

BOARD OF EDUCATION MEETING SIGN IN

February 3, 2025

NAME:

REPRESENTING:

Observing for
a Class? (Y/N)

Taylor Hughes

Ben Macke

Lillian Butter-Hale

Sydney Huls

Paige Moore

Graham Thomas

Josh Roth

Morrissey Engineering

Douglas Harry

Allison Kinney Walker

SELF

N

Beth Wilch

SELF

Craig Moore

ELEVATE Const

Holly Hunt

" "

Ann Davis

N

Stacy Hester-Pearson


MEFA


N

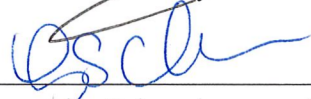
**ACKNOWLEDGMENT OF RECEIPT
OF NOTICE OF MEETING**

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 February 3, 2025, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 3rd day of February, 2025


Linda Poole – President


Mike Kennedy – Vice President

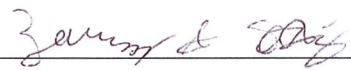

Lisa Schoenberger – Secretary


Amanda McGill Johnson – Treasurer


Justin Curtis


Stacy Jolley

Raylie Hollingsworth - Millard North High School


Zach Stoj - Millard South High School


Addison Kloock - Millard West High School



**Millard Public
Schools**

**BOARD OF EDUCATION
MEETING**

February 3, 2025

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
FEBRUARY 3, 2025
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

AGENDA

A. Call to Order

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

B. Pledge of Allegiance

C. Roll Call

D. Employee of the Month - Brent Gengler, Language Arts Teacher at Central Middle School, and DeeDee VanRoy, Secretary at Bryan Elementary School

E. Showcase - Recognition of Students

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

G. Routine Matters

1. *Approval of Board of Education Minutes – January 13, 2025
2. *Approval of Bills and receive the Treasurer's Report and Place on File

H. Information Items

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

I. Unfinished Business - None

J. New Business

1. Administrator for Hire-Assistant Principal at Millard West High School
2. Administrator for Hire-Principal at Rohwer Elementary School
3. Administrator for Hire-Principal at Harvey Oaks Elementary School
4. Administrator for Hire-Assistant Principal at Beadle Middle School
5. Administrator for Hire-Principal at Wheeler Elementary School
6. Approval of Board Appointments
7. Reaffirm Policy 6235: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work
8. Reaffirm Rule 6235.1: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work
9. Approval of Policy 6331: Curriculum, Instruction, and Assessment- Acceleration and Retention
10. Approval of the Memorandum of Agreement Between Millard Public Schools and Department of the Air Force for the Millard Air Force JROTC Program
11. Approval of Contract for Holling Heights Elementary School Renovation

12. Approval of Contract for Sandoz Elementary School Roof Top Unit Replacement
13. Approval of Contract for Millard South High School Paving Replacement Phase II
14. Approval of Contract for Millard South High School Furniture Purchase
15. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP), Leave of Absence
16. Executive Session - Personnel

K. Reports

1. International Baccalaureate® Diploma Programme Report
2. Exiting Senior Survey- Class of 2024 and 8th- 9th Grade Transition Report
3. Engagement Results Fall 2024
4. Legislative Report

L. Future Agenda Items/ Board Calendar

1. Monday, February 10, 2025 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
2. Friday, February 14, 2025 - No School for Students - Professional Development Day
3. Monday, February 17, 2025 - No School for Students - Presidents' Day / New Staff Orientation Day
4. Monday, March 3, 2025 - Board of Education Meeting - 6:00 p.m. at DSAC
5. Monday, March 10, 2025 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
6. Thursday, March 13 - Monday, March 17, 2025 - No School for Students - Conferences/ Teacher Work Day/ Professional Development
7. Monday, March 17, 2025 - Board of Education Meeting - 6:00 p.m. at DSAC

M. Public Comments - This is the proper time for public questions and comments on any topic.
Please make sure a request form is given to the Board President before the meeting begins.

N. Adjournment

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
FEBRUARY 3, 2025
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

ADMINISTRATIVE MEMORANDUM

A. Call to Order

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

B. Pledge of Allegiance

C. Roll Call

D. Employee of the Month - Brent Gengler, Language Arts Teacher at Central Middle School, and DeeDee VanRoy, Secretary at Bryan Elementary School.

E. Showcase - Recognition of Students

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

G.1* Motion by _____, ▼ seconded by _____, ▼ to approve the Board of Education Minutes from January 13, 2025.

G.2* Approval of Bills and receive the Treasurer's Report and Place on File.

H.1 Superintendent's Comments

H.2 Board Comments/Announcements

H.3 Report from Student Representatives

I.1 Unfinished Business - None

J.1 Motion by _____, ▼ seconded by _____, ▼ to approve Mark Hilburn as the Assistant Principal for Millard West High School.

J.2 Motion by _____, ▼ seconded by _____, ▼ to approve Karly Barada as the Principal for Rohwer Elementary School.

J.3 Motion by _____, ▼ seconded by _____, ▼ to approve Vicki Pribil as the Principal for Harvey Oaks Elementary School.

- J.4 Motion by _____, seconded by _____ to approve Brent Gengler as the Assistant Principal at Beadle Middle School.
- J.5 Motion by _____, seconded by _____ to approve Gregory Wunderlich as the Principal of Wheeler Elementary School.
- J.6 Motion by _____, seconded by _____ to approve the Board Appointments.
- J.7 Motion by _____, seconded by _____ to reaffirm Policy 6235: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work.
- J.8 Motion by _____, seconded by _____ to reaffirm Rule 6235.1: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work.
- J.9 Motion by _____, seconded by _____ to approve Policy 6331: Curriculum, Instruction, and Assessment- Acceleration and Retention.
- J.10 Motion by _____, seconded by _____ to approve the Memorandum of Agreement Between Millard Public Schools and Department of the Air Force for the Millard Air Force JROTC Program.
- J.11 Motion by _____, seconded by _____ that the contract for the Holling Heights Elementary School Renovation be awarded to Elevate Construction, LLC in the amount of \$2,229,500 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- J.12 Motion by _____, seconded by _____ that the contract for the Sandoz Elementary School Roof Top Unit Replacement be awarded to Mechanical Systems in the amount of \$402,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- J.13 Motion by _____, seconded by _____ that the contract for the Millard South High School Paving Replacement Phase II be awarded to Mackie Construction, Inc. in the amount of \$487,506.10 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- J.14 Motion by _____, seconded by _____ that the contract for the Millard South High School Furniture Purchase be awarded to SBI in the amount of \$162,455.34, Meteor in the amount of \$61,728.62, and Virco in the amount of \$56,853.95 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- J.15 Motion by _____, seconded by _____ to to approve Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP), Leave of Absence.
- J.16 Motion by _____, seconded by _____, to go into Executive Session at ____ p.m. for the purpose of Personnel for the protection of the public's interest.

K. Reports

1. International Baccalaureate® Diploma Programme Report
2. Exiting Senior Survey- Class of 2024 and 8th- 9th Grade Transition Report
3. Engagement Results Fall 2024
4. Legislative Report

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N. Adjournment

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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, January 13, 2025, at the Don Stroh Administration Center, 5606 South 147th Street.

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, January 10, 2025 a copy of the publication is being attached to these minutes. Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgement of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

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

Roll call was taken. Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, and Mr. Curtis. Mrs. McGill Johnson was running a few minutes late.

Awards were presented to January Employees of the Month Torri Merten, Health Science Academy Teacher at Keith Lutz Horizon High School, and Missy Manchester, Data Engineer at Ron Witt Support Services Center.

The Student Showcase highlighted Girls Wrestling from Andersen, Russell, and Kiewit Middle Schools, Softball from Millard North High School, Football from Millard North High School and Millard South High School.

Mrs. McGill Johnson arrived at 6:05 p.m

Mrs. Jolley announced this is the proper time for public questions and comments on agenda items only. There were no requests to speak on agenda items.

President Stacy Jolley, provided the Oath of Office to elected Board members, Justin Curtis, Amanda McGill Johnson, and Linda Poole.

Mrs. Jolley explained the Election of Officers process. Mrs. Jolley said that this is done every year at the first Board of Education meeting in January. A secret ballot will be used and Associate Superintendent Dr. Chick will assist with the collection of the ballots. An officer will be elected when one individual receives a majority of the votes cast for a position. By board policy no Board member may serve more than two consecutive years in the same office.

Current positions are:

President - Stacy Jolley - 1 year

Vice President - Mike Kennedy - 1 year

Secretary - Linda Poole - 1 year

Treasure - Amanda McGill Johnson Treasure - 1 year

For the 2025 election no one has reached a term limit for the current positions held.

Election of Officers:

President:

Round 1: Linda Poole - 6. Linda Poole was declared President. Mrs. Poole took over the meeting. Mrs. Poole thanked Mrs. Jolley for being a great president for the last year. She also shared that Mrs. Jolley will be the NASB president this year.

Vice-President:

Round 1: Mike Kennedy- 6. Mike Kennedy was declared Vice-President.

Secretary:

Round 1: Lisa Schoenberger - 5, Stacy Jolley- 1. Lisa Schoenber was declared Secretary.

Treasurer:

Round 1: Amanda McGill Johnson- 6. Amanda McGill Johnson was declared Treasurer.

Motion by Mike Kennedy, seconded by Amanda McGill Johnson, to approve the Board of Education minutes for December 2, 2024, and approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, and Mr. Curtis. Voting against were: None. Motion carried.

Superintendent's Comments:

Dr. Schwartz welcomed Justin Curtis on his first term serving on the board. He congratulated Amanda McGill Johnson on her third term and Linda Poole on 28 years serving on the board. Dr. Schwartz said that the stability of this board has helped Millard to thrive as a district.

Dr. Schwartz provided an update on the bond issue. Dr. Schwartz shared that we have about seventy community presentations by the time we are done. Dr. Schwartz said that a Superintendent's Blog will go out around January 23, 2025 and it will include a recorded version of the bond presentation.

Dr. Schwartz provided an update on the progress of Strategy 3, action plan 3.2. Dr. Schwartz shared that as part of this an audit was completed of the communications department. After extensive feedback the district logo has been refreshed. We also have a new tag line which is "Where Opportunity Ignites Excellence". The new tag line will be used as we tell Millard's story of all the great things happening in our schools..

Board Comments:

Mrs. Schoenberger:

Mrs. Schoenberger shared that she loves the January meeting. She also pointed out that all three of the board members that were sworn in tonight are Millard alumni. She said this is a testament to the development of leaders by Millard who want to come back and serve.

Mrs. Schoenberger congratulations to administrators who have been promoted.

Mrs. Schoenberger said that extraordinary work is being done by the parent volunteers who are helping with the bond campaign. She appreciates all they are doing.

Mrs. Schoenberger shared that her husband will be joining the district as a teacher. She said that she enjoyed watching the seamless hiring process from the outside.

Mrs. Schoenberger shared that the building and skilled trades union have endorsed the bond. Sixteen different tradesmiths are part of the union and they are looking forward to a long term partnership with Millard.

Mrs. Poole:

Mrs. Poole thanked Allison Kenny-Walker and all the volunteer parents who are helping with the bond campaign.

Mrs. Poole shared that next to graduation the student showcase is her favorite event and that we had a successful fall season.

Mr. Kennedy:

Mr. Kennedy welcomed Justin Curtis and said he is glad to have him join the board.

Mr. Kennedy commended the parent volunteers that are helping to get the word out about the bond. Mr. Kennedy shared that several people have endorsed our bond referendum such as Mayor Stothert, Sheriff Aaron Hanson, Don Rowe, Nebraska Taxpayers for Freedom, MEA, and NCSA. Mr. Kennedy shared the Nebraska Taxpayers for Freedom is a special endorsement and that Millard is the only bond they are currently in support of.

Mrs. Jolley:

Mrs. Jolley welcomed back Linda Poole and Amanda McGill Johnson. She also welcomed Justin Curtis. Mrs. Jolley gave a shout out to the Assistance League which is a volunteer organization that runs Operation School Bell to provide new clothing for students in need. Several Millard West Students volunteered this year with the organization.

Mrs. McGill Johnson:

Mrs. McGill Johnson said it is good to be back. Mrs. McGill Johnson welcomed Justin. Mrs. McGill Johnson is looking forward to school visits starting back up.

Mrs. McGill Johnson said at a recent NASB legislative lunch meeting there was discussion about the many bills that are being reintroduced this year, several that require school districts to have specific policies.

Mr. Curtis:

Mr. Curtis introduced his family in attendance tonight. Mr. Curtis said he is grateful for the opportunity. He also thanked the Board, Dr. Schwartz and his team, for the thoughtful orientation he was provided.

Mr. Curtis said that although he was not serving on the board at the time we decided to go out for a bond he is one hundred percent behind the bond. Mr. Curtis appreciates how transparent the district has been and how well they have communicated regarding the bond. He also believes this is good for students and staff.

Second reading by Mike Kennedy, ▾. Motion by Mike Kennedy, ▾ seconded by Lisa Schoenberger, ▾ to approve Policy 6305: Curriculum, Instruction and Assessment - Annual Performance Report. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Mike Kennedy, ▾ seconded by Amanda McGill Johnson, ▾ to approve Dr. Todd Tripple as the Assistant Superintendent for Educational Services for Millard Public Schools. Voting in favor of said motion was: Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, ▾ seconded by Stacy Jolley, ▾ to approve Dr. Heather Daubert as the Principal for Beadle Middle School. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, ▾ seconded by Mike Kennedy, ▾ to approve Dr. Nicole Burton as the Coordinator of English Learner and Summer Programming for Millard Public Schools. Voting in favor of said motion was: Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, Mrs. Poole, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Amanda McGill Johnson, ▾ to approve Eric Grandgenett as the Director of Strategic Projects and External Affairs for Millard Public Schools. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Mike Kennedy, ▾ seconded by Amanda McGill Johnson, ▾ to reaffirm Policy 4137: Human Resources - Job Sharing, Rule 4137.1: Human Resources - Job Sharing, Policy 4210: Human Resources - Student Teachers, Rule 4210.1: Human Resources - Student Teachers. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Mike Kennedy, ▾ seconded by Stacy Jolley, ▾ to approve Rule 5400.6: Student Services - Standards for Student Conduct. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Linda Poole, ▾ seconded by Justin Curtis ▾ to approve the Committee on American Civics Board Appointments. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Mike Kennedy, ▾ to approve The Daily Record as the Official Paper of Record. Voting in favor of said motion was: Mr. Curtis, Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Mike Kennedy, ▾ seconded by Stacy Jolley, ▾ that the district designate American National Bank and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of First National Bank, US Bank, and Core Bank for school activity fund deposits. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Mike Kennedy, ▾ seconded by Mike Kennedy, ▾ that the contract for the Ackerman Elementary School Intercom Replacement be awarded to Kidwell, Inc. in the amount of \$89,875 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Mike Kennedy, ▾ that the contract for the Aldrich Elementary School Intercom Replacement be awarded to Kidwell, Inc. in the amount of \$86,625 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Amanda McGill Johnson, ▾ that the contract for the Bryan Elementary School Intercom Replacement be awarded to Kidwell, Inc. in the amount of \$109,985 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, ▾ seconded by Stacy Jolley, ▾ that the contract for the Disney Exterior Resurfacing be awarded to Rife Construction in the amount of \$102,420 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Mike Kennedy, ▾ that the contract for the Multiple Site Door and Frame Replacements be awarded to Elk Ridge Construction in the amount of \$83,398.76 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, ▾ seconded by Mike Kennedy, ▾ that the contract for the Rohwer Elementary School Secure Vestibule Renovation be awarded to NRP Construction in the amount of \$114,975 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said that the three secure vestibule renovation projects will be funded by the 2020 bond. They were not included in the count being used for the 2025 bond presentations since they were already planned to be completed by the 2020 bond funds.* Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, Mrs. Poole, Mr. Kennedy, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Amanda McGill Johnson, ▾ that the contract for the Wheeler Elementary School Secure Vestibule Renovation be awarded to KE Flex Contracting in the amount of \$116,129 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, Mrs. Poole, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Stacy Jolley, ▾ seconded by Justin Curtis ▾ to to approve Personnel Actions: Recommendation to Hire: Kortni K. Stracke, Melissa A. Sedlak, Katherine M. Pickering, Esmeralda Arellano-Pena, Marybeth L. Ferree; Resignation Agenda: Lydia M. Schafer, Michelle A. Urban, Kevin J. Kloewer, Danielle Dickerson; Voluntary Separation

Program (VSP): Lesley A. Harrison-Roland, LuRene S. McConnell; Contract Cancellation: Kristy L. Feden. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mrs. McGill Johnson, Mr. Curtis, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Reports:

Food Service Report

Director of Food Service Justin Wiley shared the 2023-24 school year food service summary. Mr. Wiley said they are continuing back to normal post covid. They brought back their themed meals. He shared that the Future Chefs event is always a great event. The 2025 event will take place on March 20, 2025 at Millard West High School.

