

**NOTICE OF MEETING**

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at 6:00 p.m. on **Monday, January 6, 2014** 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

1-3-14

**THE DAILY RECORD  
OF OMAHA**

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

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

**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 \_\_\_\_\_  
January 3, 2014

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

GENERAL NOTARY - State of Nebraska  
**ELLEN FREEMAN**  
My Comm. Exp. Dec. 11, 2017

Subscribed in my presence and sworn to before me this 3rd day of January 2014

Publisher's Fee \$ 14.90  
Additional Copies \$ \_\_\_\_\_  
Total \$ 14.90

**Notary Public in and for Douglas County,  
State of Nebraska**

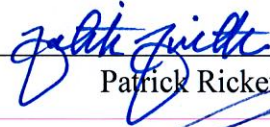
**ACKNOWLEDGMENT OF RECEIPT  
OF NOTICE OF MEETING**

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 January 6, 2014, at the Don Stroh Administrative Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 6th day of January, 2014



\_\_\_\_\_  
Mike Pate – President

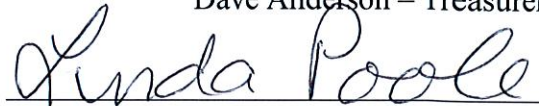


\_\_\_\_\_  
Patrick Ricketts – Vice President

\_\_\_\_\_  
Mike Kennedy – Secretary



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



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



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

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

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

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

# BOARD OF EDUCATION SIGN IN

January 6, 2014

NAME:

REPRESENTING:

Maria Pawly

MPS Parent

Tim BOYERS

MEA

Paul Schutte

MEA



*BOARD OF EDUCATION*  
MEETING



*January 6, 2014*

BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BOARD MEETING  
6:00 P.M.

STROH ADMINISTRATION CENTER  
5606 SOUTH 147th STREET  
January 6, 2014

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. Election of Officers
2. \*Approval of Board of Education Minutes – December 16, 2013
3. \*Approval of Bills
4. \*Receive the Treasurer's Report and Place on File

F. Information Items

1. Employees of the Month
2. Show Case: Fall Sports - Cross Country, Football, Girls Golf, Softball, Boys Tennis, Volleyball
3. Superintendent's Comments
4. Board Comments/Announcements
5. Report from Student Representatives

G. Unfinished Business

H. New Business

1. Approval of Rule 5400.6 – Student Services – Standards for Student Conduct
2. Designation of Official Newspaper
3. Designation of Official Depository
4. Approval of MEA Negotiated Agreement for 2014-2015
5. Approval of the 2015-2016 School Calendar
6. Approval of Personnel Actions: Voluntary Separation Program, Resignation and Recommendation to Hire

I. Reports

1. Enrollment Report
2. ELC Summer Program 2013 Report
3. Legislative Report

J. Future Agenda Items/Board Calendar

1. Board of Education Meeting on Monday, January 6, 2014 at 6:00 p.m. at the Don Stroh Administration Center
2. Committee of the Whole Meeting on Monday, January 13, 2014 at 6:00 p.m. at the Don Stroh Administration Center
3. Board of Education Meeting on Monday, January 20, 2014 at 6:00 p.m. at the Don Stroh Administration Center
4. Board of Education Meeting on Monday, February 3, 2014 at 6:00 p.m. at the Don Stroh Administration Center
5. Committee of the Whole Meeting on Monday, February 10, 2014 at 6:00 p.m. at the Don Stroh Administration Center

6. Board of Education Meeting on Monday, February 17, 2014 at 6:00 p.m. at the Don Stroh Administration Center
  7. Board of Education Meeting on Monday, March 3, 2014 at 6:00 p.m. at the Don Stroh Administration Center
  8. Committee of the Whole Meeting on Monday, March 10, 2014 at 6:00 p.m. at the Don Stroh Administration Center
  9. Board of Education Meeting on Monday, March 17, 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  
January 6, 2014

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. Election of Officers

\*E.2. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board of Education Minutes – December 16, 2013 (See enclosure.)

\*E.3. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the bills. (See enclosures.)

\*E.4. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to receive the Treasurer's Report and Place on File. (See enclosure.)

F.1. Employees of the Month

F.2. Show Case: Fall Sports – Cross Country, Football, Girls Golf, Softball, Boys Tennis, Volleyball

F.3. Superintendent's Comments

F.4. Board Comments/Announcements

F.5. Report from Student Representatives

H.1. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 5400.6 – Student Services – Standards for Student Conduct (See enclosure)

H.2. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to continue to publish legal notices of regular and special meetings of the Board of Education in The Daily Record, unless the deadline dictates publication in the World-Herald or Midlands Business Journal (See enclosure)

H.3. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to designate First National Bank of Omaha and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of Wells Fargo Bank, US Bank, First Westroads Bank, Great Western Bank, and Omaha State Bank for school activity fund deposits. (See enclosure)

H.4. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the Negotiated Agreement for Teachers with the Millard Education Association for the 2014-2015 school year (See enclosure)

H.5. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the 2015-2016 School Calendar. (See enclosure)

H.6. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Personnel Actions: Voluntary Separation Program, Resignation and Recommendation to Hire (See enclosure)

Board Meeting Agenda  
January 6, 2014  
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I. Reports

1. Enrollment Report
2. ELC Summer Program 2013 Report
3. Legislative Report

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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, December 16, 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, December 13, 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.

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

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

Mr. Pate announced the proper time for public questions and comments on agenda items only. There were several requests to speak on an agenda item. Mr. Pate called these people to the podium to speak: Jon Wollenburg of 16435 Briar Street, Debbie Lubker of 16518 Cottonwood Street, Jacob Davis of 5824 S. 159 Street, Sara Ziccardi of 19052 "U" Street, Eric Byers of 16301 Rosewood Street, Haley Cowan of 7901 S. 162 Avenue., Kathy Burnham of 15954 Adams Street, John Lesley of 7906 S. 162 Avenue., and Mike Marshall of 5409 S. 159 Circle. All of these people spoke on their concerns with the boundary changes.

Motion was made by Mike Kennedy, seconded by Paul Meyer, to approve the Board of Education Minutes from November 18, 2013 and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Ricketts, Mr. Pate, Mr. Anderson, Mr. Kennedy, Mr. Meyer and Mrs. Poole. Voting against were: None. Motion carried.

Mr. Pate recognized students from Scout Troops that were attending the Board meeting. These Scouts introduced themselves and told which badge they were working on.

Superintendent's Comments:

1. Holiday break begins on Friday afternoon, December 20<sup>th</sup>, and will resume again on January 6<sup>th</sup>.
2. The District offices will be closed on December 24<sup>th</sup> and 25<sup>th</sup> and also December 31<sup>st</sup> and January 1<sup>st</sup>.

Board Comments:

There were no comments from the Board members.

Student Reports:

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

New Business:

Motion by Dave Anderson and seconded by Mike Kennedy to approve the Administrative Recommendation for the Proposed Attendance Boundary Changes. Paul Meyer requested the total number of students in Millard Park and Millard Park South and at each grade level in those areas. Dr. Lutz explained that the recommendation by the

Administration was the same as the recommendation coming from the Committee. The grandfathering clause was recommended by Administration. A question of busing came up and Dr. Lutz stated that that issue will be addressed in January.

Mr. Ricketts asked if there were any thoughts on special programming at Millard South. Dr. Lutz stated that they are currently working on one that is an early college program that was established as one of his goals - to do research on this. The program is being looked at in conjunction with Metro, which means students coming out of this would have a diploma along with an associate's degree. Dr. Lutz stated these are only thoughts at this time.

Special Education or ACP programs will not be moved unless absolutely necessary.

Dave Anderson thanked the Committee for their hard work and dedication. He also thanked the Administration for their time and effort. Mr. Anderson explained that the boundary changes had to be done. Building on to existing schools or building new schools does not make sense. We have the capacity to house our students, the school population just needs to move east. Mr. Anderson also stated that he received volumes of emails and apologized for not being able to respond to all of them. His final comments were that everyone in Millard gets the same education, regardless of location.

Mike Kennedy reiterated what Mr. Anderson had to say. He also stated that this has to be done and knew that he would be disappointing some people with his vote. This change needs to take place.

A roll call vote was taken. Voting in favor of said motion was: Mr. Anderson, Mr. Kennedy, Mr. Meyer, Mrs. Poole, Mr. Ricketts and Mr. Pate. Voting against was: None. Motion carried.

Motion by Pat Ricketts and seconded by Mike Kennedy to approve the schematic design for the Black Elk Elementary School Project. Jon Carlson of Carlson West Povondra Architects, gave an over-view of the changes that will be made at Black Elk. Voting in favor of said motion was: Mr. Meyer, Mrs. Poole, Mr. Ricketts, Mr. Pate, Mr. Anderson and Mr. Kennedy. Voting against was: None. Motion carried.

Motion by Pat Ricketts and seconded by Linda Poole to adopt the Within District Transfer Standards for the 2014-2015 School Year. Voting in favor of said motion was: Mr. Kennedy, Mr. Meyer, Mrs. Poole, Mr. Ricketts, Mr. Pate and Mr. Anderson. Voting against was: None. Motion carried.

Motion by Linda Poole and seconded by Mike Kennedy to adopt the Option-Open Enrollment Standards for the 2014-2015 School Year. Voting in favor of said motion was: Mr. Poole, Mr. Ricketts, Mr. Pate, Mr. Anderson, Mr. Kennedy and Mr. Meyer. Voting against was: None. Motion carried.

Motion by Linda Poole and seconded by Dave Anderson to approve Personnel Actions: Resignation Notification Incentive: Lindsey Kramer, Barbara J. Allgood, Diane Lenhard, Joseph M. Kawa, Carolyn Fjell, Kelly F. Gilson, Melissa A. Colling, Doreen Whithorn, Paulette Nietfeldt, Zachary B. Lowe, Emily Johnson, Debra Ogelsby, Mary Osterloh, Shari A. Johnson, Robert Boscardin, Cathy L. Wollman, Elaine Flaxbeard, Sheryl K. Moeller, Scott Milliken, Mary L. Grewe, David Bacon, Daniel F. Guinan; Voluntary Separation: John F. May, Jeffrey W. Pulverenti, Diane M. Lenhard, Barbara J. Allgood, Joseph M. Kawa, Mary L. Grewe, Scott M. Milliken, Sheryl K. Moeller, Elaine M. Flaxbeard, Cathy L. Wollman, Shari A. Johnson. Voting in favor of said motion was: Mr. Pate, Mr. Anderson, Mr. Kennedy, Mr. Meyer, Mrs. Poole and Mr. Ricketts. Voting against was: None. Motion carried.

#### Future Agenda Items/Board Calendar

- Committee of the Whole Meeting on Monday, January 14, 2013 at 6:00 p.m. at the Don Stroh Administration Center

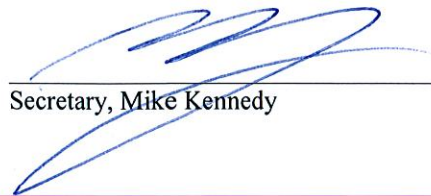
Board of Education Minutes

December 16, 2013

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- Board of Education Meeting on Monday, January 20, 2014 at 6:00 p.m. at the Don Stroh Administration Center
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- Board of Education Meeting on Monday, March 17, 2014 at 6:00 p.m. at the Don Stroh Administration Center

Mike Pate adjourned the meeting.



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Secretary, Mike Kennedy

# **Millard Public Schools**

**January 6, 2014**

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409265	12/12/2013	100301	BELLEVUE EAST HIGH SCHOOL	\$248.00
	409266	12/12/2013	133439	SHUBB HOTELS OF LINCOLN LLC	\$594.00
	409267	12/12/2013	108436	COX COMMUNICATIONS INC	\$33,816.49
	409268	12/12/2013	135661	CREIGHTON PREP	\$161.00
	409269	12/12/2013	135661	CREIGHTON PREP	\$289.00
	409270	12/12/2013	135885	KATHY DANIELSON	\$165.00
	409271	12/12/2013	106879	DOWLING HIGH SCHOOL	\$450.00
	409272	12/12/2013	106879	DOWLING HIGH SCHOOL	\$380.00
	409273	12/12/2013	106879	DOWLING HIGH SCHOOL	\$990.00
	409274	12/12/2013	106879	DOWLING HIGH SCHOOL	\$162.00
	409278	12/12/2013	139035	HEARTLAND WINTER ARTS ASSN	\$325.00
	409279	12/12/2013	139952	MELISSA KREBS	\$180.00
	409280	12/12/2013	134393	WILMA KUHLMAN	\$165.00
	409281	12/12/2013	106116	LINCOLN HIGH SCHOOL	\$378.00
	409282	12/12/2013	106116	LINCOLN HIGH SCHOOL	\$155.00
	409283	12/12/2013	138908	TALL PRAIRIE INC	\$500.00
	409284	12/12/2013	066563	MUSIC IS ELEMENTARY	\$8,699.80
	409285	12/12/2013	136457	NEBRASKA CHORAL DIRECTORS ASSN	\$300.00
	409286	12/12/2013	081630	SAMS CLUB DIRECT	\$195.57
	409287	12/12/2013	134127	US POSTMASTER	\$10,000.00
	409288	12/12/2013	107354	STEPHEN W. VENTEICHER	\$175.00
	409289	12/12/2013	138965	THOMAS L VINT	\$165.00
	409290	12/12/2013	138496	WRIGHT EXPRESS FINANCIAL SVCS CORP	\$7,702.62
	409291	12/12/2013	011651	AMERICAN EXPRESS	\$3,810.85
	409293	12/19/2013	069689	AMSAN LLC	\$1,791.05
	409294	12/19/2013	133397	HY-VEE INC	\$174.51
	409295	12/19/2013	049850	HY-VEE INC	\$63.37
	409296	12/19/2013	081630	SAMS CLUB DIRECT	\$63.18
	409297	12/19/2013	131352	DOUGLAS COUNTY SCHOOL DISTRICT 10	\$84.00
	409298	12/19/2013	140092	GROSH SCENIC RENTALS INC	\$2,399.43
	409299	12/19/2013	139653	HADDOCK CORPORATION	\$47,410.00
	409300	12/19/2013	102451	INTERNATIONAL BACCALAUREATE	\$32,400.00
	409301	12/19/2013	138422	JAMIE KOSELUK	\$140.00
	409302	12/19/2013	106116	LINCOLN HIGH SCHOOL	\$155.00
	409303	12/19/2013	100006	LINCOLN SOUTHEAST HIGH SCHOOL	\$334.00
	409304	12/19/2013	100006	LINCOLN SOUTHEAST HIGH SCHOOL	\$420.00
	409305	12/19/2013	132832	NSAA	\$40.00
	409306	12/19/2013	107732	BRIAN L NELSON	\$637.50

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409307	12/19/2013	099927	RALSTON HIGH SCHOOL	\$70.00
	409308	12/19/2013	138504	TODD L REESON	\$112.50
	409309	12/19/2013	068834	UNIVERSITY OF NEBRASKA-LINCOLN	\$378.00
	409310	12/19/2013	068834	UNIVERSITY OF NEBRASKA-LINCOLN	\$287.00
	409311	12/19/2013	107354	STEPHEN W. VENTEICHER	\$62.50
	409312	12/19/2013	135863	RUDOLPH A VLCEK III	\$87.50
	409313	12/19/2013	137878	WHITE WOLF WEB PRINTERS INC	\$480.00
	409314	12/19/2013	132668	MIKE KENNEDY	\$1,014.31
	409334	01/06/2014	109853	ACCESS ELEVATOR INC.	\$275.00
	409335	01/06/2014	010003	ACT INC	\$22,724.50
	409336	01/06/2014	133402	KAREN ADAMS	\$21.75
	409337	01/06/2014	140087	SHANE ADAMS	\$75.00
	409339	01/06/2014	139412	ERIN AGUIRRE	\$52.77
	409340	01/06/2014	108351	AIRGAS INC	\$123.65
	409341	01/06/2014	133620	AKSARBEN PIPE AND SEWER CLEAN LLC	\$1,168.05
	409342	01/06/2014	136365	ALEGENT CREIGHTON HEALTH SPORTS MED	\$5,750.00
	409344	01/06/2014	010946	JEFFREY ALFREY	\$93.00
	409345	01/06/2014	136659	ALL CREATURES VETERINARY CLINIC	\$78.55
	409346	01/06/2014	011051	ALL MAKES OFFICE EQUIPMENT	\$35.00
	409347	01/06/2014	136400	ALPINE KILNS & EQUIPMENT LLC	\$529.19
	409348	01/06/2014	139621	JERRY ALSOBROOK	\$70.00
	409349	01/06/2014	107651	AMAZON.COM INC	\$1,836.25
	409351	01/06/2014	069689	AMSAN LLC	\$44,023.28
	409352	01/06/2014	065425	ANDERSEN MIDDLE SCHOOL	\$802.00
	409353	01/06/2014	138548	DANIELLE ANDERSON	\$43.11
	409354	01/06/2014	010112	JOSEY THOMAS AARON	\$3,300.00
	409355	01/06/2014	131265	JILL ANDERSON	\$6.63
	409357	01/06/2014	139224	SCANDIUM INC	\$1,044.93
	409358	01/06/2014	138550	APPERSON	\$260.17
	409359	01/06/2014	012989	APPLE COMPUTER INC	\$8,254.00
	409360	01/06/2014	106436	AQUA-CHEM INC	\$2,238.87
	409361	01/06/2014	133770	DIANE REINERS	\$10.51
	409362	01/06/2014	136880	ARMBRUST FAMILY YMCA	\$114.00
	409363	01/06/2014	013496	ASCD	\$1,036.00
	409365	01/06/2014	134235	SARAH ASCHENBRENNER	\$106.73
	409366	01/06/2014	067801	ASSOCIATION MIDDLE LEVEL EDUCATION	\$428.91
	409368	01/06/2014	138290	AUTO 1 TOWING INC	\$65.00
	409369	01/06/2014	135330	AVIS RENT A CAR SYSTEM INC	\$134.37

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409370	01/06/2014	013890	AWARDS UNLIMITED INC.	\$589.05
	409371	01/06/2014	016295	BADGER BODY & TRUCK EQUIPMENT CO	\$106.00
	409372	01/06/2014	132405	U SAVE FOODS INC. SUB:NASH FINCH CO	\$47.92
	409373	01/06/2014	135991	BAKER DISTRIBUTING CO LLC	\$1,400.00
	409374	01/06/2014	140048	JONATHAN BAKER	\$50.00
	409375	01/06/2014	139888	MARIANN BAKK	\$27.91
	409376	01/06/2014	017900	BARCO MUNICIPAL PRODUCTS, INC.	\$54.95
	409377	01/06/2014	017908	REX BARKER	\$50.29
	409378	01/06/2014	099646	BARNES AND NOBLE BOOKSTORE	\$294.67
	409379	01/06/2014	017877	CYNTHIA BARR-MCNAIR	\$262.67
	409380	01/06/2014	107979	LORI BARTELS	\$149.73
	409381	01/06/2014	138054	BAXTER FORD INC	\$5,359.29
	409382	01/06/2014	135223	AARON BEARINGER	\$435.66
	409383	01/06/2014	134873	JOHN BECKER	\$48.25
	409384	01/06/2014	139783	LYNNE H BECKER	\$1,962.50
	409385	01/06/2014	138956	JOSIAH DANIEL BEDUNNAH	\$50.00
	409386	01/06/2014	107540	BRIAN BEGLEY	\$265.85
	409387	01/06/2014	139889	DARLA BELL	\$172.89
	409388	01/06/2014	102860	BENIK CORP.	\$52.50
	409389	01/06/2014	134884	JULIE BERGSTROM	\$43.98
	409391	01/06/2014	018995	BIKE RACK CYCLING & FITNESS	\$139.14
	409392	01/06/2014	019111	BISHOP BUSINESS EQUIPMENT	\$27,850.98
	409393	01/06/2014	099220	DICK BLICK CO	\$1,856.94
	409394	01/06/2014	132124	JASON BOATWRIGHT	\$14.68
	409395	01/06/2014	134478	TIFFANY BOCK SMITH	\$50.85
	409396	01/06/2014	139344	DOUGLAS BOGATZ	\$47.46
	409397	01/06/2014	130899	KIMBERLY BOLAN	\$150.30
	409399	01/06/2014	019559	BOUND TO STAY BOUND BOOKS INC	\$13,256.96
	409400	01/06/2014	139996	BOYS TOWN	\$39,635.75
	409401	01/06/2014	136977	PEGGY BREARD	\$20.85
	409402	01/06/2014	139890	DOUGLAS BREITER	\$61.02
	409403	01/06/2014	130576	PAMELA BRENNAN	\$216.96
	409405	01/06/2014	136205	KIMBERLY A BROWN	\$35.26
	409406	01/06/2014	138957	MEGAN BROWN	\$50.00
	409407	01/06/2014	133824	NANCY BROWN	\$45.09
	409409	01/06/2014	137274	EILEEN CABRERA	\$25.43
	409410	01/06/2014	139225	COURTNEY L CAIN	\$100.00
	409411	01/06/2014	134350	CAMBIUM LEARNING	\$214.50

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409412	01/06/2014	106806	ELIZABETH CAREY	\$37.97
	409414	01/06/2014	023967	CARLSON SYSTEMS	\$58.73
	409416	01/06/2014	139505	DANIEL CARLSON	\$125.00
	409417	01/06/2014	023970	CAROLINA BIOLOGICAL SUPPLY CO	\$193.68
	409418	01/06/2014	131158	CURTIS CASE	\$87.01
	409420	01/06/2014	133970	CCS PRESENTATION SYSTEMS	\$4,425.31
	409421	01/06/2014	133589	CDW GOVERNMENT, INC.	\$2,200.04
	409422	01/06/2014	133508	AMERICAN FUTURE SYSTEMS INC	\$284.95
	409423	01/06/2014	024260	CENTER TROPHY COMPANY	\$46.40
	409424	01/06/2014	138613	CENTRAL SALES INC	\$730.32
	409425	01/06/2014	135648	SUSAN CHADWICK	\$64.13
	409426	01/06/2014	134043	MALCOLM CHAI	\$303.41
	409427	01/06/2014	132271	ERIK CHAUSSEE	\$27.12
	409428	01/06/2014	106851	CHILDREN'S HOME HEALTHCARE	\$19,354.50
	409430	01/06/2014	025235	DALE CLAUSEN	\$142.08
	409431	01/06/2014	131135	PATRICIA CLIFTON	\$67.57
	409432	01/06/2014	137013	NANCY COLE	\$180.39
	409433	01/06/2014	107482	COLLEGE BOARD/NYO	\$420.00
	409434	01/06/2014	107482	COLLEGE BOARD/NYO	\$325.00
	409435	01/06/2014	022701	SHARON COMISAR-LANGDON	\$56.50
	409436	01/06/2014	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	\$346.50
	409437	01/06/2014	139891	MARY CONNELL	\$48.25
	409440	01/06/2014	026057	CONTROL MASTERS INC	\$1,695.86
	409441	01/06/2014	140076	SIERRA CORDELL	\$150.00
	409443	01/06/2014	137395	CPI QUALIFIED PLAN CONSULTANTS INC	\$765.00
	409444	01/06/2014	137883	DELTA EDUCATION LLC	\$141.12
	409445	01/06/2014	017611	ANGELA CRAFT	\$38.42
	409446	01/06/2014	139034	CRAIG RESOURCES INC	\$10,024.26
	409448	01/06/2014	026970	CRESCENT ELECTRIC SUPPLY CO	\$389.10
	409450	01/06/2014	109021	PATRICIA CRUM	\$168.37
	409451	01/06/2014	106893	WICHITA WATER CONDITIONING INC	\$85.48
	409453	01/06/2014	100577	CURTIS 1000 INC	\$12,559.51
	409454	01/06/2014	130900	CHERYL CUSTARD	\$92.10
	409455	01/06/2014	130731	D & D COMMUNICATIONS	\$2,968.80
	409456	01/06/2014	131483	JANET DAHLGAARD	\$52.21
	409457	01/06/2014	132671	JEAN DAIGLE	\$96.62
	409458	01/06/2014	134751	ANGELA DAIGLE	\$31.19
	409459	01/06/2014	131003	DAILY RECORD	\$29.80



## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409460	01/06/2014	138477	MIDWEST HARDWOODS	\$465.82
	409461	01/06/2014	138306	STACY DARNOLD	\$104.81
	409462	01/06/2014	135099	HEATHER DAUBERT	\$31.41
	409463	01/06/2014	032497	CHERYL DECKER	\$102.83
	409464	01/06/2014	106713	ANDREW DEFREECE	\$330.65
	409465	01/06/2014	099249	DELTA EDUCATION LLC	\$1,204.26
	409466	01/06/2014	032800	DEMCO INC	\$413.40
	409467	01/06/2014	135865	SABRINA DENNEY BULL	\$63.85
	409468	01/06/2014	032872	DENNIS SUPPLY COMPANY	\$714.06
	409469	01/06/2014	136316	EVA DENTON	\$26.27
	409470	01/06/2014	133009	ROBERTA DEREMER	\$275.20
	409471	01/06/2014	137331	BASTIAN DERICHS	\$42.83
	409472	01/06/2014	033466	DIDAX INC	\$769.95
	409474	01/06/2014	033473	DIETZE MUSIC HOUSE INC	\$1,551.26
	409476	01/06/2014	132669	DIGITAL DOT SYSTEMS INC	\$90.00
	409477	01/06/2014	136179	DIGITAL EXPRESS INC	\$374.40
	409478	01/06/2014	054609	DON JOHNSTON INC	\$2,137.00
	409483	01/06/2014	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	\$651,999.64
	409484	01/06/2014	138848	ERIN DOWNS	\$73.34
	409485	01/06/2014	139361	DPT MECHANICAL LLC	\$32,992.00
	409486	01/06/2014	135689	SUSAN DULANY	\$102.43
	409487	01/06/2014	133349	DUN & BRADSTREET INC	\$499.00
	409488	01/06/2014	094249	DURHAM MUSEUM	\$45.00
	409489	01/06/2014	073231	DXP ENTERPRISES INC	\$24.12
	409490	01/06/2014	137117	JEANNE DYMOND	\$39.66
	409491	01/06/2014	138426	KELLY EALY	\$103.17
	409492	01/06/2014	138021	EARTHWALK COMMUNICATIONS INC	\$23.00
	409493	01/06/2014	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	\$22,200.00
	409494	01/06/2014	052370	ECHO ELECTRIC SUPPLY CO	\$915.07
	409497	01/06/2014	037525	EDUCATIONAL SERVICE UNIT #3	\$46,555.99
	409498	01/06/2014	139892	ERIN EHLI	\$50.29
	409499	01/06/2014	133823	REBECCA EHRHORN	\$339.28
	409500	01/06/2014	139744	NATHAN DALE EKLUND	\$3,584.29
	409502	01/06/2014	038140	ELECTRONIC SOUND INC.	\$3,888.85
	409503	01/06/2014	132066	ENGINEERED CONTROLS INC	\$260.00
	409504	01/06/2014	109066	TED ESSER	\$181.31
	409506	01/06/2014	131927	RLB ENTERPRISE LLC	\$17.62
	409507	01/06/2014	056724	FEDEX OFFICE AND PRINT SERVICES INC	\$46.55

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

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01	409508	01/06/2014	131826	ALICIA FEIST	\$25.09
	409509	01/06/2014	040470	MARK FELDHAUSEN	\$334.00
	409510	01/06/2014	040537	FERGUSON ENTERPRISES INC	\$3,343.84
	409511	01/06/2014	137016	ANGELA FERGUSON	\$66.04
	409512	01/06/2014	106956	FERRELLGAS	\$50.46
	409513	01/06/2014	139893	KELSEY FEYES	\$35.09
	409514	01/06/2014	132845	JODI FIDONE	\$61.05
	409515	01/06/2014	133919	FILTER SHOP INC	\$5,157.23
	409516	01/06/2014	132001	BETH FINK	\$88.48
	409517	01/06/2014	040902	FIRST NATIONAL BANK TRUST DEPT	\$3,200.00
	409519	01/06/2014	139942	KELSEY FISCHER	\$13.91
	409520	01/06/2014	109855	SHANNON FISCHER	\$25.93
	409521	01/06/2014	139441	CHARLES V FISHER	\$125.00
	409522	01/06/2014	041086	FLINN SCIENTIFIC INC	\$38.32
	409524	01/06/2014	041100	FOLLETT LIBRARY RESOURCES	\$14,276.71
	409525	01/06/2014	041146	KENNETH FOSSEN	\$437.72
	409526	01/06/2014	140088	ZACARY FRANZEN	\$50.00
	409527	01/06/2014	134223	TERESA FRIDRICH	\$100.85
	409529	01/06/2014	137663	FUN AND FUNCTION LLC	\$121.91
	409530	01/06/2014	109036	GALE/CENGAGE LEARNING	\$750.00
	409531	01/06/2014	140027	MARY KATE GARST	\$75.00
	409532	01/06/2014	137543	MEGAN GEERTS	\$49.04
	409533	01/06/2014	139894	TRICIA GILLET	\$57.80
	409534	01/06/2014	140028	JULIA GILREATH	\$75.00
	409535	01/06/2014	106660	GLASSMASTERS INC	\$567.78
	409536	01/06/2014	139641	EVANGELICAL LUTH GOOD SAMARITAN SOC	\$3,060.00
	409537	01/06/2014	044890	GOODWAY TECHNOLOGIES CORPORATION	\$263.80
	409538	01/06/2014	044886	GOODWILL INDUSTRIES INC	\$1,230.00
	409540	01/06/2014	044950	GRAINGER INDUSTRIAL SUPPLY	\$623.64
	409541	01/06/2014	139949	GRAPHIC TECHNOLOGIES INC	\$3,258.80
	409542	01/06/2014	133885	GREENLIFE GARDENS INC	\$410.00
	409543	01/06/2014	138998	PETER GRIMES	\$31.78
	409544	01/06/2014	130084	LISA GROTH	\$181.89
	409545	01/06/2014	045310	KATHLEEN GUINANE	\$13.22
	409546	01/06/2014	135199	LISA GUSTIN	\$84.19
	409547	01/06/2014	138870	SARAH HAEFNER	\$18.45
	409548	01/06/2014	134436	MICHELLE HALL	\$72.32
	409549	01/06/2014	139044	EDWARD MICHEL HANLON III	\$190.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409551	01/06/2014	047853	HAPPY CAB COMPANY INC	\$25,931.28
	409553	01/06/2014	056820	HARRY A KOCH COMPANY	\$126,572.53
	409554	01/06/2014	132489	CHARLES HAYES	\$66.84
	409555	01/06/2014	139347	CHERYL HEADLEY	\$83.06
	409556	01/06/2014	048475	HEARTLAND FOUNDATION	\$5,796.00
	409557	01/06/2014	108273	MARGARET HEBENSTREIT PT	\$89.84
	409558	01/06/2014	048517	GREENWOOD PUBLISHING GROUP INC	\$899.80
	409559	01/06/2014	048515	HELGET SAFETY SUPPLY INC	\$101.88
	409560	01/06/2014	108478	DAVID HEMPHILL	\$15.88
	409561	01/06/2014	132423	HEWLETT PACKARD CO	\$8,986.80
	409562	01/06/2014	048845	CAMILLE HINZ	\$32.04
	409563	01/06/2014	131694	HOLLING HEIGHTS ELEMENTARY	\$81.75
	409565	01/06/2014	139302	SHAWN HOPPE	\$65.77
	409566	01/06/2014	132592	WILLIAM SPRAGUE, JR.	\$102.00
	409567	01/06/2014	137943	STACY HORSHAM	\$140.46
	409568	01/06/2014	049650	HOUGHTON MIFFLIN HARCOURT PUB CO	\$838.70
	409569	01/06/2014	109836	AMY HOULTON	\$109.61
	409570	01/06/2014	132531	TERRY HOULTON	\$129.10
	409571	01/06/2014	101533	DIANE HOWARD	\$30.00
	409572	01/06/2014	139473	KATHLEEN HRABAN	\$10.51
	409573	01/06/2014	137426	HUGHES MULCH PRODUCTS LLC	\$2,000.00
	409574	01/06/2014	140082	JAMES HUNT	\$100.00
	409575	01/06/2014	049844	HYDRONIC ENERGY INC	\$164.00
	409576	01/06/2014	133397	HY-VEE INC	\$2,709.14
	409577	01/06/2014	133397	HY-VEE INC	\$1,258.41
	409578	01/06/2014	049850	HY-VEE INC	\$1,585.04
	409579	01/06/2014	051573	POPCO INC	\$67.00
	409581	01/06/2014	139348	DANIEL INNES	\$41.41
	409582	01/06/2014	051795	INSTITUTE FOR ED DEVELOPMENT	\$687.00
	409583	01/06/2014	140093	INTEGRATED ENERGY SOLUTIONS LLC	\$274.00
	409584	01/06/2014	102958	ALL BATTERY CENTERS INC	\$149.87
	409585	01/06/2014	101991	J A SEXAUER	\$3,078.52
	409586	01/06/2014	100928	J W PEPPER & SON INC.	\$1,604.41
	409587	01/06/2014	136314	KORRINDA JAMIESON	\$48.36
	409588	01/06/2014	131157	CHRISTINE JANOVEC-POEHLMAN	\$99.33
	409589	01/06/2014	136953	JSDO 1 LLC	\$524.48
	409590	01/06/2014	135735	GEORGE JELKIN	\$19.79
	409591	01/06/2014	133037	JENSEN TIRE COMPANY	\$38.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409592	01/06/2014	140094	JENNIFER JENSEN	\$34.19
	409593	01/06/2014	136282	SARAH JESSICK	\$60.00
	409594	01/06/2014	138845	KRISTIN JOHN	\$66.05
	409595	01/06/2014	139349	TERRIN JOHNSON	\$45.60
	409596	01/06/2014	138961	ELIZABETH JOHNSON	\$100.00
	409598	01/06/2014	136221	JUDITH JOHNSON	\$37.97
	409599	01/06/2014	139350	BRANDON JOHNSTON	\$41.53
	409600	01/06/2014	059573	NANCY JOHNSTON	\$64.47
	409601	01/06/2014	054630	JOHNSTONE SUPPLY	\$101.52
	409602	01/06/2014	140074	JOURNEYED.COM INC	\$2,308.11
	409603	01/06/2014	132434	BRENT HINKLE	\$350.00
	409604	01/06/2014	026300	JP COOKE COMPANY	\$28.30
	409605	01/06/2014	139951	JAMES E PELOWSKI	\$175.00
	409606	01/06/2014	139895	TERESA KAELIN	\$84.52
	409607	01/06/2014	056182	KAGAN PUBLISHING & PRO DEVELOPMENT	\$1,323.00
	409608	01/06/2014	133716	LISA KALLMAN	\$80.00
	409609	01/06/2014	101224	KAPCO	\$217.15
	409610	01/06/2014	138419	TONI KARAUS	\$50.00
	409611	01/06/2014	138681	HANS KEIM	\$40.16
	409612	01/06/2014	132265	CATHERINE KEISER	\$124.70
	409613	01/06/2014	132272	SUSAN KELLEY	\$18.42
	409614	01/06/2014	134801	JULIE KEMP	\$27.12
	409615	01/06/2014	140095	AIMEE KERSIGO	\$61.46
	409616	01/06/2014	131177	ANDREA KIDD	\$25.99
	409618	01/06/2014	140091	KENT KINGSTON	\$147.52
	409619	01/06/2014	106203	DIANE KINNEY	\$85.39
	409620	01/06/2014	056740	LINDA KISLER	\$28.82
	409621	01/06/2014	138846	ELIZABETH KOCIS	\$34.58
	409622	01/06/2014	138422	JAMIE KOSELUK	\$170.00
	409623	01/06/2014	137191	KRISTEN KOSELUK	\$120.00
	409624	01/06/2014	134546	ELLEN KRAMER	\$93.46
	409625	01/06/2014	139834	AUDRIE KREPCIK	\$476.17
	409626	01/06/2014	133923	KUBAT PHARMACY/HEALTHCARE	\$25.00
	409627	01/06/2014	140003	AMY KUCERA	\$50.00
	409628	01/06/2014	137385	JOSEPH KUEHL	\$64.13
	409629	01/06/2014	137010	CHRISTINA LAGRONE	\$79.61
	409632	01/06/2014	135257	LANGUAGE LINE SERVICES INC	\$501.88
	409633	01/06/2014	139335	LARRY VOGLER	\$1,460.15

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

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01	409634	01/06/2014	135688	DENISE LARSON	\$141.25
	409635	01/06/2014	136518	JANET LARSON	\$66.73
	409636	01/06/2014	135156	LAWSON PRODUCTS INC	\$3,434.50
	409639	01/06/2014	139896	MICHELLE LEENERTS	\$133.40
	409640	01/06/2014	108450	JACEN LEFHOLTZ	\$91.70
	409642	01/06/2014	140077	TIMOTHY LEUSCHEN	\$40.72
	409643	01/06/2014	137944	LIBRA INDUSTRIES	\$143.50
	409644	01/06/2014	059380	LIBRARY VIDEO COMPANY	\$21.90
	409645	01/06/2014	059470	LIEN TERMITE & PEST CONTROL INC	\$114.00
	409646	01/06/2014	106116	LINCOLN HIGH SCHOOL	\$280.00
	409647	01/06/2014	059577	LINGUISYSTEMS, INC.	\$63.90
	409648	01/06/2014	059560	MATHESON TRI-GAS INC	\$779.53
	409649	01/06/2014	139447	ZACHARY P LIPMAN	\$125.00
	409650	01/06/2014	136315	COURTNEY LOHRENZ	\$42.32
	409651	01/06/2014	060023	NEBRASKA SPORTS INDUSTRIES INC.	\$74.90
	409653	01/06/2014	131397	LOWE'S HOME CENTERS INC	\$47.47
	409654	01/06/2014	060125	LUCKS MUSIC LIBRARY INC	\$149.71
	409656	01/06/2014	135376	CASEY LUNDGREN	\$25.71
	409657	01/06/2014	060155	LYMAN-RICHEY CORPORATION	\$1,550.69
	409658	01/06/2014	099321	MACKIN BOOK CO	\$6,635.87
	409660	01/06/2014	137007	KAREN MARBLE	\$184.76
	409661	01/06/2014	133505	SUSAN MARLATT	\$18.08
	409662	01/06/2014	139943	LISA MARSH	\$219.23
	409663	01/06/2014	139897	CRAIG MATHIS	\$198.60
	409664	01/06/2014	137783	COURTNEY MATULKA	\$15.16
	409665	01/06/2014	108052	MAX I WALKER	\$745.52
	409666	01/06/2014	138341	MAXIM HEALTHCARE SERVICES INC	\$12,514.38
	409667	01/06/2014	130467	MCCALL PATTERN COMPANY	\$38.00
	409668	01/06/2014	130481	GERALDINE MCCLENNY	\$43.68
	409669	01/06/2014	139923	MCGLADREY LLP	\$540.00
	409670	01/06/2014	063349	MCGRAW-HILL COMPANIES	\$2,276.24
	409671	01/06/2014	137014	RYE MCINTOSH	\$191.94
	409672	01/06/2014	139826	SHERI MCNAMARA	\$52.15
	409673	01/06/2014	137947	MECHANICAL SALES PARTS INC	\$20,774.00
	409674	01/06/2014	102560	MEDCO SUPPLY COMPANY	\$2,180.76
	409675	01/06/2014	121126	PATRICIA MEEKER	\$47.69
	409676	01/06/2014	139979	MENARDS INC	\$558.56
	409677	01/06/2014	064600	METAL DOORS & HARDWARE COMPANY INC	\$6,863.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409678	01/06/2014	102139	METAL LOGOS AND MORE	\$307.76
	409679	01/06/2014	133403	AMERICAN NATIONAL BANK	\$7,839.71
	409680	01/06/2014	139339	DOUGLAS M MEYO	\$2,222.00
	409681	01/06/2014	102870	MIDLAND COMPUTER INC	\$1,500.62
	409682	01/06/2014	010412	MIDWEST DISTRIBUTING CORP.	\$187.87
	409683	01/06/2014	064959	MIDWEST PLASTICS INC.	\$150.76
	409684	01/06/2014	065233	MIDWEST TURF & IRRIGATION INC	\$1,560.14
	409686	01/06/2014	065443	MILLARD WEST HIGH SCHOOL	\$100.00
	409687	01/06/2014	131328	MILLER ELECTRIC COMPANY	\$31,857.00
	409688	01/06/2014	135388	ANNE MILLER	\$39.43
	409689	01/06/2014	065564	BARBARA MILLER	\$36.73
	409690	01/06/2014	132412	SANDRA MILLER	\$42.38
	409692	01/06/2014	065810	MIRACLE RECREATION EQUIPMENT CO	\$1,779.80
	409693	01/06/2014	066078	MONTESSORI SERVICES	\$448.53
	409694	01/06/2014	132491	DONITA MOSEMAN	\$79.94
	409695	01/06/2014	063150	MSC INDUSTRIAL SUPPLY CO	\$361.03
	409696	01/06/2014	137052	DEVONYE MULLINS	\$188.71
	409697	01/06/2014	063115	MULTI-HEALTH SYSTEMS	\$475.20
	409698	01/06/2014	066563	MUSIC IS ELEMENTARY	\$6,669.94
	409699	01/06/2014	131395	DARREN MYERS	\$59.89
	409700	01/06/2014	066671	NCTM	\$75.60
	409701	01/06/2014	099928	NATIONAL FORENSIC LEAGUE	\$40.00
	409703	01/06/2014	068020	NATIONAL SCIENCE TEACHERS ASSOC	\$56.90
	409704	01/06/2014	102522	NEBRASKA CTR EDUCATION OF CHILDREN	\$148.00
	409705	01/06/2014	130548	NCS PEARSON INC	\$1,195.70
	409706	01/06/2014	068334	NEBRASKA AIR FILTER INC	\$4,953.89
	409707	01/06/2014	068343	NEBRASKA ASSN OF SCHOOL BOARDS	\$32.00
	409708	01/06/2014	133225	NEBRASKA ASSN TEACHERS OF SCIENCE	\$190.00
	409709	01/06/2014	068445	NEBRASKA FURNITURE MART INC	\$1,154.87
	409710	01/06/2014	099750	NEBRASKA LIBRARY ASSOCIATION	\$749.00
	409711	01/06/2014	068684	NEBRASKA SCIENTIFIC	\$138.60
	409712	01/06/2014	133989	NEBRASKA WORKFORCE DEVELOPMENT	\$100.00
	409713	01/06/2014	140089	MIRIAM NEHE	\$55.79
	409714	01/06/2014	109843	NEXTEL PARTNERS INC	\$4,779.42
	409716	01/06/2014	136715	CARISSA NIETFELDT	\$75.26
	409717	01/06/2014	107905	MELINDA NOLLER	\$55.88
	409718	01/06/2014	050042	ANNE OETH	\$124.30
	409724	01/06/2014	100013	OFFICE DEPOT 84133510	\$19,409.15

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409725	01/06/2014	070245	OHARCO DISTRIBUTORS	\$924.77
	409726	01/06/2014	132778	MELANIE OLSON	\$70.17
	409728	01/06/2014	134725	OMAHA CASING CO INC	\$620.00
	409729	01/06/2014	139434	THE TIE YARD OF OMAHA INC	\$8,200.00
	409730	01/06/2014	071025	OMAHA TRUCK CENTER INC	\$387.17
	409731	01/06/2014	137824	OMBUDSMAN EDUCATIONAL SVCS LTD	\$111,390.00
	409732	01/06/2014	133850	ONE SOURCE	\$2,018.00
	409733	01/06/2014	130092	MARY OSTERLOH	\$202.44
	409734	01/06/2014	138662	KELLY OSTRAND	\$34.30
	409735	01/06/2014	107193	OTIS ELEVATOR COMPANY	\$4,556.70
	409736	01/06/2014	133368	KELLY O'TOOLE	\$52.55
	409737	01/06/2014	134428	ELIZABETH PACHTA	\$109.33
	409738	01/06/2014	139945	KATHERINE PADILLA	\$250.15
	409739	01/06/2014	071515	PAINTIN PLACE CERAMICS INC	\$468.92
	409740	01/06/2014	071545	PAPER CORPORATION	\$46,099.20
	409741	01/06/2014	139358	AMANDA PARKER	\$32.09
	409742	01/06/2014	137015	GEORGE PARKER	\$39.49
	409743	01/06/2014	132006	ANDREA PARSONS	\$90.12
	409744	01/06/2014	108098	ANGELO D PASSARELLI	\$175.81
	409745	01/06/2014	135569	CYNTHIA PAVONE	\$56.39
	409746	01/06/2014	071891	PAYFLEX SYSTEMS USA INC	\$209.00
	409747	01/06/2014	071891	PAYFLEX SYSTEMS USA INC	\$4,310.00
	409748	01/06/2014	102047	PAYLESS OFFICE PRODUCTS INC	\$2,273.07
	409749	01/06/2014	131610	PATRICIA D BUFFUM	\$2,060.00
	409750	01/06/2014	102699	PEARSON EDUCATION	\$2,606.01
	409751	01/06/2014	109831	JANET PELSTER	\$23.73
	409752	01/06/2014	107783	HEIDI PENKE	\$136.73
	409753	01/06/2014	139474	SMA ENTERPRISES INC	\$874.56
	409754	01/06/2014	136724	PETCO ANIMAL SUPPLIES STORES INC	\$62.98
	409755	01/06/2014	139898	KRISTINA PETERKIN	\$54.07
	409756	01/06/2014	137009	ANGELA PETERSON	\$21.13
	409757	01/06/2014	134365	VICKY PETERSON	\$71.19
	409758	01/06/2014	135934	BROOKE PHILLIPS	\$100.08
	409759	01/06/2014	133390	HEATHER PHIPPS	\$33.00
	409760	01/06/2014	136250	PHONAK LLC	\$761.39
	409761	01/06/2014	130721	MARY PILLE	\$130.52
	409762	01/06/2014	073040	PITNEY BOWES PRESORT SERVICES INC	\$20,000.00
	409763	01/06/2014	139542	CHRISTOPHER PITSCHMANN	\$70.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409764	01/06/2014	072760	PITSCO INC	\$248.24
	409765	01/06/2014	139899	JENNIFER POLLOCK	\$30.45
	409766	01/06/2014	139928	DANIEL POLODNA	\$30.28
	409767	01/06/2014	139415	STEPHANIE POLTACK	\$25.54
	409768	01/06/2014	072900	POPLERS MUSIC INC	\$47.15
	409769	01/06/2014	131835	PRAIRIE MECHANICAL CORP	\$21,790.89
	409770	01/06/2014	134598	PRIME COMMUNICATIONS INC	\$1,381.71
	409772	01/06/2014	073427	PRO-ED INC	\$1,976.70
	409773	01/06/2014	132713	PROTEX CENTRAL INC	\$2,390.75
	409774	01/06/2014	131901	PUSH PEDAL PULL INC	\$1,127.00
	409776	01/06/2014	137638	QUIZCO INC	\$339.27
	409777	01/06/2014	135861	RABKIN & ASSOCIATES INC	\$5,762.90
	409778	01/06/2014	130657	TIMOTHY RADCLIFF	\$70.00
	409779	01/06/2014	078420	RAWSON & SONS ROOFING, INC.	\$22,135.00
	409780	01/06/2014	109810	BETHANY RAY	\$148.60
	409781	01/06/2014	106725	RD FITNESS SERVICE	\$80.00
	409782	01/06/2014	100642	REALLY GOOD STUFF INC	\$670.28
	409783	01/06/2014	078674	RECORDED BOOKS LLC	\$359.10
	409784	01/06/2014	134858	JENNIFER REID	\$24.69
	409787	01/06/2014	100813	MATT RESOURCES INC	\$51.10
	409788	01/06/2014	109192	KIMBERLI RICE	\$55.65
	409789	01/06/2014	139543	PATRICK RITENOUR	\$35.00
	409790	01/06/2014	136847	RIVERSIDE TECHNOLOGIES INC	\$346.12
	409791	01/06/2014	131376	ROBERT BROOKE & ASSOCIATES, INC.	\$209.50
	409792	01/06/2014	079310	ROCKBROOK CAMERA CENTER	\$230.49
	409793	01/06/2014	134882	LINDA ROHMILLER	\$21.13
	409794	01/06/2014	139588	LISA ROLFES	\$30.51
	409795	01/06/2014	134990	BRITTANY ROM	\$100.57
	409796	01/06/2014	134081	EILEEN RONCI	\$240.13
	409798	01/06/2014	079440	ROSENBAUM ELECTRIC INC	\$25,876.47
	409799	01/06/2014	139577	RSP & ASSOCIATES LLC	\$40,000.00
	409800	01/06/2014	072286	JEAN RUCHTI	\$142.38
	409801	01/06/2014	079685	S & W FENCE COMPANY	\$1,075.00
	409803	01/06/2014	109806	BRENT SCHADE	\$42.88
	409805	01/06/2014	140090	LAUREN SCHMIETT	\$50.00
	409806	01/06/2014	081891	SCHMITT MUSIC CENTER	\$65.52
	409807	01/06/2014	137012	SHELLEY SCHMITZ	\$51.30
	409809	01/06/2014	082100	SCHOLASTIC INC	\$303.22



## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409810	01/06/2014	140078	BARB SCHOLTZ	\$77.57
	409811	01/06/2014	082200	SCHOOL HEALTH CORPORATION	\$637.03
	409813	01/06/2014	082350	SCHOOL SPECIALTY INC	\$298.37
	409814	01/06/2014	082336	SCHOOLMART	\$383.10
	409815	01/06/2014	134567	KAYE SCHWEIGERT	\$147.55
	409816	01/06/2014	139827	MATTHEW SCOTT	\$45.00
	409817	01/06/2014	139635	SEASONS-4 INC	\$641.65
	409818	01/06/2014	082905	KIMBERLY SECORA	\$45.77
	409819	01/06/2014	082910	SECURITY EQUIPMENT INC	\$2,704.35
	409820	01/06/2014	108161	STAN SEGAL	\$87.80
	409821	01/06/2014	082941	KELLY SELTING	\$134.47
	409822	01/06/2014	134189	JODY SEMPEK	\$43.60
	409823	01/06/2014	131078	SHAR PRODUCTS COMPANY	\$448.70
	409824	01/06/2014	109800	AMY SHATTUCK	\$175.15
	409825	01/06/2014	137697	LARIA SHEA	\$177.86
	409826	01/06/2014	083175	SHEPPARD'S BUSINESS INTERIORS	\$1,893.75
	409827	01/06/2014	083188	SHIFFLER EQUIPMENT SALES, INC.	\$1,835.02
	409828	01/06/2014	131887	SIEMENS INDUSTRY INC.	\$3,055.00
	409829	01/06/2014	138176	SIGNAL 88 FRANCHISE GROUP INC	\$156.25
	409830	01/06/2014	132590	SILVERSTONE GROUP INC	\$4,597.00
	409831	01/06/2014	083400	SIMPLEX GRINNELL LP	\$505.75
	409833	01/06/2014	135246	SJO LLC	\$70.56
	409834	01/06/2014	133949	SKAR ADVERTISING	\$6,434.72
	409835	01/06/2014	139664	MEGAN SMITH	\$45.00
	409836	01/06/2014	136920	KATHLEEN M SMITH	\$37.46
	409837	01/06/2014	140040	SUE ANN SMOLIK	\$100.00
	409838	01/06/2014	132808	SNYDER CHARLESON THERAPY SERVICES	\$1,540.00
	409839	01/06/2014	137397	THINK SOCIAL PUBLISHING INC	\$109.50
	409840	01/06/2014	139217	MARK SOMMER	\$514.42
	409841	01/06/2014	084081	SOUTH OMAHA TERMINAL WAREHOUSE CO	\$590.20
	409842	01/06/2014	134143	JILL SOUTHWORTH	\$23.90
	409843	01/06/2014	131714	JOHN SOUTHWORTH	\$41.25
	409844	01/06/2014	137660	JOHN SPEHN	\$29.10
	409846	01/06/2014	140079	KELLEY STABER	\$18.44
	409847	01/06/2014	101378	STAFF DEVELOPMENT FOR EDUCATORS	\$995.00
	409848	01/06/2014	139944	DAVID STALLING	\$27.12
	409849	01/06/2014	137481	STAPLES CONTRACT & COMMERCIAL INC	\$48.49
	409850	01/06/2014	139531	LINDSAY STIER	\$2.78

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409852	01/06/2014	139843	STUDENT TRANSPORATION NEBRASKA INC	\$78,763.68
	409855	01/06/2014	139905	HOLLY SUNDERMAN	\$4.95
	409856	01/06/2014	084930	SUPER DUPER INC	\$108.60
	409857	01/06/2014	137011	CARRIE SWANEY	\$175.72
	409858	01/06/2014	132417	JAMES SWITZER	\$41.81
	409859	01/06/2014	099302	SYSCO LINCOLN INC	\$936.24
	409861	01/06/2014	140086	NICK TANNER	\$75.00
	409863	01/06/2014	133969	TENNANT SALES & SERVICE COMPANY	\$1,570.80
	409865	01/06/2014	131729	THEATRICAL MEDIA SERVICES, INC.	\$1,727.36
	409866	01/06/2014	140054	THINK THROUGH LEARNING INC	\$1,200.00
	409867	01/06/2014	134962	LAURIE R THROCKMORTON	\$83.11
	409868	01/06/2014	135006	STEVE THRONE	\$195.26
	409869	01/06/2014	140083	TAYLOR THRONE	\$50.00
	409870	01/06/2014	132493	GREGORY TIEMANN	\$218.09
	409871	01/06/2014	099272	TI MEDIA SOLUTIONS INC	\$2,189.00
	409872	01/06/2014	136578	PEGGI TOMLINSON	\$58.82
	409873	01/06/2014	106807	JEAN TOOHER	\$126.56
	409874	01/06/2014	131446	TOSHIBA AMERICA INFO SYS INC	\$5,983.60
	409875	01/06/2014	131446	TOSHIBA AMERICA INFO SYS INC	\$4,369.50
	409876	01/06/2014	132138	TOYOTA FINANCIAL SERVICES	\$499.88
	409877	01/06/2014	089740	TREETOP PUBLISHING INC	\$103.25
	409878	01/06/2014	107719	KIMBERLY TRISLER	\$20.91
	409879	01/06/2014	106493	TRITZ PLUMBING, INC.	\$705.06
	409880	01/06/2014	136110	DONNA TROMBLA	\$23.79
	409881	01/06/2014	135505	TY'S OUTDOOR POWER & SERVICE INC	\$340.01
	409882	01/06/2014	131819	JEAN UBBELOHDE	\$301.63
	409883	01/06/2014	107968	LORI UMSTEAD	\$19.98
	409884	01/06/2014	090678	UNISOURCE WORLDWIDE INC	\$2,775.43
	409885	01/06/2014	090214	UNITED ELECTRIC SUPPLY CO INC	\$391.72
	409886	01/06/2014	139844	JESSE BROWN	\$251.17
	409887	01/06/2014	068840	UNIVERSITY OF NEBRASKA AT OMAHA	\$600.00
	409888	01/06/2014	068875	UNIVERSITY OF NEBRASKA MED CENTER	\$16,290.00
	409889	01/06/2014	137712	OREGON UNIVERSITY SYSTEM	\$600.00
	409890	01/06/2014	100923	UNL EXTENSION IN DOUGLAS/SARPY CO	\$135.00
	409891	01/06/2014	138661	USA-CLEAN INC	\$3,042.35
	409892	01/06/2014	137707	UTILITY TRENCHING INC	\$1,850.00
	409893	01/06/2014	091040	VAL LTD	\$76.52
	409894	01/06/2014	138046	AUTO LUBE INC	\$366.66

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	409895	01/06/2014	140097	AMY VANDERPOOL	\$75.00
	409896	01/06/2014	140042	MARISA VARGHESE	\$50.00
	409897	01/06/2014	140084	ALLY VARNER	\$15.44
	409898	01/06/2014	130031	LESLIE VERA	\$167.35
	409899	01/06/2014	136318	JENNIFER VEST	\$140.97
	409901	01/06/2014	092323	VIRCO INC	\$2,834.96
	409903	01/06/2014	131112	LINDA WALTERS	\$37.40
	409904	01/06/2014	134779	ROBERT WARD	\$35.00
	409905	01/06/2014	093650	VWR INTERNATIONAL LLC	\$299.98
	409906	01/06/2014	093765	WATER ENGINEERING, INC.	\$2,025.19
	409907	01/06/2014	094130	WENGER CORPORATION	\$799.00
	409908	01/06/2014	138834	WEST DES MOINES COMM SCHOOL DIST	\$250.00
	409909	01/06/2014	094174	WEST MUSIC CO INC	\$21.37
	409910	01/06/2014	131499	WESTERN BOWL LLC	\$52.00
	409911	01/06/2014	130510	KIM WHEATLEY	\$33.82
	409912	01/06/2014	136909	WHEELER CONTRACTING INC	\$360.00
	409913	01/06/2014	133061	JACKIE WHISENHUNT	\$139.56
	409914	01/06/2014	137485	WENDY WIGHT	\$85.57
	409915	01/06/2014	132485	TODD WILCOX	\$39.55
	409916	01/06/2014	140043	JAMES ANDREW WILSON	\$175.00
	409917	01/06/2014	136323	STACIE WITHERSPOON	\$113.28
	409918	01/06/2014	139968	RONALD STEVEN CONIGLIO	\$189.95
	409920	01/06/2014	043609	WORLD TECHNOLOGIES INC	\$621.80
	409921	01/06/2014	095491	GLEN WRAGGE	\$215.55
	409922	01/06/2014	138356	JEFFREY YOST	\$118.31
	409923	01/06/2014	135890	YOUTH FRONTIERS INC	\$50.00
	409924	01/06/2014	137020	CHAD ZIMMERMAN	\$193.80
409925	01/06/2014	136855	PAUL ZOHLNEN	\$64.41	
409926	01/06/2014	140072	ZOLL MEDICAL CORP	\$655.77	
409927	01/06/2014	135647	LACHELLE ZUHLKE	\$44.75	
<b>01 - Total</b>					<b>\$2,064,560.76</b>
02	24403	12/19/2013	139866	ALONSO A LIMAS	\$187.66
	24404	01/06/2014	106893	WICHITA WATER CONDITIONING INC	\$10.17
	24405	01/06/2014	132423	HEWLETT PACKARD CO	\$318.00
	24406	01/06/2014	109843	NEXTEL PARTNERS INC	\$133.88
	24407	01/06/2014	100013	OFFICE DEPOT 84133510	\$663.85
<b>02 - Total</b>					<b>\$1,313.56</b>
06	409359	01/06/2014	012989	APPLE COMPUTER INC	\$1,258.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
06	409390	01/06/2014	133480	BERINGER CIACCIO DENNELL MABREY	\$3,827.25
	409420	01/06/2014	133970	CCS PRESENTATION SYSTEMS	\$491.83
	409631	01/06/2014	058775	LAMP RYNEARSON ASSOCIATES INC	\$1,695.00
	409655	01/06/2014	060136	LUEDER CONSTRUCTION COMPANY	\$39,780.00
	409677	01/06/2014	064600	METAL DOORS & HARDWARE COMPANY INC	\$37,104.00
	409727	01/06/2014	136898	OLSSON ASSOCIATES INC	\$2,182.50
	409801	01/06/2014	079685	S & W FENCE COMPANY	\$1,530.00
<b>06 - Total</b>					<b>\$87,868.58</b>
07	409359	01/06/2014	012989	APPLE COMPUTER INC	\$687.00
	409415	01/06/2014	139926	CARLSON WEST POVONDRA ARCHITECTS	\$20,865.00
	409421	01/06/2014	133589	CDW GOVERNMENT, INC.	\$150.63
	409438	01/06/2014	135287	CONSTRUCT INC	\$141,474.20
	409505	01/06/2014	130632	DANIELSON ENTERPRISES INC	\$1,022.00
	409552	01/06/2014	140012	HARGRAVE CONSTRUCTION LLC	\$14,422.50
	409631	01/06/2014	058775	LAMP RYNEARSON ASSOCIATES INC	\$600.00
	409770	01/06/2014	134598	PRIME COMMUNICATIONS INC	\$41,965.23
	409771	01/06/2014	133745	PRIMEX WIRELESS INC	\$3,807.71
	409797	01/06/2014	134824	ROOFING SOLUTIONS INC	\$7,600.00
	409802	01/06/2014	140085	SAMPSON CONSTRUCTION CO INC	\$138,468.00
	409804	01/06/2014	081880	SCHEMMER ASSOCIATES INC	\$6,800.00
	409853	01/06/2014	139986	SUBMITTAL EXCHANGE LLC	\$50,000.00
	409860	01/06/2014	134170	TAB HOLDING CO INC	\$3,343.75
	409864	01/06/2014	132452	TERRACON INC	\$11,397.25
<b>07 - Total</b>					<b>\$442,603.27</b>
11	409263	12/12/2013	103085	AMERICAN ASSN TEACHERS OF GERMAN	\$290.00
	409275	12/12/2013	094249	DURHAM MUSEUM	\$160.00
	409276	12/12/2013	037525	EDUCATIONAL SERVICE UNIT #3	\$485.00
	409277	12/12/2013	135422	GODFATHERS PIZZA INC	\$89.88
	409286	12/12/2013	081630	SAMS CLUB DIRECT	\$40.29
	409292	12/12/2013	136754	CCT ENTERPRISES LLC	\$125.00
	409295	12/19/2013	049850	HY-VEE INC	\$19.47
	409296	12/19/2013	081630	SAMS CLUB DIRECT	\$57.31
	409338	01/06/2014	137774	ADVENTURE IN ART INC	\$375.00
	409349	01/06/2014	107651	AMAZON.COM INC	\$68.97
	409350	01/06/2014	103085	AMERICAN ASSN TEACHERS OF GERMAN	\$770.00
	409351	01/06/2014	069689	AMSAN LLC	\$102.26
	409356	01/06/2014	140075	TARA ANDREWS	\$39.20
	409367	01/06/2014	137664	AUTISM ACTION PARTNERSHIP	\$150.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

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11	409370	01/06/2014	013890	AWARDS UNLIMITED INC.	\$1,466.00
	409398	01/06/2014	136633	WILLIAMS PROPERTIES LLC	\$1,102.11
	409404	01/06/2014	020175	BROOKES PUBLISHING CO	\$135.26
	409408	01/06/2014	138730	BREANNA L BURKLUND	\$180.00
	409419	01/06/2014	139060	DILLON CATHRO	\$180.00
	409420	01/06/2014	133970	CCS PRESENTATION SYSTEMS	\$7,358.12
	409447	01/06/2014	135028	CREATIVE MATHEMATICS PTP	\$615.00
	409449	01/06/2014	103136	CROSS CULTURAL DEVELOPMENTAL	\$154.00
	409452	01/06/2014	027345	CURRICULUM ASSOCIATES INC	\$2,862.70
	409475	01/06/2014	135509	DIGIORGIO'S SPORTSWEAR INC	\$180.00
	409495	01/06/2014	139116	KERRY ECKLEBE	\$180.00
	409496	01/06/2014	037525	EDUCATIONAL SERVICE UNIT #3	\$30.00
	409497	01/06/2014	037525	EDUCATIONAL SERVICE UNIT #3	\$90.00
	409518	01/06/2014	058755	LAIDLAW TRANSIT INC	\$441.25
	409528	01/06/2014	139428	KRISTIE FUHR	\$40.52
	409551	01/06/2014	047853	HAPPY CAB COMPANY INC	\$40.35
	409564	01/06/2014	140098	SUSAN HOLMES	\$72.96
	409641	01/06/2014	140096	MICHELLE LEITNER	\$107.59
	409659	01/06/2014	139955	MICHAEL GABRIEL MAGRANS	\$250.00
	409702	01/06/2014	138316	NATL RESTAURANT ASSN SOLUTIONS LLC	\$322.00
	409714	01/06/2014	109843	NEXTEL PARTNERS INC	\$21.07
	409724	01/06/2014	100013	OFFICE DEPOT 84133510	\$149.82
	409750	01/06/2014	102699	PEARSON EDUCATION	\$117.86
	409782	01/06/2014	100642	REALLY GOOD STUFF INC	\$350.70
	409785	01/06/2014	139622	DAVID REMUS	\$120.00
	409786	01/06/2014	078967	RENTAL CITY	\$46.92
	409808	01/06/2014	100581	SCHOLASTIC BOOK CLUBS INC	\$126.00
	409809	01/06/2014	082100	SCHOLASTIC INC	\$69.52
	409847	01/06/2014	101378	STAFF DEVELOPMENT FOR EDUCATORS	\$209.00
	409852	01/06/2014	139843	STUDENT TRANSPORATION NEBRASKA INC	\$3,137.37
	409854	01/06/2014	084905	SUNDANCE/NEWBRIDGE ED PUB LLC	\$1,343.87
	409862	01/06/2014	088654	TARGET	\$142.27
	409877	01/06/2014	089740	TREETOP PUBLISHING INC	\$130.35
	409890	01/06/2014	100923	UNL EXTENSION IN DOUGLAS/SARPY CO	\$520.00
	409900	01/06/2014	138328	VEX ROBOTICS INC	\$1,026.93
	409903	01/06/2014	131112	LINDA WALTERS	\$34.50
	409910	01/06/2014	131499	WESTERN BOWL LLC	\$148.31
	409919	01/06/2014	139352	WORDMASTERS LLC	\$380.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	409927	01/06/2014	135647	LACHELLE ZUHLKE	\$35.88
<b>11 - Total</b>					<b>\$26,690.61</b>
14	409442	01/06/2014	136587	COVENTRY HEALTH & LIFE INS CO	\$144,978.41
	409775	01/06/2014	136035	MICHAEL QUINT	\$46.00
	409832	01/06/2014	138887	SIMPLYWELL LLC	\$3,258.20
	409902	01/06/2014	139559	VISITING NURSE ASSN OF THE MIDLANDS	\$52,945.00
<b>14 - Total</b>					<b>\$201,227.61</b>
17	409299	12/19/2013	139653	HADDOCK CORPORATION	\$1,839.00
	409346	01/06/2014	011051	ALL MAKES OFFICE EQUIPMENT	\$3,509.66
	409351	01/06/2014	069689	AMSAN LLC	\$497.10
	409357	01/06/2014	139224	SCANDIUM INC	\$489.96
	409420	01/06/2014	133970	CCS PRESENTATION SYSTEMS	\$5,588.22
	409421	01/06/2014	133589	CDW GOVERNMENT, INC.	\$0.00
	409429	01/06/2014	099222	SCHOOL SPECIALTY INC	\$109.50
	409439	01/06/2014	139110	CONEL INC	\$13,516.00
	409539	01/06/2014	044891	GOPHER	\$214.81
	409580	01/06/2014	132581	IDENTISYS INC	\$2,821.50
	409630	01/06/2014	099217	LAKESHORE LEARNING MATERIALS	\$1,288.76
	409637	01/06/2014	138545	LEARNING HEADQUARTERS LLC	\$256.27
	409685	01/06/2014	065400	MILLARD LUMBER INC	\$2,648.15
	409687	01/06/2014	131328	MILLER ELECTRIC COMPANY	\$8,370.00
	409691	01/06/2014	100316	MINDWARE	\$169.10
	409709	01/06/2014	068445	NEBRASKA FURNITURE MART INC	\$262.47
	409774	01/06/2014	131901	PUSH PEDAL PULL INC	\$1,563.95
	409813	01/06/2014	082350	SCHOOL SPECIALTY INC	\$559.72
	409826	01/06/2014	083175	SHEPPARD'S BUSINESS INTERIORS	\$992.00
409845	01/06/2014	065950	MODERN SOUND PICTURES, INC.	\$590.22	
409901	01/06/2014	092323	VIRCO INC	\$428.40	
<b>17 - Total</b>					<b>\$45,714.79</b>
50	409264	12/12/2013	140073	BRUCE A ARANT JR	\$700.00
	409343	01/06/2014	136499	ALEKS CORPORATION	\$718.75
	409359	01/06/2014	012989	APPLE COMPUTER INC	\$1,197.00
	409364	01/06/2014	140080	MADISON ASCHE	\$20.00
	409399	01/06/2014	019559	BOUND TO STAY BOUND BOOKS INC	\$94.05
	409413	01/06/2014	023964	DAVE CARLSEN	\$120.00
	409420	01/06/2014	133970	CCS PRESENTATION SYSTEMS	\$8,421.42
	409421	01/06/2014	133589	CDW GOVERNMENT, INC.	\$903.46
	409429	01/06/2014	099222	SCHOOL SPECIALTY INC	\$572.57

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 6, 2013

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	409466	01/06/2014	032800	DEMCO INC	\$500.00
	409474	01/06/2014	033473	DIETZE MUSIC HOUSE INC	\$442.80
	409501	01/06/2014	134225	KELLY EKUE	\$28.69
	409524	01/06/2014	041100	FOLLETT LIBRARY RESOURCES	\$87.88
	409566	01/06/2014	132592	WILLIAM SPRAGUE, JR.	\$1,664.63
	409597	01/06/2014	054492	JIM L JOHNSON	\$120.00
	409607	01/06/2014	056182	KAGAN PUBLISHING & PRO DEVELOPMENT	\$2,000.00
	409617	01/06/2014	140081	KAHLI ANN KING	\$50.00
	409638	01/06/2014	130792	LEARNING RESOURCES	\$287.81
	409652	01/06/2014	135166	RONDA LOVERIDGE	\$1,053.00
	409681	01/06/2014	102870	MIDLAND COMPUTER INC	\$99.89
	409709	01/06/2014	068445	NEBRASKA FURNITURE MART INC	\$425.96
	409711	01/06/2014	068684	NEBRASKA SCIENTIFIC	\$241.80
	409715	01/06/2014	069578	N CHRIS NIELSEN	\$150.00
	409768	01/06/2014	072900	POPLERS MUSIC INC	\$550.00
	409774	01/06/2014	131901	PUSH PEDAL PULL INC	\$1,500.00
	409812	01/06/2014	136833	SCHOOL OUTFITTERS LLC	\$538.36
<b>50 - Total</b>					<b>\$22,488.07</b>
99	409500	01/06/2014	139744	NATHAN DALE EKLUND	(\$92.48)
<b>99 - Total</b>					<b>(\$92.48)</b>
<b>Overall - Total</b>					<b>\$2,892,374.77</b>

## Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due Date: **12/25/2013**BOE Meeting Date: **12/30/2013**Sale or Disposals Scheduled After: **12/30/2013**

Lot	Quantity	Description
1	20	laptops
2	5	desktop computers
3	3	laptop charging carts
4		
5		
6		
7		
8		
9		
10		
11		
12		
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### AGENDA SUMMARY SHEET

**Agenda Item:** Rule 5400.6

**Meeting Date:** January 6, 2014

**Department** Student Services

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

**Action Desired:** Approval

**Background:** As a result of a recent District court decision, a review of 5400.6 (II) (D) (1) (2) was required.

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

**Recommendations:** Approval

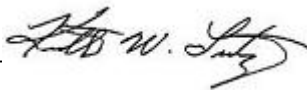
**Strategic Plan Reference:** N/A

**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, or 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. Using, intimidating with, threatening with, handling, transmitting, possessing on one's person or in one's vehicle any dangerous weapon, including but not limited to any stun gun, paint ball gun, air soft gun, B.B. gun, or pellet gun.
    - a. Sanctions on School Grounds.
      - (1) Minimum Sanction. 20 Day Expulsion. Suspension from extracurricular activities during time of suspension.
      - (2) Maximum Sanction. Expulsion for one (1) year. Suspension from extracurricular activities during time of expulsion.
      - (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. 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. 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.

