMENTARY	41	34	7
ACKERMAN ELEMENTARY	49	38	11
ALDRICH ELEMENTARY	41	37	4
ANDERSEN MIDDLE SCHOOL	101	75	26
BEADLE MIDDLE SCHOOL	115	94	21
BLACK ELK ELEMENTARY	45	41	4
BRYAN ELEMENTARY	45	39	6
CATHER ELEMENTARY	41	36	5
CENTRAL MIDDLE SCHOOL	105	81	24
CODY ELEMENTARY	59	54	5
COTTONWOOD ELEMENTARY	34	31	3
CSMI-TECH/PSYC/MEP	2	1	1
DISNEY ELEMENTARY	46	40	6
DON STROH ADMIN CTR	67	48	19
EZRA MILLARD ELEMENTARY	46	42	4
HARVEY OAKS ELEMENTARY	38	36	2
HITCHCOCK ELEMENTARY	46	41	5
HOLLINGHEIGHTS ELEMENTARY	54	47	7
KIEWIT MIDDLE SCHOOL	99	68	31
MID SCH ALT PROG-CMS ANX	6	4	2
MISC LOCATION	2	1	1
MLC / HORIZON HIGH SCHOOL	35	21	14
MONTCLAIR ELEMENTARY	74	70	4
MORTON ELEMENTARY	43	41	2
NEIHARDT ELEMENTARY	56	47	9
NORRIS ELEMENTARY	47	43	4
NORTH HIGH SCHOOL	229	126	103
NORTH MIDDLE SCHOOL	92	65	27
REAGAN ELEMENTARY	62	50	12
REEDER ELEMENTARY	64	58	6
ROCKWELL ELEMENTARY	73	69	4
ROHWER ELEMENTARY	53	49	4
RON WITT SSC	79	55	24
RUSSELL MIDDLE SCHOOL	99	79	20
SANDOZ ELEMENTARY	56	53	3
SOUTH HIGH SCHOOL	221	141	80
SUPPORT SERVICES CTR	57	16	41
TRANSPORTATION CMS-A	30	12	18
UPCHURCH ELEMENTARY	57	51	6
WEST HIGH SCHOOL	232	144	88
WHEELER ELEMENTARY	70	64	6
WILLOWDALE ELEMENTARY	42	38	4
YOUNG ADULT PRG-CMS ANNEX	19	15	4
<b>Overall - Total</b>	<b>2872</b>	<b>2195</b>	<b>677</b>

## Certificated Staff Ethnicity by School

Base Location Building Name	Total	A	B	H	W	I
ABBOTT ELEMENTARY	29	0	0	0	29	0
ACKERMAN ELEMENTARY	33	0	0	0	33	0
ALDRICH ELEMENTARY	28	1	0	0	27	0
ANDERSEN MIDDLE SCHOOL	69	1	1	0	66	1
BEADLE MIDDLE SCHOOL	83	0	1	1	81	0
BLACK ELK ELEMENTARY	31	0	0	1	30	0
BRYAN ELEMENTARY	33	0	0	0	33	0
CATHER ELEMENTARY	29	0	0	0	29	0
CENTRAL MIDDLE SCHOOL	67	1	1	0	65	0
CODY ELEMENTARY	33	0	0	1	32	0
COTTONWOOD ELEMENTARY	23	0	0	0	23	0
CSMI-TECH/PSYC/MEP	2	0	0	0	2	0
DISNEY ELEMENTARY	29	0	0	0	29	0
DON STROH ADMIN CTR	23	0	0	0	23	0
EZRA MILLARD ELEMENTARY	31	0	0	0	31	0
HARVEY OAKS ELEMENTARY	26	0	0	0	26	0
HITCHCOCK ELEMENTARY	26	0	0	0	26	0
HOLLINGHEIGHTS ELEMENTARY	36	0	0	0	36	0
KIEWIT MIDDLE SCHOOL	69	1	0	1	67	0
MID SCH ALT PROG-CMS ANX	3	0	0	1	2	0
MISC LOCATION	1	0	0	0	1	0
MLC / HORIZON HIGH SCHOOL	26	0	1	0	25	0
MONTCLAIR ELEMENTARY	44	0	0	0	44	0
MORTON ELEMENTARY	28	0	0	0	28	0
NEIHARDT ELEMENTARY	38	1	0	0	37	0
NORRIS ELEMENTARY	32	0	0	0	32	0
NORTH HIGH SCHOOL	165	0	0	1	164	0
NORTH MIDDLE SCHOOL	64	0	0	1	63	0
REAGAN ELEMENTARY	44	0	0	0	44	0
REEDER ELEMENTARY	42	0	0	1	41	0
ROCKWELL ELEMENTARY	38	0	1	1	36	0
ROHWER ELEMENTARY	32	0	1	1	30	0
RON WITT SSC	47	0	0	1	46	0
RUSSELL MIDDLE SCHOOL	68	1	0	0	67	0
SANDOZ ELEMENTARY	39	0	0	2	37	0
SOUTH HIGH SCHOOL	149	0	0	2	147	0
SUPPORT SERVICES CTR	1	0	0	0	1	0
UPCHURCH ELEMENTARY	39	0	0	0	39	0
WEST HIGH SCHOOL	160	0	0	4	156	0
WHEELER ELEMENTARY	45	1	0	0	44	0
WILLOWDALE ELEMENTARY	31	0	0	0	31	0
YOUNG ADULT PRG-CMS ANNEX	7	0	0	0	7	0
<b>Overall - Total</b>	<b>1843</b>	<b>7</b>	<b>6</b>	<b>19</b>	<b>1810</b>	<b>1</b>