Legislative Report

Director of Strategic Projects & External Affairs Dr. Todd Tripple provided the board with a legislative update. Dr. Tripple said today was day 4 of the 90 day session. He reminded the board that the first ten days are used for bill introductions and that each senator is limited to 20 bills.

Dr. Tripple shared that there are 49 senators in the state and that there are 17 newly elected senators. He also shared the senators that represent Millard Public Schools. Two of the new senators represent Millard.

Dr. Tripple provided a list of the senators who are serving on the education committee and revenue committee. Dr. Tripple said that the standing positions that were approved in September help to guide him through the session.

The initial monitoring topics were shared which are:

- Education workforce
- Biennium Budget
- \$432 budget shortfall
- school finance / property tax relief

Dr. Tripple said that for several months Millard has been working with the Governor's small work group. Dr. Tripple thanked the Governor for the opportunity to be part of the conversation. Dr. Tripple shared several things that are part of the Governors finance plan. Dr. Tripple said that we are cautiously optimistic.

Dr. Tripple shared that Mueller Robak will be attending the February 10, 2025 committee of the whole meeting to provide an overview to the board. He said by this time hearings will have begun.

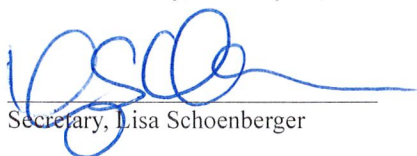
Mrs. Poole reminded the Board of future agenda items and said this is the proper time for public questions and comments.

There were no requests to speak on non-agenda items.

Meeting was adjourned at 7:56 p.m..

Future Agenda Items/ Board Calendar:

1. Monday, January 20, 2025 - No School for Students - Martin Luther King Jr. Day / Professional Development Day
2. Wednesday, January 22, 2025 - Community Bond Presentation - 6:00 p.m. at Millard North High School
3. Sunday, January 26 & Monday, January 26th - Legislative Issues Conference in Lincoln
4. Thursday, January 30, 2025 - Community Bond Presentation - 6:00 p.m. at Millard West High School
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Secretary, Lisa Schoenberger

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	519371	01/09/2025	143971	AMERICAN NATIONAL BANK MASTERCARD	\$207.02
	519373	01/09/2025	064800	METRO UTILITIES DISTRICT OF OMAHA	\$76,739.50
	519374	01/09/2025	070800	OMAHA PUBLIC POWER DISTRICT	\$322,977.79
	519375	01/09/2025	133300	TALX UC EXPRESS	\$1,020.20
	519376	01/09/2025	139797	US BANK NATIONAL ASSOCIATION	\$167.00
	519377	01/09/2025	141432	WELLS FARGO FINANCIAL LEASNG INC	\$3,425.00
	519380	01/16/2025	108436	COX COMMUNICATIONS INC	\$33.82
	519381	01/16/2025	108436	COX COMMUNICATIONS INC	\$15,732.47
	519383	01/16/2025	052370	ECHO ELECTRIC SUPPLY CO	\$465.92
	519384	01/16/2025	142215	F-M FORKLIFT SALES & SERVICE INC	\$2,949.80
	519385	01/16/2025	099973	DODGE COUNTY SCHOOL DISTRICT 001	\$608.00
	519386	01/16/2025	F03042	HARRIS COMPUTER CORP	\$1,032.14
	519387	01/16/2025	132783	IOWA WESTERN COMMUNITY COLLEGE	\$49.00
	519388	01/16/2025	100006	LINCOLN SOUTHEAST HIGH SCHOOL	\$600.00
	519389	01/16/2025	064800	METRO UTILITIES DISTRICT OF OMAHA	\$6,719.41
	519392	01/16/2025	083175	SHEPPARD'S BUSINESS INTERIORS	\$2,000.00
	519393	01/16/2025	109843	T-MOBILE USA INC	\$3,028.42
	519394	01/16/2025	139797	US BANK NATIONAL ASSOCIATION	\$1,118.14
	519395	01/16/2025	143347	VERIZON COMMUNICATIONS INC	\$27.80
	519404	01/23/2025	144930	INDEPENDENT SCHOOL DISTRICT 112	\$825.00
	519405	01/23/2025	108436	COX COMMUNICATIONS INC	\$5,928.24
	519406	01/23/2025	131352	DOUGLAS COUNTY SCHOOL DISTRICT 10	\$1,250.00
	519407	01/23/2025	140990	LAURA M MORRIS	\$503.90
	519409	02/03/2025	136271	TROPHY GUY INC	\$36.90
	519412	02/03/2025	144927	ESMERALDA ACEVEDO BARRIOS	\$81.61
	519413	02/03/2025	144574	ADVANCE SERVICES INC	\$3,917.76
	519414	02/03/2025	010112	AE SUPPLY LLC	\$2,035.00
	519415	02/03/2025	144679	CANDACE L AHRENS	\$518.65

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	519416	02/03/2025	139362	AMANDA L AKSAMIT	\$108.88
	519417	02/03/2025	144906	ALEXANDER ALBERTSON	\$250.00
	519418	02/03/2025	011051	ALL MAKES OFFICE EQUIPMENT	\$1,074.92
	519419	02/03/2025	143318	HARTIN INVESTMENTS LLC	\$8,940.18
	519420	02/03/2025	144706	GABRIELA AMADO	\$215.98
	519421	02/03/2025	144628	MAXIM HEALTHCARE SERVICES HOLDINGS	\$3,375.00
	519422	02/03/2025	012450	AMERICAN RED CROSS-HEALTH & SAFETY	\$889.20
	519424	02/03/2025	144919	ANISH AMIN	\$130.00
	519425	02/03/2025	140298	AMPLIFY EDUCATION INC	\$2,956.80
	519426	02/03/2025	131265	JILL M ANDERSON	\$91.99
	519427	02/03/2025	144493	LINDA K ANDREWS	\$59.63
	519428	02/03/2025	143506	ANZALONE CRUSHR LLC	\$1,190.00
	519429	02/03/2025	012989	APPLE COMPUTER INC	\$208.00
	519430	02/03/2025	013890	AWARDS UNLIMITED INC.	\$26.14
	519432	02/03/2025	137482	KRISTINA A BAMESBERGER	\$193.58
	519433	02/03/2025	143990	KAITLYN FR BARRETT	\$8.31
	519434	02/03/2025	144553	ANGELICA CHAVEZ BARRIGA	\$40.72
	519435	02/03/2025	141712	BRIDGET R BARRY	\$70.00
	519436	02/03/2025	138305	MEAGAN L BASYE	\$67.69
	519437	02/03/2025	143824	EMMA M BAUMANN	\$110.01
	519438	02/03/2025	133480	BERINGER CIACCIO DENNELL MABREY	\$5,000.00
	519439	02/03/2025	134359	BEAR GRAPHICS INC	\$2,856.89
	519441	02/03/2025	141521	ERIKA J BECKLEY	\$39.73
	519442	02/03/2025	144510	JACOB M BERGMEIER	\$157.45
	519443	02/03/2025	142454	LAURA C BESHALER	\$173.33
	519444	02/03/2025	139495	MELISSA N BETTS	\$37.44
	519445	02/03/2025	134478	TIFFANY M BOCK SMITH	\$92.16
	519446	02/03/2025	144908	KATIE A BOGARDUS	\$452.54

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	519447	02/03/2025	144296	BOILER CHILLER SYSTEMS LLC	\$1,185.00
	519448	02/03/2025	139996	BOYS TOWN	\$49,500.00
	519449	02/03/2025	139947	YESENIA BRAVO	\$147.74
	519450	02/03/2025	139890	DOUGLAS J BREITER	\$69.21
	519451	02/03/2025	143810	SAMUEL BROESCH	\$58.76
	519452	02/03/2025	142939	MEREDITH E BUCKMAN	\$4,833.00
	519454	02/03/2025	144077	DAYNA M BURKE	\$123.21
	519455	02/03/2025	143556	TRENOR J CAMPBELL	\$29.21
	519462	02/03/2025	143369	CAPITAL SANITARY SUPPLY CO INC	\$31,379.33
	519463	02/03/2025	140927	JESSICA M CARSON	\$133.33
	519464	02/03/2025	131158	CURTIS R CASE	\$83.08
	519465	02/03/2025	133970	CCS PRESENTATION SYSTEMS	\$5,433.74
	519466	02/03/2025	133589	CDW GOVERNMENT, INC.	\$602.03
	519467	02/03/2025	065420	CENTRAL MIDDLE SCHOOL	\$750.00
	519468	02/03/2025	136807	ELIZABETH A CHADEK	\$73.25
	519469	02/03/2025	144216	MINDY CHADWELL	\$270.00
	519470	02/03/2025	135648	SUSAN M CHADWICK	\$120.87
	519471	02/03/2025	136654	NICOLE A CHAPMAN	\$459.15
	519472	02/03/2025	144292	CHARLESTON INC	\$100.00
	519473	02/03/2025	140609	KELSEY L CHASTAIN	\$120.20
	519474	02/03/2025	106851	CHILDREN'S HOME HEALTHCARE	\$15,382.25
	519475	02/03/2025	137013	NANCY S COLE	\$91.05
	519476	02/03/2025	109867	COMMERCIAL AIR MANAGEMENT INC	\$293.00
	519478	02/03/2025	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	\$182.00
	519479	02/03/2025	026057	CONTROL MASTERS INC	\$9,288.09
	519480	02/03/2025	136518	JANET L COOK	\$103.72
	519481	02/03/2025	134861	TARA R COOPER	\$205.10
	519482	02/03/2025	144920	CAITLIN FLYNN COPENHAVER	\$70.00

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01	519483	02/03/2025	144730	JENNIFER M CORDES	\$96.75
	519484	02/03/2025	135992	DAVID J CORK	\$152.76
	519485	02/03/2025	106893	WICHITA WATER CONDITIONING INC	\$58.50
	519486	02/03/2025	027300	CUMMINS CENTRAL POWER LLC	\$7,447.33
	519487	02/03/2025	131483	JANET L DAHLGAARD	\$640.32
	519488	02/03/2025	132671	JEAN T DAIGLE	\$140.78
	519489	02/03/2025	131003	DAILY RECORD	\$536.57
	519490	02/03/2025	140546	ALAN EUGENE DAVIS	\$70.00
	519491	02/03/2025	144909	ADITHI DEEDURANU	\$220.00
	519492	02/03/2025	106713	ANDREW S DEFREECE	\$95.61
	519494	02/03/2025	144529	DEVELOPMENTAL DISABILITY CENTER NE	\$26,558.94
	519495	02/03/2025	144916	DIANE OWENS VOICE LLC	\$150.00
	519497	02/03/2025	132669	DIGITAL DOT SYSTEMS INC	\$5,315.00
	519498	02/03/2025	141484	AMANDA K DISTEFANO	\$34.64
	519500	02/03/2025	144911	ADDISON A DRANOTA	\$70.00
	519501	02/03/2025	135689	SUSAN M DULANY	\$87.03
	519502	02/03/2025	144912	DAX DUNCAN	\$70.00
	519504	02/03/2025	144199	EAKES INC	\$237.60
	519505	02/03/2025	052370	ECHO ELECTRIC SUPPLY CO	\$1,097.00
	519507	02/03/2025	037525	EDUCATIONAL SERVICE UNIT #3	\$313,936.25
	519508	02/03/2025	144457	JOAN M EDWARDS LLC	\$1,764.42
	519509	02/03/2025	133823	REBECCA S EHRHORN	\$113.90
	519510	02/03/2025	038140	ELECTRONIC SOUND INC.	\$1,786.90
	519512	02/03/2025	141577	ELITE PROFESSIONALS HOME CARE LLC	\$6,620.25
	519514	02/03/2025	131352	DOUGLAS COUNTY SCHOOL DISTRICT 10	\$156.00
	519515	02/03/2025	135360	PAMELA A ERIXON	\$98.83
	519516	02/03/2025	137950	MICHAEL D ETZELMILLER	\$154.77
	519517	02/03/2025	143301	EVANS CUSTOM APPAREL INC	\$324.00

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01	519520	02/03/2025	144733	LAUREN F FAIRWEATHER	\$25.26
	519521	02/03/2025	139316	JASON A FARWELL	\$38.53
	519522	02/03/2025	144005	LORI A FAUST	\$8.17
	519523	02/03/2025	139961	ANDREW FELLER	\$106.73
	519524	02/03/2025	130731	FIRST WIRELESS INC	\$140.70
	519526	02/03/2025	056820	FIRST INSURANCE GROUP LLC	\$358.00
	519527	02/03/2025	143008	NOAH FORD	\$200.00
	519528	02/03/2025	099973	DODGE COUNTY SCHOOL DISTRICT 001	\$232.00
	519529	02/03/2025	136317	KELLY L FREY	\$19.83
	519530	02/03/2025	143700	AMANDA M FRISKOPP	\$77.38
	519531	02/03/2025	144858	ADIEL GARCIA	\$300.00
	519532	02/03/2025	140494	MATTHEW J GEERTS	\$122.74
	519533	02/03/2025	144899	ABIGAIL GIAMBATTISTA	\$200.00
	519535	02/03/2025	144797	CECILIA GILLEN	\$70.00
	519536	02/03/2025	141512	ERIN M GONZALEZ	\$1,128.00
	519538	02/03/2025	143749	ANNA M GROVE	\$5.18
	519539	02/03/2025	144910	REEMA GUDA	\$320.00
	519541	02/03/2025	131686	ANDREW J HAHN	\$88.44
	519542	02/03/2025	144533	CHRISTIAN HALL	\$104.00
	519543	02/03/2025	144634	BRANDI L HALTOM	\$558.33
	519545	02/03/2025	136805	JAMES R HANLON	\$50.92
	519546	02/03/2025	144404	WHITNEY C HANSEN	\$474.78
	519547	02/03/2025	F03042	HARRIS COMPUTER CORP	\$40,534.35
	519548	02/03/2025	135821	LESLEY A HARRISON-ROLAND	\$15.80
	519549	02/03/2025	143270	VICTORIA L HASIAK	\$80.20
	519550	02/03/2025	140889	DEANNA L HAYES	\$29.57
	519551	02/03/2025	048475	HEARTLAND FOUNDATION	\$10,485.00
	519552	02/03/2025	109808	CHERYL L HEIMES	\$73.43

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01	519553	02/03/2025	102842	HELGET GAS PRODUCTS INC	\$4.15
	519554	02/03/2025	141513	MELISSA M HENNINGS	\$157.65
	519555	02/03/2025	144736	CHELSEA J HEUER	\$65.41
	519557	02/03/2025	144876	GREGG RICHARD HIDDEN	\$156.00
	519559	02/03/2025	144126	SHELBY JALYNN HINDMAN	\$140.00
	519560	02/03/2025	144343	MICHELLE C HOLMBERG	\$80.00
	519561	02/03/2025	142777	HOME DEPOT USA INC	\$96.58
	519562	02/03/2025	144859	BENJAMIN HOOVER	\$150.00
	519563	02/03/2025	135589	LLOYD M HOSHAW	\$500.00
	519564	02/03/2025	132590	HUB INTERNATIONAL GREAT PLAINS LLC	\$6,000.00
	519565	02/03/2025	142259	PAMELA K HUSS	\$137.89
	519566	02/03/2025	130283	KARA L HUTTON	\$44.76
	519567	02/03/2025	136349	SCOTT H INGWERSON	\$51.99
	519568	02/03/2025	051740	INLAND TRUCK PARTS CO.	\$3,430.26
	519569	02/03/2025	102451	INTERNATIONAL BACCALAUREATE	\$4,356.00
	519570	02/03/2025	140729	J F AHERN CO	\$6,411.00
	519572	02/03/2025	139763	CALVIN L JACOBS	\$38.46
	519573	02/03/2025	144484	AVA JACOBSEN	\$70.00
	519574	02/03/2025	131157	CHRISTINE A JANOVEC-POEHLMAN	\$137.75
	519575	02/03/2025	133531	JANE E BYERS	\$600.00
	519576	02/03/2025	133037	JENSEN TIRE & AUTO #15	\$1,922.77
	519577	02/03/2025	054448	STEVEN K JOEKEL	\$208.00
	519578	02/03/2025	054500	JOHNSON HARDWARE CO LLC	\$1,214.00
	519579	02/03/2025	139813	HEATHER S JOHNSON	\$57.15
	519581	02/03/2025	135373	LINDA K JOHNSON	\$29.35
	519582	02/03/2025	136293	MINDY S JORGENSEN	\$595.54
	519583	02/03/2025	142898	JUST FOR KIDS THERAPY INC	\$344.25
	519584	02/03/2025	144345	SARAH J KATHOL	\$12.66