VI. Violations against School Administration.

- A. Tuancy. 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. Curtailement 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. "Curtailed 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; [January 6, 2014](#)

Millard Public Schools  
Omaha, Nebraska

**AGENDA SUMMARY SHEET**

AGENDA ITEM:  
MEETING DATE: Monday, January 6, 2014

DEPARTMENT: Superintendent's Office

TITLE AND BRIEF DESCRIPTION: Designation of Official Newspaper

ACTION DESIRED: Approval  Information Only

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

Since January 12, 2004, the Daily Record has been designated as the official newspaper. The Daily Record also is the official newspaper for the City of Omaha and County of Douglas. In the event that a special meeting is called after the deadline has passed for the Daily Record, the meeting is advertised in the World-Herald or Midlands Business Journal.

In addition to publication in the official newspaper, the school board meeting schedule is listed in the district calendar, Board Briefs newsletter, and district web site. Agendas are placed on the web site and posted on the bulletin board in the lobby of the Don Stroh Administration Center on Fridays before the meetings.

OPTIONS AND ALTERNATIVES: The Daily Record charges 60 cents per line; circulation is 3,500. The Midlands Business Journal charges 68 cents per line for the first week and 60 cents each additional week; circulation is 5,000. The World-Herald charges \$6.05 per line for the weekday daily rate; circulation is 136,000. The World-Herald charges \$7.50 per line for Sunday; circulation is 170,000. The average notice runs about 10 lines.

RECOMMENDATION: Continue to publish legal notices of regular and special meetings of the Board of Education in The Daily Record, unless the deadline dictates publication in the World-Herald or Midlands Business Journal.

STRATEGIC PLAN REFERENCE: Parameter: We will always communicate effectively, both internally and externally, in order to implement our Strategic Plan, operate our schools, and maintain high levels of community support.

IMPLICATIONS OF ADOPTION/REJECTION: N/A

TIMELINE: N/A

PERSON RESPONSIBLE: Rebecca Kleeman

SUPERINTENDENT APPROVAL: \_\_\_\_\_  \_\_\_\_\_

## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Designation of Official Depositories

**MEETING DATE:** January 6, 2014

**DEPARTMENT:** General Administration

**TITLE & BRIEF DESCRIPTION:** Designation of Official Depositories – Taking official action to designate which institutions will be used for depositing school district funds during the coming year.

**ACTION DESIRED:** Approval  Discussion  Information Only

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

Currently, the First National Bank of Omaha is providing all of our banking services except for some activity fund related services which are provided by Wells Fargo Bank, US Bank, Omaha State Bank, First Westroads Bank, and Great Western Bank.

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

**OPTIONS AND ALTERNATIVES:** We could change depository institutions to other qualified institutions.

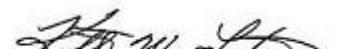
**RECOMMENDATION:** It is recommended that the district designate the First National Bank of Omaha and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of Wells Fargo Bank, US Bank, First Westroads Bank, Great Western Bank, and Omaha State Bank for school activity fund deposits.

**STRATEGIC PLAN REFERENCE:** n/a

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

**TIMELINE:** Immediate

**RESPONSIBLE PERSON:** Chris Hughes, Accounting Manager; and, Ken Fossen, Associate Superintendent (General Administration)

**SUPERINTENDENT'S APPROVAL:** 

## AGENDA SUMMARY SHEET

**Agenda Item:** MEA Negotiated Agreement for 2014-15

**Meeting Date:** January 6, 2014

**Department:** Human Resources

**Title & Brief Description:** The District and the Millard Education Association (“MEA”) have reached tentative agreement for the 2014-15 school year. The MEA voted for approval of the tentative agreement on December 22, 2013. The proposed agreement includes the following changes:

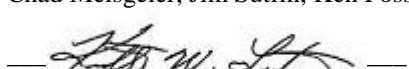
- **Estimated 3.6% total package:**
  - Salary Increase (including estimated graduate credit hours) = 2.46% total package increase;
  - Health Insurance Rates = 0.66% total package increase;
  - Extra Duty Increases = 0.02% total package increase;
  - NPERS Increase = 0.25% total package increase;
  - Other (Dental, Life, FICA, etc.) = 0.21% total package increase.
- **Health Insurance Changes:**
  - Moving from a 2 tier plan (Employee or Family Coverage) to a 4 tier plan (Employee, Employee + Spouse, Employee + Children, or Employee + Full Family);
  - Employee Premium Sharing added for full-time employees with employee share stated in dollar amounts reflecting an estimated 3% of total premium for three family tiers;
  - Premium sharing waived if both spouses employed by the District;
  - Included a re-opener clause in Appendix A for possible health insurance law changes during the term of this Agreement;
  - Added a High Deductible Plan option with an Health Savings Account contribution to incent participation;
  - Increased Deductibles on the traditional plan from \$600/\$1,200 to \$750/\$1,500;
  - Increased Out of Pocket Maximums on the traditional plan from \$2,600/\$5,200 to \$4,250/\$8,500;
  - Added the ability to add a third plan if advisable for complying with health care reform.

**Recommendation:** It is recommended that the Negotiated Agreement for Teachers with the Millard Education Association for the 2014-15 school year be approved.

**Background:** Wage increases are in line with budget parameters.

**Options and Alternatives:** Return to the bargaining table.

**Responsible Persons:** Chad Meisgeier, Jim Sutfin, Ken Fossen, Duncan Young, Kevin Chick, Keith Lutz

**Superintendent's Approval:** 

**2014-2015  
COLLECTIVE BARGAINING AGREEMENT  
between Millard Public Schools  
and the Millard Education Association**

**THIS AGREEMENT** made and entered into this \_\_\_\_ day of \_\_\_\_\_, 2014 by and between School District Number 17, Douglas County, Nebraska, also known as the Millard School district (hereinafter called "District"), and the Millard Education Association (hereinafter called "Association").

**WHEREAS**, the parties have from time to time met and negotiated the terms and conditions of employment for teachers for the 2014-15 school year; and

**WHEREAS**, the parties have reached an agreement with respect to the terms and conditions of the employment for teachers for the 2014-15 school year;

**NOW, THEREFORE**, in consideration of the covenants and conditions as hereinafter set forth, the parties agree as follows:

**ARTICLE I  
RECOGNITION**

For the purpose of negotiating collectively on those terms and conditions of employment required by law, the District hereby agrees to recognize the Millard Education Association as the exclusive bargaining agent for employees certificated by the Nebraska Department of Education and employed by the District. This definition specifically does not include persons employed as Administrators or Nurses by the District.

**ARTICLE II  
PROCEDURE AND PROTOCOL**

The parties hereby agree that negotiation shall be commenced, conducted and completed according to the procedure and protocol set forth and described in Appendix A, which is attached hereto and made a part of this agreement.

**ARTICLE III  
TERMS AND CONDITIONS**

**I. Term of Contract:**

The term of the contract shall begin on August 1, 2014 and terminate on July 31, 2015. In each contract year, the contract shall consist of 193 teacher days for returning teachers and 195 days for new teacher hires. The District may require any new teacher hire to work day 194 and day 195 of his or her contract without compensation, provided days 194 and 195 are scheduled after the commencement of the regular teacher work calendar. Each new teacher hire who attends new teacher workshops before the commencement of the regular teacher work calendar shall be compensated for each day of attendance at a rate of \$200 per day. New teacher hire workshop compensation shall be rendered as a stipend and tracked separately from



total salary for the purposes of calculating the new teacher hire's daily rate of pay. In addition, the District may require any teacher covered by this agreement to work up to two additional days (e.g. 195 days for returning teachers and 197 days for new teacher hires), provided that the teacher is compensated at his or her daily rate and given a minimum of 90 days' advance notice. A teacher's daily rate of pay is his or her annual salary divided by the total number of paid contract days in the corresponding contract year. A teacher may be excused without pay from working the additional day(s) by providing good cause; good cause shall include any of the leave of absence reasons set forth in Board Policy and Rule. Failure to show good cause may result in disciplinary action.

If upon the expiration of this agreement on the 31<sup>st</sup> day of July, 2015, the parties hereto have not agreed to a collective bargaining agreement for the school year 2015-16, the terms of this agreement shall continue in full force and effect so long as the parties are continuing to engage in good faith collective bargaining.

## **2. Salary / Compensation:**

**Formula Salary Methodology:** The salary will be adjusted proportionately according to changes in the individual teacher's full-time equivalency (F.T.E.) and / or number of contract days. For the 2014-15 school year, each teacher's pay shall be as set forth in Appendix B, subject to the following limitations:

- a) A returning teacher's salary shall be the greater of: (i) his or her formula salary in Appendix B; or (ii) an increase of \$510 above his or her 2013-14 salary, prorated for f.t.e. or extended contracts;
- b) Any teacher newly hired to the District for the 2014-15 school year shall receive a salary as set forth in Appendix B; and
- c) Any error found in salary shall only be corrected retroactive to the beginning of the year in which the error was discovered or the year in which the specific error was brought to the attention of Human Resources in writing (e.g. a salary error discovered in January of 2015 will be corrected retroactively to the September of 2014 pay period). The District may (but shall not be required) to delay the correction of errors that decrease a teacher's salary until the next contract year.

**Additional Days:** Each teacher who is required to work extra days beyond the contracted days specified in this agreement will be compensated at his or her regular daily rate of pay, provided, however, that the District may set pay rates without reference to salary per diem under any of the following conditions:

- a) when a new teacher hire works extra days as provided for in Article III, Section I of this agreement;
- b) when non-teaching duties are offered and accepted during non-contract days (e.g. painting, maintenance, moving furniture, configuration and setup of computers, etc.), the rate of pay shall be at the sole discretion of the District;

- c) when non-required direct delivery of instruction is offered and performed as additional days (e.g. summer school), the District may set a rate of pay which shall not be less than \$250 per day;
- d) when non-required duties related to teaching are offered and performed as additional days (e.g. curriculum writing, required staff development, assessment development), the District may set a rate of pay which shall not be less than \$200 per day; and
- e) supervision duties during the year shall be at the extra duty rate provided in Appendix C.
- f) The District may offer optional staff development during off-contract time. Optional staff development may be offered with or without a monetary incentive (or other incentive), as offered by the District, for the employee to participate.
- g) In the event duties are performed for less than a full day, the District may set a comparable hourly rate by dividing the daily rate by eight (8) or a one-half daily rate set by dividing the daily rate by 2. In no event shall the totals an hourly rate or a one-half daily rate exceed the daily rate for any one day worked.

All salary will be adjusted proportionately according to the individual teacher's full time equivalency status (F.T.E.) and / or the teacher's total number of paid contract days.

**Critical Shortage Program:** The District may determine critical shortage teaching areas and may determine a stipend to be offered to candidates who accept job offers in those areas. Eligible stipend recipients shall include any teacher employed by the district in a non-critical shortage area who is selected to fill a critical shortage area position. The stipend will be distributed over a one-year period providing the recipient remains employed by the district in the critical shortage area during the entire one-year period. Recipients who cease to be employed by the District in the critical shortage area shall forfeit all future stipend payments on the day their assignment ends. The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District; provided however, the District will review the program with the Association prior to implementation.

**Extra Duty Compensation:** The schedule for extra duty compensation is attached hereto as Appendix C and by reference incorporated and made a part of the contract. Extra duty may be paid proportionately over the remaining contract beginning when the extra duty is assigned and when the District Human Resources office is notified of the extra duty assignment and ending in August. In the event a teacher is permitted to withdraw from an extra duty assignment, any payments previously paid will be deducted from the employee's compensation.

**National Board Certification for Professional Teaching Standards (NBCPTS):** Each teacher holding an unexpired NBCPTS certificate issued prior to July 31, 2014 shall be paid a stipend of \$2,000 by the District for the time remaining on that teacher's certification.

### 3. Insurance:

**Benefits and Coverage, Premiums:** The District shall provide each full-time teacher with health, dental, life, and long-term disability coverage and benefits. Health Plan benefits are outlined in Appendix F, which is attached hereto and by reference incorporated in and made a part of this Contract. The District may set or negotiate the benefits premiums, including the premiums for current employees and including different and distinct rates for qualifying retired teachers. The amounts of the District's premium contributions shall be made available to the Association and teachers upon request.

**Benefits and Coverage, Health and Benefit Design:** The Association abjures the right to negotiate changes to plan design effective from September 1, 2014 to January 1, 2016. The District shall disclose plan design provisions, or changes to those provisions, to the Association.

Until January 1, 2016, other than the plan provisions specifically outlined in Appendix F of this Agreement, the District at management's discretion may alter or amend health and dental plan provisions through the adoption of a fully funded plan or by changing the terms of a self-funded insurance plan. Those health or dental plan design provisions so maintained or amended under this Agreement may include the auditing of dependent eligibility, adjusting lists of drug formularies, adopting mandatory generic drug programs, revising the dollar amounts associated with emergency room or urgent care co-pays, changing drug co-pay amounts, limiting the number of certain enumerated medical procedures, determining the medical necessity of procedures (including whether a procedure is deemed experimental or investigational), revising the list of authorized network providers, instituting a multi-tiered network for the health plan, setting dental coverage parameters, and other plan changes not specifically contained in Appendix F. The District's power to institute the benefit plan design changes so described shall not be construed to empower it to eliminate the insurance plan offered.

**Employee Health Insurance Premium Contributions:** For each eligible full-time teacher, monthly health insurance premiums paid by the employee shall be as follows:

COVERAGE TIER	CONVENTIONAL DEDUCTIBLE		HIGH DEDUCTIBLE	
	for wellness participants	for non-participants	for wellness participants	for non-participants
EMPLOYEE ONLY	\$0.00	\$50.03	\$0.00	\$42.21
EMPLOYEE + CHILDREN	\$27.77	\$120.33	\$0.00	\$78.10
EMPLOYEE + SPOUSE	\$31.52	\$136.59	\$0.00	\$88.65
EMPLOYEE + SPOUSE + CHILDREN	\$42.32	\$183.40	\$0.00	\$119.03

The District may deduct an employee's premium share contribution beginning in September for each full time employee who elects health coverage but did not participate in the wellness plan in the prior year, or who did not meet the criteria of the wellness plan in the prior year.

**Health Insurance for New Teachers:** Premium contribution levels for each eligible full-time teacher newly hired to the District shall be calculated as a non-wellness amount, unless the teacher participated as a spouse of another District employee in the prior year..

**Wellness Program:** The District may continue to develop and amend the wellness program, provided that the District seeks input from the Association. The policies, procedures, implementation, amendments to, and all decisions related to the wellness program shall be the responsibility of the District; subject only to the following limitations:

- a) In each year, the District shall provide the Association with a written description of the terms and conditions of the wellness program including: (i) enrollment procedures; (ii) minimum participation criteria; (iii) scoring methodology; (iv) any appeals process; and (v) a list of all laboratory tests used as a part of the health screening;
- b) The District shall communicate annually to the Association: (i) the number of teachers enrolled in the wellness program; (ii) the number of teachers not meeting the participation criteria; and (iii) aggregate data setting forth the reasons the teachers did not meet the participation criteria;
- c) The District and the District's agent(s) shall maintain the confidentiality of all private health information in accordance with applicable federal, state, and local laws;
- d) Employee participation in the wellness program shall be voluntary. The wellness program shall provide an alternative participation standard in compliance with applicable law for any employee who, due to a medical condition and / or disability, is unable to meet the wellness program's criteria. Any employee completely exempted from any participation in the wellness program, including inability to meet any alternative participation standard, due to requirement of law (e.g. Americans with Disabilities Act), will not be charged designated premium amounts for non-participation or failure to meet the criteria of the wellness plan;
- e) In the 2014-15 school year, the District may:
  - i. maintain a health screening and individual health survey requirement for the premium incentive; or
  - ii. discontinue the wellness program (if the District discontinues the wellness program, premiums shall be calculated as if the teacher had completed the wellness program);

**Dental Insurance:** The District shall pay the full cost of single dental coverage; the teacher may purchase additional dental coverage by paying the additional premium through payroll deduction.

**Life Insurance:** The District shall pay the full cost of \$50,000 term life coverage.

**Long-Term Disability Plan:** Each full-time teacher shall participate in the long-term disability plan and the teacher shall pay the full premium through payroll deduction; the premium shall not be paid through the District's Section 125 plan.

**Married Employees both Employed by the District:** When two District employees are married to each other and each qualifies for District paid family health insurance, the District shall provide and pay the premium for one family health plan as set forth above, except the District shall waive the \$27.77, the \$31.52, and the \$42.32 employee premium share listed above; provided that neither of the employees elects to participate in "cash option." Also, the District shall provide and pay the premium for one family dental plan; provided neither of the employees elects to participate in "cash option."

**Part-time teachers:** The District shall provide the same health, and dental insurance coverage and benefits for part-time teachers (who are employed as one-half F.T.E. or more, defined as at least 20 hours per week) as for full-time teachers. The District shall contribute an amount equal to one-half of the amount it contributes on behalf of a full-time teacher; provided, however, that the part-time teacher elects coverage and pays the balance of the premiums for such coverage through payroll deduction. The District shall provide each part-time teacher with a \$50,000 term life insurance policy and will pay the full premium. Additionally, each part-time teacher who is employed at least 20 hours per week or more shall participate in the District's long-term disability plan and the teacher shall pay the premium.

**Cash Option:** Each full-time teacher who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any such teacher electing cash option may purchase single or family dental coverage. Any such teacher electing cash option may, at his or her option, receive a reduced cash option of \$157.40 per month and the district will pay the premium for single health and dental. Continuous service shall include school-years during which a teacher was on an approved leave of absence. Any teacher who does not receive cash-option as of January 1, 2013 shall not be allowed to elect cash-option at a later date, even if the teacher was continuously employed from the 1996-97 school year. Any teacher who elects cash-option of \$157.40 per month as of January 1, 2013 may not elect cash option of \$325.28 at a later date even if the teacher was continuously employed from the 1996-97 school year.

**Direct Bill:** In order to be eligible for the Direct Bill Plan as an early retiree, the employee, the spouse and dependents each must have had a minimum number of months of continuous coverage under the District's Health and/or Dental Plan at the time continued coverage begins. The minimum number of months of continuous coverage required is 60 months

#### 4. Leaves of Absence:

**Paid Leave:** During each school year covered by this contract, each full-time teacher shall receive twelve (12) days leave, and further be allowed any unused and accumulated leave from

the previous year to a maximum total of ninety-two (92) days of leave at full pay. Such leaves shall be taken only for reasons of: personal illness, family illness, family death, and business and emergency. The rules for use of leave are established in Board Policy and Rule.

**Business and Emergency Leave:** Up to three days of a teacher's accumulated paid leave per year may be used for business and emergency leave; and a maximum of one business and emergency leave day per year may be taken for any or no reason whatsoever; subject to limitations on permissible dates of leave, limitations on number of teachers eligible for leave on any given day, and application procedures developed by the District. In addition to the sufficient grounds currently listed in Board Rule, Business and Emergency Leave may be approved for: (a) District approved college course work; (b) graduations, college visits, or competitions in which the employee's children participate; (c) serious illness of a friend or non-immediate family member; and (d) weddings of a friend or non-immediate family member (subject to single day restrictions in Board Rule). Additional clarification of business and emergency leave consistent with these parameters may be established in Board Policy or Rule.

Part-time teachers shall be allowed leave on a prorated basis equivalent to that portion of the total of twelve (12) days leave which is, equal to the proportion of his or her hours of part-time employment to the total regular employment hours per school year, and further be allowed any unused and accumulated leave from the previous school year to an equivalent total not to exceed what that proportion is to the ninety-two (92) days for regular full-time employees. Use of paid leave by part-time teachers shall only be allowed on a prorated basis. Effective August 1, 1994, a teacher whose employment status changes from full-time to part-time and whose accumulated leave is greater than the maximum allowable prorated amount shall have the excess amount placed in reserve until such time that the employee's full-time equivalency increases. When the employee's full-time equivalency increases, some or all of the reserve leave shall again be part of the accumulated leave up to the maximum allowable prorated amount.

**Extended Personal Illness Leave:** Extended paid leave shall be provided to teachers as follows:

- a) **Borrowed Personal Illness Leave:** Each eligible teacher who has used his or her current and accumulated paid leave may borrow up to ten (10) days from the next school year's paid leave allotment. If the teacher resigns before receiving sufficient additional paid leave days during the succeeding year(s) to repay the borrowed leave, the teacher shall be required to repay the District for the salary received for the borrowed leave. The salary repayment will be at the teacher's daily rate at the time of repayment for each borrowed day of paid leave and shall, if possible, be deducted from the employee's last paycheck. Should personal illness be the reason leading to resignation or termination of the teacher, the teacher shall not be required to pay back the salary for the borrowed days.
- b) **Substitute Deduct Pay:** A teacher who will qualify for long-term disability and who has fully used all of his or her paid leave and any applicable borrowed personal illness leave, as identified in Paragraph (a) above, prior to being eligible to receive long-term disability benefits, will be eligible for substitute-deduct leave. During substitute-deduct leave, the teacher shall continue to receive his/her salary reduced by the cost to the District of the substitute employed to replace the teacher.