## Staff Ethnicity by School All Employees

Base Location Building Name	Total	A	B	H	W	I
ABBOTT ELEMENTARY	41	0	0	1	40	0
ACKERMAN ELEMENTARY	49	0	0	1	48	0
ALDRICH ELEMENTARY	41	1	0	1	39	0
ANDERSEN MIDDLE SCHOOL	101	1	1	1	97	1
BEADLE MIDDLE SCHOOL	115	0	2	1	112	0
BLACK ELK ELEMENTARY	45	0	0	3	42	0
BRYAN ELEMENTARY	45	0	0	0	45	0
CATHER ELEMENTARY	41	0	0	0	41	0
CENTRAL MIDDLE SCHOOL	105	1	1	2	101	0
CODY ELEMENTARY	59	0	0	4	55	0
COTTONWOOD ELEMENTARY	34	0	0	1	33	0
CSMI-TECH/PSYC/MEP	2	0	0	0	2	0
DISNEY ELEMENTARY	46	0	0	0	46	0
DON STROH ADMIN CTR	67	0	1	1	65	0
EZRA MILLARD ELEMENTARY	46	0	0	0	45	1
HARVEY OAKS ELEMENTARY	38	0	0	0	38	0
HITCHCOCK ELEMENTARY	46	0	0	0	46	0
HOLLINGHEIGHTS ELEMENTARY	54	1	0	0	53	0
KIEWIT MIDDLE SCHOOL	99	2	1	1	95	0
MID SCH ALT PROG-CMS ANX	6	0	0	1	5	0
MISC LOCATION	2	0	0	0	2	0
MLC / HORIZON HIGH SCHOOL	35	0	1	2	32	0
MONTCLAIR ELEMENTARY	74	2	0	2	70	0
MORTON ELEMENTARY	43	0	0	0	43	0
NEIHARDT ELEMENTARY	56	1	0	1	54	0
NORRIS ELEMENTARY	47	1	0	1	45	0
NORTH HIGH SCHOOL	229	1	1	3	223	1
NORTH MIDDLE SCHOOL	92	0	0	2	90	0
REAGAN ELEMENTARY	62	0	0	0	62	0
REEDER ELEMENTARY	64	1	0	1	62	0
ROCKWELL ELEMENTARY	73	2	2	1	68	0
ROHWER ELEMENTARY	53	0	2	1	50	0
RON WITT SSC	79	1	1	1	76	0
RUSSELL MIDDLE SCHOOL	99	2	0	2	95	0
SANDOZ ELEMENTARY	56	0	0	2	54	0
SOUTH HIGH SCHOOL	221	1	1	7	212	0
SUPPORT SERVICES CTR	57	0	0	0	57	0
TRANSPORTATION CMS-A	30	0	0	0	30	0
UPCHURCH ELEMENTARY	57	0	0	0	57	0
WEST HIGH SCHOOL	232	3	2	10	217	0
WHEELER ELEMENTARY	70	1	0	1	68	0
WILLOWDALE ELEMENTARY	42	0	0	0	42	0
YOUNG ADULT PRG-CMS ANNEX	19	0	2	0	17	0
<b>Overall - Total</b>	<b>2872</b>	<b>22</b>	<b>18</b>	<b>55</b>	<b>2774</b>	<b>3</b>

## Average Certificated Staff Age by School

Base Location Building Name	Age
ABBOTT ELEMENTARY	45
ACKERMAN ELEMENTARY	42
ALDRICH ELEMENTARY	39
ANDERSEN MIDDLE SCHOOL	41
BEADLE MIDDLE SCHOOL	40
BLACK ELK ELEMENTARY	40
BRYAN ELEMENTARY	41
CATHER ELEMENTARY	43
CENTRAL MIDDLE SCHOOL	41
CODY ELEMENTARY	44
COTTONWOOD ELEMENTARY	38
CSMI-TECH/PSYC/MEP	44
DISNEY ELEMENTARY	38
DON STROH ADMIN CTR	49
EZRA MILLARD ELEMENTARY	36
HARVEY OAKS ELEMENTARY	45
HITCHCOCK ELEMENTARY	33
HOLLINGHEIGHTS ELEMENTARY	37
KIEWIT MIDDLE SCHOOL	42
MID SCH ALT PROG-CMS ANX	37
MISC LOCATION	39
MLC / HORIZON HIGH SCHOOL	43
MONTCLAIR ELEMENTARY	43
MORTON ELEMENTARY	41
NEIHARDT ELEMENTARY	35
NORRIS ELEMENTARY	40
NORTH HIGH SCHOOL	41
NORTH MIDDLE SCHOOL	39
REAGAN ELEMENTARY	34
REEDER ELEMENTARY	38
ROCKWELL ELEMENTARY	43
ROHWER ELEMENTARY	43
RON WITT SSC	43
RUSSELL MIDDLE SCHOOL	39
SANDOZ ELEMENTARY	41
SOUTH HIGH SCHOOL	41
SUPPORT SERVICES CTR	60
UPCHURCH ELEMENTARY	36
WEST HIGH SCHOOL	42
WHEELER ELEMENTARY	40
WILLOWDALE ELEMENTARY	42
YOUNG ADULT PRG-CMS ANNEX	36
<b>Overall - Total</b>	<b>41</b>