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01	519585	02/03/2025	140623	KE FLEX CONTRACTING LLC	\$6,874.00
	519586	02/03/2025	144914	KASEY D KERBER	\$578.00
	519587	02/03/2025	134284	KIEWIT MIDDLE SCHOOL	\$27,328.00
	519588	02/03/2025	139753	CHERIS A KITE	\$28.34
	519589	02/03/2025	142499	SAUL T KNOBLAUCH	\$386.11
	519590	02/03/2025	132571	JULIA L KOLANDER	\$80.40
	519591	02/03/2025	136285	MICHELLE L KRAFT	\$79.06
	519592	02/03/2025	141957	MELINDA S KRAUSE	\$24.12
	519593	02/03/2025	135814	KELLI K KRAUSE	\$136.88
	519594	02/03/2025	137714	BETHANY L KREAGER	\$1,175.75
	519595	02/03/2025	142514	KRISTA J KRUSE	\$33.90
	519596	02/03/2025	137385	JOSEPH R KUEHL	\$75.05
	519597	02/03/2025	144800	ARPUN KUNNATH	\$70.00
	519598	02/03/2025	144111	K12 SIGN LANGUAGE SOLUTIONS LLC	\$5,058.50
	519600	02/03/2025	135257	LANGUAGE LINE SERVICES INC	\$316.46
	519602	02/03/2025	140464	LEARNING FORWARD NEBRASKA	\$25.00
	519604	02/03/2025	144923	GWEN LEUSCHEN	\$70.00
	519605	02/03/2025	138215	LIFT-ALL CRANE SERVICE INC	\$495.00
	519606	02/03/2025	144924	LANCASTER COUNTY SCHOOL DISTRICT 00	\$300.00
	519607	02/03/2025	133643	JODY C LINDQUIST	\$416.59
	519609	02/03/2025	138354	STEFANIE N LORENZEN	\$296.96
	519610	02/03/2025	144902	LOVING HOMES SERVICES LLC	\$5,387.00
	519611	02/03/2025	137207	LEE ANN M MAASS	\$23.89
	519612	02/03/2025	108106	LEANNA MACDONALD	\$2,957.50
	519613	02/03/2025	143953	JEREMY S MADSON	\$34.77
	519614	02/03/2025	143343	SRIJAN MALLINA	\$70.00
	519615	02/03/2025	138473	KEITH W MALY	\$302.52
	519617	02/03/2025	138772	SHELLY A MANN	\$15.68

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01	519618	02/03/2025	144806	SHALOM MANYARA	\$100.00
	519619	02/03/2025	139650	AMES REALTY	\$1,710.00
	519620	02/03/2025	133505	SUSAN N MARLATT	\$451.58
	519621	02/03/2025	143765	KAREN D MARTINDALE	\$201.99
	519622	02/03/2025	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	\$103,093.90
	519623	02/03/2025	144418	ELIZABETH MCCLELLAND	\$56.87
	519624	02/03/2025	144807	ALEXIS MCDANIEL	\$108.07
	519625	02/03/2025	135153	KRISTEN L MCKENNEY	\$97.89
	519626	02/03/2025	144743	NATHAN F MCMAINS	\$20.50
	519627	02/03/2025	141523	KELLI M MCWILLIAMS	\$45.83
	519628	02/03/2025	064260	MECHANICAL SALES INC.	\$310.00
	519629	02/03/2025	144915	VIKRAM MENON	\$70.00
	519630	02/03/2025	144903	META PLATFORMS INC	\$0.04
	519631	02/03/2025	133403	AMERICAN NATIONAL BANK	\$3,140.25
	519632	02/03/2025	064618	METROPOLITAN COMMUNITY COLLEGE	\$3,000.00
	519633	02/03/2025	144471	SARA MICANEK	\$140.00
	519635	02/03/2025	131716	BRADLEY S MILLARD	\$57.75
	519636	02/03/2025	133582	MILLARD BUSINESS ASSOCIATION	\$360.00
	519637	02/03/2025	131328	MILLER ELECTRIC COMPANY	\$2,297.62
	519638	02/03/2025	135388	ANNE C MILLER	\$272.93
	519639	02/03/2025	144472	KEIRA MILLER	\$210.00
	519641	02/03/2025	144419	LILA MOCK	\$70.00
	519642	02/03/2025	144269	LINDA J MOELLER	\$37.03
	519643	02/03/2025	142908	SCOTT M MORRIS	\$29.90
	519644	02/03/2025	134532	MORRISSEY ENGINEERING INC	\$2,750.00
	519645	02/03/2025	143735	CITY OF MT VERNON SCHOOL DIST 320	\$80.00
	519648	02/03/2025	F03086	BRIGHTMINDS SYSTEMS INTERNATIONAL	\$685.00
	519650	02/03/2025	144130	ARJUN NAIR	\$70.00

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01	519651	02/03/2025	140385	NANOPAC INC	\$4,705.00
	519652	02/03/2025	135550	NEBRASKA ASSN FOR SUPERVISION	\$40.00
	519653	02/03/2025	068414	NEBRASKA COUNCIL OF SCHOOL ATTORNEY	\$50.00
	519654	02/03/2025	068415	NEBRASKA COUNCIL SCHOOL ADMIN	\$120.00
	519656	02/03/2025	143011	NEBRASKA STATE FIRE MARSHAL AGENCY	\$120.00
	519657	02/03/2025	134321	NEBRASKA STATE FIRE MARSHAL AGENCY	\$216.00
	519658	02/03/2025	132398	NEIHARDT ELEMENTARY SCHOOL	\$101.85
	519659	02/03/2025	141138	AMANDA J NIEMIEC	\$459.84
	519660	02/03/2025	131594	CONNIE J NOVACEK	\$12.46
	519661	02/03/2025	144604	UNITED SEATING AND MOBILITY LLC	\$1,541.70
	519662	02/03/2025	132778	MELANIE L OLSON	\$28.81
	519663	02/03/2025	071050	LEE BHM CORPORATION	\$1,795.00
	519664	02/03/2025	133850	ONE SOURCE	\$3,509.15
	519666	02/03/2025	144421	CHARLIE E O'NEAL	\$70.00
	519667	02/03/2025	133368	KELLY R O'TOOLE	\$20.77
	519668	02/03/2025	134428	ELIZABETH A PACHTA	\$145.86
	519669	02/03/2025	071567	PAPILLION/LAVISTA HIGH SCHOOL	\$225.00
	519670	02/03/2025	137015	GEORGE M PARKER	\$266.86
	519671	02/03/2025	144918	ILLAAMEN PELSHAW	\$120.00
	519672	02/03/2025	107783	HEIDI T PENKE	\$37.72
	519673	02/03/2025	137722	ANDREW C PINKALL	\$197.37
	519674	02/03/2025	073040	PITNEY BOWES PRESORT SERVICES INC	\$5,000.00
	519675	02/03/2025	144746	HOLLIN D POEHLMAN	\$26.47
	519677	02/03/2025	142318	KAREN S PORTER	\$40.00
	519679	02/03/2025	143687	PRIME HOME DDS INC	\$17,533.39
	519680	02/03/2025	134598	PRIME COMMUNICATIONS INC	\$149,769.46
	519681	02/03/2025	142167	PRISM HEALTH GROUP LLC	\$9,641.25
	519682	02/03/2025	144622	PROPIO LANGUAGE SERVICES LLC	\$284.45

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01	519686	02/03/2025	109810	BETHANY B RAY	\$108.21
	519687	02/03/2025	106164	RAYMOND CENTRAL HIGH SCHOOL	\$80.00
	519688	02/03/2025	134858	JENNIFER L REID	\$9.85
	519689	02/03/2025	141113	ROBERT HALF INC	\$14,000.00
	519691	02/03/2025	143689	TRICIA J ROHDE	\$85.09
	519692	02/03/2025	136121	MELANIE E ROLL	\$1,170.00
	519693	02/03/2025	144831	KATHERINE J RUPE	\$8.91
	519694	02/03/2025	131615	RUSSELL MIDDLE SCHOOL	\$775.77
	519696	02/03/2025	139520	BLAISE J SCHEEF	\$204.75
	519697	02/03/2025	144925	JESSICA SCHIDLER	\$70.00
	519698	02/03/2025	137012	SHELLEY L SCHMITZ	\$71.89
	519699	02/03/2025	134567	KAYE M SCHWEIGERT	\$77.72
	519700	02/03/2025	139827	MATTHEW J SCOTT	\$18.89
	519702	02/03/2025	144671	ASHLEY N SELLERS	\$19.90
	519703	02/03/2025	140383	SENTRY INSURANCE, A MUTUAL COMPANY	\$98,151.78
	519704	02/03/2025	144053	SHREEYA SHAPKOTA	\$70.00
	519705	02/03/2025	142381	KELSEY O SHERIDAN	\$40.47
	519706	02/03/2025	142312	JULIE L SHIRK	\$60.76
	519707	02/03/2025	139007	MEGAN N SIEBE	\$72.96
	519708	02/03/2025	138607	JORDAN L SIEPKER	\$78.12
	519709	02/03/2025	144917	PAULA S SINNETT	\$418.82
	519710	02/03/2025	143266	NATHAN M SMITH	\$62.98
	519711	02/03/2025	101476	SODEXO INC & AFFILIATES	\$123,250.71
	519713	02/03/2025	142226	MICHELLE R SOMERVILLE	\$8.84
	519714	02/03/2025	142102	STERLING COMPUTERS CORPORATION	\$134.99
	519716	02/03/2025	140513	ANNA M THOMA	\$239.26
	519717	02/03/2025	135006	STEVE D THRONE	\$715.57
	519718	02/03/2025	141524	SONIA E TIPP	\$66.06

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	519719	02/03/2025	143974	TITAN NURSE STAFFING LLC	\$10,211.50
	519721	02/03/2025	107719	KIMBERLY P TRISLER	\$70.82
	519722	02/03/2025	142309	UNANIMOUS INC	\$3,718.75
	519723	02/03/2025	100923	UNIVERSITY OF NEBRASKA LINCOLN	\$185.00
	519724	02/03/2025	068840	UNIVERSITY OF NEBRASKA AT OMAHA	\$84,000.00
	519725	02/03/2025	144758	MICHELLE A URBAN	\$185.72
	519726	02/03/2025	140402	US OMNI & TSACG COMPLIANCE SVCS INC	\$747.50
	519727	02/03/2025	143653	VALIDATE ME INC	\$225.00
	519729	02/03/2025	144712	MICHELLE R VEJVODA	\$53.94
	519730	02/03/2025	142779	VERITAS COMMUNITY SERVICES INC	\$11,329.92
	519731	02/03/2025	135863	RUDOLPH A VLCEK III	\$110.00
	519732	02/03/2025	140828	JOSEPH P VONDERHAAR	\$108.88
	519733	02/03/2025	133438	HEIDI J WEAVER	\$190.55
	519734	02/03/2025	141464	ANTHONY J WEERS	\$56.75
	519735	02/03/2025	140929	ERIC C WELTE	\$46.90
	519736	02/03/2025	144108	JACOB WESTBY	\$70.00
	519737	02/03/2025	131499	WESTERN BOWL LLC	\$2,140.00
	519738	02/03/2025	099997	WESTSIDE COMMUNITY SCHOOLS	\$210.00
	519739	02/03/2025	139244	AMANDA L WHARTON-HUNT	\$102.40
	519740	02/03/2025	144926	LEANN S WIESE	\$70.00
	519741	02/03/2025	137327	GINA R WIITANEN	\$66.46
	519742	02/03/2025	137180	LAURA P WIRTH	\$4,252.50
	519743	02/03/2025	137966	NATHAN G WRAGGE	\$72.36
	519745	02/03/2025	135647	LACHELLE L ZUHLKE	\$109.89
	519746	01/28/2025	142318	KAREN S PORTER	\$797.18
	E107770	01/16/2025	140791	FRONTLINE PRIVATE SECURITY LLC	\$475.00
	E107771	01/16/2025	138560	IXL LEARNING INC	\$325.00
	E107772	01/16/2025	073300	PERFORMANCE HEALTH SUPPLY INC	\$235.87

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E107774	02/03/2025	044050	ACCO BRANDS CORPORATION	\$886.50
	E107775	02/03/2025	139056	AMERICAN SOCIETY OF COMPOSERS	\$445.92
	E107777	02/03/2025	106436	AQUA-CHEM INC	\$10,403.94
	E107779	02/03/2025	132475	BIO CORPORATION	\$780.74
	E107782	02/03/2025	019111	BISHOP BUSINESS EQUIPMENT	\$23,118.94
	E107783	02/03/2025	099220	DICK BLICK CO	\$2,594.28
	E107784	02/03/2025	019559	BOUND TO STAY BOUND BOOKS INC	\$5,095.48
	E107785	02/03/2025	090270	CLEAN WATER GUYS INC	\$592.75
	E107787	02/03/2025	032050	D B NEBRASKA SERVICE CO.	\$350.00
	E107788	02/03/2025	032800	DEMCO INC	\$1,162.05
	E107793	02/03/2025	033473	DIETZE MUSIC HOUSE INC	\$1,024.74
	E107794	02/03/2025	135509	DIGIORGIO'S SPORTSWEAR INC	\$721.00
	E107795	02/03/2025	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	\$22,540.00
	E107796	02/03/2025	038023	EGAN SUPPLY COMPANY	\$18.84
	E107797	02/03/2025	038100	CONSOLIDATED ELECTRICAL DISTR INC	\$391.56
	E107798	02/03/2025	132066	ENGINEERED CONTROLS INC	\$1,604.56
	E107799	02/03/2025	131927	RILEY M HELLER	\$588.18
	E107800	02/03/2025	040537	WOLSELEY INVESTMENTS INC	\$3,718.15
	E107801	02/03/2025	133919	FILTER SHOP INC	\$2,253.11
	E107803	02/03/2025	133960	FIREGUARD INC	\$9,902.90
	E107804	02/03/2025	140791	FRONTLINE PRIVATE SECURITY LLC	\$865.00
	E107805	02/03/2025	131565	GARTNER & ASSOCIATES CO, INC.	\$1,087.00
	E107806	02/03/2025	044155	GENERAL FIRE & SAFETY	\$5,012.00
	E107807	02/03/2025	044950	GRAINGER INDUSTRIAL SUPPLY	\$3,713.34
	E107808	02/03/2025	049700	HUGHES TREE SERVICE	\$5,150.00
	E107809	02/03/2025	142477	HUSKER DIESEL INC	\$226.33
	E107811	02/03/2025	133423	IRON MOUNTAIN RECORDS MGMNT INC	\$804.91
	E107812	02/03/2025	138560	IXL LEARNING INC	\$210.00