In the event the District and the teacher, after receiving any information which determines that a teacher may qualify for long-term disability (and the teacher elects substitute-deduct leave prior to being approved for long-term disability) and the insurance carrier subsequently denies the long-term disability request, the teacher will be responsible for reimbursing the District the total amount of payments made to the teacher during the substitute-deduct leave. Such reimbursement will be through payroll reduction, if possible.

- c) Procedures: The procedures and rules for administration of extended personal illness leave shall be established by the District.

**Reimbursement for unused Paid Leave:** At the conclusion of each school year covered by this agreement, each full-time teacher shall receive reimbursement for each unused day of accumulated paid leave in excess of eighty (80) days and further shall have his or her accumulated paid leave allotment reduced to eighty (80) days. Each part-time teacher shall receive reimbursement for each unused day of accumulated paid leave in excess of that portion of eighty (80) days which is equal to the proportion of his or her hours of part-time employment to the total regular employment hours per school year and further shall have his or her accumulated paid leave allotment reduced by the number of reimbursed leave days. The rate of reimbursement shall be \$100 per day. The District shall establish procedures for payment of the leave reimbursement program.

**Association President Leave:** The President of the Association representing the majority of the teachers, at the request of the Association, will be given leave with pay during such President's term of office; provided however, the Association shall reimburse the District the full cost of salary and fringe benefits of the Association President. The leave shall be for no less than one semester. The Association must provide the District a ninety (90) day notice in advance of such leave request. Upon returning to employment as a teacher, reasonable efforts will be made by the District to place the President in the same or comparable position held when the leave commenced. The President will be advanced on the salary schedule as other teachers and without any limitation because of the leave granted.

### **5. Voluntary Separation Program:**

Each teacher who has completed the equivalent of twenty (20) or more full-time years of consecutive service in the District as a full-time or part-time certificated employee may participate in the Voluntary Separation Program (VSP) if the teacher is at least fifty-five (55) years of age; provided, however, that any teacher so electing to participate shall be required to complete the school year before separation from employment with the District commences.

VSP payments represent the purchase of a teacher's "permanent certificated/tenure rights." The procedures to administer this Program shall be established by the District. The schedule of payments to be made under this Program is as shown in Appendix E, which is attached hereto and by reference incorporated in and made a part of this agreement. VSP payments shall be paid into a 403(b) retirement account, unless the District determines with the consent of the Association, that payments shall be made in cash.

Each teacher separating service after at least 20 consecutive years of service in the District and who is at least 55 years of age, shall receive \$100 per day for each day of unused accumulated paid leave at separation from the District. To the degree permitted by law, payment for unused paid leave at separation may be paid as "employer contributions" to a 403(b) / TSA account established for the employee by the District, unless the District decides, at its sole discretion, to pay said amounts as cash. The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District; provided however, the District will review the program with the Association prior to implementation.

#### **6. Elementary Planning Time:**

Elementary teachers shall have a minimum of 300 minutes, during student contact time, of preparation/conference/planning time during a two-week instructional period. Elementary teachers include all teachers who work in an elementary building.

#### **7. Compensation for Lost Planning Time:**

A teacher covered by this agreement shall not be required to cover a class for another teacher during his or her personal planning time when a substitute is authorized and available. In an emergency situation a teacher having personal planning time may be required by his or her principal or designee to cover a class. The teacher losing the personal planning time shall be paid for each clock hour (or portion thereof, rounded to the nearest one-fourth hour) at the rate of \$25 per hour. If no teacher with planning time is available students may be reassigned to other teacher's classes, such reassignment shall be divided equally among all teachers in the building over the course of the year.

#### **8. Facility Use:**

The Association shall be permitted to place in mailboxes provided for individual staff members MEA/NSEA newsletters, circulars, notices and other materials relating to the Association and its operations. The Association shall be permitted to post or place any material relating directly to Association business on the bulletin boards located in faculty lounges. No local, state or national political campaign material for public office or any other material which violates the Policies or Rules of the District will be permitted to be either distributed through the staff mailboxes or placed on faculty lounge bulletin boards.



IN WITNESS THEREOF, the parties have duly executed this agreement as of the day and year first above written.

Millard School District  
School District No. 17  
Douglas County, Nebraska

Millard Education Association

by \_\_\_\_\_

by \_\_\_\_\_

**Appendix A**  
**Procedure and Protocol of Contract Negotiations**

1. Upon notice by either party to the other, the parties agree to enter into negotiations for the purpose of entering into a contract and agreement for teacher salaries and terms and conditions of employment which are either required by law or made the subject of negotiations by agreement of the parties.
2. Either party, upon giving notice to the other party, may include with such notice its proposals to be included in the contract to be negotiated by the parties.
3. The parties shall conduct negotiations in such a manner as to permit each of the parties to provide the other party with an explanation of its proposals, presentation of relevant data, dialogue and exchange of points of view.
4. Each of the parties may make proposals and counter proposals during the negotiations.
5. Either party may utilize the services of outside consultants to assist in negotiations.
6. Both parties shall designate and appoint representatives of that party for the conduct of negotiations.
7. Unless otherwise agreed upon, the negotiations shall be conducted in closed sessions and no releases shall be made to any of the news media as to the progress of negotiations until the contract has been accepted by both parties, whereupon the media will be given a joint statement.
8. If the parties fail to reach an agreement after good faith negotiations, the parties shall proceed in accordance with law.
9. If the representatives of the parties reach an agreement, the agreement shall be reduced to writing and submitted to the Board of Education of the District and to the membership of the Association for approval and acceptance and as approved and accepted by both parties, the Agreement shall be signed by the duly authorized officers of both parties.
10. The agreement shall constitute the full and complete agreement between the parties. If any of the specific terms or conditions of this agreement conflict with the policies, rules, regulations, procedures, or practices of the District's Board of Education, the Agreement shall take precedence. Any policies, rules, regulations, procedures, or practices of the District that are not specifically covered by this agreement may be established, amended, superseded, or changed at the discretion of the District.
11. If any provision of the contract or any application of the contract to any employee or groups of employees shall be found to be contrary to law, then such provisions shall not be in effect but all other terms and conditions shall continue in full force and effect.
12. If Federal or State action, legislative, administrative, or judicial; results in material changes to health care benefits that have the potential to be detrimental to the District or Employees, either party may request that the other open the Agreement to deal only with those legislative, administrative, or judicial changes. The other party shall not unreasonably withhold consent to reopen the Agreement upon request pursuant to this paragraph.

## **Appendix B TEACHER SALARY CALCULATION**

I. Salary shall be calculated as follows for a teacher holding a Bachelor's degree:

- a) The Base Bachelor's (BA) Salary shall be \$36,275;
- b) Each Year of Experience at the BA level shall add \$306 to the teacher's salary up to a maximum of ten (10) years. The current year of the teacher's contract shall equal a year of experience; and,
- c) Subject to the terms and conditions described in Appendix D, each Approved Graduate Credit Hour shall add \$193 to the teacher's base salary, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

II. Salary shall be calculated as follows for a teacher holding a Master's degree:

- a) The Base Master's (MA) Salary shall be \$43,223 (the total of the Bachelor's Base and the value of 36 BA+ credit hours at \$193 each);
- b) Each Year of Experience shall add \$612 to the teacher's salary up to a maximum of twenty-seven (27) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District. The current year of the teacher's contract shall equal a year of experience; and,
- c) Subject to the terms and conditions described in Appendix D, each Approved Graduate Credit Hour shall add \$265 to the teacher's base salary, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

III. Salary shall be calculated as follows for a teacher holding an Educational Specialist's degree:

- a) The Base Educational Specialist's (EdSpec) Salary shall be \$52,763 (the total of the Bachelor's Base and the value of 36 BA+ credit hours at \$193 each and the value of 36 MA+ credit hours at \$265 each);
- b) Each Year of Experience shall add \$642.60 to the teacher's salary up to a maximum of twenty-seven (27) years. No EdSpec teacher shall be credited for more than thirteen (13) years of experience outside the District. The current year of the teacher's contract shall equal a year of experience; and,
- c) Subject to the terms and conditions described in Appendix D, each Approved Graduate Credit Hour shall add \$265 to the teacher's base, up to a maximum of 3 additional hours if the final 3 credits are earned through a District-approved course or program.

IV. Salary shall be calculated as follows for a teacher holding a Doctoral degree:

- a) The Base Doctoral Degree (Doctorate) Salary shall be \$52,763 (the total of the Bachelor's Base and the value of 36 BA+ credit hours at \$193 each and the value of 36 MA+ credit hours at \$265 each);
- b) Each Year of Experience shall add \$673.20 to the teacher's salary up to a maximum of twenty-seven (27) years. No doctoral teacher shall be credited for more than thirteen (13) years of experience outside the District. The current year of the teacher's contract shall equal a year of experience;
- c) Subject to the terms and conditions described in Appendix D, each Approved Graduate Credit Hour shall add \$265 to the teacher's base, up to a maximum of 3 additional hours if the final 3 credits are earned through a District-approved course or program.

V. For the purposes of salary calculation, a "credited year of experience" shall be calculated in accordance with Nebraska Revised Statute § 79-825.

**APPENDIX C  
COMPENSATION STIPENDS FOR EXTRA DUTIES**

HIGH SCHOOL  
ATHLETIC STIPENDS

**FOOTBALL**

Head Coach	\$8,600
Assistant Varsity	\$5,590
Assistant Coach	\$4,558
[boys]	

**BASKETBALL**

Head varsity	\$7,740
Varsity Assistant	\$5,031
J.V. Coach	\$5,031
Assistant Coach	\$4,102
[boys and girls]	

**TRACK**

Head Coach	\$6,880
Assistant Coach	\$3,784
[boys and girls]	

**WRESTLING**

Head Coach	\$7,740
Assistant Coach	\$4,257
[boys]	

**BASEBALL**

Head Coach	\$6,880
Assistant Coach	\$3,784
[boys]	

**SWIMMING**

Head Coach	\$7,740
Assistant Coach	\$4,257
[boys and girls combined]	

**VOLLEYBALL**

Head Coach	\$7,740
Assistant Coach	\$4,257
[girls]	

**SOFTBALL**

Head Coach	\$6,880
Assistant Coach	\$3,784
[girls]	

**SOCCER**

Head Coach	\$6,880
Assistant Coach	\$3,784
[boys and girls]	

**GOLF**

Head Coach	\$3,870
[boys and girls]	

**TENNIS**

Head Coach	\$3,870
Assistant Coach	\$2,516
[boys and girls]	

**CROSS COUNTRY**

Head Coach	\$3,870
Assistant Coach	\$2,516
[boys and girls combined]	

## INTRAMURAL SUPERVISOR

Per Season	\$1,300
Aquatics Director	\$10,140
Strength and Conditioning	\$8,600
Weight Room Supervisor	\$5,200
Assistant Activities Director	\$8,750

OTHER HIGH SCHOOL  
EXTRA DUTY STIPENDS

Annual (Yearbook)	\$4,370
Assistant Band Director	\$4,500
Assistant Debate	\$3,780
Assistant Forensics	\$3,780
Assistant Musical Director	\$1,520
Assistant Vocal Music Director	\$3,400
Band Director	\$7,560
Cheerleading [varsity]	\$4,120
Cheerleading [junior varsity]	\$2,820
Cheerleading [freshman]	\$2,820
Class board sponsor [senior]	\$870
Class board sponsor [junior]	\$1,300
Club sponsor	\$580
Color Guard	\$1,450
Dance Team	\$2,820
Debate	\$7,560
DECA	\$1,520
Drama Director	\$6,750
FBLA	\$1,110
FCCLA	\$1,110
FinishLynx System Operator	\$580
Forensics	\$7,560
Literary Magazine	\$870

Musical Director	\$3,030
National Honor Society	\$1,450
Newspaper	\$3,780
Orchestra (strings) Director	\$3,780
PAYBAC Liaison	\$580
RTI+I Consultant	\$800
Student Council	\$1,450
VICA	\$1,110
Vocal Music Director	\$6,800

**MIDDLE SCHOOL  
EXTRA DUTY STIPENDS**

**BASKETBALL**

Head 8 <sup>th</sup>	\$1,850
Assistant 8 <sup>th</sup>	\$1,575
C Team 8 <sup>th</sup>	\$1,275
[boys and girls]	

**WRESTLING**

Head 8 <sup>th</sup>	\$1,850
Assistant 8 <sup>th</sup>	\$1,575
[boys]	

**TRACK**

Head 8 <sup>th</sup>	\$1,850
Assistant 8 <sup>th</sup>	\$1,575
[boys and girls]	

**VOLLEYBALL**

Head 8 <sup>th</sup>	\$1,850
Assistant 8 <sup>th</sup>	\$1,575
[girls]	



<b>FOOTBALL</b>	\$1,850
[boys]	
Intramural Boys Basketball	\$750
Intramural Girls Basketball	\$750
Intramural Girls Volleyball	\$760
<b>ACTIVITIES DIRECTOR</b>	\$6,660
<b>OTHER MIDDLE SCHOOL EXTRA DUTY STIPENDS</b>	
Annual (Yearbook)	\$1,740
Assistant Musical	\$1,150
Club Sponsor	\$580
Drama / Musical	\$1,300
Instrumental (Band) Director	\$1,740
Newspaper	\$730
Orchestra (Strings) Director	\$1,160
PAYBAC Partner Liaison	\$580
RTI+I Consultant	\$800
Student Council	\$1,010
Vocal Music Director	\$1,740
Volunteer Coordinator	\$290
<b>ELEMENTARY EXTRA DUTY STIPENDS</b>	
Club Sponsor	\$580
PAYBAC Partner Liaison	\$580
RTI+I Consultant	\$680
Safety Patrol	\$1,310
Student Council	\$730

**DISTRICT  
EXTRA DUTY STIPENDS**

Building Web Page Initiator	\$1,500
Building Wellness Coordinator	\$580
Computer Initiator (Elementary, Middle, High)	\$2,370
Crisis Team Member	\$290
Department Head [*]	\$2,320
IB Extended Essay Supervisor / Mentor	\$360
Instrumental Music Department Head (4-12)	\$2,750
Mentor	\$400
New Staff Induction (Peer Coaching and Productive Approaches)	\$290
Staff Development Facilitator	\$860
Supervisor (paid per supervision assignment)	\$25
TEAMMATES Sponsor	\$580

\*Buildings with Instructional Team Leaders and Facilitators in lieu of Department Heads split building's allocated Department Head salaries

**Appendix D**  
**Salary Schedule – College Credit Courses for Salary Placement**

The following terms and conditions shall apply for salary range placement:

1. For purposes of determining placement on the salary range, a teacher must have each college graduate course approved by the Building Principal and the Human Resource Office prior to taking the course. In making the approval / non-approval determination the District will consider: the individual teacher's assignment, the type and level of college accreditation, and the individual course.
2. Each teacher who has been accepted into and is working on a degree program may submit his or her program to the Building Principal and Human Resource Office for approval. If approved it will be placed on file in the Human Resource Office and each individual course listed in the program will automatically be approved for future salary range placement.
3. Application forms for approval of college graduate hours are available in the Principal's office or from Human Resources.
4. Procedure for placement on the salary range:
  - a. Placement on the salary range will be determined annually based upon the teacher's status at the commencement of the school year.
  - b. Placement determinations will be based upon the teacher's official college transcript filed with the Human Resource Office. A transcript must be on file prior to December 15 of the school year in order for courses to be considered in placement on the salary range for the current school year.
  - c. Only those courses completed prior to September 1 of the current school year, as evidenced in the official college transcript, will be considered for placement on the salary range for the current school year.
  - d. Any payment due as a result of a change in placement on the salary range will be retroactive to the beginning of the school year.
5. Maximum credit hours:
  - a. Bachelor's: The maximum number of credit hours recognized for additional salary payment above a Bachelor's degree shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).
  - b. Master's: The maximum number of credit hours recognized for additional salary payment above a Master's degree, shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).
  - c. Educational Specialist: The maximum number of credit hours recognized for additional salary payment above an Educational Specialist degree, shall not

exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

- d. Doctorate: The maximum number of credit hours recognized for additional salary payment above a Doctorate degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).
- e. Calculation Restrictions: In all salary ranges, (Bachelor's, Master's, Educational Specialist, and Doctoral), credit hours used for salary determination must not have previously been used to calculate salary. Credit hours used for salary determination must have been obtained after the date the preceding degree was earned as evidenced by the official college transcript.

**Appendix E (continued)**  
**Schedule of Payments - Voluntary Separation Program**

An eligible employee who has been approved by the Board for participation in the Voluntary Separation Program shall receive a total benefit equal to the lesser of: (1) his or her final salary times years of credited service times the salary factor indicated in the table below; or (2) \$20,000 per year. The total benefit shall be divided into equal monthly payments as indicated in the table below:

Year of Plan Eligibility	Total Benefit Formula	Number of Equal Monthly Payments
1	Salary x Years x .070	60
2	Salary x Years x .060	60
3	Salary x Years x .050	60
4	Salary x Years x .030	60
5	Salary x Years x .010	60
6	Eligibility Ends	

Definitions:

Salary shall mean the employee's final school-year annual salary including longevity pay but not including payments for extra-duty, performance bonus, cash-option or hourly paid work.

A year of credited service shall mean:

- (a) any school year in which the employee is paid by the district for at least 135 days of full-time work; or
- (b) any two school years in which the employee is paid for the equivalent of at least 135 days of part-time work each year; or
- (c) any two school years in which the employee is paid for the equivalent of at least 67.5 days of full-time work each year.

Years of employment as a substitute shall not be counted toward years of service under this plan.

Monthly Payment Amount is the total benefit divided by the number of monthly payments.

Age shall mean an employee's age on June 1 of any given school year.

Year of Plan Eligibility is determined by the school year when the employee is first eligible to participate. When an employee first meets the qualifications described in the eligibility section of this agreement, the employee is in year one (1) of his or her eligibility. The following school year is the employee's second year (2) of eligibility; this pattern continues until the employee elects to participate or until the sixth (6<sup>th</sup>) year when the employee is no longer eligible to participate.

**Appendix F  
MPS Health Plan**

Benefit Overview	MPS Plan #1	MPS Plan #2 (non-embedded)	MPS Plan #3
Annual Deductible In-network Individual Family	\$750 \$1,500	\$3,100 \$6,200	District Discretion
Co-insurance % In-network	80%	n/a	District Discretion
Out-of Pocket Max, including deductible In-network Individual Family	\$4,250 \$8,500	n/a	n/a
Health Savings Account District contribution:	n/a	Single : \$1,550 Family : \$3,100	n/a

**AGENDA SUMMARY SHEET****AGENDA ITEM:** School Calendars for 2015-2016**MEETING DATE:** January 6, 2014**DEPARTMENT:** Office of the Superintendent**TITLE AND BRIEF DESCRIPTION:** Approve the school calendar for 2015-2016.**ACTION DESIRED:** APPROVAL XX DISCUSSION \_\_\_\_\_ INFORMATION ONLY \_\_\_\_\_**BACKGROUND:**

Each year the Board of Education adopts a two-year calendar in accordance with policy 6020.

The attached calendar is based on the recommendations from the calendar committee which met last year. The calendars for this school year and next year are attached for reference.

**OPTIONS AND ALTERNATIVES CONSIDERED:** None**RECOMMENDATION:** Approve the attached School Calendar for 2015-2016.**RESPONSIBLE PERSON:** Angelo Passarelli**SUPERINTENDENT'S APPROVAL:** \_\_\_\_\_  \_\_\_\_\_**BOARD ACTION:**

## 2015-16 School Calendar

\*Middle and high school calendars vary and are available at <www.mpsomaha.org>

AUGUST					16
M	T	W	Th	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

SEPTEMBER					21
M	T	W	Th	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			

OCTOBER					9-10
M	T	W	Th	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

NOVEMBER					19
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30					

DECEMBER					14
M	T	W	Th	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		

JANUARY					19
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

Aug. 10	First Day for Students
Sept. 7	No School - Labor Day
Oct. 13	End of First Quarter
Oct. 14-16	No School - Conferences/Work Day/Professional Development
Nov. 26-27	No School - Thanksgiving Break
Dec. 18	First Semester Ends
Jan. 4	Second Semester Begins
Jan. 18	No School - Martin Luther King Jr. Day
Feb. 11-12	No School - Conferences/Professional Development
Feb. 15	No School - Presidents' Day
Mar. 11	End of Third Quarter
Mar. 14-18	Spring Break
May 6	Half-Day for Middle Schools (5th Grade Orientation)
May 26	Last Day of School
May 28	Graduation

FEBRUARY					18
M	T	W	Th	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29					

MARCH					9-9
M	T	W	Th	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		

APRIL					21
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	



MAY					15
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

JUNE					0
M	T	W	Th	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		

JULY					0
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

This calendar includes four days of school that may be used in case of inclement weather. **If fewer (or more) days are used, the last day of school will be adjusted accordingly.**

Quarter Dates/Student Days		
Oct. 13	46 days	
Dec. 18	43 days	89
Mar. 10	46 days	
May 27	45 days	91
<b>Total</b>	<b>180 days</b>	

 No School for Students  
 Make-up snow days



## 2014-15 School Calendar

\*Middle and high school calendars vary and are available at <www.mpsomaha.org>

AUGUST					15
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

Aug. 11	First Day for Students
Sept. 1	No School - Labor Day
Oct. 14	End of First Quarter
Oct. 15-17	No School - Conferences/Work Day/Professional Development

FEBRUARY					17
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	

SEPTEMBER					21
M	T	W	Th	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30				

Nov. 27-28	No School - Thanksgiving Break
Dec. 19	First Semester Ends
Dec. 22-Jan.2	Winter Break
Jan. 5	Second Semester Begins

MARCH					10-7
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

OCTOBER					10-10
M	T	W	Th	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	

Jan. 19	No School - Martin Luther King Jr. Day
Feb. 12-13	No School - Conferences/Professional Development
Feb. 16	No School - Presidents' Day
Mar. 13	End of Third Quarter

APRIL					22
M	T	W	Th	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		

NOVEMBER					18
M	T	W	Th	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	

Mar. 16-20	Spring Break
May 1	Half-Day for Middle Schools (5th Grade Orientation)
May 23	Graduation
May 25	Memorial Day

MAY					16
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	



DECEMBER					15
M	T	W	Th	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30	31			

May 29	Last Day of School
This calendar includes four days of school that may be used in case of inclement weather. <b>If fewer (or more) days are used, the last day of school will be adjusted accordingly.</b>	

JUNE					0
M	T	W	Th	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30				

JANUARY					19
M	T	W	Th	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

Quarter Dates/Student Days		
Oct. 14	46 days	
Dec. 19	43 days	89
Mar. 13	46 days	
May 29	45 days	91
<b>Total</b>	<b>180 days</b>	

	No School for Students
	Make-up snow days

JULY					0
M	T	W	Th	F	
			1	2	3
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	

Board Approved: April 22, 2013

**AGENDA SUMMARY SHEET**

**Meeting Date:** January 6, 2014

**Department** Human Resources

**Action Desired:** Approval

**Background:** Personnel items: (1) VSP (Voluntary Separation Program); (2) Resignation; (3) Recommendation to Hire

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

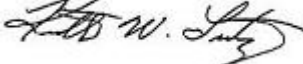
**Recommendations:** Approval

**Strategic Plan Reference:** N/A

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

**Timeline:** N/A

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

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

January 6, 2014

### **Voluntary Separation Program (VSP)**

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

15. Daniel F. Guinan – Science teacher at Millard North Middle School. ~ 24 years of service.
16. Jane L. Couture – World Language teacher at Millard West High School. ~ 31 years of service.