## Staff Turnover

## Staff Terminations September 1, 2012 through August 31, 2013

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education		2			1	6		2
Contract Expired		1						
Deceased					1	1	1	
Employment Outside Education		5			2	17	5	6
Personal / Family Reasons		12				4	1	7
Personal Health		5			1	2	1	4
Job Dissatisfaction		2					1	3
Long-term Disability								
Miscellaneous Resignation		2			5	18		
Other Education Job	2	22			2	10		1
Performance							1	1
Relocation		22			2	5		5
Resigned		2		1	1	1	1	3
Retired	5	74	1		5	10	3	11
Sabbatical Leave								
Unpaid Leave of Absence								
Reduction in Force								
<b>Total</b>	<b>7</b>	<b>149</b>	<b>1</b>	<b>1</b>	<b>20</b>	<b>74</b>	<b>14</b>	<b>43</b>

<i>Total as a % of 12-13 Staff</i>	8.0%	8.8%	6.7%	2.0%	11.0%	18.3%	7.3%	25.9%
------------------------------------	------	------	------	------	-------	-------	------	-------

**History**

2011-2012	13.8%	7.6%	0.0%	4.1%	9.3%	12.3%	8.8%	9.6%
2010-2011	8.0%	6.8%	6.7%	6.1%	7.7%	9.1%	8.8%	6.6%
2009-2010	3.4%	6.7%	6.7%	4.1%	7.7%	11.9%	5.7%	7.8%
2008-09	6.9%	7.3%	6.7%	10.2%	3.8%	10.9%	9.3%	5.4%
2007-08	4.6%	8.4%	6.7%	8.2%	14.8%	19.0%	9.8%	12.0%
2006-07	10.6%	9.7%	6.8%	17.8%	12.0%	27.7%	10.6%	18.1%
2005-06	4.7%	9.9%	0.0%	4.7%	12.0%	34.2%	11.1%	15.7%
2004-05	11.4%	10.2%	7.1%	20.0%	11.3%	22.1%	11.0%	14.4%

# Staff Distribution History



## PERSONNEL REPORT

## Personnel Distribution History

School Year	F.T.E.						Total Staff	Total Students	Ratios			
	Adm	Tch	Nur	PT/EP	FS	CM			Stu/ Staff	Stu/ Tea	Staff/ Adm	Tch/ Adm
79-80	49	641	6	167	56	96	1,014	11,748	11.6	18.3	19.9	13.2
80-81	49	666	6	178	63	95	1,057	12,077	11.4	18.1	20.6	13.6
81-82	54	696	6	191	69	107	1,122	12,500	11.1	18.0	20.0	13.0
82-83	54	707	6	178	74	107	1,125	12,821	11.4	18.1	20.0	13.2
83-84	55	746	6	175	71	108	1,161	13,385	11.5	17.9	20.1	13.6
84-85	56	789	6	218	70	108	1,248	13,877	11.1	17.6	21.3	14.1
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
88-89	64	947	8	248	78	110	1,455	15,722	10.8	16.6	21.7	14.8
89-90	70	980	8	261	81	118	1,518	16,248	10.7	16.6	20.7	14.0
90-91	71	1012	8	276	81	119	1,567	16,728	10.7	16.5	21.1	14.3
91-92	74	1068	9	319	83	123	1,676	17,198	10.3	16.1	21.6	14.4
92-93	77	1115	9	333	83	126	1,742	17,411	10.0	15.6	21.8	14.6
93-94	82	1133	9	351	84	131	1,789	17,594	9.8	15.5	20.9	13.9
94-95	82	1191	10	377	94	139	1,894	17,637	9.3	14.8	22.2	14.6
95-96	82	1229	11	423	110	139	1,994	17,988	9.0	14.6	23.5	15.1
96-97	82	1254	12	441	115	135	2,038	18,380	9.0	14.7	23.9	15.3
97-98	77	1283	12	448	115	128	2,062	18,678	9.1	14.6	25.8	16.7
98-99	79	1317	12	502	117	149	2,176	18,736	8.6	14.2	26.5	16.7
99-00	80	1362	13	511	125	162	2,252	18,698	8.3	13.7	27.2	17.0
00-01	80	1394	13	541	137	162	2,327	18,828	8.1	13.5	28.1	17.4
01-02*	81	1446	13	473	115	166	2,293	18,917	8.2	13.1	27.3	17.9
02-03	81	1455	13	482	115	169	2,315	19,084	8.2	13.1	27.6	18.0
03-04	79	1460	13	485	119	167	2,323	19,497	8.4	13.4	28.4	18.5
04-05	82	1476	13	475	125	173	2,344	19,972	8.5	13.5	27.6	18.0
05-06	85	1529	14	494	127	182	2,432	20,469	8.4	13.4	27.6	18.0
06-07	85	1582	15	507	127	180	2,495	21,120	8.5	13.4	28.4	18.6
07-08	87	1633	15	510	132	188	2,581	22,041	8.6	13.5	28.5	18.8
08-09	88	1671	15	529	137	198	2,638	22,129	8.4	13.2	29.0	19.0
09-10	88	1693	15	539	139	201	2,675	22,593	8.4	13.3	29.4	19.2
10-11	90	1731	15	540	143	201	2,719	22,755	8.4	13.1	29.2	19.2
11/12	87	1712	15	540	143	201	2,719	23,050	8.4	13.1	29.9	19.7
12/13	86	1697	15	533	139	187	2,660	23,348	8.8	13.8	29.9	19.7
13/14	87	1706	15	540	139	190	2,679	23,550	8.8	13.8	29.8	19.6

## Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1980-13	39	1,065	9	374	84	94	1,666	11,802

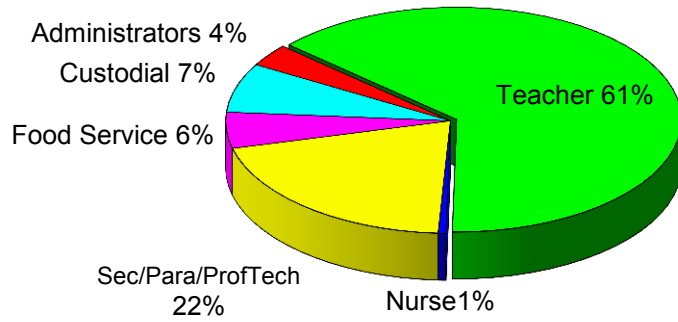
## % Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1980-13	79%	166%	148%	224%	150%	98%	164%	100%

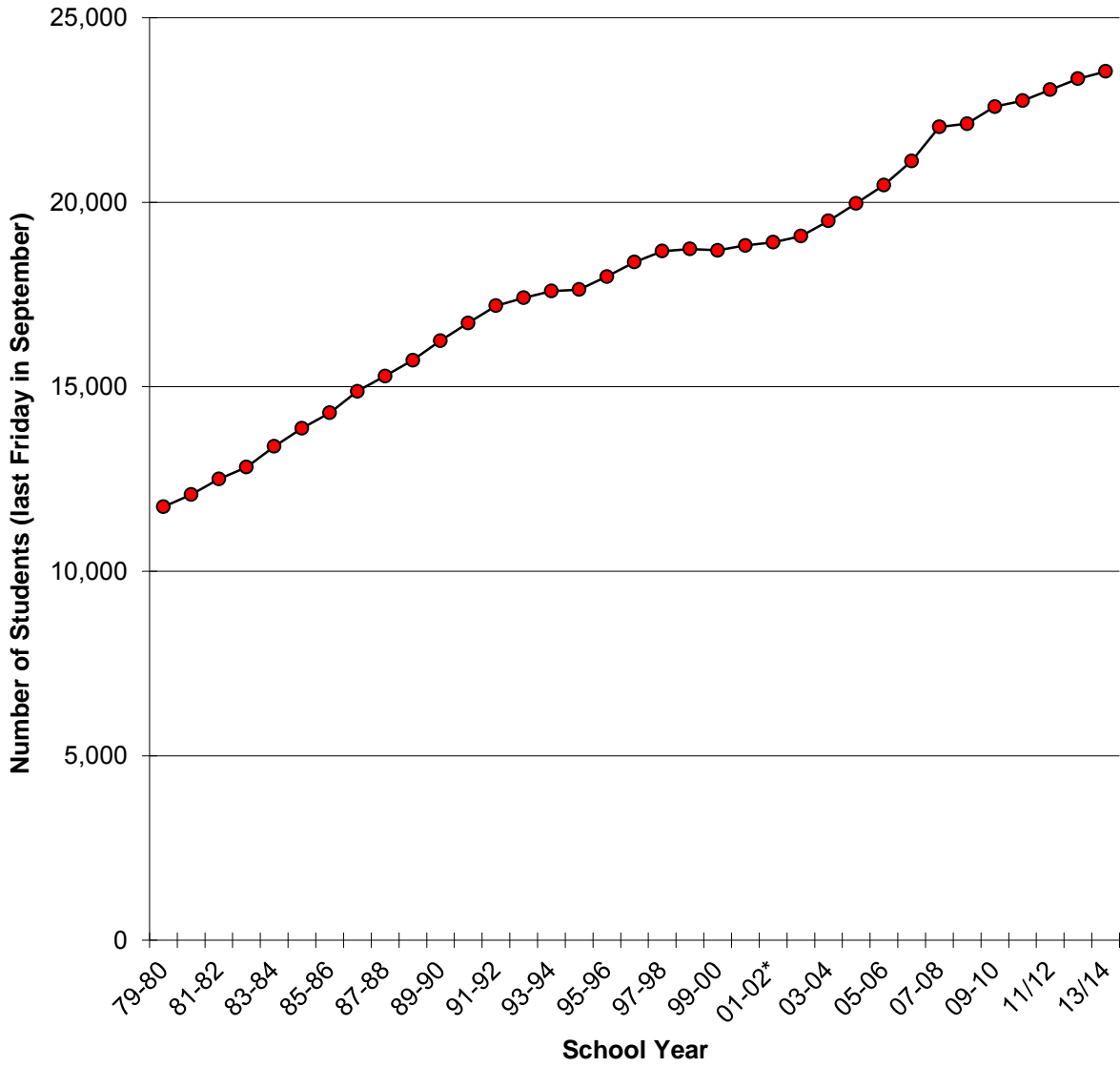
\* FTE for paras changed from 5.5 to 8 hours per day = 1 FTE