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E107813	02/03/2025	100928	J W PEPPER & SON INC.	\$367.49
	E107814	02/03/2025	054630	JOHNSTONE SUPPLY	\$1,283.68
	E107815	02/03/2025	138181	KIDWELL ELECTRIC COMPANY INC	\$975.00
	E107817	02/03/2025	059470	LIEN TERMITE & PEST CONTROL INC	\$751.00
	E107818	02/03/2025	137947	MECHANICAL SALES PARTS INC	\$5,211.00
	E107820	02/03/2025	107539	MUELLER ROBAK LLC	\$17,500.00
	E107821	02/03/2025	068334	NEBRASKA AIR FILTER INC	\$4,728.06
	E107822	02/03/2025	139925	ALL AMERICAN SPORTS CORP	\$1,164.00
	E107824	02/03/2025	138304	TIME MANAGEMENT SYSTEMS	\$4,550.00
01 - Total					\$1,925,012.17
02	27483	02/03/2025	143976	PRAISE Y AGBALETI	\$81.56
	27484	02/03/2025	144717	ELISE J AMBROSE	\$65.25
	27485	02/03/2025	144718	CONNOR S BALLUE	\$5.44
	27486	02/03/2025	010061	BULLER FIXTURE COMPANY	\$5,991.00
	27487	02/03/2025	144144	AMY L BUTTS	\$83.75
	27488	02/03/2025	144719	JONATHAN A GONZALEZ-MENDEZ	\$12.69
	27489	02/03/2025	144749	KATRINA A GREENFIELD	\$10.79
	27490	02/03/2025	143254	ITW FOOD EQUIPMENT GROUP LLC	\$1,422.22
	27491	02/03/2025	100082	MCCORMACK DISTRIBUTING CO INC	\$1,488.84
	27492	02/03/2025	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	\$1,031.65
	27493	02/03/2025	144720	CARA ROBISON	\$65.25
	27494	02/03/2025	144750	NANCY S SAATHOFF	\$16.08
	27495	02/03/2025	144723	VOLLEN V SCHLUETER	\$10.88
	27496	02/03/2025	101476	SODEXO INC & AFFILIATES	\$583,890.52
	E30198	02/03/2025	044950	GRAINGER INDUSTRIAL SUPPLY	\$1,884.00
02 - Total					\$596,059.92
06	519378	01/16/2025	012989	APPLE COMPUTER INC	\$23,887.50
	519429	02/03/2025	012989	APPLE COMPUTER INC	\$506,400.00

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
06	519438	02/03/2025	133480	BERINGER CIACCIO DENNELL MABREY	\$1,920.00
	519465	02/03/2025	133970	CCS PRESENTATION SYSTEMS	\$18,827.44
	519466	02/03/2025	133589	CDW GOVERNMENT, INC.	\$142,320.00
	519477	02/03/2025	130646	COMMONWEALTH ELECTRIC	\$120,417.30
	519497	02/03/2025	132669	DIGITAL DOT SYSTEMS INC	\$445.00
	519511	02/03/2025	144705	ELEVATE CONSTRUCTION LLC	\$44,117.48
	519715	02/03/2025	132452	TERRACON INC	\$487.50
	E107815	02/03/2025	138181	KIDWELL ELECTRIC COMPANY INC	\$124,488.85
	E107825	02/03/2025	141363	PATTI BANKS ASSOCIATES LLC	\$1,520.00
06 - Total					\$984,831.07
07	519379	01/16/2025	140156	CAMBIUM DATA INC	\$47,854.93
	519410	02/03/2025	010040	A & D TECHNICAL SUPPLY CO INC	\$1,027.68
	519438	02/03/2025	133480	BERINGER CIACCIO DENNELL MABREY	\$36,120.00
	519479	02/03/2025	026057	CONTROL MASTERS INC	\$6,857.00
	519519	02/03/2025	133044	EYMAN PLUMBING	\$8,771.24
	519525	02/03/2025	143409	FLUID MECHANICAL LLC	\$37,510.14
	519585	02/03/2025	140623	KE FLEX CONTRACTING LLC	\$28,035.10
	519599	02/03/2025	058775	LAMP RYNEARSON ASSOCIATES INC	\$19,237.39
	519601	02/03/2025	013226	LATIMER ASSOCIATES INC	\$6,852.50
	519634	02/03/2025	144904	MIDWEST RESTAURANT SUPPLY LLC	\$370.00
	519637	02/03/2025	131328	MILLER ELECTRIC COMPANY	\$1,611.64
	519640	02/03/2025	139317	MMC MECHANICAL CONTRACTORS INC	\$11,978.41
	519644	02/03/2025	134532	MORRISSEY ENGINEERING INC	\$39,413.75
	519646	02/03/2025	143891	MULTICON INC	\$191,833.56
	519649	02/03/2025	142914	MARATHON REPROGRAPHICS INC	\$2,729.00
	519678	02/03/2025	131835	PRAIRIE MECHANICAL CORP	\$73,377.10
	519695	02/03/2025	140085	SAMPSON CONSTRUCTION CO INC	\$343,440.00
	519712	02/03/2025	084019	SOL LEWIS ENGINEERING COMPANY	\$2,134.80

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
07	519720	02/03/2025	141772	TRED-MARK FINANCIAL INC	\$62,977.50
	E107798	02/03/2025	132066	ENGINEERED CONTROLS INC	\$5,400.05
	E107815	02/03/2025	138181	KIDWELL ELECTRIC COMPANY INC	\$39,109.80
	E107823	02/03/2025	140803	TLC INVESTMENTS LLC	\$800.00
07 - Total					\$967,441.59
11	519382	01/16/2025	094249	DURHAM MUSEUM	\$37.45
	519390	01/16/2025	143701	WASTE CONNECTIONS OF NEBRASKA INC	\$94.94
	519393	01/16/2025	109843	T-MOBILE USA INC	\$29.49
	519408	01/23/2025	144929	LUIS JAVIER PINZON-GUZMAN	\$350.00
	519423	02/03/2025	103085	AMERICAN ASSN TEACHERS OF GERMAN	\$280.00
	519440	02/03/2025	140903	EMMA BECK	\$59.31
	519493	02/03/2025	132532	DAYNA C DERICHS	\$123.34
	519534	02/03/2025	144900	WHITNEY GIBSON	\$925.00
	519537	02/03/2025	144922	ANN M GRAY	\$74.87
	519540	02/03/2025	144913	KIMBERLY N HAGEDORN	\$240.19
	519544	02/03/2025	141220	JESSICA M HAMZHIE	\$161.98
	519556	02/03/2025	144406	LAUREN MS HEWITT	\$1,867.65
	519558	02/03/2025	134988	LYNN M HILL	\$301.97
	519571	02/03/2025	143533	TAYLOR J JACKSON	\$103.62
	519608	02/03/2025	142365	MARY C LOFTUS	\$43.29
	519616	02/03/2025	139232	HARWOOD PIZZA INC	\$120.97
	519647	02/03/2025	143898	EMILY C MURPHY	\$130.75
	519655	02/03/2025	068684	CYRGUS CO LLC	\$269.75
	519676	02/03/2025	144425	JANETTE R PORTER	\$2,268.00
	519685	02/03/2025	144426	BROOKE E RAVENSCRAFT	\$49.31
	519711	02/03/2025	101476	SODEXO INC & AFFILIATES	\$160.38
	519722	02/03/2025	142309	UNANIMOUS INC	\$2,425.00
	519729	02/03/2025	144712	MICHELLE R VEJVODA	\$108.12

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	519744	02/03/2025	135890	YOUTH FRONTIERS INC	\$1,800.00
	E107771	01/16/2025	138560	IXL LEARNING INC	\$300.00
	E107773	01/23/2025	138560	IXL LEARNING INC	\$195.00
	E107776	02/03/2025	140411	SCOMAC INC	\$254.69
	E107799	02/03/2025	131927	RILEY M HELLER	\$113.00
	E107812	02/03/2025	138560	IXL LEARNING INC	\$255.00
	E107816	02/03/2025	107192	FLYNN INNOVATIONS LLC	\$609.38
11 - Total					\$13,752.45
14	519683	02/03/2025	144356	PRUDENTRX LLC	\$1,094.85
	519701	02/03/2025	144543	MERITAIN HEALTH INC	\$378,149.64
14 - Total					\$379,244.49
17	519411	02/03/2025	144764	ABOVE & BEYOND COMPLETE GROUNDS	\$24,553.25
	519429	02/03/2025	012989	APPLE COMPUTER INC	\$136.50
	519503	02/03/2025	102791	ERIC ARMIN INC	\$88.00
	519513	02/03/2025	144137	ELK RIDGE CONSTRUCTION SERVICES LLC	\$2,480.32
	E107810	02/03/2025	051573	POPCO INC	\$92.10
	E107819	02/03/2025	064980	MIDWEST SOUND & LIGHTING INC	\$80.00
17 - Total					\$27,430.17
50	519391	01/16/2025	079310	ROCKBROOK CAMERA CENTER	\$775.00
	519392	01/16/2025	083175	SHEPPARD'S BUSINESS INTERIORS	\$716.40
	519393	01/16/2025	109843	T-MOBILE USA INC	\$36.94
	519430	02/03/2025	013890	AWARDS UNLIMITED INC.	\$52.28
	519431	02/03/2025	144907	JOANNA BAI	\$70.00
	519452	02/03/2025	142939	MEREDITH E BUCKMAN	\$351.92
	519453	02/03/2025	143352	CTBOOK HOLDINGS LLC	\$2,292.45
	519499	02/03/2025	130648	DOSTALS CONSTRUCTION CO INC	\$7,158.00
	519506	02/03/2025	144921	CAROLINE EDGETON	\$803.00
	519518	02/03/2025	143996	EXPLORE LEARNING LLC	\$4,795.00

Millard Public Schools Check Register Prepared for the Board Meeting for Feb 3, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	519580	02/03/2025	054492	JIM L JOHNSON	\$665.00
	519603	02/03/2025	144901	KAYLEE LEMPKE	\$300.00
	519665	02/03/2025	142083	BRIAN O'NEAL	\$200.00
	519684	02/03/2025	141700	JENNIFER JULIE RANDALL	\$472.96
	519690	02/03/2025	144626	JAXON ROBERTS-MOXLEY	\$700.00
	519728	02/03/2025	144888	JEROME VAUGHN	\$100.00
	E107771	01/16/2025	138560	IXL LEARNING INC	\$425.00
	E107778	02/03/2025	010090	AUDIOVISUAL INC	\$2,496.44
	E107782	02/03/2025	019111	BISHOP BUSINESS EQUIPMENT	\$50.00
	E107786	02/03/2025	134039	CROUCH RECREATION INC	\$2,387.00
	E107793	02/03/2025	033473	DIETZE MUSIC HOUSE INC	\$4,030.44
50 - Total					\$28,877.83
99	519690	02/03/2025	144626	JAXON ROBERTS-MOXLEY	(\$28.00)
99 - Total					(\$28.00)
Overall - Total					\$4,922,621.69

Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due : **1/27/2025** BOE Meeting Date: **2/3/2025** Sale or Disposals Scheduled After: **2/3/2025**

Lot	Quantity	Description
1	206	Logitech Cameras
2	74	Dell Optiplex 3070
3	2,879	Dell Latitude 3190 Laptops
4	32	Dell Latitude 3189 Laptops
5	5	HP EliteBook 840 Laptops
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AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: February 3, 2025

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Assistant Principal at Millard West High School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Six internal and eleven external applications were received. The applications were reviewed by Dr. Kevin Chick, Dr. Greg Tiemann and Dr. John Schwartz. Four internal and one external candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. Greg Tiemann, Dr. Heidi Penke, Dr. Kim Saum-Mills, Dr. Tony Weers, Bill Jelkin, Marshall Smith, Matt Starks, Dr. Nicole Burton, Mitch Mollring, Ashley Dvorak, Alyssa Watson, Bret Siepker, Casey Lundgren, Shawn Juricek, Dane Hansen and Justin Unrau.


RECOMMENDATION: The Superintendent's recommendation is approval of Mark Hilburn for Assistant Principal at Millard West High School. Previous Experience includes; Teacher for Millard Public Schools, (2009-Present)

EDUCATION: BA – University of Nebraska, Omaha – Secondary Teaching (2008)
MA – University of Nebraska, Lincoln – Journalism/Mass Communications (2017)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

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

SUPERINTENDENT APPROVAL: 

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: February 3, 2025

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Principal at Rohwer Elementary School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Eight internal and ten external applications were received. The applications were reviewed by Dr. Kevin Chick and Dr. John Schwartz. Four internal candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. John Schwartz, Dr. Heidi Penke, Mitch Mollring, Anne Keith Andy DeFreece, Dr. Colleen Ballard, Dr. Kim Saum-Mills, Lucas Bingham, Marshall Smith, Dr. Todd Tripple, Dr. Tracy Logan, Sandi Dawson, Nick Langer, Suzanne Sobota, Jennifer Skibinski, Amy Kaup and Ashley Mohar.


RECOMMENDATION: The Superintendent's recommendation is approval of Karly Barada for Principal at Rohwer Elementary School. Previous Experience Includes; Administrative Intern for Millard Public Schools, (2023-Present); Teacher for Millard Public Schools, (2022-2023); Teacher, Waverly Public Schools (2014-2022)

EDUCATION: BA – University of Nebraska, Lincoln – Education (2014)
 MA – Doane University – Curriculum and Instruction (2018)
 MA – Doane University – Educational Leadership (2021)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

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

SUPERINTENDENT APPROVAL: 

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: February 3, 2025

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Principal at Harvey Oaks Elementary School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Eight internal and ten external applications were received. The applications were reviewed by Dr. Kevin Chick and Dr. John Schwartz. Four internal candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. John Schwartz, Dr. Heidi Penke, Mitch Mollring, Anne Keith, Andy DeFreece, Dr. Colleen Ballard, Dr. Kim Saum-Mills, Lucas Bingham, Marshall Smith, Dr. Todd Tripple, Tracy Logan, Sandi Dawson, Nick Langer, Suzanne Sobota, Jennifer Skibinski, Amy Kaup, Ashley Mohar, Morgan Rickley, Korryn Phillips, Miranda Offner, Chelsie Peterson, Rick Jacobi and Angela Tesar.

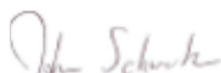
RECOMMENDATION: The Superintendent's recommendation is approval of Vicki Pribil for Principal of Harvey Oaks Elementary School. Previous Experience Includes; Administrative Intern for Millard Public Schools (2022-Present); Teacher at Millard Public Schools (2019-2022); Omaha Public Schools (2018-2019); Schuyler Community Schools (2006-2012); and St. Mary's Catholic School, David City, NE (2003-2006)

EDUCATION: BA – Wayne State College – Elementary Education (2003)
 MA – Wayne State College – Curriculum and Instruction (2006)
 MA – Wayne State College – Educational Leadership (2022)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

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

SUPERINTENDENT APPROVAL: 

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: February 3, 2025

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Assistant Principal at Beadle Middle School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Eleven internal and fifteen external applications were received. The applications were reviewed by Dr. Kevin Chick, Dr. Heather Daubert and Dr. John Schwartz. Three internal candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. Heather Daubert, Dr. Heidi Penke, Mitch Mollring, Dr. Ted Esser, Dr. Kim Saum-Mills, Heather Spessard-Schroer, Bill Jelkin, Dr. Greg Tiemann, Dr. Beth Fink, Dr. Kristen Abueg, Keri Jensen, Melissa O'Mara, Kassidy Hart, Tassie Little, Jeff Purcell, Tabitha Hightower, and Kim Rannells.


RECOMMENDATION: The Superintendent's recommendation is approval of Brent Gengler for Assistant Principal at Beadle Middle School. Previous Experience includes; Teacher for Millard Public Schools, (2020-Present)

EDUCATION: BA – University of Nebraska, Lincoln – Sociology (2016)
 MA – University of Nebraska, Omaha – Elementary Education (2020)
 MA – Doane University – Educational Leadership (2024)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

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

SUPERINTENDENT APPROVAL: 

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: February 3, 2025

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Principal at Wheeler Elementary School

ACTION DESIRED: Approval

BACKGROUND: Current Wheeler Principal, Dr. Manzitto is moving to Upchurch in the 2025-2026 school year. Greg Wunderlich will be the new Principal at Wheeler. Mr. Wunderlich has been an Administrative Intern at Wheeler since 2022. He has been a finalist for several principal positions in the last few years, and is the next candidate up for selection as principal based on the outcome of recent processes. He is highly regarded by Wheeler staff, students, and families. His selection maintains stability for the Wheeler community with the shift of Dr. Manzitto to Upchurch.