January 6, 2014

## **RESIGNATIONS**

**Recommend: The following resignation be accepted:**

1. Raymond A. LeBlanc – Business teacher at Millard West High School. He is resigning effective December 20, 2013 for a position outside of education.

January 6, 2014

### **TEACHERS RECOMMENDED FOR HIRE**

**Recommend: the following teachers be hired for the 2013/2014 school year:**

1. Seth J. White – MA – Wayne State College. Business teacher at Millard West High School starting January 3, 2014 for the remainder of the 2013-2014 school year.
2. Bailey A. Riesselman – BA – University of Nebraska, Omaha. Grade 1 teacher at Willowdale Elementary starting January 3, 2014 for the remainder of the 2013-2014 school year.
3. Justin C. Sonnenfelt – BA – University of Nebraska, Omaha. Special Education teacher at Horizon High School starting January 3, 2014 for the remainder of the 2013-2014 school year.
4. Danielle D. Fulcher – BA+36 – University of Nebraska, Lincoln. Part-time Foreign Language teacher (Short-Term) at North Middle School starting January 3, 2014 for the remainder of the 2013-2014 school year.
5. Amy M. Timmerman – BA – Grace University. Grade 2 teacher at Hitchcock Elementary School starting January 3, 2014 for the remainder of the 2013-2014 school year.

## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Enrollment Report

**MEETING DATE:** January 6, 2014

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

**TITLE:** Enrollment Report

**BRIEF DESCRIPTION:** Report states the district and building enrollment reflective of data pulled on December 20, 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

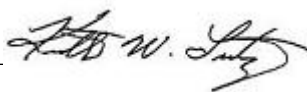
**STRATEGIC PLAN REFERENCE:** None

**IMPLICATIONS OF ADOPTION OR REJECTION:** None

**TIMELINE:** None

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

**SUPERINTENDENT'S APPROVAL:**

  
 \_\_\_\_\_

**December 20, 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	65	71	90		435	-2	1	434
Ackerman (4 unit)	70	61	81	72	89	93		466	-2	3	463
Aldrich (3 unit)	69	89	73	72	96	71		470	0	0	470
Black Elk (4 unit)	78	47	62	82	91	87		447	0	3	444
Bryan (3 unit)	61	60	67	60	65	68		381	3	5	376
Cather (3 unit)	67	72	65	83	75	68		430	0	-3	433
Cody (2 unit)	37	26	44	30	31	34	12	214	2	6	208
Cottonwood (3 unit)	38	42	47	65	59	56		307	0	0	307
Disney (3 unit)	47	43	50	41	33	39	10	263	3	0	263
Ezra Millard (3 unit)	79	64	69	61	56	64	9	402	0	-1	403
Harvey Oaks (2 unit)	32	45	40	46	52	51		266	0	0	266
Hitchcock (2 unit)	50	33	43	38	35	30	11	240	-2	0	240
Holling Heights (3 unit)	69	63	53	65	66	67	11	394	-2	2	392
Montclair (4 unit)	92	86	84	96	87	80		525	1	-1	526
Morton (3 unit)	57	38	45	56	57	50	9	312	-2	-2	314
Neihardt (4 unit)	86	90	84	82	96	86		524	3	2	522
Norris (3 unit)	61	56	65	64	62	59		367	-2	2	365
Reagan (4 unit)	111	128	133	113	113	128		726	9	10	716
Reeder (4 unit)	101	106	85	101	105	73	14	585	0	-6	591
Rockwell (3 unit)	39	52	49	51	46	54	10	301	-1	-3	304
Rohwer (3 unit)	82	58	67	71	75	72	13	438	6	4	434
Sandoz (3 unit)	56	43	64	47	49	52		311	-1	-4	315
Upchurch (3 unit)	122	115	110	109	121	86		663	4	9	654
Wheeler (4 unit)	72	78	89	77	102	102	19	539	-2	-4	543
Willowdale (3 unit)	62	59	66	63	66	70		386	-1	1	385
<b>Totals</b>	<b>1718</b>	<b>1617</b>	<b>1701</b>	<b>1710</b>	<b>1798</b>	<b>1730</b>	<b>118</b>	<b>10,392</b>	<b>14</b>	<b>24</b>	<b>10,368</b>

Middle	6	7	8	SpEd Prgm*	Current Total	Current Change	YTD Change	Official 13/14 Enrollment
Andersen MS	287	326	264	0	877	-2	0	877
Beadle MS	394	396	355	22	1145	-1	-2	1147
Central MS	244	252	247	16	743	0	-3	746
Kiewit MS	289	324	308	0	921	1	8	913
North MS	295	257	260	18	812	-2	-3	815
Russell MS	285	289	298	0	872	0	0	872
MS Alternative	0	13	12	0	25	-1	2	23
<b>Totals</b>	<b>1794</b>	<b>1857</b>	<b>1744</b>	<b>56</b>	<b>5395</b>	<b>-5</b>	<b>2</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	-		611	618	614	564	14	2407	-1	0	2407
South HS	-		510	519	496	498	42	2023	2	-7	2030
West HS	14		629	567	596	560	30	2352	-5	-43	2395
Horizon HS	6		1	26	36	86	0	149	-1	8	141
<b>Totals</b>			<b>1751</b>	<b>1730</b>	<b>1742</b>	<b>1708</b>	<b>86</b>	<b>6931</b>	<b>-5</b>	<b>-42</b>	<b>6973</b>

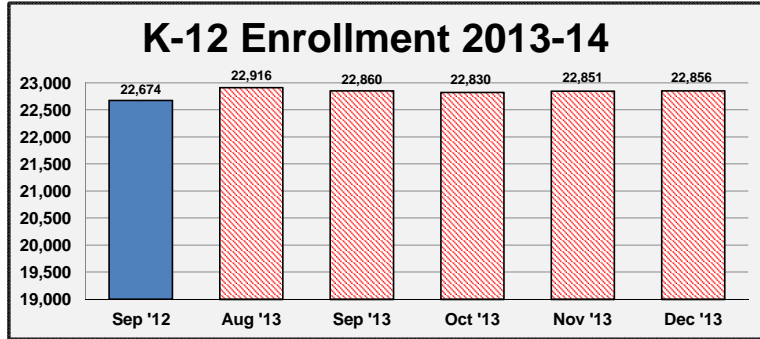
**\*SpEd Program Included in MS/HS Grade Level totals**  
 \*\*Itinerant & Contracted Pre-K included in Official 13/14 Enrollment: **53**  
 \*\*Itinerant & Contracted Pre-K included in Current Enrollment: **56**

Preschool	SpEd	Not SpEd	Total	Official 13/14
Bryan	8	26	34	34
Cody	54	38	92	91
Cody Early Start	6	8	14	14
Disney	10	12	22	24
Hitchcock	27	11	38	35
Holling Heights	1	16	17	18
Montclair	25	8	33	31
Montclair Montessori	4	80	84	84
Neihardt	10	55	65	64
Norris ELL	2	16	18	18
Norris Montessori	0	29	29	28
Rockwell	0	18	18	18
Sandoz	11	9	20	20
Sandoz ELL	2	33	35	35
Wheeler	25	13	38	39
Homebased Infants	102	0	98	90
<b>TOTAL</b>			<b>655</b>	<b>643</b>

Contracted SpEd	40	-2	-1	41
Rule 18 Interim	13	1	5	8
Young Adult Program	49	0	0	49
Ombudsman (Primary)	36	2	15	21
<b>Total District K-12</b>	<b>22,856</b>	<b>5</b>	<b>3</b>	<b>22,853</b>
<b>Total District PreK-12**</b>	<b>23,567</b>	<b>5</b>	<b>18</b>	<b>23,549</b>

12/20/2013	
Elementary	10,392
Middle School	5,395
High School	6,931
Contracted & Rule 18	53
Young Adult	49
Ombudsman (Primary)	36
<b>TOTAL</b>	<b>22,856</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	6	10	6		22
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)				47

Elementary		Classroom Enrollment										85	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	21	23	23							
	20	21	22	22	24	21							
	21	21	23	22	24	23							
	19					23							
Total Students	80	63	66	65	71	90	435	-2	1	434		435	
Total Teachers	4	3	3	3	3	4	20					20	
Classroom Avg	20.00	21.00	22.0	22.0	23.7	22.5	22					22	
Ackerman	24	20	20	24	22	23							
	23	20	19	24	24	23							
	23	21	20	24	23	24							
			22		20	23							
Total Students	70	61	81	72	89	93	466	-2	3	463		466	
Total Teachers	3	3	4	3	4	4	21					21	
Classroom Avg	23.3	20.3	20.3	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	0	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	23	20	21	24	22							
	20		21	20	23	21							
	20			21	23	23							
Total Students	78	47	62	82	91	87	447	0	3	444		447	
Total Teachers	4	2	3	4	4	4	21					21	
Classroom Avg	19.5	23.5	20.7	20.5	22.8	21.8	21					21	
Bryan	20	20	24	20	22	23							
	21	20	23	20	21	23							
	20	20	20	20	22	22							
Total Students	61	60	67	60	65	68	381	3	5	376		381	
Total Teachers	3	3	3	3	3	3	18					18	
Classroom Avg	20.3	20.0	22.3	20.0	21.7	22.7	21					21	
Cather		24	23	15	25	21							
				18			22	24	21	25	25	24	
							22	24	21	25	25	23	
							23						
Total Students	0	24	23	33	25	21	67	48	42	50	50	47	
Total Teachers	0	1	1	2	1	1	3	2	2	2	2	2	
Classroom Avg		24.0	23.0	16.5	25.0	21.0	22.3	24.0	21.0	25.0	25.0	23.5	
Cody	20	14	22	15	15	17							
	17	12	22	15	16	17							
Total Students	37	26	44	30	31	34	12	2	6	208		202	
Total Teachers	2	2	2	2	2	2	2	14				12	
Classroom Avg	18.5	13.0	22.0	15.0	15.5	17.0	6.0	15				17	
Cottonwood	19	22	23	22	19	18							
	19	20	24	22	20	18							
				21	20	20							
Total Students	38	42	47	65	59	56	307	0	0	307		307	
Total Teachers	2	2	2	3	3	3	15					15	
Classroom Avg	19.0	21.0	23.5	21.7	19.7	18.7	20					20	
Disney	24	21	16	20	17	18							
	23	22	17	21	16	21							
			17										
Total Students	47	43	50	41	33	39	10	3	0	263		253	
Total Teachers	2	2	3	2	2	2	2	15				13	
Classroom Avg	23.50	21.50	16.67	20.50	16.50	19.50	5.0	18				19	



	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 8/14 Enrollment	Class Size w/out SpEd
Ezra Millard	20	22	24	20	18	22	2					
	19	20	22	20	19	20	7					
	20	22	23	21	19	22						
	20											
Total Students	79	64	69	61	56	64	9	402	0	-1	403	393
Total Teachers	4	3	3	3	3	3	2	21				19
Classroom Avg	19.8	21.3	23.0	20.3	18.7	21.3	4.5	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	17	22	21	23	26	25					
	15	23	19	23	26	26					
Total Students	32	45	40	46	52	51	266	0	0	266	266
Total Teachers	2	2	2	2	2	2	12				12
Classroom Avg	16.0	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	15	6					
	25	15	22	19	18	15	5					
Total Students	50	33	43	38	35	30	11	240	-2	0	240	229
Total Teachers	2	2	2	2	2	2	2	14				12
Classroom Avg	25.0	16.5	21.5	19.0	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	22	18	22	21	24	7					
	23	22	17	21	23	23	4					
	22	19	18	22	22	20						
Total Students	69	63	53	65	66	67	11	394	-2	2	392	383
Total Teachers	3	3	3	3	3	3	2	20				18
Classroom Avg	23.0	21.0	17.7	21.7	22.0	22.3	5.5	20				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	20	22	21	24	23	23	16	23	19					
	24	22	18	24	24	24	16	22	15					
							16	22	20					
								23	19					
								24						
								21						
Total Students	44	44	39	48	47	47	48	135	73	525	1	-1	526	525
Total Teachers	2	2	2	2	2	2	3	6	4	25				25
Classroom Avg	22.0	22.0	19.5	24.0	23.5	23.5	16.0	22.5	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	20	21	21	19	18	25	4					
	20	17	24	19	19	25	5					
	17			18	20							
Total Students	57	38	45	56	57	50	9	312	-2	-2	314	303
Total Teachers	3	2	2	3	3	2	2	17				15
Classroom Avg	19.0	19.0	22.5	18.7	19.0	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	21	23	21	22	24	21					
	20	22	21	19	24	22					
	22	22	21	21	24	22					
	23	23	21	20	24	21					
Total Students	86	90	84	82	96	86	524	3	2	522	524
Total Teachers	4	4	4	4	4	4	24				24
Classroom Avg	21.5	22.5	21.0	20.5	24.0	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	19	18	21	19	21	21	12	23	19					
	18	17	22	19	21	21	12	24	18					
								22						
Total Students	37	35	43	38	42	42	24	69	37	367	-2	2	365	367
Total Teachers	2	2	2	2	2	2	2	3	2	19				19
Classroom Avg	18.5	17.5	21.5	19.0	21.0	21.0	12.0	23.0	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	22	22	23	19	26					
	21	21	22	23	19	24					
	23	21	22	22	25	25					
	23	21	22	21	26	26					
	22	22	22	24	24	27					
		21	23								
Total Students	111	128	133	113	113	128	726	9	10	716	726
Total Teachers	5	6	6	5	5	5	32				32
Classroom Avg	22.2	21.3	22.2	22.6	22.6	25.6	23				23

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Reeder
	21	22	20	20	21	21	25	9					
	19	22	22	21	21	21	25						
	20	21	22	21	21	21							
	21	20		18	21								
Total Students	101	106	85	101	105	73		14	585	0	-6	591	571
Total Teachers	5	5	4	5	5	3		2	29				27
Classroom Avg	20.2	21.2	21.3	20.2	21.0	24.3		7.0	20				21

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Rockwell
	20	17	17	26	22	17	4						
		17	15			18							
Total Students	39	52	49	51	46	54		10	301	-1	-3	304	291
Total Teachers	2	3	3	2	2	3		2	17				15
Classroom Avg	19.5	17.3	16.3	25.5	23.0	18.0		5.0	18				19

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Rohwer
	21	19	23	24	25	24	6						
	20	20	22	24	25	24							
	20												
Total Students	82	58	67	71	75	72		13	438	6	4	434	425
Total Teachers	4	3	3	3	3	3		2	21				19
Classroom Avg	20.5	19.3	22.3	23.7	25.0	24.0		6.5	21				22

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Sandoz
	19	16	22	25	17	18							
	18	14	21		16	17							
Total Students	56	43	64	47	49	52			311	-1	-4	315	311
Total Teachers	3	3	3	2	3	3			17				17
Classroom Avg	18.7	14.3	21.3	23.5	16.3	17.3			18				18

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Upchurch
	24	23	18	21	22	19							
	26	23	25	20	21	24							
	24	23	21	22	26	23							
	24	22	21	23	26								
Total Students	122	115	110	109	121	86			663	4	9	654	663
Total Teachers	5	5	5	5	5	4			29				29
Classroom Avg	24.4	23.0	22.0	21.8	24.2	21.5			23				23

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Wheeler
	24	18	22	19	20	25	7						
	24	18	23	20	21	27	6						
		21	24	20	18	24							
					22								
Total Students	72	78	89	77	102	102		19	539	-2	-4	543	520
Total Teachers	3	4	4	4	5	4		3	27				24
Classroom Avg	24.0	19.5	22.3	19.3	20.4	25.5		6.3	20				22

	K	1	2	3	4	5	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment		
													Willowdale
	20	20	22	21	23	23							
	21	19	22	21	22	23							
Total Students	62	59	66	63	66	70			386	-1	1	385	386
Total Teachers	3	3	3	3	3	3			18				18
Classroom Avg	20.7	19.7	22.0	21.0	22.0	23.3			21				21

Elementary Totals												SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	
Grade	K	1	2	3	4	5	M-1	M-2	M-3	M-4	M-5						
Students	1718	1617	1701	1710	1798	1730	63	67	74	60	50	118	10392	14	24	10368	10274
Teachers	83	76	77	77	80	76	9			6		21	505				484
Classroom Avg	20.7	21.3	22.1	22.2	22.5	22.8						5.6	20.58				21.23

	6	7	8	9	10	11	12	SpEd Cluster	Current Total	Current Change	YTD Change	Official 13/14 Enrollment	
Beadle MS	394	396	355					22	1145	-1	-2	1147	
Central MS	244	252	247					16	743	0	-3	746	
Kiewit MS	289	324	308					0	921	1	8	913	
North MS	295	257	260					18	812	-2	-3	815	
Russell MS	285	289	298					0	872	0	0	872	
MS Alternative	0	13	12						25	-1	2	23	
Totals	1794	1857	1744					56	5395	-5	2	5393	
North HS				611	618	614	564	14	2407	-1	0	2407	
South HS				510	519	496	498	42	2023	2	-7	2030	
West HS				629	567	596	560	30	2352	-5	-43	2395	
Horizon HS				1	26	36	86		149	-1	8	141	
Totals				1751	1730	1742	1708	86	6931	-5	-42	6973	
									40	-2	-1	41	
									13	1	5	8	
									49	0	0	49	
									36	2	15	21	
<b>Total District Enrollment</b>									<b>22856</b>	<b>5</b>	<b>3</b>	<b>22853</b>	

**AGENDA SUMMARY SHEET**

**Agenda Item:** Elementary Learning Center Summer Program Report  
**Meeting Date:** January 6, 2014  
**Department:** Educational Services  
**Title and Brief Description:** Elementary Learning Center Summer Program Report  
**Action Desired:** Information Only

**Background:** The Elementary Learning Center Summer Program, supported by funds from the Learning Community of Douglas and Sarpy Counties, provided Pre-K through Grade 2 students from 8 MPS elementary schools the opportunity to participate in targeted practice for reading, writing and math skills during the summer. In 2013, the program was offered at Norris Elementary. More than 450 students were invited, and 199 attended.

This report contains program and enrollment information. An internal and external evaluation of student performance data was conducted and is included in this report.

- All grade levels showed significant growth on writing assessments from pre- to post-test.
- For attending students entering Kindergarten, all reading and math benchmark scores were higher in August than those for like students who were invited but did not attend.
- First and third grade students who attended scored higher in August on math and reading benchmarks than similar students who were invited but did not attend.
- Although 2nd grade students did experience slight losses from May to August on reading tests, those losses were 5.3 average points while the losses shown by like students who were invited but did not attend were 7.7 average points. These students did make pre- to post-test gains on 5 of six reading and math assessments.
- Data analysis indicates that summer school does positively impact student achievement, but it does not totally negate summer regression.

**Recommendations:** Receive the report

**Strategic Plan Reference:** Strategy 2.5

**Timeline:** An annual report for the Board of Education

**Responsible Persons:** Dr. Mark Feldhausen, Andrew DeFreece, Dr. Tamara Williams, Kara Hutton, Tara Fabian

**Superintendent's Approval:**

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

## 2013 Elementary Learning Center Summer Program

### Summary Information

Location:	Norris Elementary
Dates:	July 8-July 26, 2013
Time:	8:30-12:45
Administrator:	Tara Fabian
Number of Teachers:	20
Other Specialists:	1 Counselor, 1 ELL Teacher, 1 Bilingual Liaison
Number of Students:	199
Ave. Class Size:	10

The following classes were held during the three week session:

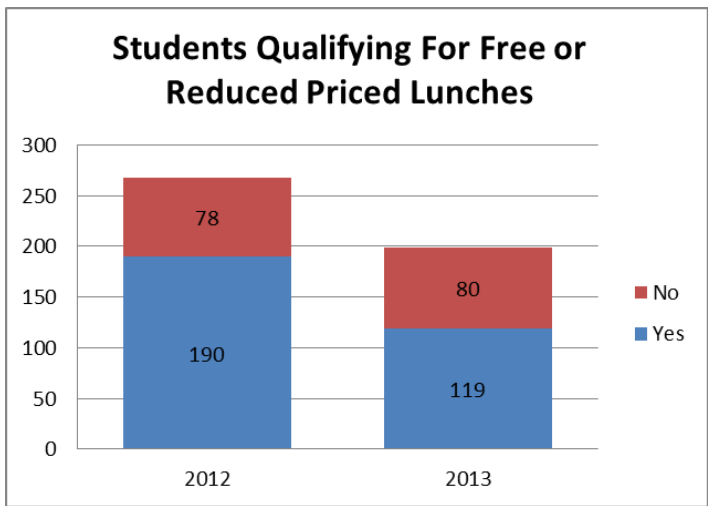
- Kindergarten Readiness (4)
- Reading, Writing and Math Skills 1 (5)
- Reading, Writing and Math Skills 2 (6)
- Reading, Writing and Math Skills 3 (5)

The Elementary Learning Center Summer Program was made possible by a grant from the Learning Community of Douglas and Sarpy Counties, in partnership with Millard Public Schools, and other community organizations.

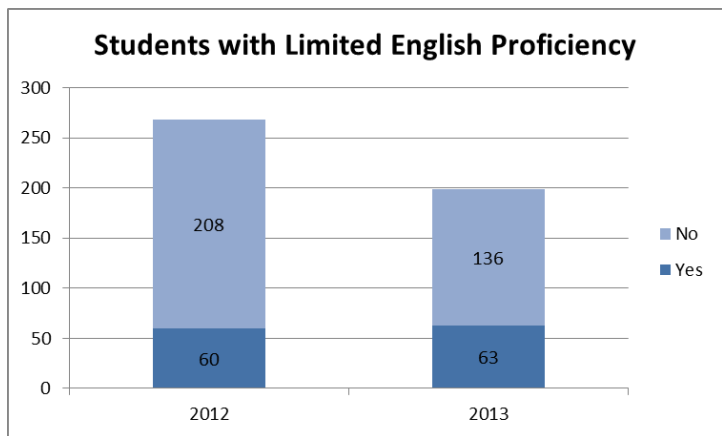
Students from eight MPS elementary schools (Cody, Rockwell, Norris, Sandoz, Holling Heights, Bryan, Willowdale -ELL and Montclair -ELL) were invited to participate. Eligible students qualified based on economic disadvantage, limitations in English proficiency and deficiencies in reading, writing and math skills.