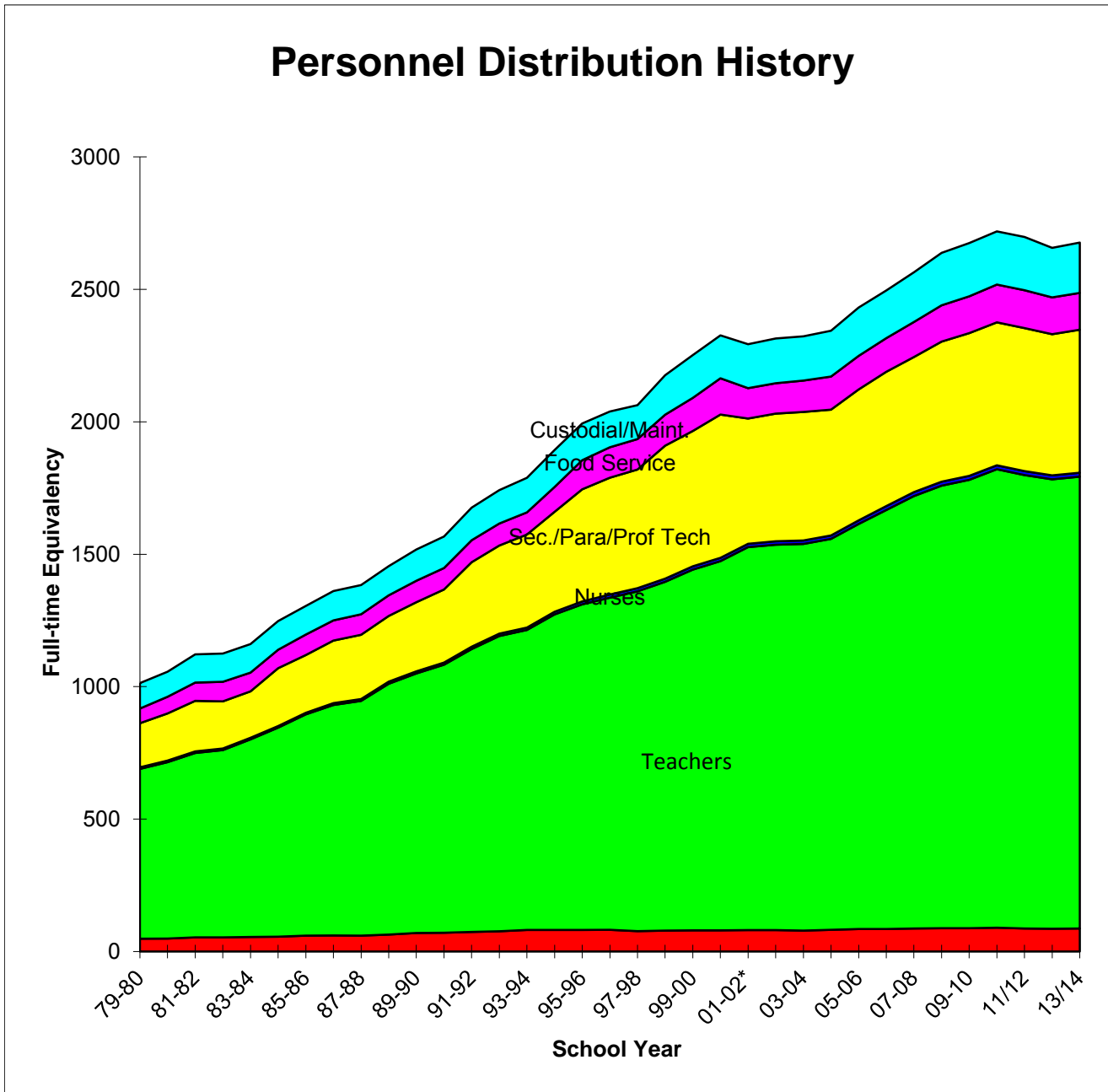
\* FTE for food service changed from 6.5 to 8 hours per day = 1 FTE

**Personnel Distribution 2011-12**



### Student Enrollment







PERSONNEL REPORT



### Teacher Retention for the Last 5 Years

Year	08-09		09-10		10-11		11-12		12-13	
	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires
# of New Hires	59	173	70	141	48	98	63	114	59	165
# leaving end of 08-09	3	12								
# leaving end of 09-10	1	4	6	15						
# leaving end of 10-11	6	14	8	10	4	9				
# leaving end of 11-12	3	8	7	8	3	6	4	9		
# leaving end of 12-13	5	2	2	1	3	5	6	4	5	6
First Year Retention Percent	94.9%	93.1%	91.4%	89.4%	91.7%	90.8%	93.7%	92.1%	91.5%	96.4%
# Still on Contract Current	41	133	47	107	38	78	53	101	54	159
Total Resignations Current	18	40	23	34	10	20	10	13	5	6
Percent Retained Current	69%	77%	67%	76%	79%	80%	84%	89%	92%	96%