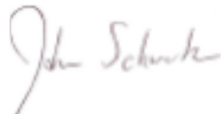
RECOMMENDATION: The Superintendent's recommendation is approval of Gregory Wunderlich for Principal of Wheeler Elementary School. Previous Experience Includes; Administrative Intern at Wheeler Elementary School (2022-Present); Teacher at Upchurch Elementary School (2013-2022)

EDUCATION: BA – University of Nebraska, Omaha – Physical Education K-12 (2011)
MA – Chadron State College – Educational Administration (2021)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

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

SUPERINTENDENT APPROVAL: 

AGENDA SUMMARY SHEET

Agenda Item: Approval of Board Appointments

Meeting Date: 2/3/2025

Background: According to Board Rule 9112.1 Committee and Appointments, the Board President shall appoint Board members to serve on committees subject to the approval by the Board.

Action Desired: Approval

COMMITTEES	BOARD MEMBER
Director of NASB Region 19	Stacy Jolley
Delegate to NASB Delegate Assembly	Lisa Schoenberger
NASB Legislative Committee	Amanda McGill Johnson, Lisa Schoenberger (alternate)
Committee on American Civics	Mike Kennedy, Lisa Schoenberger, Justin Curtis
Metro. Area Boards of Education	Justin Curtis
Policy 10,000 Steering Committee	Mike Kennedy, Lisa Schoenberger (alternate)
Millard Public Schools Foundation Representative	Linda Poole
Federal Relations Network	Mike Kennedy, Stacy Jolley
Greater Nebraska Schools Association (GNSA)	Lisa Schoenberger, Amanda McGill Johnson (alternate)

Responsible Person(s):

Linda Poole, President of the Millard Board of Education

Superintendent's Signature:



AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 6235: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work

Meeting Date: February 3, 2025

**Background/
Description:** This policy is being reviewed as part of the seven-year cycle.

Action Desired: Reaffirm Policy 6235: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work

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

**Responsible
Person(s):** Dr. Heather Phipps, Andy DeFreece, Dr. Tony Weers

**Superintendent's
Signature:**

A handwritten signature in black ink, appearing to read "John Schwartz". The signature is written in a cursive, flowing style.

Curriculum, Instruction, and Assessment

Taught Curriculum - Make-Up Work

6235

Students who are absent from school (with excused absences or unexcused absences) shall be assigned those make-up activities for the purpose of allowing the student to successfully complete the minimum class requirements and derive the maximum benefit from the instructional material.

Policy Adopted: June 16, 1975

Revised: November 18, 1996; May 17, 1999; September 19, 2011

Reaffirmed: November 6, 2006; March 5, 2018; [February 3, 2025](#)

Millard Public Schools

Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Rule 6235.1: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work

Meeting Date: February 3, 2025

**Background/
Description:** This rule is being reviewed as part of the seven-year cycle.

Action Desired: Reaffirm Policy 6235: Curriculum, Instruction, and Assessment- Taught Curriculum- Make-Up Work

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

**Responsible
Person(s):** Dr. Heather Phipps, Andy DeFreece, Dr. Tony Weers

**Superintendent's
Signature:**

A handwritten signature in black ink, appearing to read "John Schwartz". The signature is written in a cursive, flowing style.

AGENDA SUMMARY SHEET

Agenda Item: Approval of Policy 6331: Curriculum, Instruction, and Assessment- Acceleration and Retention

Meeting Date: February 3, 2025

**Background/
Description:** This policy is being revised to add a legal reference based on the 2024 Legislative Session. Per legal review, both a first and second reading are not needed because it is only the addition of a legal reference.

Action Desired: Approval of Policy 6331: Curriculum, Instruction, and Assessment- Acceleration and Retention

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

**Responsible
Person(s):** Dr. Heather Phipps, Andy DeFreece, Dr. Tony Weers

**Superintendent's
Signature:**

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

Curriculum, Instruction, and Assessment

Acceleration and Retention

6331

The Superintendent or designee shall develop and implement student acceleration and retention procedures. The objectives of the procedures shall be to provide parents and District staff with guidelines and a process for making decisions regarding student grade or subject placement acceleration, and student grade placement retention, when either the appropriateness of continued instruction in the current grade or subject placement, or the appropriateness of promotion to the next grade, are questioned by parents or District staff.

Related Policies & Rules: 5100, 5100.2, 6320, 6320.1

[Legal References: §79-2,161](#)

Policy Approved: June 4, 2012; [February 3, 2025](#)

Policy Reaffirmed: January 7, 2019

Millard Public Schools
Omaha, NE

Curriculum, Instruction, and Assessment

Taught Curriculum - Make-Up Work

6235.1

Make-up Work for Excused and Unexcused Absences.

The teacher of each grade or subject area will determine the plans for making up the work subject to the following considerations.

1. Schoolwork missed due to an excused or unexcused absence, must be completed to the satisfaction of each teacher whose class was missed.
2. Students will have a minimum of one (1) school day for each day of absence, to make up missed schoolwork. Students who do not make up their work within the prescribed time limits will not receive credit for the work missed.
3. Make-up work may be provided prior to a planned absence if the lessons and assignments have already been planned for and prepared by the teacher in the context of having created the weekly lesson plans. Make-up work provided to a student in advance of their absence does not guarantee that no additional work may need to be completed upon their return to school. Students who do not request missed work in advance will be provided all assigned work when the student returns from an absence.
4. Providing early or late semester exams is at the discretion of the building principal or the principal's designee.

During prolonged absence due to illness, the parent may call the school office to make arrangements for picking up the missed work.

When the school administration has given approval for a student to participate in school sponsored programs such as High Ability Learners (HAL) Seminars, music programs, dramatics, or athletics, the student should not be penalized for not being present to take tests and participate in the daily work. The student shall be given an opportunity to make up any work missed.

Related Policies and Rules: 6203

Rule Approved: June 16, 1975

Revised: May 17, 1999; September 19, 2011; July 2, 2012 Reaffirmed:

November 6, 2006; March 5, 2018, [February 3, 2025](#)

Millard Public Schools

Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Approval of the Memorandum of Agreement Between Millard Public Schools and Department of the Air Force for the Millard Air Force JROTC Program

Meeting Date: February 3, 2025

Background/ Description:

The Air Force Junior Reserve Officer Training Corp (AFJROTC) unit at Millard South was approved by the Department of Defense in the fall of 2015 and had previously been approved for implementation by the Millard Public Schools Board of Education in preparation for acceptance to the program. The 2016-2017 school year was the first year of the AFJROTC. The AFJROTC unit has two officer instructors.

Current eighth grade students and their parents are notified of the AFJROTC opportunity at the same time they are invited to apply for Early College through a mailing to each household. Parents and students attended an informational meeting hosted by Millard South.

Action Desired: Approve the Memorandum of Agreement Between Millard Public Schools and Department of the Air Force for the Millard Air Force JROTC Program and authorize the Associate Superintendent for Educational Services to execute all documents related to this program.

Policy / Strategic Plan Reference: Parameter: We will always expect students to set and achieve challenging educational and career goals tailored to their abilities, interests, and aspirations.

Responsible Person(s): Heather Phipps, Tony Weers, Melanie Olson, Heidi Weaver, Andy Pinkall

Superintendent's Signature:



MEMORANDUM OF AGREEMENT BETWEEN _____ the Department of the Air Force (Military Service) AND _____ Millard Public Schools (Name of School District) TO ESTABLISH AND OPERATE A JUNIOR RESERVE OFFICERS' TRAINING CORPS UNIT	Form Approved OMB Number 0704-0680 Expires 02/28/2027
<p>The public reporting burden for this collection of information is estimated to average 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please DO NOT RETURN your form to the above address. Send your form to the appropriate Service Representative</p>	
<p style="text-align: center;">Privacy Advisory</p> <p>Disclosure of this information is voluntary and will be used to provide notice and communication related to this Memorandum of Agreement. When completed, this form contains personally identifiable information and is protected by the Privacy Act of 1974, as amended</p>	
<p>This Memorandum of Agreement (MOA) is hereby entered into by and between _____ the Department of the Air Force (Military Service Name) acting through _____ the Holm Center Commander (first General/Flag Officer Command above JROTC Program Office), and _____ Millard Public Schools (School District Name) (collectively the Parties) for the establishment of a Junior Reserve Officers' Training Corps (JROTC) Unit at _____ Millard South High School (Name of School Hosting the Unit), pursuant to United States Code, Title 10, Subtitle A, Part III, Chapter 102, §§ 2031-2036 and reference I.2. herein.</p>	
<p>The purpose of the JROTC program is to instill in students in United States secondary educational institutions the values of citizenship, service to the United States (including an introduction to service opportunities in military, national, and public service), personal responsibility and a sense of accomplishment. Upon execution by _____ the Department of the Air Force (Military Service Name) on the date of signature below, a JROTC unit is established at _____ Millard South High School (Host School) consisting of students voluntarily enrolled. This MOA together with the Military Service Addendum herein (reference I.6) contain the Parties' entire agreement and outlines terms and responsibilities for both the Military Service and the School District.</p>	
<p>I. REFERENCES. The following references are incorporated herein and apply to both Parties:</p> <ol style="list-style-type: none"> 1. 10 U.S.C. §§ 2031-2036 2. Department of Defense (DoD) Instruction 1205.13 "Junior Reserve Officers' Training Corps Program" 3. Department of Defense Education Activity (DODEA) Administrative Instruction 1443.02 "Prohibited Sexual, Sex-Based, and Other Related Abusive Misconduct Reporting and Response" 4. DD Form 3200, Junior Reserve Officers' Training Corps Instructor Prohibited Activities Acknowledgment 5. DD Form 3203, Junior Reserve Officers' Training Corps Student/Parent/Guardian Acknowledgment of Expected Standards Of Conduct And Participation 6. _____ AFJROTC MOA Addendum (March 2024) (Name of Military Service-specific Addendum) 	
<p>II. STATEMENT OF NON-DISCRIMINATION. The DoD is committed to creating and maintaining a safe and trusted learning and work environment free from discrimination and harassment (including sexual harassment as defined by the US Department of Education in Sexual Harassment Guidance 2020). The DoD does not condone and will not tolerate hostile environments, including any created by sexual harassment, sexual assault, problematic sexual behavior in children and youth (PSB-CY) as defined in DoD Instruction 6400.01, or other related abusive misconduct of, or by, employees, students, other beneficiaries (to include and when applicable, volunteers, students, support personnel, student teachers, contractors, and parents/guardians), or anyone within the School District jurisdiction in JROTC-conducted or sponsored education and training programs and activities, committed both on and off school premises.</p> <p>The following School District and Host School office handles inquiries regarding the non-discrimination policies:</p> <p>_____ 5606 S 147th St Omaha NE 68137 (Address). The following School District and Host School office handles Title IX inquiries and complaints: _____ Dr. Kevin Chick; 5606 South 147th Street, Omaha, NE 68137; 402-715-8200 (Host School District's Title IX Coordinator/ Office Address/Contact Information). Any JROTC student, instructor, or other beneficiary who reports that they, or someone they know, has been subjected to a violation of this MOA, including reference I.6, has the right to prompt response and intervention by an appropriate DoD/JROTC official or School District official to ensure the safety and welfare of those individuals involved. [Refer to Sections III.5 and IV below]</p>	
<p>III. UNDERSTANDINGS OF THE PARTIES.</p> <ol style="list-style-type: none"> 1. Nondiscrimination. Neither party shall discriminate in conducting a JROTC program. This includes denying participation in or the benefits derived from the JROTC program (e.g., admission of students, hiring of JROTC instructors who meet statutory requirements, or subsequent participation of students and instructors) on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor in its employment, programs and activities. 2. Retaliation Prohibited. Retaliation against an individual/individuals reporting, either verbally or in writing, an allegation or suspicion of violation of this MOA or reference I.6, or who participates in or cooperates with an investigation of such report or suspicion, is strictly prohibited. 3. Partnership/Certification Relationship and Background Checks. JROTC instructors serve two chains of authority and shall be responsible to both the Military Service (their certifier) and the School District (their employer) for properly operating the JROTC program and for their own professional conduct. In addition to the School District's requirements, JROTC instructors have mandatory responsibilities levied upon them by their Military Service as described in reference I.6. <ol style="list-style-type: none"> a) Both parties shall provide JROTC instructors with relevant training and their policy prohibiting harassment and abuse (e.g., annual instructor/ teacher anti-harassment training, DD Form 3200, "JROTC Instructor Prohibited Activities Acknowledgment") and inform each other on all significant personnel matters (such as suspensions or terminations) concerning instructor certification and employment. The Host School shall maintain the signed DD Form 3200 and signed DD Form 3203 and make available for review per paragraph 6.b. 	

- b) Although the Military Service is not a party to the instructor's employment contract, the Military Service is the certifying authority for JROTC instructors and maintains an inherent need-to-know regarding any information related to performance, conduct, and employment status. As such, the Military Service shall:
- (1) Conduct and fund initial and on-going background checks on JROTC instructor for certification purposes.
 - (2) Childcare National Agency Check with Inquiries (CNACI) investigation (re-verified every 5 years, or when triggered by an instructor's adverse credit check, any adverse instructor information identified, or a break in instructor service of more than 24 months)
 - (3) JROTC instructors will complete JROTC Initial Qualification Training (JIQT) prior to certification.
 - (4) Require all JROTC instructors to authorize the release to the Military Service of any information the School District determines is necessary to ensure compliance with the terms of this MOA related to the JROTC instructor's employment and/or conduct.
 - (5) Immediately suspend the certification of JROTC instructors and/or begin decertification procedures based on any violation of this MOA by the instructor, adverse investigation findings, or reference I.6.
- c) The School District shall:
- (1) Interview and employ only approved JROTC instructors as required by reference I.6.
 - (2) Perform state and local background checks at their own expense in accordance with applicable federal, state, and local requirements.
 - (3) Provide JROTC instructors a contract of employment with the School District as the employing agency and in accordance with reference I.6.
 - (4) Provide a copy of this certified MOA to JROTC instructors.
 - (5) Provide JROTC students and parents/guardians at the beginning of each academic year, and upon request, JROTC promotional and pertinent administrative materials to ensure they are aware of their rights under this MOA. This must include both parties' contact information in Section IV and the proper procedures for reporting and responding to allegations of violations.
4. **Monitoring Instructor Performance.** The Military Service holds the certification of all JROTC instructors, and therefore maintains an inherent right to monitor instructor behavior and performance. They must receive any necessary information from the School District regarding instructor performance, professional conduct, and employment status.
- a) The Military Service shall:
- (1) Ensure instructors receive performance counseling and/or professional development within thirty (30) days of the effective date of employment with the School District, and then annually, usually at the beginning of each school semester.
 - (2) Mentor, monitor and counsel all instructors concerning their educational requirements under this MOA and reference I.6.
 - (3) Assess the instructional performance of at least one instructor per school.
- b) The School District shall:
- (1) Communicate with the Military Service on all matters concerning instructor performance, conduct, and employment as permitted by state law. School districts wishing to transfer or reassign a JROTC instructor between JROTC host schools may do so in accordance with district policies and reference I.6., with consent of the JROTC instructor and with prior written approval from the Military Service.
 - (2) Conduct annual JROTC instructor evaluations/assessments and provide them, by electronic copy, to the Military Service point of contact in Section IV.
 - (3) Notify the Military Service in writing of any instructor evaluation that does not meet School District requirements within three (3) business days.
 - (4) Include the Senior Military Service instructors in meetings where policies, recommendations, or decisions affecting the JROTC Program are made, including the employment or discharge of JROTC instructors.
 - (5) Have effective and timely procedures in place to ensure the Military Service AFJROTC Chief of Instructor Management (POC) is advised of any disciplinary or administrative action levied upon a JROTC instructor (i.e., administrative leave, suspensions, letters of admonishment), the initiation of any investigation into alleged JROTC instructor misconduct (school, civil, or criminal), or any changes in the employment status of an JROTC instructor. If any of the aforementioned items occur, the School District shall notify the Military Service in writing within one (1) business day. The Host School shall include enough information to provide the Military Service a comprehensive understanding of the nature and scope of any allegations, investigation, or complaint.
5. **Preventive, Corrective, and Disciplinary Actions.** Both parties shall take all necessary and appropriate action needed to prevent, correct, and, if necessary, discipline behavior which violates this MOA concurrent with or independent of any outside investigations and action that may be taken by appropriate external enforcement entities, where applicable. The host institution will address any violation by Instructor, Trainer, or participating student in accordance with their school district's student and personnel policies. Violations may not be ignored or dismissed by either party, JROTC instructors, or program volunteers, especially if a student is being sexually harassed, sexually assaulted, or subjected to other related misconduct by any adult (welcome or unwelcome), or if anyone is touching or trying to touch a juvenile in a sexual way against their will or without lawful consent.
- a) **Mandatory Reporting.** Child abuse, neglect, sexual assault and sexual harassment must be reported by JROTC instructors and program volunteers. Minor incidents of sexual harassment and other related abusive misconduct, even if it has been successfully resolved in the moment by addressing the harasser directly, must still be reported to the appropriate School District, Host School, and Military Service personnel to create a record in case the misconduct occurs again. The Military Service cannot take action to stop harassing, assaultive, problematic, and abusive misconduct if they are unaware it is happening.
- b) **Response.** School District and Host School shall report preventative, corrective, and disciplinary actions in accordance with state, local, School District, and Host School policy.
6. **Program Evaluations.** The parties shall perform program evaluations for trend analysis and to monitor the effectiveness of response and resolution and facilitate ongoing recommendations for improvements to the JROTC program.
- a) The Military Service shall:
- (1) Make annual visits to the Host School, either announced or unannounced, per reference I.2, to evaluate the operation, administration, and effectiveness of the JROTC program and ensure continued compliance with this MOA and Military Service standards in reference I.6.