	Bryan	Cody	Holling Heights	Norris	Rockwell	Sandoz	Montclair	Willowdale	Total
<b>PK</b>	5	6	5	7	1	11	0	1	36
<b>K</b>	9	1	6	11	3	5	9	2	46
<b>1</b>	12	6	10	10	4	16	1	3	62
<b>2</b>	11	6	6	9	6	9	5	3	55
<b>Total</b>	37	19	27	37	14	40	15	8	<b>199</b>

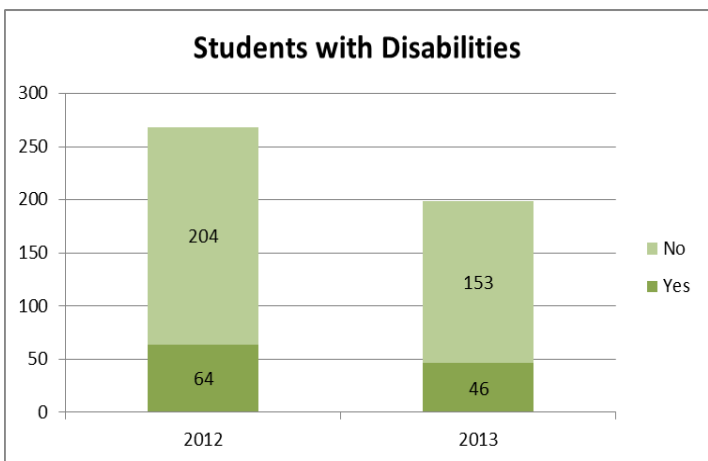
- 60% of the students who attended the program qualify for the Free or Reduced Price Lunch Program



- Of the students who attended in 2013, 31.7% were of limited English proficiency, compared to 22.4% in 2012



- 23% were students with disabilities, compared to 24% in 2012



**Instructional Design:**

Classes were provided for students entering Kindergarten, 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> grade. Course content included reading, writing and math instruction. In order to provide the maximum amount of direct instruction targeted at specific skills, class size was limited to 10-11 students. Each day the students had three hours of instructional time.

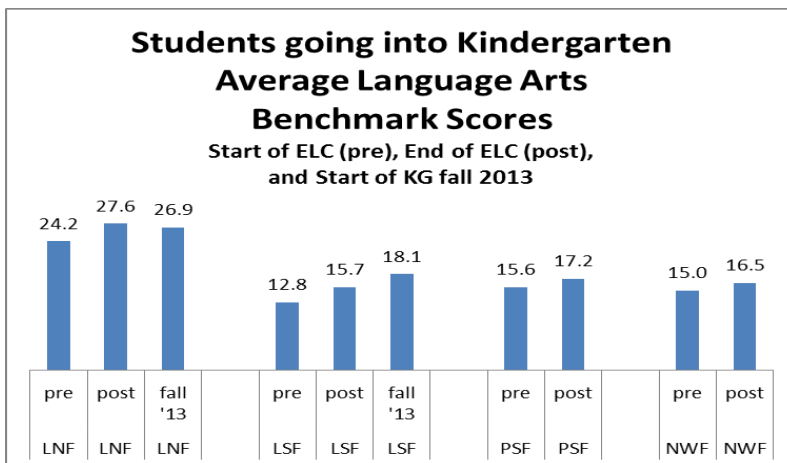
The Elementary Learning Center Summer Program used the Great Source Summer Success Reading Program for reading and writing instruction. The materials include theme magazines, leveled texts, Read-Aloud books and a Readers Handbook. Teachers also supplemented with materials from the Scholastic Summer Reading and the Scott Foresman Reading Street materials that are used throughout the year. The language arts block provided time for large group instruction, small group rotations, instructional writing and Read-Aloud. The CARS and STARS program from Curriculum Associates was purchased to use for specific reading interventions. Students were placed in groups based on assessment data from the end of the school year as well as data collected on the first day of the program.

In mathematics, the curriculum also consisted of the Great Source Summer Success Math, along with Everyday Counts-Calendar Math and lessons from the district math curriculum, Scott Foresman-Addison Wesley Mathematics. Focus Math was used for intervention and the FASTMath on-line program was available for practicing facts. Again, whole group and small group instructional strategies were used.

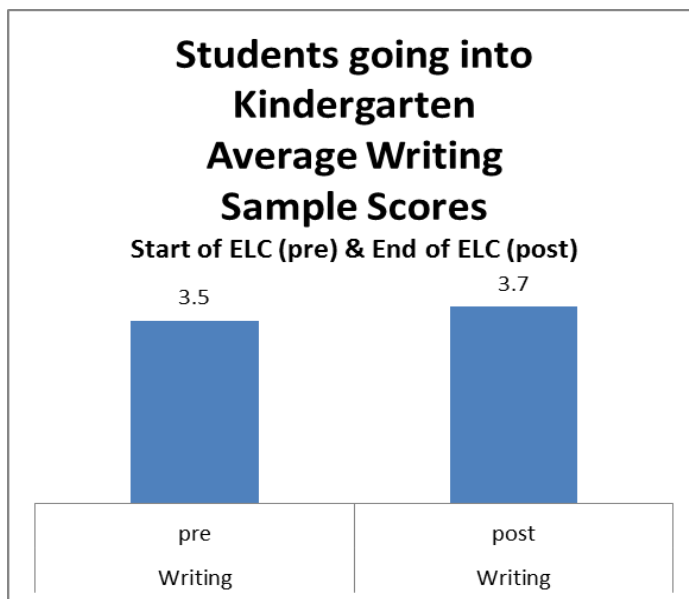
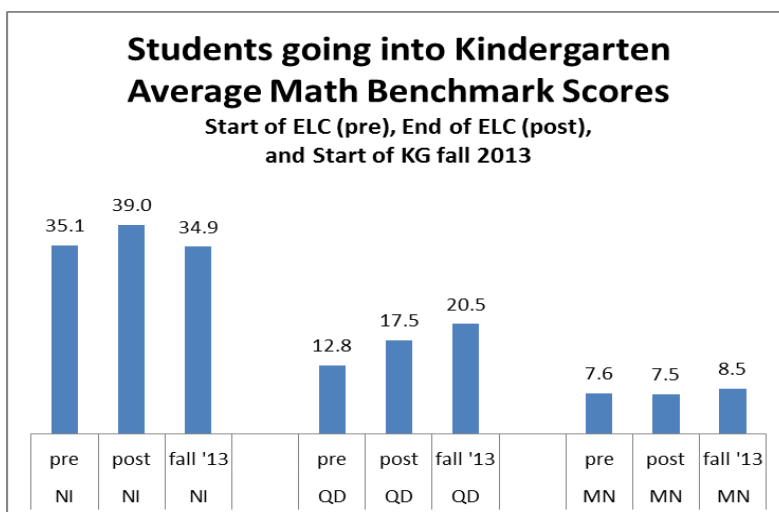
Imagine Learning, computer-based program was used again this year. Imagine Learning is designed to provide support in Literacy and Language Skills. All students worked with this software for 20 minutes, four days per week. It is individualized and very engaging.

**Evaluation:**

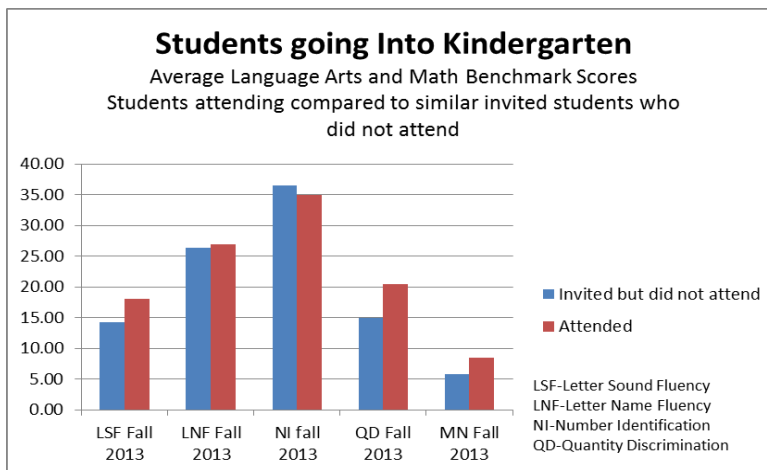
An internal analysis was conducted to determine the growth of participating students during the program as well as the impact on summer learning loss. Results were examined for assessments given in May, July pre- and post-tests and August 2013. Research finds that students can lose two to three months of learning over the summer. One purpose of the Elementary Learning Center Summer Program is to combat those losses. Therefore, not only did we compare pre- and post-test results of students participating in the program, but we also compared the May and August results of students participating and like students who did not participate.



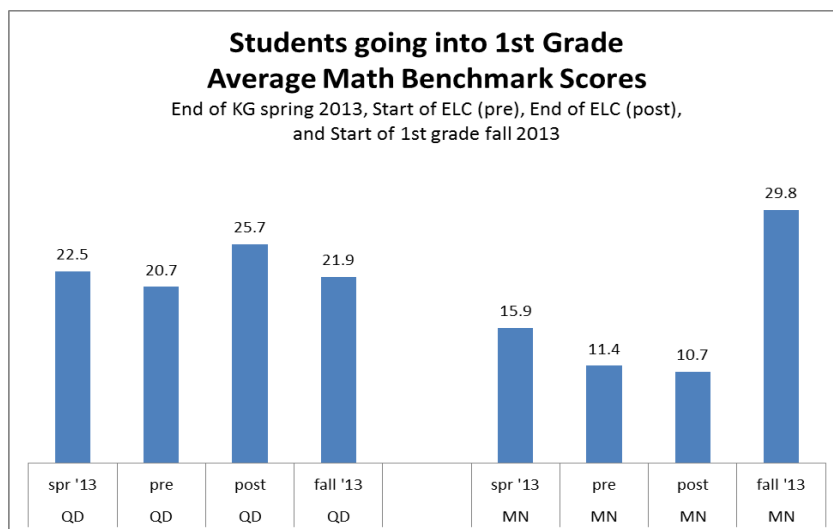
LNF=Letter Name Fluency  
 LSF=Letter Sound Fluency  
 PSF=Phon. Sound Fluency  
 NWF=Nonsense Word Fluency  
 NI=Number Identification  
 QD=Quantity Discrimination  
 MN=Missing Number



- Students going into kindergarten had gains in pre- and post-test data for Letter Sound and Letter Name Fluency, Writing, Number Identification, and Quantity Discrimination

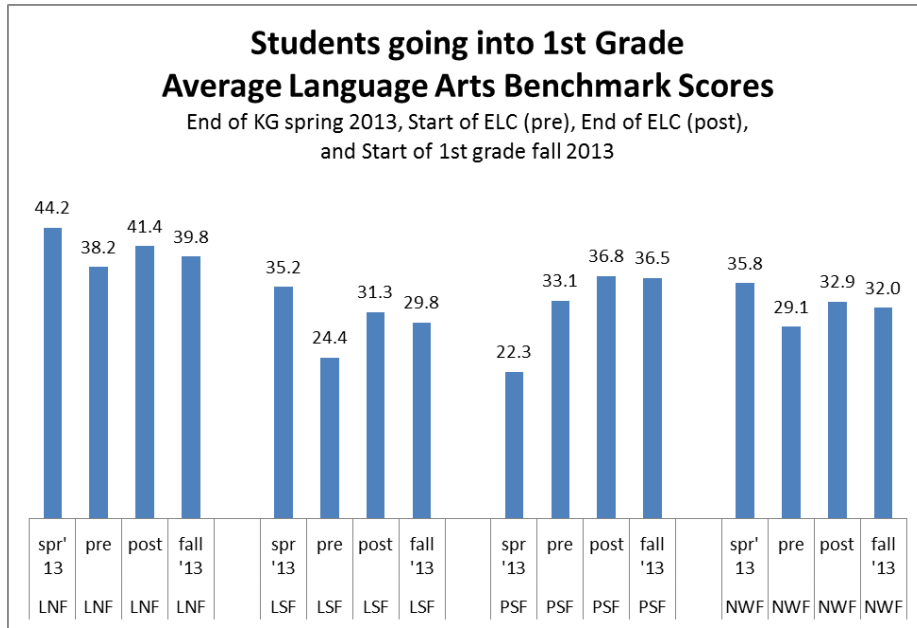


- Kindergarten students who attended the program also tested higher in the fall on four of five measures than did like students who did not attend.

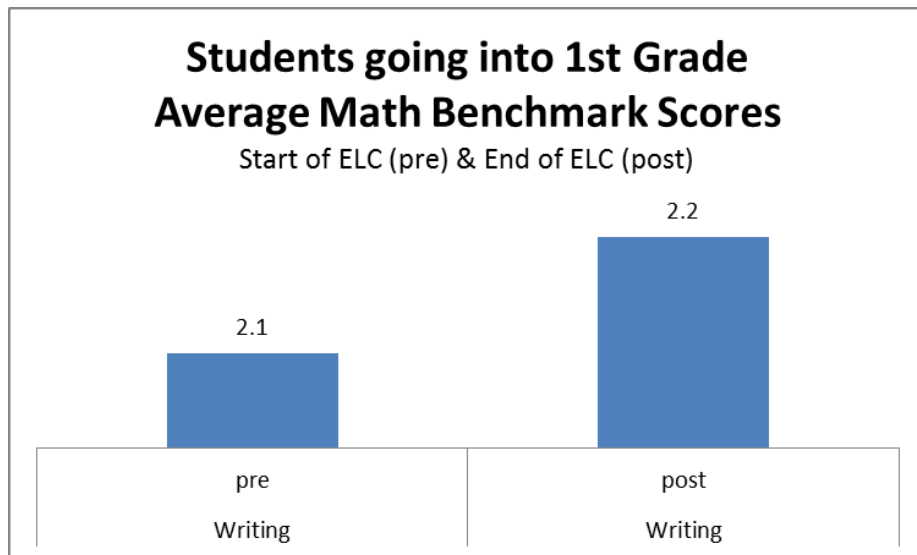


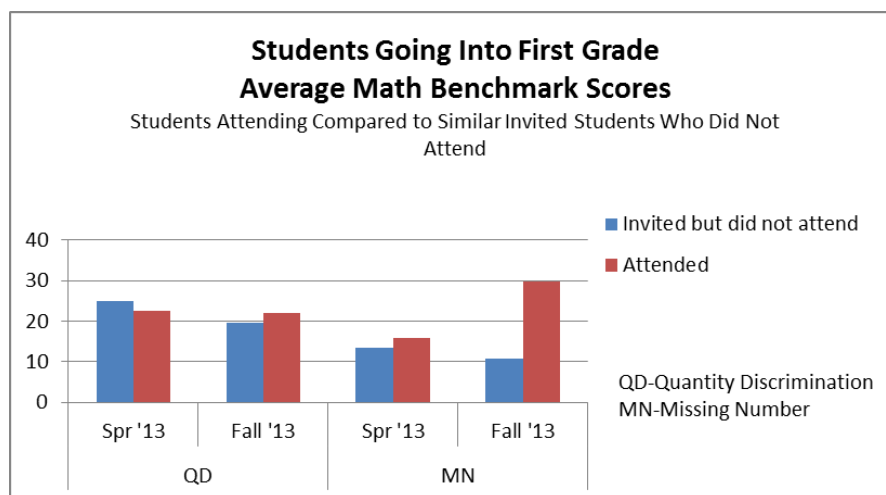
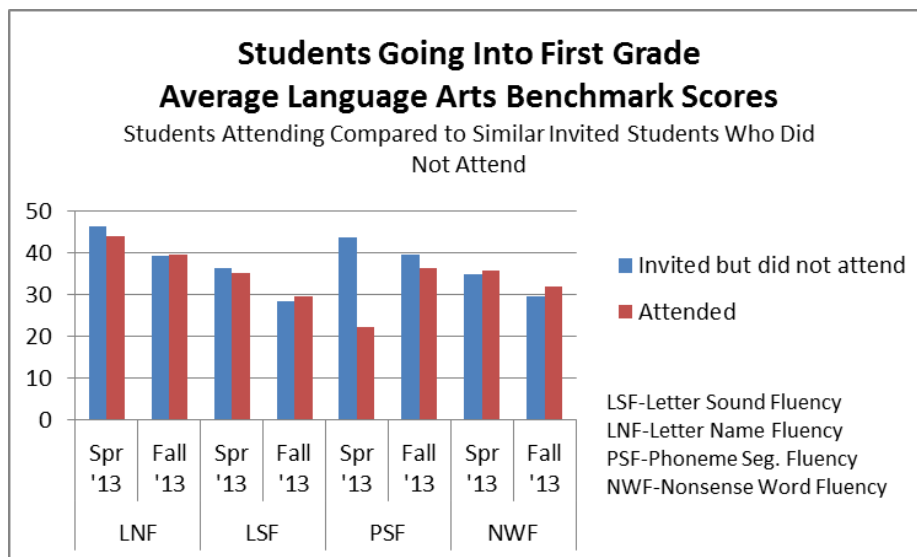
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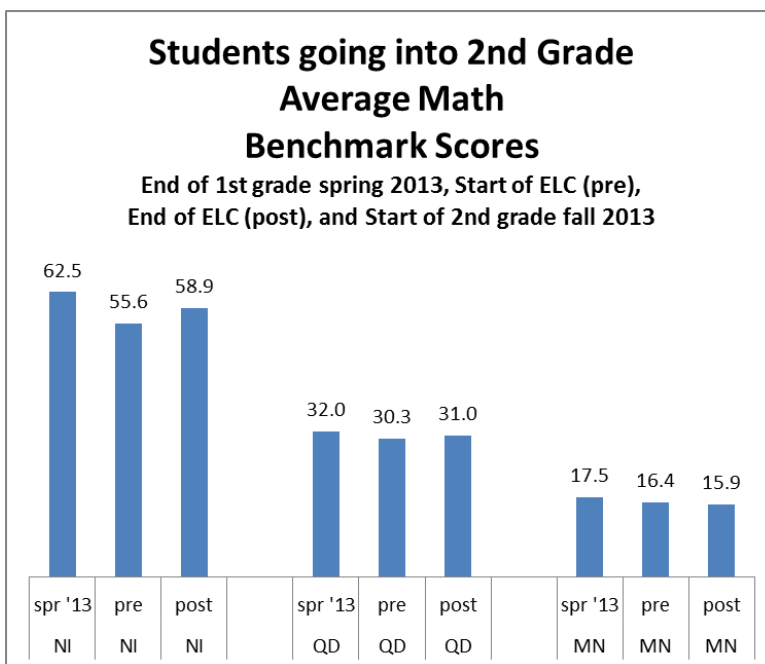
- Students going into first grade showed increases from pre- test to post-test on five of six Language Arts and Math Benchmarks.





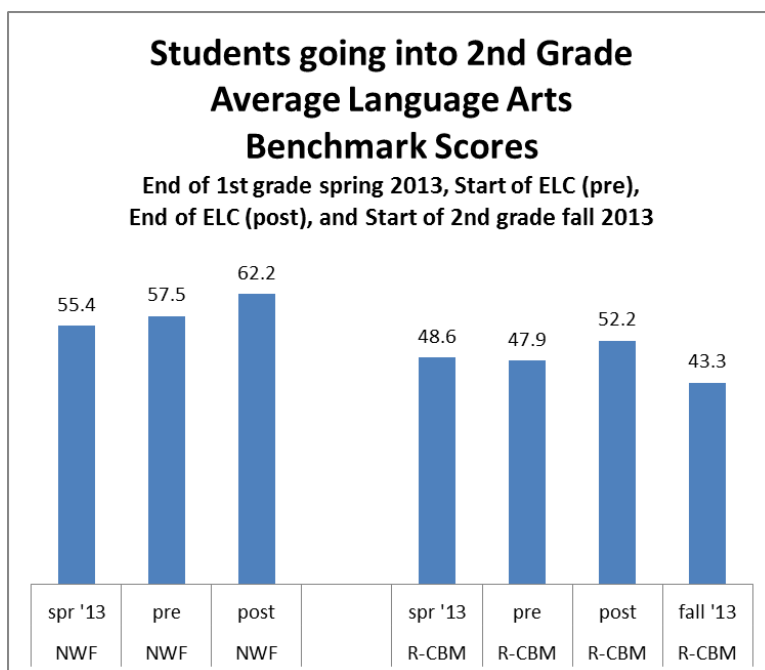
Average Loss or Gain for Students Going into 1 <sup>st</sup> Grade Who Attended Compared to Invited Students Who Did Not Attend						
	QD	MN	LNF	LSF	PSF	NWF
Invited but did not attend	-5.3	-2.8	-7.2	-7.9	-4	-5.2
Attended	-0.6	13.9	-4.4	-5.4	14.2	-3.8

- Students going into first grade made gains from May through August in Missing Number and Phoneme Segmentation Fluency. Although they did have some losses from May until August, the average loss was less than the loss for similar invited students who did not participate in the program. The similar students who did not attend demonstrated a loss on every assessment.