#### One Year Retention Glance (Hired and Resigned in 2012-13)

<u>Description</u>	<u>Number</u>	<u>Percent</u>
Resigned Personal Reasons	3	1.82%
Relocation	2	1.21%
Personal Health	1	0.61%
Employment Outside Ed.	2	1.21%
Other Education Job	2	1.21%
Contract Expired	1	0.61%
<b>Total Leaving</b>	<b><u>11</u></b>	<b><u>3.0%</u></b>

## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Enrollment Report

**MEETING DATE:** November 4, 2013

**DEPARTMENT:** Educational Services: Assessment, Research, & Evaluation

**TITLE:** Enrollment Report

**BRIEF DESCRIPTION:** Report states the district and building enrollment reflective of data pulled on October 22, 2013.

**ACTION DESIRED:** \_\_\_ Approval   X   Information/Discussion

**BACKGROUND:** Enrollment data pulled on/near the 20<sup>th</sup> of each month in session is reported to the Millard Board of Education for public record. Enrollment data is stored in our student information system, Infinite Campus.

**RECOMMENDATIONS:** None

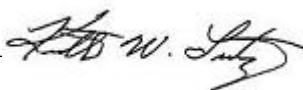
**STRATEGIC PLAN REFERENCE:** None

**IMPLICATIONS OF ADOPTION OR REJECTION:** None

**TIMELINE:** None

**RESPONSIBLE PERSON(S):** Dr. Mark Feldhausen, Dr. Tami Williams, and Sharon Freeman

**SUPERINTENDENT'S APPROVAL:**

\_\_\_\_\_  \_\_\_\_\_

**October 22, 2013  
Millard Public Schools  
Total Enrollment**

Elementary	K	1	2	3	4	5	SpEd	Current Total	Current Change	YTD Change	Official 13/14 Enrollment
							Cluster Prgm				
Abbott (3 unit)	80	63	66	64	72	90		435	-1	1	434
Ackerman (4 unit)	69	60	82	72	89	93		465	2	2	463
Aldrich (3 unit)	69	89	73	72	96	71		470	2	0	470
Black Elk (4 unit)	77	48	62	82	91	87		447	3	3	444
Bryan (3 unit)	59	60	67	58	65	68		377	2	1	376
Cather (3 unit)	67	72	65	84	74	70		432	-2	-1	433
Cody (2 unit)	36	27	43	29	31	33	12	211	0	3	208
Cottonwood (3 unit)	38	43	47	65	58	56		307	0	0	307
Disney (3 unit)	44	43	50	42	33	40	11	263	0	0	263
Ezra Millard (3 unit)	79	65	68	61	56	64	10	403	0	0	403
Harvey Oaks (2 unit)	31	45	40	46	52	51		265	-1	-1	266
Hitchcock (2 unit)	49	33	43	39	35	30	11	240	0	0	240
Holling Heights (3 unit)	70	64	50	63	66	66	9	388	-3	-4	392
Montclair (4 unit)	94	84	84	96	87	79		524	0	-2	526
Morton (3 unit)	57	39	45	56	56	50	9	312	-2	-2	314
Neihardt (4 unit)	86	90	80	83	94	86		519	-5	-3	522
Norris (3 unit)	60	56	64	65	63	58		366	1	1	365
Reagan (4 unit)	111	126	132	113	111	124		717	0	1	716
Reeder (4 unit)	104	107	87	100	104	73	14	589	-2	-2	591
Rockwell (3 unit)	40	51	50	52	49	54	9	305	1	1	304
Rohwer (3 unit)	80	57	66	72	75	71	13	434	0	0	434
Sandoz (3 unit)	55	44	64	48	48	51		310	-5	-5	315
Upchurch (3 unit)	121	113	110	108	121	85		658	4	4	654
Wheeler (4 unit)	72	79	89	79	102	103	19	543	0	0	543
Willowdale (3 unit)	62	60	65	63	65	70		385	0	0	385
<b>Totals</b>	<b>1710</b>	<b>1618</b>	<b>1692</b>	<b>1712</b>	<b>1793</b>	<b>1723</b>	<b>117</b>	<b>10,365</b>	<b>-6</b>	<b>-3</b>	<b>10,368</b>

Middle	6	7	8	SpEd Prgm*	Current Total	Current Change	YTD Change	Official 13/14 Enrollment
Andersen MS	286	325	265	0	876	1	-1	877
Beadle MS	393	394	358	23	1145	-1	-2	1147
Central MS	247	253	245	17	745	0	-1	746
Kiewit MS	287	322	305	0	914	1	1	913
North MS	299	257	259	18	815	-1	0	815
Russell MS	285	290	298	0	873	1	1	872
MS Alternative	0	12	12	0	24	1	1	23
<b>Totals</b>	<b>1797</b>	<b>1853</b>	<b>1742</b>	<b>58</b>	<b>5392</b>	<b>2</b>	<b>-1</b>	<b>5393</b>