- (2) Evaluate compliance with this MOA (e.g., the number, nature, and resolution of reported violations) periodically throughout the fiscal year.
- (3) Include the JROTC Program in its Management and Internal Controls Program to review, assess, and report on the effectiveness of internal control.
- b) The School District shall maintain and make available for review all JROTC instructor evaluations and program records during program visits and for a period of ten (10) years following the expiration or termination of this MOA. Failure to adhere to this requirement may result in decertification of the instructor, placement of the JROTC Program in a probationary status, or Program disestablishment.
7. **Minimum Number of Enrolled Students.** The School District and Host School shall ensure that each unit maintains a minimum student enrollment of at least (A) 10 percent of the Host School's student population (grades 8-12 or 9-12, whichever is applicable), or (B) 100 students, whichever is less, as required by 10 U.S.C. § 2031(b)(1). Actual enrollment shall only be determined by counting those students who voluntarily meet, and subsequently maintain acceptable standards of academic achievement and conduct, as prescribed by the Secretary of the military department concerned, as required by 10 U.S.C. § 2031(b)(4). The JROTC unit shall be placed on probation if these requirements are not met.
8. **Voluntary Student Enrollment.** The School District and Host School shall only permit voluntary student enrollment in the JROTC program. The School District shall fully inform prospective JROTC students that the program is voluntary and of all mandatory JROTC enrollment requirements before authorizing enrollment into the JROTC program. Only students who voluntarily choose to meet and maintain acceptable JROTC standards in reference I.6 shall be enrolled into, and permitted to remain in, the JROTC program. The Host School shall ensure all enrollments of students into the JROTC program are conducted with the prior knowledge and endorsement of the Military Service per reference I.6. If a JROTC instructor senses a student has been involuntarily enrolled, they must inform both the Senior Military Service instructor and Host School Principal.
9. **JROTC Cadet Health/Wellness Participation Waiver.**
- a) The Host School will:
- (1) Collect and maintain a medical release and Parent/Guardian acknowledgement of the risk(s) associated with all physical activity sessions (e.g., walking, running, calisthenics, drills) and acknowledging any risk associated with any physical activity.
 - (2) Inform its JROTC faculty of anything that should keep a student from participating in the JROTC Cadet Health/Wellness Program. The JROTC Senior Instructor shall make the enrollment decision for any student who has a permanent disability that inhibits full participation in physical activity sessions. Only students who complete and submit the required JROTC Cadet Health/Wellness Program release and acknowledgement shall be enrolled into, and permitted to remain in, the JROTC program. The JROTC Cadet Health/Wellness Program is designed to improve physical fitness.
- b) The Military Service shall:
- (1) Ensure that all physical activity sessions shall be supervised and monitored by at least one JROTC instructor.
 - (2) Identify any Health/Wellness training requirements (refer to reference I.6).
10. **Prohibitions on Fundraising.** The School District shall not permit any fundraising for external entities while using government equipment or while in uniform. Fundraising and grants in support of the JROTC unit are authorized as governed by state and local policies. The acceptance of any grants and/or funds by the School District and/or Host School does not reflect an endorsement by the Department of Defense.
11. **Information Technology (IT) support.** The School District and Host School shall provide the appropriate IT support to include access to third-party websites that are required for instructors, other school employees and district employees to perform routine tasks. Third party-websites include any website in support of administrative, budgetary, and curriculum delivery and support, and testing services. Required websites shall be provided by JROTC headquarters staff to the School District and Host School upon request.
12. **Facilities.** The Host School shall provide the partner Military Service with adequate facilities for classroom instruction, storage of non-lethal arms and other equipment which may be furnished in support of the unit, and adequate drill areas at or in the immediate vicinity of the institution, as determined by the Secretary of the military department concerned, as required by 10 U.S.C. § 2031(b)(2). Additionally, the Host School shall provide administrative office(s), office equipment, including telephone service capable of electronic data transmission, instructional supplies (other than those provided by the Service), and utilities. The Host School shall pay for the cost and maintenance of these facilities thereof.
13. **Military Instruction.** The School District and Host School shall provide a course of military instruction of not less than three academic years' duration and which may include instruction or activities in the fields of science, technology, engineering, and mathematics, as prescribed by the Secretary of the military department concerned, as required by 10 U.S.C. § 2031(b)(3).
14. **Storage and Safekeeping of Government Property.** The Host School shall provide secure and adequate storage areas for the protection and security of Government Furnished Property and comply with all applicable regulations relating to the issue, care, use, safekeeping, turn-in, and accounting for such property. The School District shall promptly replace, or repair at its cost and to the satisfaction of the Military Department any such item that is lost or sustains damage directly or indirectly attributable to the conduct of the School District or Host School. The School District shall furnish to the Military Departments a bond or insurance policy from a financial institution satisfactory to the Military Department in an amount equal to the replacement value of Government-furnished Property. The School District shall ensure that the bond or insurance remains in effect for the requisite amount at all times during the term of this Agreement and, thereafter, so long as any Government-Furnished Property remains in the School District's custody. If the School District elects to provide an insurance policy, it shall name the United States as an additional insured and provide a certificate to that effect to the Military Department.

IV. POINTS OF CONTACT. The following points of contact will be used by the Parties to provide any notice required under this MOA. Each Party may change its point of contact in writing upon 10 business days' notice to the other Party.

1. For the School District

Primary:

Title: Dr. John Schwartz, Superintendent

Address: 5606 South 147th Street Omaha, NE 68137

Email: jdschwartz@mpsomaha.org

Telephone Number: 402-715-8200

Alternate:

Title: Heidi Weaver, Principal

Address: 14905 Q Street Omaha, NE 68137

Email: hweaver@mpsomaha.org

Telephone Number: 402-715-8268

2. For the Military Service

Primary:

Title: AFJROTC Headquarters Support Division

Address: 60 West Maxwell Blvd, Maxwell AFB, AL 36112

Email: jrotc.jrs.support@au.af.edu

Telephone Number: 334-953-1597

Alternate:

Title: AFJROTC Chief of Instructor Management

Address: 60 West Maxwell Blvd, Maxwell AFB, AL 36112

Email: jrotc.jri@au.af.edu

Telephone Number: 334-953-7742

V. GOVERNING LAW. This MOA is governed by and shall be construed under all applicable Federal, state, and local Laws. However, compliance with state and local laws by the military service is voluntary.

VI. MODIFICATION OF MOA. This MOA may only be modified by written agreement of both Parties, and duly signed by their authorized representatives. This MOA shall be reviewed for currency in accordance with the Military Service's policy, who reserves the right to require renewal of this MOA by both parties if significant program changes occur.

VII. NO WAIVER. Unless expressly stated in writing, signed by the Military Service, the waiver by the Military Service of any act, duty, or obligation required of the institution hereunder shall not be construed as a waiver of any other, or of any future act, duty, or obligation to be performed by the School District or Host School.

VIII. ENTIRE AGREEMENT. It is expressly understood and agreed that this MOA together with reference I.6. constitutes the entire agreement between the Parties and supersedes and replaces any prior agreement, understandings, or representations between the parties. Regardless of changes to the employment status of the original signatories, this MOA shall remain in effect until officially terminated.

IX. CONFLICTS. In the event of any conflict between this MOA and reference I.6, this MOA takes precedence.

X. REPRESENTATIVE AUTHORITY. Each undersigned representative of the parties to this MOA certifies he or she is fully authorized to enter into the terms and conditions of this MOA and to execute the same so as to effectively bind each party to its terms.

XI. SEVERABILITY. If any term, provision, or condition of this MOA is held to be invalid, void, or unenforceable by a governmental authority and such holding is not or cannot be appealed further, then such invalid, void, or unenforceable term, provision, or condition shall be deemed severed from this MOA and all remaining terms, provisions, and conditions of this MOA shall continue in full force and effect. The Parties shall endeavor in good faith to replace such invalid, void, or unenforceable term, provision, or condition with valid and enforceable terms, provisions, or conditions which achieve the purpose intended by the Parties to the greatest extent permitted by law.

XII. TERMINATION. This MOA may be terminated by either Party by giving at least 30 days' written notice to the other Party. This MOA shall remain in effect throughout the semester/trimester, and the termination date of this agreement may only occur during non-instruction periods in the academic calendar year.

XIII. TRANSFERABILITY. This MOA is not transferable.

XIV. ANTI-DEFICIENCY ACT. Nothing in this MOA shall be construed as obligating the Military Service, its officers, employees, or agents to expend any funds in excess of appropriations authorized for such purposes in violation of the Federal Anti-Deficiency Act (31 U.S.C. § 1341).

XV. EFFECTIVE DATE. This MOA takes effect as of the date on which it has been certified by the Military Service.

XVI. CANCELLATION OF PREVIOUS MOA. This MOA cancels and supersedes any prior agreement by the Parties.

FOR THE SCHOOL		
TYPED NAME <i>(Last, First, Middle Initial) AND TITLE</i> Schwartz, John Dr., SUPERINTENDENT	SIGNATURE	DATE SIGNED <i>(YYYYMMDD)</i>
FOR THE MILITARY SERVICE		
TYPED NAME <i>(Last, First, Middle Initial) AND TITLE</i> Tipton, Matthew E. Colonel, DIRECTOR AF/SF JROTC	SIGNATURE	DATE SIGNED <i>(YYYYMMDD)</i>
THE FOLLOWING AGREEMENT AND INFORMATION IS TO BE CONSIDERED AS PART OF THIS CONTRACT		
DATA PERTAINING TO HOST SCHOOL		
a. NAME OF HOST SCHOOL <i>(No abbreviations)</i> Millard South High School	b. HOST SCHOOL'S COMPLETE MAILING ADDRESS <i>(Include ZIP code)</i> <i>(If P.O. Box must also provide street address for shipping purposes)</i> 14905 Q St Omaha, NE 68137	
c. TYPE OF SCHOOL <i>(Check appropriate box)</i> <input checked="" type="checkbox"/> Public <input type="checkbox"/> Private <input type="checkbox"/> Military Academy		
d. PRINCIPAL'S NAME Ms. Heidi Weaver		
e. TELEPHONE NUMBER 402/715-8254		
f. FAX NUMBER		
g. EMAIL ADDRESS hweaver@mpsomaha.org		
PERTAINING TO SCHOOL DISTRICT		
a. NAME OF SCHOOL DISTRICT <i>(No abbreviations)</i> Millard Public Schools	b. SCHOOL DISTRICT'S COMPLETE MAILING ADDRESS <i>(Include ZIP code)</i> 5606 S 147th St Omaha NE 68137	
c. SUPERINTENDENT'S NAME Dr. John Schwartz		
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LIST ACCREDITING AGENCY		
a. REGIONAL	b. STATE Nebraska Continuous Improvement	c. OTHER
TOTAL ENROLLMENT OF HOST SCHOOL <div style="text-align: center;">2402</div>	ESTIMATED NO. OF QUALIFIED STUDENTS WHO WILL ENROLL IN THE JROTC PROGRAM	

DEPARTMENT OF THE AIR FORCE ADDENDUM TO THE DD FORM 3202 TO ESTABLISH AND OPERATE AN AIR FORCE OR SPACE FORCE JUNIOR RESERVE OFFICERS' TRAINING CORPS (AF/SF JROTC) UNIT

Purpose: This Department of the Air Force-specific addendum is referenced in Section I, Item 6 of the DD Form 3202. The specifications listed in this addendum serve to clarify or amend the standardized requirements listed on the DD Form 3202. This addendum applies to all AF/SF JROTC programs operating under HQ AFJROTC oversight. This document is word-for-word standardized across all AF/SF JROTC programs, and no edits, changes or additions are permitted by an Institution.

SECTION 1. AIR FORCE AGREEMENT: Contingent upon fulfillment of the conditions presented in Sections 2 and 3, the Air Force agrees as follows:

- A. Establish and maintain an AFJROTC program.** The Air Force shall establish and maintain an AF/SF JROTC program at the Institution named in the MOA, subject to the provisions of Public Law, DoD and Air Force publications, the MOA, and continued approval and funding by the Secretary of the Air Force (SECAF).
- B. Prescribe the course of study.** The Air Force shall prescribe all AF/SF JROTC program academic course policy and course content, provide all curriculum text, most teaching aids, and other academic text supplies associated with the conduct of the AFJROTC program.
- C. Provide instructor certifications.** The Air Force shall issue and hold the certification for all AF/SF JROTC instructors. The Air Force shall screen, approve, and certify qualified Air Force or Space Force officers and enlisted members to teach and administer the AF/SF JROTC program in an Institution. As the certifying authority, the Air Force maintains an inherent need-to-know of all information related to an AF/SF JROTC instructor's performance, conduct and employment status. The Air Force shall communicate with the Institution on all matters concerning instructor performance and conduct, as well as any changes in instructor certification.
- D. Provide supply support.** The Institution shall ensure all Air Force owned/purchased property is secured and protected against theft and damage. The Institution shall appoint a Military Property Custodian to be responsible for all Air Force uniforms, supplies, and equipment authorized by applicable Air Force Tables of Allowance and purchased with Air Force funding. The title of ownership for all property and equipment provided to the Institution is retained by the Air Force, unless expressly transferred to the Institution in writing.
- E. Provide financial support:**
 - 1. The Air Force shall reimburse the Institution one half the Minimum Instructor Pay amount, for each instructor, each month for a minimum of 300 calendar days (ten (10) calendar months) each operating school year, up to a maximum of 12 calendar months. Instructor employment dates shall begin on or after 1 July each year and end on or before 30 June

each year and will be reflected on the annual DD Form 2767. The Air Force cost share of the minimum pay due to an AF/SF JROTC instructor is established in 10 USC, Section 2031 and clarified in paragraph 2.C.5.

2. The Air Force shall reimburse the Institution, within the fund limitations imposed by the Air Force and within guidelines of Air Force publications, for costs incident to:
 - a) The procurement, transportation, packing, unpacking, crating, and normal maintenance of uniforms, supplies, equipment, and instructional materials required by the Air Force.
 - b) For required vehicle transportation for logistical support and field trips in support of the AF/SF JROTC program to locations 41 driving miles or more from the school (see section 2.B.1 for trips 40 driving miles or less). The rate of reimbursement shall not exceed the normal commercial rate schedule in the area or the usual rate that the Institution has established for staff travel.
 - c) Meals for AF/SF JROTC students, and lodging costs for AF/SF JROTC students and instructors during official AF/SF JROTC activities away from the Institution.

F. Provide information management support:

1. The Air Force shall publish and disseminate accurate and sufficient information and policy guidance concerning unit operations and instructor management to enable the Institution to properly operate the AF/SF JROTC program and support the AFJROTC mission of citizenship development.
2. The Air Force shall provide the necessary software/database access to support the supply management, budget management, and other reporting functions required by the Air Force. Any information technology equipment purchased by the Air Force for the Institution remains property of the Air Force.