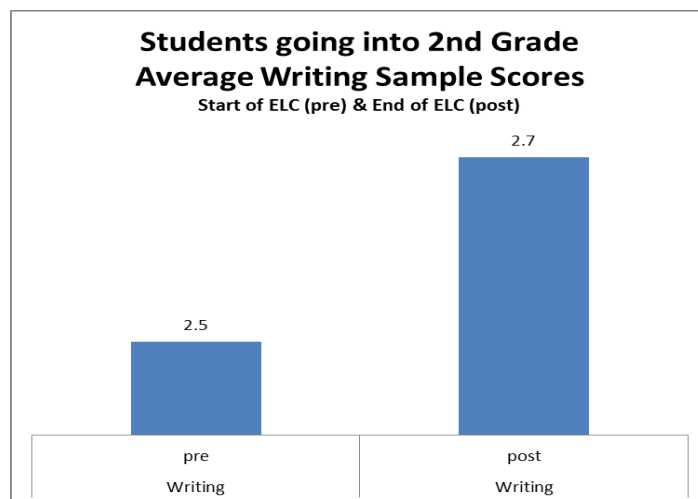


NI=Number Identification  
QD=Quantity Discrimination  
MN=Missing Number

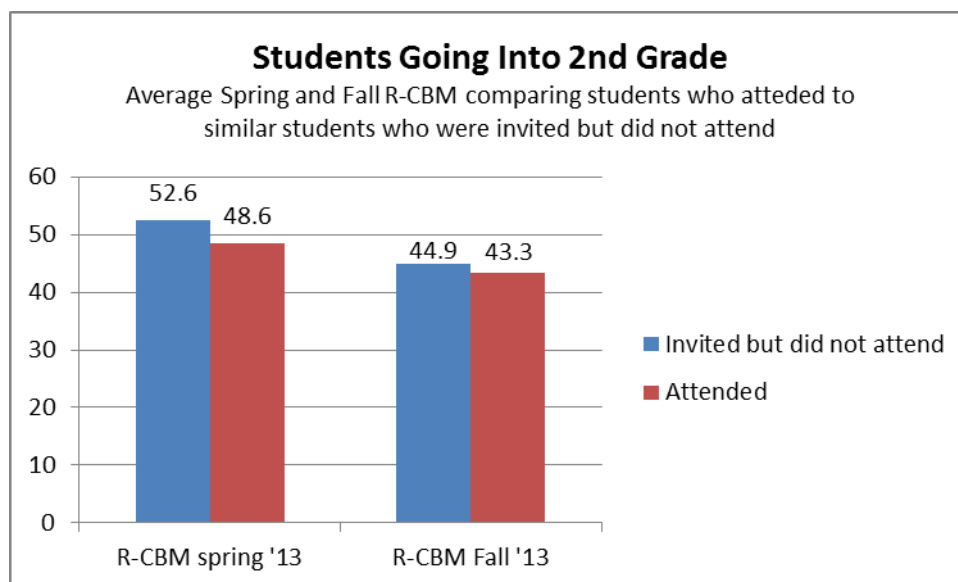
- Students going into 2<sup>nd</sup> grade made gains in Number Identification and Quantity Discrimination during the 2013 ELC program



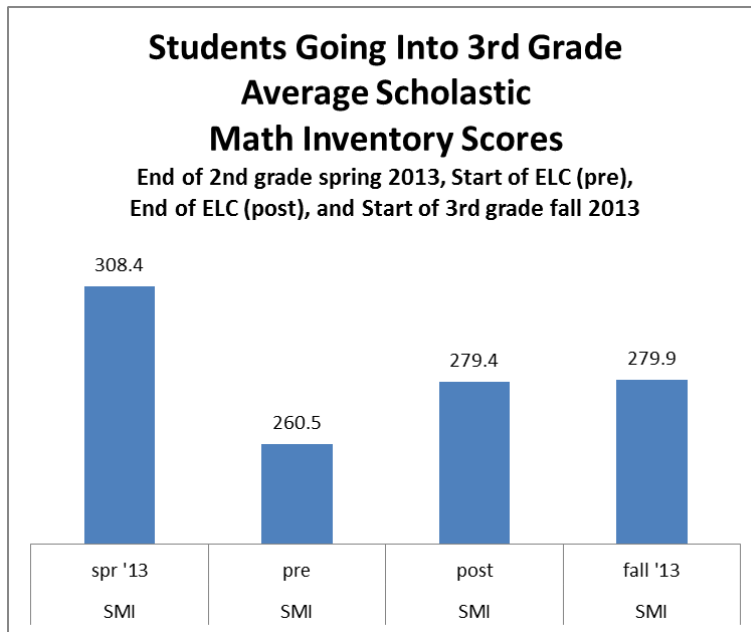
NWF=Nonsense Word Fluency  
R-CBM=Reading Curriculum-Based Measurement



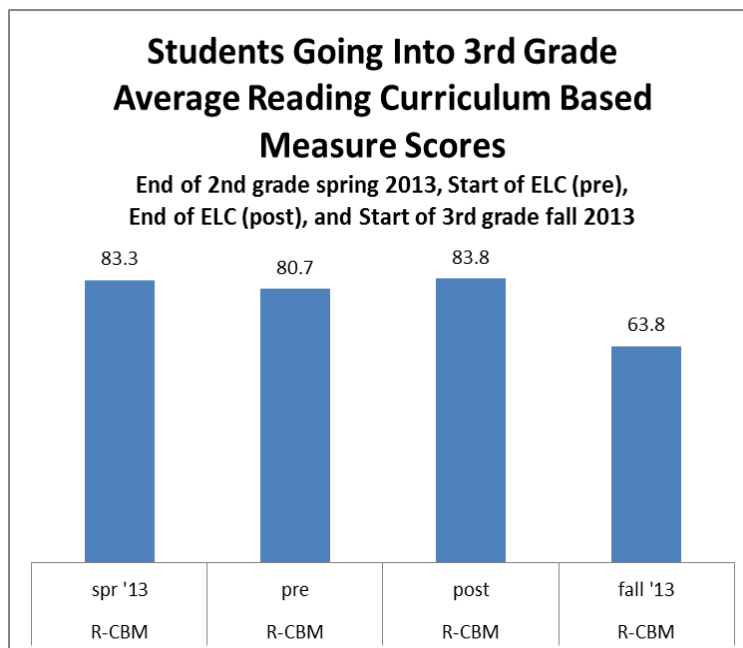
- Gains were found with the pre- and post-test results for the Language Arts Benchmarks and writing assessment as well.

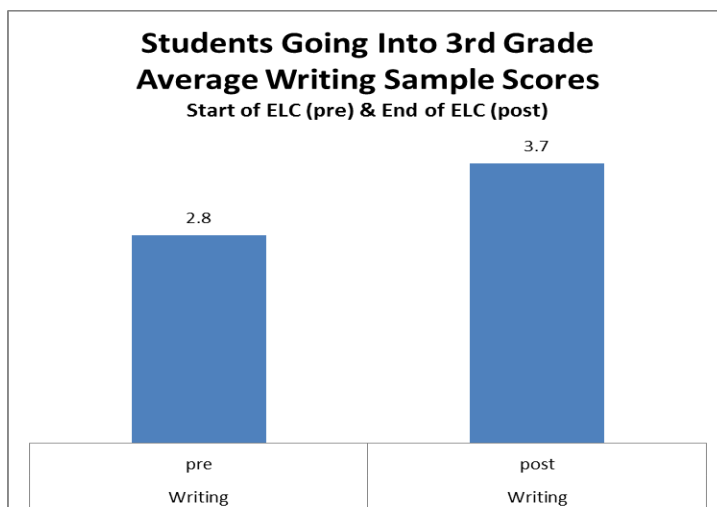


- The average amount of loss from May to August for students attending the program was 5.3 while the average loss for like students who did not attend was 7.7.
- Math results are not available for a May to August comparison as the Math Benchmark assessment changes after first grade.

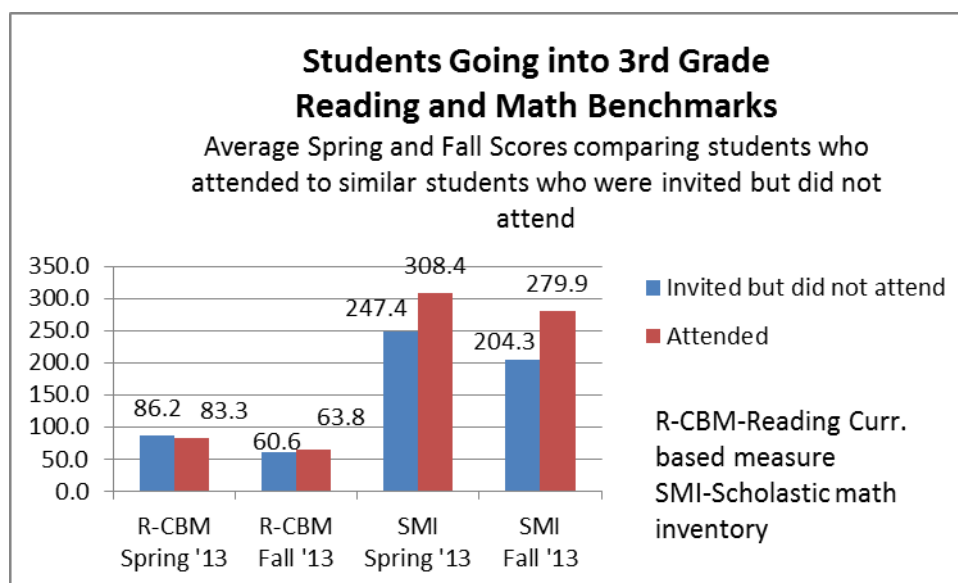


- Students going into 3<sup>rd</sup> grade made growth on the Math Benchmark pre-and post assessment. In 2013 the 3<sup>rd</sup> grade students who participated maintained that learning through the August assessment as well.





- For reading and writing, students showed growth from the beginning to the end of the program.



Average Decline in Reading and Math		
	R-CBM	SMI
Invited but did not attend	-25.6	-43.1
Attended	-19.5	-28.5

- Compared to like students who did not attend, participating students going into 3<sup>rd</sup> grade had a lower average loss in reading and math from May until August.

Useful data has been collected. The information it provides will allow the Educational Services Division to make curricular and instructional decisions that will best meet the needs of students.

### **Collaboration and Partnership:**

Providing opportunities for parental involvement and collaboration has a positive impact on learning for all students, but particularly for students who are economically disadvantaged. In addition, research shows that community involvement also has a positive impact on achievement. As part of the Elementary Learning Center Summer Program, the following services were offered:

- Breakfast and lunch for all students.
- Transportation to and from school.
- Weekend food packs from the Food Bank for the Heartland were distributed on each Friday during the program to students in need.
- Dental checkups, fillings, teeth cleaning, crowns, and extractions were available through the services of One World Community Health Centers, Inc. and their mobile clinic. The clinic offered more than 17 different types of procedures and consultations.
- Three Family Days with activities for students and parents, including:
  - Meal planning from a HyVee nutritionist
  - Reading and practice activities from Mind in the Making
  - Animal presentation from Gifford Farm
  - Science presentation by CAPOW
  - Love and Logic parenting session
  - Kid's Bank (First National Bank)
  - Homework tips for parents (MPS teacher)
  - Gardening at home (MPS teachers)
  - Physical activities outdoors (MPS teachers)
- Other community organizations partnering with MPS to provide support were the Omaha Public Library, One World Health Centers, Inc, Millard Business Association (Project WeeCare, Region 6, Together, Inc. and Food Bank for the Heartland.

**Parent Survey Results:**

Question	Ave. Score Kg	Ave. Score 1 <sup>st</sup> -3 <sup>rd</sup>
1=Strongly Disagree, 2=Disagree, 3=Not Sure, 4=Agree, 5=Strongly Agree		
I was satisfied with the hours of the program.	4.5	4.5
I was satisfied with the length of the program.	4.8	4.4
The staff was excellent (caring, reliable, skilled).	4.8	4.6
My child enjoyed attending the program.	5	4.6
I was able to communicate with my child's teacher.	4.3	4.1
I was informed about my child's progress.	3.3	3.4
I believe that my child will be more successful in school next year as a result of the program.	4.3	4.1
I feel more prepared to support my student as a learner as a result of the program.	4	4
My child believes that school will be a fun place to learn.	5	4.5
Reading comprehension skills	NA	3.9
Reading fluency skills	NA	3.7
Writing skills	NA	3.7
Math computation skills	NA	3.8
Math facts	NA	3.8
Problem-solving skills	NA	3.6
Willingness to separate from parents	1.7	NA
Likes to listen to stories	2	NA
Recognizes letters of the alphabet	3.7	NA
Knows different colors and shapes	3.7	NA
Plays well with other children	3.7	NA
Willingness to share with other children	3.3	NA
Attentiveness when read to	4	NA
Interest in sharing what they have learned	2.3	3.9
Attention span for tasks	2.7	3.7
Eagerness to attend school	4	4
I attended at least one Family Day	5	4.2
Family Day community resources were helpful to my family	3.3	3.8
Family Day learning activities were meaningful	3.8	4.1
1=Never, 2=Once, 3=Twice, 4=Almost every week, 5=At least weekly		
Your child's teacher talked to you about your child's development.	1.3	1.9
Your child's teacher talked to you about your child's behavior.	1.8	1.7
1=Strongly Disagree, 2=Disagree, 3=Not Sure, 4=Agree, 5=Strongly Agree		
<b>I was satisfied with the program as a whole.</b>	<b>4.8</b>	<b>4.5</b>

- Overall, the average score on program satisfaction was 4.65, very close to Strong Agree.



**Points of Special Note:**

- ◆ The average daily attendance was 94.8%.
- ◆ Family Day attendance:

	<b>July 12</b>	<b>July 19</b>	<b>July 26</b>	<b>Total</b>
<b>Parents attending (may be duplicate)</b>	87	86	88	261

- ◆ Based on parent feedback, the program will look at ways to communicate more regularly with parents with regards to their child's growth and behavior.

**Financial Report:**

- The initial allocation from the Learning Community was \$131,274.00

Grant Receipts		\$105,023.55	
	(Pending)	\$6,586.50	
Expenditures			
	Salary/Benefits		\$85,283.73
	Supplies/Curriculum		\$2,924.56
	Transportation		\$23,401.76
	Total Expenses		\$111,610.05
Balance		\$0.00	

### External Analysis:

As required by the Learning Community grant, the UNMC Munroe-Meyer Institute completed an external analysis of parent approved data. Their findings are in the table below.

#### MPS Data Summer 2013

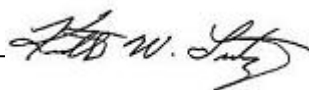
Measure	Significance	Effect Size	Change
K-LNF Summer to Fall	$p < .01$	.76	Significant
K-LSF Summer to Fall	$p < .01$	.69	Significant
K-NI Summer to Fall	$p = .125$	--	Not Significant
K-Writing Time1 to Time2	NS	--	Not Significant
K-Bracken Kg Readiness	$p < .01$	.52	Significant
1-LNFSpring to Fall	$p = .40$	--	Not Significant
1-LSF Spring to Fall	$p = .49$	--	Not Significant
1-NWF Spring to End of July	$p = .21$	--	Not Significant
1-MN Spring to Fall	$P < .01$	1.10	Significant
1-Writing Time 1 to Time 2	$p = .13$		Not Significant
2-NWF Spring to Fall	$p < .01$	.91	Significant
2-RCBM Spring to Fall	$p = .11$	--	Not Significant
2-NISpring to End of July	$p = .11$	--	Not Significant
2-Writing Time 1 to Time2	$p < .05$	.37	Significant
3-RCBMSpring to Fall	$p = .32$	--	Not Significant
3-SMI Spring to Fall	$p = .11$	--	Not Significant
3-Writing Time 1 to Time2	$p < .01$	1.22	Significant

Significance and Effect Sizes for Combined Grade Levels by Subject			
	Significance	Effect Size	Change
Reading	$p < .01$	$d = .31$	Significant
Math	$p < .01$	$d = .36$	Significant
Writing	$p < .01$	$d = .41$	Significant

- All comparisons that show a p value of less than .05 indicate growth that is significant.
- Cohen's *d* measures the effect size or magnitude of difference between two test points. In simpler terms, if  $d = .2$  the effect is small, if  $d = .4$  the effect medium and if  $d = .6$  or greater the effect is large. In education, the effect size of  $d = .4$  is often used as the benchmark for impact and is called the hinge point (Hattie, 2009). By grade level, all but one of the significant changes noted above surpass  $d = .4$ . Collectively, Writing is above the .4 benchmark and Reading and Math are nearing the hinge point.

**AGENDA SUMMARY SHEET****AGENDA ITEM:** Legislative Update**MEETING DATE:** January 6, 2014**DEPARTMENT:** Office of the Superintendent**TITLE AND BRIEF DESCRIPTION:** Legislative Update for the 103rd Legislature 2nd session.**ACTION DESIRED:** APPROVAL \_\_\_\_ DISCUSSION \_\_\_\_ INFORMATION ONLY XX

This is the first report for the new session.

**RECOMMENDATION:****STRATEGIC PLAN:** Implemented Strategies and Superintendent's Goals**RESPONSIBLE PERSON:** Angelo Passarelli**SUPERINTENDENT'S APPROVAL:** \_\_\_\_\_

## Legislative Update

### January 6, 2014

#### Legislative Issues

- This is a short session with the final day for the session listed as April 17.
- Any bill that was not killed in committee last session is still available for consideration. There are 406 bills that have been carried over to this session.
- Senator Smith may bring a bill to allow for reorganization of districts within a Learning Community. There has been a lot of discussion on this topic and we are concerned that this may weaken existing law concerning school boundaries.
- We are again meeting with the Education Lobby Group and our goal this year is to fully fund the current formula without any changes.

#### Bills that remain in the Education Committee

**LB 346 – Senator Kolowski - Authorize school districts to levy a tax and exceed budget authority for school security measures.** This bill allows districts to levy 1 cent outside both lids for security measures. This bill remains in committee.

The session calendar is attached.

**The Education Committee minutes are attached.** In summary, a majority of the committee favored:

- A goal to make early childhood education available to 100% of Nebraska four year old's.
- Base funding for all school districts (5% of needs using allocated income tax).
- Policies to minimize the impact of poverty and restore the achievement coordinator position at NDE.
- Phasing out teacher education and instructional time allowance beginning 2015-16 (50%) and totally eliminated in 2016-17.
- Grants to assist with school district consolidation.

## National News

The Senate Bipartisan Budget Act was passed on December 18, 2013. This act restores a portion of the budget cuts to Title I and Special Education. The other education appropriations will be taken up on January 15, 2014.

# 2014 Legislative Session\*

Sun	Mon	Tues	Wed	Thur	Fri	Sat
<b>January</b>						
			1	2	3	4
5	6	7	8 DAY 1	9 DAY 2	10 DAY 3	11
12	13 DAY 4	14 DAY 5	15 DAY 6	16 DAY 7	17 DAY 8	18
19	20 HOLIDAY	21 DAY 9	22 DAY 10	23 DAY 11	24 DAY 12	25
26	27 DAY 13	28 DAY 14	29 DAY 15	30 DAY 16	31 DAY 17	

Sun	Mon	Tues	Wed	Thur	Fri	Sat
<b>March</b>						
						1
2	3 RECESS	4 DAY 36	5 DAY 37	6 DAY 38	7 DAY 39	8
9	10 DAY 40	11 DAY 41	12 DAY 42	13 DAY 43	14 RECESS	15
16	17 RECESS	18 DAY 44	19 DAY 45	20 DAY 46	21 DAY 47	22
23	24 DAY 48	25 DAY 49	26 DAY 50	27 DAY 51	28 RECESS	29
30	31 DAY 52					

## Federal & State Holidays

January 1 – New Year's Day  
 January 20 – Martin Luther King Jr. Day  
 February 17 - Presidents' Day  
 April 25 – Arbor Day

Sun	Mon	Tues	Wed	Thur	Fri	Sat
<b>February</b>						
						1
2	3 DAY 18	4 DAY 19	5 DAY 20	6 DAY 21	7 DAY 22	8
9	10 DAY 23	11 DAY 24	12 DAY 25	13 DAY 26	14 RECESS	15
16	17 HOLIDAY	18 DAY 27	19 DAY 28	20 DAY 29	21 DAY 30	22
23	24 DAY 31	25 DAY 32	26 DAY 33	27 DAY 34	28 DAY 35	

Sun	Mon	Tues	Wed	Thur	Fri	Sat
<b>April</b>						
		1 DAY 53	2 DAY 54	3 DAY 55	4 RECESS	5
6	7 DAY 56	8 DAY 57	9 DAY 58	10 DAY 59	11 RECESS	12
13	14 RECESS	15 RECESS	16 RECESS	17 DAY 60	18	19
20	21	22	23	24	25	26
27	28	29	30			

## Legislative Recess Days

February 14  
 March 3, 14, 17, 28  
 April 4, 11, 14, 15, 16

\*The Speaker reserves the right to revise the session calendar.

## **Education Committee of the Nebraska Legislature Minutes of Executive Session Held 12/16/2013**

The Education Committee of the Nebraska Legislature met in executive session on Monday, December 16, 2013 at 1:37 pm. in Room 1003 of the Nebraska State Capitol. The purpose of the executive sessions was to discuss matters related to Legislative Resolution 182 (school finance).

I. Throughout the interim, when analyzing funding priorities, it was noted that Nebraska lacks a statewide vision for education to guide the discussion. To that end, there was general agreement that the Education Committee should go through a “visioning process” during the next interim with other education stakeholders. The results of that process would then provide assistance in determining future funding priorities and strategies. The details of how this will happen have not yet been established.

II. The committee utilized the executive session to identify and refine specific topics that the committee wanted drafted into legislation for the 2014 legislative session. The following topics were discussed, with the selections for inclusion into committee legislation identified in bold print.

- **Early childhood education**—The committee continued to discuss the previously identified goal of making early childhood education available to 100% of Nebraska four year old's in the years to come, but the committee could not agree upon a funding stream, whether funding for this endeavor should be inside or outside of the school finance formula and a date in which this goal should be met. The Committee also discussed the idea of continuing to utilize the current early childhood grant procedures, which contains quality assurance measures that the committee agrees need to be in place for an idea of this magnitude.

The idea of increasing the weighting for early childhood students under the formula from the current .6 weighting to a weight of .8 was discussed by the Committee and it was pointed out that the idea for this suggestion stems from testimony provided during the statewide hearings on school finance. The Committee ultimately decided that at the current time, it would be best to increase the funding available for early childhood grants, utilizing new revenue dollars for this increase which enables more children to receive early childhood education, and that the goal of 100% early childhood education being made available to all four year old's being an issue to be developed more fully discussed as part of the statewide education vision process.

- **Base funding for all school districts**-- The Committee continued discussion on whether or not the state should provide a minimum level of funding for all school districts and if so, what amount of funding should be provided. The idea raised and discussed during this executive session, was that of providing 5% of a district's needs. The 5% of needs would be partially funded by distributing allocated income taxes (rebate) and apportionment (educational lands) revenues in addition to general fund dollars.

The Committee also discussed the idea of eliminating the minimum levy requirement under the averaging adjustment, in order to obtain a more accurate picture of where a district's levy should be set. The Committee could not agree upon an amount of base funding and where such funding would come from. The Committee also did not reach a decision on the proposal to eliminate the minimum levy requirement under the averaging adjustment mechanism.

- **Poverty**—The Committee returned to its discussion on ideas and policies that could be enacted to help minimize the impact that poverty had on education and returned to the idea that it would be helpful to restore the position of the Achievement Coordinator under the Department of Education, which position was responsible for evaluating and coordinating resources for students in poverty, highly mobile students, and students with limited English proficiency. The achievement coordinator position was eliminated under the LR542 process of 2009. The committee was informed that the Department of Education already has plans to seek a deficit appropriation for a person to review and audit Poverty and Limited English Proficiency Plans during the 2014 legislative session. Therefore the committee will submit a letter of support for the additional funds to the Appropriations Committee.
- **Phase out teacher education and instructional time allowances**-- The Committee agreed that the “teacher education” and “instructional time” allowances should be phased out over a two year period beginning in the 2015-16 school year, so as to provide enough of time span for school districts to prepare for the elimination of these allowances. The allowances will be reduced incrementally with 50% of the current allowance available for the 2015-16 school year and the allowance being totally eliminated by the 2016-17 school year. The Committee did discuss a possible one year delay in the teacher education phase out to coincide with potential changes in distribution of lottery funds, but did not choose to allow for further delay.
- **Reorganization Support**—The Committee has agreed upon the implementation of a grant fund to provide a one-time source of revenue to assist those schools who agree to school reorganization. The Committee agreed to utilize \$2 million from the Education Innovation Fund, which is funded through lottery dollars. The grants will be provided on a first come first served basis.
- **Exemplary Achievement and Exemplary Improvement School Awards**--The Committee resumed discussion from prior executive sessions, regarding the idea of creating a process to recognize school districts that demonstrate exemplary achievement and or exemplary improvement through an award that would be presented to the school. The Committee discussed ideas pertaining to the collection of best practices used by schools that received an award under this new program so that they could be shared with other schools across the state in an effort to boost school performance. A concern regarding schools becoming hyper-competitive and not willing to share ideas and programs was raised and discussed. The Committee concluded that an idea such as this was a perfect fit for discussion as part of the statewide education vision process and therefore took no further action on this topic.

III. The Committee adjourned at 4:27 pm.