High	Grads YTD	9	10	11	12	SpEd Prgm*	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	
North HS	-		609	614	615	562	14	2400	-9	-7	2407
South HS	-		500	524	496	498	40	2018	-14	-12	2030
West HS	12		630	570	599	565	31	2364	-32	-31	2395
Horizon HS	6		1	26	37	94	0	158	16	17	141
<b>Totals</b>			<b>1740</b>	<b>1734</b>	<b>1747</b>	<b>1719</b>	<b>85</b>	<b>6940</b>	<b>-39</b>	<b>-33</b>	<b>6973</b>

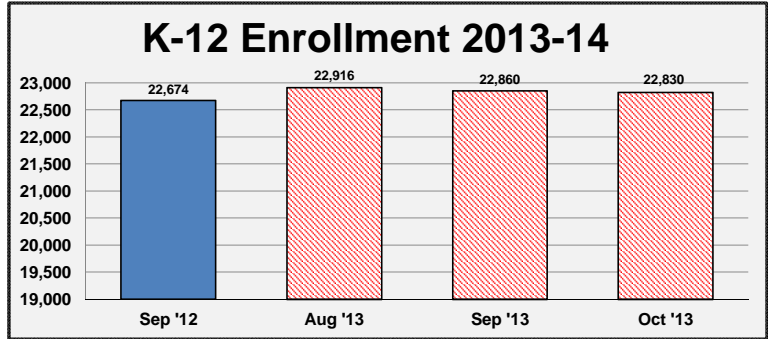
**\*SpEd Program Included in MS/HS Grade Level totals**  
 \*\*Itinerant & Contracted Pre-K included in Official 13/14 Enrollment: **53**  
 \*\*Itinerant & Contracted Pre-K included in Current Enrollment: **54**

Preschool	SpEd	Not SpEd	Total	Official 13/14
Bryan	8	26	34	34
Cody	53	38	91	91
Cody Early Start	5	9	14	14
Disney	9	15	24	24
Hitchcock	25	10	35	35
Holling Heights	1	17	18	18
Montclair	23	8	31	31
Montclair Montessori	4	81	85	84
Neihardt	9	56	65	64
Norris ELL	2	15	17	18
Norris Montessori	1	27	28	28
Rockwell	0	18	18	18
Sandoz	10	11	21	20
Sandoz ELL	2	33	35	35
Wheeler	25	14	39	39
Homebased Infants	94	0	94	90
<b>TOTAL</b>			<b>649</b>	<b>643</b>

Contracted SpEd	40	-1	-1	41
Rule 18 Interim	11	2	3	8
Young Adult Program	49	0	0	49
Ombudsman (Primary)	33	12	12	21
<b>Total District K-12</b>	<b>22,830</b>	<b>-30</b>	<b>-23</b>	<b>22,853</b>
<b>Total District PreK-12**</b>	<b>23,533</b>	<b>-17</b>	<b>-16</b>	<b>23,549</b>

10/22/2013	
Elementary	10,365
Middle School	5,392
High School	6,940
Contracted & Rule 18	51
Young Adult	49
Ombudsman (Primary)	33
<b>TOTAL</b>	<b>22,830</b>

9/20/2013	
Elementary	10,371
Middle School	5,390
High School	6,979
Contracted & Rule 18	50
Young Adult	49
Ombudsman (Primary)	21
<b>TOTAL</b>	<b>22,860</b>



Career Academies	NHS	SHS	WHS	HHS	TOTAL
Culinary	7	10	6		23
Education	11	16	20		47
Entrepreneurship	7	8	7		22
Health Sciences	17	26	50		93
Dist/Log Mgmt	4	6	17		27
Ombudsman	(Primary and Secondary Assignment)				37