SECTION 2. INSTITUTION AGREEMENT. Contingent upon fulfillment of the conditions presented in Sections 1 and 3, the governing authorities of the Institution agree as follows:

A. AFJROTC Program Infrastructure:

1. **Establish an AFJROTC program.** The Institution shall establish the AF/SF JROTC program in accordance with the provisions of Public Law, DoD and Air Force publications, this MOA, and continued approval by the Secretary of the Air Force (SECAF).
2. **Establish the AFJROTC department.** The AF/SF JROTC program shall be established and operated as a separate, integral academic, and administrative department of the Institution. This applies regardless of AFJROTC program alignment within the Institution's organizational structure.

3. Supervise the AFJROTC department.

- a) The Institution's principal, equivalent, or designee shall be the on-site person exercising overall supervision of the AF/SF JROTC program.
- b) The Institution shall recognize and support the Senior Aerospace Science Instructor (SASI) by ensuring the SASI is designated as the Head of the AF/SF JROTC Department (or equivalent title). The Institution shall ensure the SASI exercises full operational supervision of all other AF/SF JROTC instructors employed at the Institution. Additionally, the Senior AF/SF JROTC Instructor should have direct access to the principal on all AF/SF JROTC-related matters and be a member of the school leadership team.
- c) The Institution's SASI shall be the AF/SF JROTC instructor possessing the highest military grade (retired grade, or current). The SASI shall hold a bachelor's degree or higher. When two AF/SF JROTC instructors are of equal military grade, and both have at least a bachelor's degree, HQ AFJROTC will determine the SASI designation.
- d) The Institution shall ensure the SASI has the authority necessary to operate the AF/SF JROTC program under the leadership of the school principal, equivalent, or designee while ensuring compliance with all Air Force publications.
- e) The Institution shall ensure the SASI is present in meetings where policies, recommendations, or decisions impacting the AF/SF JROTC program are made, including space allocation/utilization (especially for space during inclement weather periods), academic course scheduling, and the hiring of new AF/SF JROTC instructors. Additionally, the SASI shall be directly consulted and afforded an opportunity to provide formal input during any performance/disciplinary meeting, investigation, or potential discharge of AF/SF JROTC instructors employed at the Institution.
- f) Schools will ensure AFJROTC is a safe environment, maintained free from any form of sexual harassment, sexual assault, any other sexual-related misconduct, or any form of verbal/nonverbal harassment or mistreatment.

B. Provide classrooms, office space and technology. The AF/SF JROTC program shall be provided the necessary classroom facilities and office space for the efficient and effective accomplishment of both AF/SF JROTC program academics, and other AF/SF JROTC program activities and objectives. The facilities provided shall be equal to or greater (quantity/quality) than those provided to other programs/courses/activities in the same Institution. The Institution shall furnish appropriate and sufficient technology (i.e., computers, software, projectors, etc.) to conduct AF/SF JROTC academics, and other AF/SF JROTC program requirements. The Institution shall provide the same data system access to all employed AF/SF JROTC instructors that is provided to all other teaching faculty, regardless of any academic degree held, or faculty categorization considerations. The Institution shall ensure network firewalls are configured to allow regular access to AFJROTC data systems.

1. **Provide Transportation.** The Institution shall provide transportation for all AFJROTC students to complete a mandatory field trip once per academic term. Transportation shall be provided at no cost to AFJROTC students, instructors, or the Air Force, for trips up to 40 driving miles one way. Beyond 40 driving miles one way, the provisions of section 1.E.2 applies.
2. **Provide drill areas.** The Institution shall provide and maintain a minimum area of 2,500 square feet to support drill and ceremony instruction year-round. The provided space shall be level, unobstructed, free of vehicular or pedestrian traffic with student safety paramount. Planning and scheduling shall be purposeful to ensure AF/SF JROTC has regular/recurring access and use of indoor facilities during inclement weather periods. The SASI shall be an integral member of all space utilization/master scheduling meetings and discussions to ensure adequate drill space is not overlooked or omitted.
3. **Provide climate-controlled storage space.** The Institution shall provide and maintain a minimum of 400 square feet of climatically controlled storage space for the protection and care of uniforms, supplies, and equipment used in the AF/SF JROTC program. The storage space shall be near the other AF/SF JROTC facilities, must be appropriately organized (i.e., hanging racks, shelves, drawers, etc.) to neatly store and maintain Air Force property. The storage space must be limited to the exclusive use of the AF/SF JROTC program and must be constructed so that access is denied to unauthorized personnel. As the size of the AF/SF JROTC program increases, additional storage space shall be provided in a proportional manner. **IMPORTANT:** The requirement for climate-controlled storage applies year-round. Special consideration must be given to periods of time where the school is not fully occupied or being utilized (i.e., summer recess) to ensure continued climatic controls are maintained. Any loss or damage to uniform items, or repair or cleaning costs resulting from unused, inoperable, inadequate, or failed climate control systems is expressly the responsibility of the Institution.
4. **Ensure security of replica weapons, air rifles, and sabers.** The Institution shall ensure that any AF/SF JROTC replica weapon, air rifle, or saber, regardless of how purchased, is tracked, stored and secured in accordance with current Air Force publications.

C. AFJROTC Instructor Staffing:

1. **Ensure minimum staffing in the AFJROTC program.** An Institution shall employ a minimum of two certified AF/SF JROTC instructors, normally one commissioned officer and one enlisted, regardless of student enrollment in the AF/SF JROTC program. Should a program have a vacancy, the Institution agrees to fill it when qualified and certified candidates are available, within the appropriate grade category of candidate (officer/enlisted as required by HQ AFJROTC).

- 2. Evaluate employment candidates.** The Institution shall not delay or postpone actions necessary to fill a valid AF/SF JROTC instructor vacancy when certified candidates are available. The Institution shall ensure any local application process, interviews, hiring panels, or hiring decisions of available certified instructor candidates are conducted in a timely manner, without regard to an Institution's qualifications for non-AF/SF JROTC faculty positions, or any annual timelines for hiring other faculty members, due to this unique MOA relationship. Instructors employed in an Institution to teach AF/SF JROTC shall only be those individuals who possess a valid AF/SF JROTC instructor certification from the Air Force. The Institution makes the ultimate determination if any certified instructor is suitable to be employed as their AF/SF JROTC instructor.
- 3. Perform employment background checks.** Any background check(s) or associated processes required by an instructor candidate to meet an Institution's employment requirements shall be conducted at no expense to the Air Force.
- 4. Provide instructor employment contracts.** For AFJROTC purposes, a 'school year' begins no earlier than 1 July and ends no later than 30 June. The Institution shall provide AF/SF JROTC instructors with an employment contract with the Institution as the employing agency, with employment contracts beginning on or after 1 July each year and ending on or before 30 June the following year. The Institution verifies all AF/SF JROTC instructor employment contracts with the Air Force via the DD Form 2767. The annual contract duration for an AF/SF JROTC instructor must be a minimum of 300 calendar days except for instructors initially employed after the beginning of, or during, the regular Institution school year. The contract may be administered using regular district procedures as long as the minimum calendar days are met, the Minimum Instructor Pay is provided in accordance with Section 2.C.5, and otherwise is in accordance with this agreement.
- 5. Provide Minimum Instructor Pay (MIP).** Each instructor's monthly MIP amount is prescribed by the Air Force. MIP is the minimum amount of gross monthly compensation payable to each instructor, for each full calendar month of employment as verified on the DD Form 2767. MIP shall be a standalone amount, itemized/categorized independently from any additional stipends, bonuses, or supplements if applicable. The MIP amount due must be paid to each instructor, each full calendar month employed, regardless of the number of workdays required in a calendar month. For partial months employed, the MIP amount must be divided by 30 to get a daily MIP rate, then multiplied by the number of calendar days employed that month. The Institution is encouraged to pay instructors above the monthly MIP commensurate with their experience, education level, local cost of living, after school activities expected, etc. to attract and retain the best instructors. NOTE: The Institution shall not delay full and timely payment to an AF/SF JROTC instructor while awaiting an Air Force MIP reimbursement (see Section 2.C.7).
- 6. Consider extended contracts and targeted stipends.** Contract periods (above the mandatory minimum of 300 calendar days (see Section 2.C.5) are strongly encouraged to allow year-round management and control of Air Force Property, and to allow compensated time for AF/SF JROTC-sponsored summer events, such as summer

leadership courses. Targeted stipends above the MIP are encouraged to compensate instructors for before school, after-school, and weekend AF/SF JROTC activities.

7. **Receive Air Force MIP reimbursements.** Per the provisions of paragraph 1.E.1, the Air Force shall reimburse the Institution one half of the prescribed MIP amount, each calendar month, for the period of employment as verified on each AF/SF JROTC instructor's DD Form 2767. The Air Force's responsibility is limited to the period of employment specified on the DD Form 2767, up to twelve (12) calendar months. NOTE: This reimbursement is to offset the Institution's cost of instructors, not to be an additional amount to be distributed to, or serve as additional salary, for employed instructors.
8. **Establish financial communications.** The Institution agrees to establish and maintain an organizational email account to facilitate timely two-way communications related to MIP and the Air Force reimbursement provided to the Institution. The Air Force prescribes the MIP amount for each instructor and will send a financial statement to the Institution via the organizational email account each month which details the MIP for each instructor and the corresponding Air Force reimbursement amount.
9. **Control AFJROTC instructor duties.** The Institution shall ensure that AF/SF JROTC instructors do not teach or coach any academic class or other activity, or other than those officially part of the AFJROTC program during any regular academic day. Institutions may contract separately with an individual AF/SF JROTC instructor for time outside of the school's regular academic day to teach or coach other activities. Before such a contract is executed by the Institution, all AF/SF JROTC instructors in that Institution will be consulted to deliberately assess the potential negative impacts to AF/SF JROTC program activities, including the equitable distribution of AF/SF JROTC program duties between instructors. The Institution shall not permit any such activity, or shall terminate such activity, if it is determined that such a contract will result in negative impacts to the AF/SF JROTC program, or to the equitable distribution of duties between AF/SF JROTC instructors.
10. **Limit additional faculty duties.** The Institution shall recognize that AF/SF JROTC instructors have AF/SF JROTC program responsibilities beyond classroom teaching, such as uniform inventory and equipment management, data reporting requirements, event planning and financial management, which require a significant amount of non-academic teaching time to accomplish correctly. Considering this, as well as the restrictions stated in paragraph 2.C.9, Instructors shall not perform school security operations (such as metal detector/bag screening or armed security) or serve as a substitute teacher or monitor in any non-AF/SF JROTC class. Additionally, Instructors shall not participate in other instructional activities (i.e., advisory-like periods or study halls) without written approval (waiver) from HQ AFJROTC. AF/SF JROTC instructors are permitted to serve on committees or perform routine non-instructional duties/activities that are typically distributed across the Institution's faculty members (e.g., lunchroom monitor, bus monitor, etc.). Additionally, the Institution shall not use AF/SF JROTC program enrollment, AF/SF JROTC academic class sizes, planning periods, number of teaching periods, daily teaching

load, or AF/SF JROTC instructor non-teaching days as a factor in determining an AF/SF JROTC instructor's availability to perform any additional faculty duties.

- 11. Understand employment/certification relationship.** AF/SF JROTC instructors shall be responsible to both the Institution (their employer) and the Air Force (their certifier) for proper operation of the AF/SF JROTC program and their continued personal professional conduct. In no event shall the Institution represent AF/SF JROTC instructors as Air Force employees, or Air Force representatives, other than for representing their host AF/SF JROTC program. In addition to the Institution's mandatory requirements, AF/SF JROTC instructors have mandatory responsibilities levied upon them by the Air Force. These include, but are not limited to, operating a program that meets all Air Force expectations, submitting reports, meeting deadlines, tracking Air Force property, issuing, and collecting uniforms, and identifying and reporting to the Air Force any Institution noncompliance with this MOA or other Air Force publications.
- 12. Credentialing and licensing of AFJROTC instructors.** AF/SF JROTC instructors will receive AF/SF JROTC-specific training and instructor certification from the Air Force. Any professional development, background checks, training, licenses, or credentialing requirements required by the state, or the Institution shall be accomplished at no expense to the Air Force.
- 13. Consider additional AF/SF JROTC instructors.** Additional instructors (above the minimum of two) may be authorized when an AF/SF JROTC program's "teaching load" increases to 151 cadets and increments of 100 thereafter. In absence of Institution support for an additional AF/SF JROTC instructor position, the Institution shall cap student enrollment in the AF/SF JROTC program as required to meet this mandate. The definition of "teaching load" is codified in AFJROTC Instruction 36-2010.
- 14. Ensure professional instructor appearance.** AF/SF JROTC Instructors shall always present a professional military appearance. Instructors must meet and maintain Air Force uniform wear, personal grooming, and overall appearance standards. The aforementioned factors are conditions of their continued certification. The Institution must ensure AF/SF JROTC instructors wear the Air Force-prescribed attire and maintain all associated standards when performing their official AF/SF JROTC duties.
- 15. Monitor and report instructor performance and behavior.** The Air Force holds the certification of all AFJROTC instructors, and therefore the Air Force maintains the inherent need to monitor instructor behavior and receive detailed information regarding instructor performance, professional conduct, and employment status at any time.
 - a) Mandatory notifications.** The Institution shall officially notify the Air Force within one (1) business day, and with full and complete details, when any of the following involving an AF/SF JROTC instructor are suspected or known: an allegation made against an instructor by any person, an investigation involving an instructor for any reason, any administrative leave or suspension being considered or issued to an instructor, any civil misconduct discovered, any arrest or crime alleged/reported, any

potential violation of an Institution's policy (ies), any student or parent complaint, any written administrative counseling, written directive, or written/verbal reprimand, any deficient performance discovered or inappropriate behavior alleged/reported, or any changes in the employment status or pay status of an instructor.

b) Mandatory information. When notification is required by 2.C.15.a., the Institution shall provide to the Air Force full and complete details about the allegations and/or situation, and the district's assessment of the potential severity and potential impact of the situation (regardless of any investigation status) to permit the Air Force to assess any immediate or necessary certification actions. The Institution agrees to provide a full and timely response to the Air Force when asked questions about any reportable situation. NOTE: the Institution's notification to the Air Force shall not include personally identifiable information of anyone other than the AF/SF JROTC instructor(s) involved. When an investigation is completed, the school shall provide HQ AFJROTC a written response detailing the final findings/outcome, with personally identifiable information of any non-AFJROTC instructors redacted.

c) Investigation timeliness. Due to the cost-shared relationship of AF/SF JROTC instructors, the Institution agrees to adjust and/or reprioritize internal resources to complete any AF/SF JROTC instructor-focused investigation in an expedited manner, but no later than 30 calendar days after an allegation is known. When an investigation cannot be fully completed in 30 calendar days, the Institution shall provide the Air Force a comprehensive explanation of the reason(s) for the delay, with weekly updates required thereafter until the investigation is completed.

16. Perform instructor evaluations (Institution-directed). The Institution may conduct annual instructor evaluations of AF/SF JROTC instructors using the same instrumentalities and rubrics they to evaluate all faculty members. Discovery of any poor instructor performance shall be reported to HQ AFJROTC within three (3) business days of discovery.

17. Perform instructor evaluations (Air Force-directed). The Institution shall complete annual instructor evaluations of AF/SF JROTC instructors using the AFJROTC Form 98, *Instructor Performance Evaluation* per Section III, Item 4.b) (2) of the DD Form 3202. These evaluations shall be completed each school year no earlier than 1 December and no later than 15 May. These annual evaluations shall be transmitted electronically to HQ AFJROTC immediately upon completion.

18. Terminating instructors. As the employer, the Institution has the right to terminate or non-renew the employment of an AF/SF JROTC instructor in accordance with regular Institutional rules and policies, and without prior consultation with the Air Force. However, when a termination/non-renewal event is projected or occurs, the Institution shall inform the Air Force of the event, along with full details of the associated circumstances, within one (1) business day. Should an instructor resign in lieu of termination, or resign in lieu of the Institution pursuing termination proceedings, this shall be specifically reportable to the Air Force, along with full details within (1) business day.