Elementary		Classroom Enrollment						126				Class Size w/out SpEd
	K	1	2	3	4	5	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
Abbott	20	21	21	20	23	23						
	20	21	22	22	24	22						
	21	21	23	22	25	22						
	19					23						
Total Students	80	63	66	64	72	90	435	-1	1	434	435	
Total Teachers	4	3	3	3	3	4	20				20	
Classroom Avg	20.00	21.00	22.0	22.0	24.0	22.5	22				22	
Ackerman	23	20	20	24	22	22						
	23	20	20	24	23	23						
	23	20	20	24	22	25						
			22		22	23						
Total Students	69	60	82	72	89	93	465	2	2	463	465	
Total Teachers	3	3	4	3	4	4	21				21	
Classroom Avg	23.0	20.0	20.5	24.0	22.3	23.3	22				22	
Aldrich	21	23	24	24	24	24						
	24	22	24	24	25	24						
	24	21	25	24	23	23						
		23			24							
Total Students	69	89	73	72	96	71	470	2	0	470	470	
Total Teachers	3	4	3	3	4	3	20				20	
Classroom Avg	23.0	22.0	24.5	24.0	24.0	23.7	24				24	
Black Elk	18	24	21	20	21	21						
	20	24	20	21	24	22						
	20		21	20	23	21						
	19			21	23	23						
Total Students	77	48	62	82	91	87	447	3	3	444	447	
Total Teachers	4	2	3	4	4	4	21				21	
Classroom Avg	19.3	24.0	20.7	20.5	22.8	21.8	21				21	
Bryan	20	20	24	19	22	22						
	19	20	23	20	21	23						
	20	20	20	19	22	23						
Total Students	59	60	67	58	65	68	377	2	1	376	377	
Total Teachers	3	3	3	3	3	3	18				18	
Classroom Avg	19.7	20.0	22.3	19.3	21.7	22.7	21				21	
Cather		24	23	16	24	22						
				18								
Total Students	0	24	23	34	24	22	432	-2	-1	433	432	
Total Teachers	0	1	1	2	1	1	19				19	
Classroom Avg		24.0	23.0	17.0	24.0	22.0	23				23	
Cody	20	14	22	14	15	17						
	16	13	21	15	16	16						
Total Students	36	27	43	29	31	33	211	0	3	208	199	
Total Teachers	2	2	2	2	2	2	14				12	
Classroom Avg	18.0	13.5	21.5	14.5	15.5	16.5	15				17	
Cottonwood	19	22	23	22	19	18						
	19	21	24	22	19	18						
				21	20	20						
Total Students	38	43	47	65	58	56	307	0	0	307	307	
Total Teachers	2	2	2	3	3	3	15				15	
Classroom Avg	19.0	21.5	23.5	21.7	19.3	18.7	20				20	
Disney	23	21	16	21	17	19						
	21	22	17	21	16	21						
			17									
Total Students	44	43	50	42	33	40	263	0	0	263	252	
Total Teachers	2	2	3	2	2	2	15				13	
Classroom Avg	22.00	21.50	16.67	21.00	16.50	20.00	18				19	

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Ezra Millard	20	22	23	20	18	22	3					
	19	21	22	20	19	20	7					
	20	22	23	21	19	22						
	20											
Total Students	79	65	68	61	56	64	10	403	0	0	403	393
Total Teachers	4	3	3	3	3	3	2	21				19
Classroom Avg	19.8	21.7	22.7	20.3	18.7	21.3	5.0	19				21

	K	1	2	3	4	5	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Harvey Oaks	16	23	21	23	26	25					
	15	22	19	23	26	26					
Total Students	31	45	40	46	52	51	265	-1	-1	266	265
Total Teachers	2	2	2	2	2	2	12				12
Classroom Avg	15.5	22.5	20.0	23.0	26.0	25.5	22				22

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Hitchcock	25	18	21	19	17	14	6					
	24	15	22	20	18	16	5					
Total Students	49	33	43	39	35	30	11	240	0	0	240	229
Total Teachers	2	2	2	2	2	2	2	14				12
Classroom Avg	24.5	16.5	21.5	19.5	17.5	15.0	5.5	17				19

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Holling Heights	24	24	16	21	21	24	5					
	23	21	17	21	23	22	4					
	23	19	17	21	22	20						
Total Students	70	64	50	63	66	66	9	388	-3	-4	392	379
Total Teachers	3	3	3	3	3	3	2	20				18
Classroom Avg	23.3	21.3	16.7	21.0	22.0	22.0	4.5	19				21

	K	1	2	3	4	5	M-K	M1-3	M4-5	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Montclair	21	21	22	23	23	23	17	23	19					
	24	21	18	25	23	24	16	21	16					
							16	22	19					
								23	19					
								24						
								21						
Total Students	45	42	40	48	46	47	49	134	73	524	0	-2	526	524
Total Teachers	2	2	2	2	2	2	3	6	4	25				25
Classroom Avg	22.5	21.0	20.0	24.0	23.0	23.5	16.3	22.3	18.3	21				21

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Morton	19	21	21	19	18	25	4					
	20	18	24	19	18	25	5					
	18			18	20							
Total Students	57	39	45	56	56	50	9	312	-2	-2	314	303
Total Teachers	3	2	2	3	3	2	2	17				15
Classroom Avg	19.0	19.5	22.5	18.7	18.7	25.0	4.5	18				20

	K	1	2	3	4	5	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Neihardt	20	23	20	22	23	22					
	21	22	19	19	24	22					
	22	22	21	21	23	22					
	23	23	20	21	24	20					
Total Students	86	90	80	83	94	86	519	-5	-3	522	519
Total Teachers	4	4	4	4	4	4	24				24
Classroom Avg	21.5	22.5	20.0	20.8	23.5	21.5	22				22

	K	1	2	3	4	5	M-K	M1-3	M4-5	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Norris	18	18	21	20	22	20	12	23	19					
	18	17	22	19	21	21	12	24	18					
								21						
Total Students	36	35	43	39	43	41	24	68	37	366	1	1	365	366
Total Teachers	2	2	2	2	2	2	2	3	2	19				19
Classroom Avg	18.0	17.5	21.5	19.5	21.5	20.5	12.0	22.7	18.5	19				19

	K	1	2	3	4	5	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	Class Size w/out SpEd
Reagan	22	21	22	23	18	26					
	21	21	22	23	19	22					
	23	21	22	22	25	24					
	23	20	21	21	26	25					
	22	22	22	24	23	27					
		21	23								
Total Students	111	126	132	113	111	124	717	0	1	716	717
Total Teachers	5	6	6	5	5	5	32				32
Classroom Avg	22.2	21.0	22.0	22.6	22.2	24.8	22				22