- 19. Instructor suspended certifications or decertifications.** HQ AFJROTC may suspend the certification of an AF/SF JROTC instructor for a specific cause. If an AF/SF JROTC instructor is placed under suspended certification, performing AF/SF JROTC duties is prohibited and contact with any AF/SF JROTC students is prohibited. The instructor's paid or unpaid status is at the discretion of the school district.
- 20. Instructor decertifications** Should the Air Force decertify an AF/SF JROTC instructor, it is effective immediately and the associated cost share is terminated. The school may choose to continue their employment in a non-AF/SF JROTC capacity or choose to terminate their employment. Decertified instructors are entitled to appeal the decertification and seek certification reinstatement. If an appeal to the decertification is filed and is successful, their AF/SF JROTC certification may be reinstated (with or without conditions), and the Institution may return them to AF/SF JROTC employment.
- 21. Reporting unpaid/underpaid periods of employment.** The Institution shall notify the Air Force within three (3) business days of any unpaid period of employment, or any period of employment where the Minimum Instructor Pay was not provided.
- 22. Understand intra-district instructor transfers.** In no case will an AFJROTC instructor be directed to move to another Institution, or permitted to transfer to another Institution, or otherwise be reassigned to another Institution unless they fully meet Air Force transfer eligibility requirements as prescribed in Air Force publications, or they are provided an approved waiver from the Air Force (in advance). Transferring an instructor triggers an automatic recalculation of their Minimum Instructor Pay amount.

D. AFJROTC Student Enrollment.

- 1. Conduct an all-inclusive AF/SF JROTC program.** Voluntary student enrollment and continuing enrollment in the program shall be conducted without discrimination. This discrimination prohibition does not include denying enrollment into AF/SF JROTC, or removing a student from AF/SF JROTC, when that student does not initially agree to meet and maintain AF/SF JROTC standards, or once enrolled, fails to meet and/or maintain AF/SF JROTC standards including, but not limited to uniform wear, grooming and personal conduct standards.
- 2. Meet minimum voluntary enrollment.** The Institution must maintain a minimum voluntary enrollment in the AF/SF JROTC of at least a) 10 percent of the Institution's student population (population of grades 9-12 only), or b) 100 students, whichever is less. While all students in the high school are encouraged to voluntarily enroll in the AF/SF JROTC program, actual enrollment shall only be determined by counting those students who voluntarily meet, and subsequently maintain, the mandatory program requirements of continued enrollment in AF/SF JROTC. NOTE: If individual 8th grade students are enrolled in AF/SF JROTC classes, the 8th grade student population will not be included in the overall school population statistics.

3. **Ensure minimum grade level enrollment in AF/SF JROTC.** The Institution shall ensure voluntary AFJROTC enrollment is available to all high school students (grades 9-12 only). Eighth grade students can enroll in AFJROTC only if the 8th grade facilities are collocated with the facilities housing grades 9-12 (transporting an 8th grade student to an AFJROTC class is not permitted).
4. **Ensure equitable class scheduling.** The scheduling of all AF/SF JROTC program academic courses shall be planned and accomplished in a manner that makes it equally convenient for students to participate in AF/SF JROTC academic courses as it is for other programs/courses offered by the Institution. NOTE: Institutions operating on a 4x4 schedule should only enroll students in an AF/SF JROTC academic course for one academic term per school year unless exceptional circumstances exist.
5. **Provide access to feeder schools.** The Institution shall ensure that AF/SF JROTC instructors are granted the necessary time and access to feeder schools to effectively advertise and promote the AF/SF JROTC program to future 9th grade students. Failure to do so may result in low enrollment.
6. **Permit only voluntary student enrollment.** The Institution will ensure all enrollments of students into the AF/SF JROTC program are conducted with the prior knowledge and endorsement of the SASI. Prospective AFJROTC students must be fully informed of all mandatory AF/SF JROTC requirements before being allowed to enroll into the AF/SF JROTC program. Only students who voluntarily choose to meet and maintain acceptable standards of AF/SF JROTC uniform wear, AF/SF JROTC grooming standards and personal conduct standards shall be enrolled into, and permitted to remain in, the AF/SF JROTC program.
7. **Permit only full-time student enrollment.** No student shall be enrolled in the AF/SF JROTC program when any non-AFJROTC academic requirements will knowingly create a period of absence for that student from taking the full-length AF/SF JROTC academic course.
8. **Satellite units.** All AF/SF JROTC program instruction shall take place at the host Institution. However, travel to an adjacent 9th grade academy, operating directly under the host Institution is permitted.
9. **Consider crosstown enrollment agreements.** Students from other local schools may participate in the AF/SF JROTC program at the host Institution under the following conditions:
 - a) Travel by students from other local schools to the host Institution shall be scheduled to ensure that the arrival and departure of the crosstown students permits full class period attendance at the host Institution each academic day.

- b) Travel by students from other local schools to the host Institution to participate in AFJROTC academic courses, as well any before/after school AF/SF JROTC program activities, must be conducted at no expense to the Air Force.
- c) The principal of the host Institution maintains overall supervisory responsibility of the AF/SF JROTC program and may terminate the crosstown agreement at any time.
- d) Principals from all schools involved must agree in writing.
- e) Instructors may not travel to crosstown schools to conduct AF/SF JROTC instruction.
- f) Crosstown agreements cannot be used to facilitate any 8th grade student attendance.

10. Ensure students meet and maintain AF/SF JROTC uniform wear and grooming standards. Students enrolled in the AF/SF JROTC program must wear the prescribed AF/SF JROTC uniform as prescribed by HQ AFJROTC directives. Anytime a student is wearing the AF/SF JROTC uniform, they shall abide by all Air Force standards for correct uniform wear, proper grooming standards, and proper personal conduct. The uniform wear requirement shall be a full-day requirement, not limited to an AF/SF JROTC classroom or the AF/SF JROTC class period but will include all non-AF/SF JROTC classes attended by the student. However, when other clothing is specifically required by non-AF/SF JROTC classes, such as shop, culinary, or physical education, changing is allowed for the duration of the non-AF/SF JROTC class only.

11. Ensure students meet and maintain AF/SF JROTC personal conduct standards. While enrolled in the AF/SF JROTC program, students are required to meet and maintain standards of personal conduct that are not disruptive to others and otherwise meet AF/SF JROTC program standards. Students with a history of disruptive behavior shall not be enrolled in AF/SF JROTC unless specifically screened, evaluated, and approved for enrollment by the Senior AF/SF JROTC Instructor. Students who exhibit uncorrected disruptive behavior or fail to otherwise adhere to program standards shall not be permitted to remain enrolled in AF/SF JROTC. Any student whose personal conduct negatively impacts other students' ability to focus, learn, achieve, and/or experience the AF/SF JROTC program appropriately, shall not be permitted to remain in the AF/SF JROTC program. NOTE: Students with an IEP or 504 plan may still be removed for documented cause.

12. Uphold continued enrollment rules. Continued student enrollment in the AF/SF JROTC program shall be in accordance with the provisions of Public Law, supporting DoD, Air Force publications, and the provisions of this MOA. The Institution agrees to make no policy that conflicts with the mandatory requirements of continued student enrollment in AF/SF JROTC, or expeditious student removal from the AF/SF JROTC environment, up to and including program disenrollment. Furthermore, on an annual basis (preferably before the school year starts), the Principal and SASI will collaborate and mutually agree upon a disenrollment process for the AF/SF JROTC program.

- 13. Addressing disruptive or noncompliant student behavior.** If a student enrolled in AF/SF JROTC is found to be in violation of Section 2.C.10 or 2.C.11 of this MOA, or otherwise fails to meet minimum standards of personal conduct or program requirements, the Senior AF/SF JROTC Instructor shall immediately document the facts of the issue. The Senior AF/SF JROTC instructor shall immediately address the situation in writing with the school administration, counselors, and the parents of the student. Should the negative behavior not be immediately corrected, the Institution agrees to remove the student from the AF/SF JROTC environment while the corrective actions are being addressed and/or program disenrollment is being processed. The Institution agrees that no student will be allowed to remain in the AF/SF JROTC program with uncorrected disruptive or uncorrected non-compliance with program standards.
- 14. Removal and disenrollment of AF/SF JROTC students.** The Institution agrees to always have a contingency plan in place to remove from the AF/SF JROTC environment, any student who fails to meet and/or maintain compliance with AF/SF JROTC program standards (i.e., failure to comply with uniform wear/grooming standards, fighting, drug use, school suspension, harassment, etc.). The Institution shall not sanction, nor tolerate, nor have any policy that permits the continued presence of a disruptive or noncompliant student in the AF/SF JROTC program. The Senior AF/SF JROTC Instructor shall be permitted to manage a fully compliant AF/SF JROTC program, and with proper cause, be supported by the Institution in removing a disruptive or noncompliant student from the AF/SF JROTC environment at any time during the academic term. Students removed from the AF/SF JROTC environment for behavior that cannot be corrected, shall be disenrolled from the AF/SF JROTC program. NOTE: A maximum of three (3) weeks is sufficient to complete the entire administrative disenrollment/decision process.

E. Academic Requirements:

- 1. Present only AF/SF JROTC curriculum.** Only the AF/SF JROTC-prescribed curriculum will be presented by AFJROTC instructors. Deviating from the AF/SF JROTC-prescribed curriculum is only permitted when specifically requested by the Institution and approved in advance, in writing by the Air Force.
- 2. Grant academic credit.** All AF/SF JROTC program academic courses shall be conducted by the Institution as full term/full credit course (not partial term/partial credit) and academic credit shall be granted toward graduation requirements for successful completion of an AF/SF JROTC academic course. Academic credit granted shall be equivalent to the credit given for other academic courses in the Institution.
- 3. Ensure minimum course length.** All AF/SF JROTC program academic courses shall be conducted as regular, full-time academic courses consisting of a minimum of 120 classroom hours per academic term. Crosstown agreements must ensure that the arrival and departure of the crosstown students are arranged to permit attendance of the full class period at the host Institution each day of attendance.

4. **Collect and report metrics.** The Institution shall collect and maintain data related to the academic performance and graduation data of students currently, or previously enrolled in the AF/SF JROTC program. For audit and evaluation purposes, Institutions hosting an AF/SF JROTC program shall provide to the Air Force data on gender, age, grade level, race and/or ethnicity of students enrolled in the AF/SF JROTC program. This data shall be reported to the Air Force, or its agents, when requested by the Air Force. Any data reported under this requirement must adhere to the Family Educational Rights and Privacy Act.
5. **Permit Student Participation in External AF/SF JROTC Activities.** The Institution shall not have any policies that restrict or prevent an AF/SF JROTC student from participating in any AF/SF JROTC-approved or AF/SF JROTC-funded activity. Activities may include (but are not limited to) incentive flights on Civil Air Patrol or military aircraft, marksmanship, archery, drones, robotics, or model rocketry.

F. Logistical Support & Accountability:

1. **Provide a military property custodian (MPC).** The Institution shall appoint an employee of the Institution as the MPC. Normally, AF/SF JROTC instructors are appointed to this duty, but any Institution employee may be appointed when necessary. The MPC will be empowered to perform the required supply functions incident to the acquisition, accounting, and handling of supplies, equipment and uniforms issued to or purchased with Air Force funds. The Institution shall also ensure that the appointed MPC conducts a full inventory of all Air Force funded items and performs required disposition actions before transferring the MPC duties to another individual. The school must always have an MPC appointed.
2. **Provide instructional materials.** The Institution shall provide to the AF/SF JROTC Department all the instructional aids, supplies, equipment, materials, services, furniture, computers and support, copiers, scanners and privileges afforded other academic departments at the Institution.
3. **Provide transportation.** The Institution shall provide transportation for AF/SF JROTC field trips and other off-Institution activities comparable to the transportation provided for other Institution programs, activities, or courses.
4. **Provide security and accounting for Air Force property.** The Institution shall conform to the publications of the Air Force relating to the issue, receipt, storage, safeguarding, and turn-in of Air Force-purchased uniforms, textbooks, supplies, equipment, and other educational materials at the Institution.
5. **Assume liability.** The Institution shall safeguard and retain liability for all Air Force property located at the Institution, making full restitution after all occurrences of theft, loss, and negligent or willful damage or destruction. If the Institution elects to provide an insurance policy, it shall name the United States Air Force as an additional insured.

- 6. Provide funding support.** The Institution shall provide funding support to purchase unique AF/SF JROTC program-related equipment and supplies that directly support school-based activities (i.e., color guard equipment, flags, flag poles, etc.) comparable to the funding provided for other Institution programs, activities, or courses.

G. Understand AF/SF JROTC Activity Reimbursements.

- 1.** The Institution shall fund, in advance, purchases which are specifically authorized to receive reimbursement by the Air Force, within the fund limitations imposed by the Air Force. These purchases directly support AF/SF JROTC program activities and operations and include, but are not limited to transportation, lodging, meals, uniform items, uniform alterations and dry cleaning. The Air Force provides a state tax exemption letter (with federal tax exemption number) for these purchases. The Institution (via the AF/SF JROTC instructors) shall obtain and submit documentation for authorized reimbursements in accordance with Air Force publications.
- 2.** The Defense Finance & Accounting Service requires Institutions to establish a direct deposit System for Award Management (SAM) account, enabling an electronic funds transfer of reimbursement payments. SAM.gov accounts shall be managed/maintained organizationally at the school and/or district level. SAM.gov accounts should never be linked to an individual instructor. SAM accounts must be renewed annually. The Institution shall maintain and provide original invoices, receipts and other supporting documentation used for reimbursement in accordance with DoD and Air Force publications.

H. Other Provisions.

- 1. Ensure publication compliance.** The Institution shall comply with all Air Force publications governing unit operations, AF/SF JROTC curriculum, student performance, instructor management, logistics management and financial management. Current publications are available to AF/SF JROTC instructors via the WINGS database.
- 2. Provide reports and meet deadlines.** The Institution shall facilitate completion, through Air Force channels, of necessary instructor evaluations, unit self-assessment reports, program status reports, equipment inventories, academic metrics, and other recurring and periodic reports required by the Air Force. Any data reported under this requirement must adhere to the Family Educational Rights and Privacy Act.
- 3. Approve chaperones to assist with AF/SF JROTC events/activities.** The Institution shall utilize school district guidance to approve chaperones to accompany cadets for local after school or weekend AF/SF JROTC events and activities if a certified instructor will not be present. This excludes overnight stays where a certified instructor must be present, ensuring the cadet-to-chaperone ratio is strictly followed. Instructors must utilize good judgment and be present for activities where an instructor needs to ensure safety or be the

Air Force representative. NOTE: Wellness/PT sessions must be monitored by a certified AF/SF JROTC Instructor with a current CPR certification.

SECTION 3. BOTH PARTIES AGREEMENT. Contingent upon the acceptance of this MOA, both parties mutually agree as follows:

- A. Maintain accreditation.** The Institution must maintain accreditation by a state or regional accreditation agency. Loss of accreditation shall be considered grounds for disestablishment action under paragraph 3.E.2 of this agreement.
- B. AF/SF JROTC instructor training and credentialing.** The Air Force may conduct periodic workshops for instructors hired to conduct the AF/SF JROTC program. The Institution shall require instructors to attend these workshops, which may be scheduled during or outside the normal academic school year. The Air Force will pay for transportation, lodging and provide per diem for these events. Any salary for these periods is at the discretion of the Institution. Attendance waivers may be authorized by the Air Force in extenuating circumstances. The Institution shall afford AF/SF JROTC instructors the same privileges and support in attending workshops and professional meetings as are given other faculty members.
- C. AF/SF JROTC program assessments.** Representatives of the Air Force shall be authorized to make visits to the Institution, both announced and unannounced, to assess the AF/SF JROTC program, locate and inspect Air Force property, and to ensure continued compliance with the provisions of Public Law, DoD and Air Force publications and this MOA.
- D. Actions on AF/SF JROTC instructor certifications.** The Air Force holds the certification for all AF/SF JROTC instructors. The Air Force retains the right to place on probation, suspend, or permanently remove the certification of an AF/SF JROTC instructor for any breach of standards. The Institution will remove any suspended or decertified instructor from the AF/SF JROTC program.
- E. MOA Termination Clauses.**
 - 1. This agreement may be terminated at the completion of any regular school year by either party, or sooner by mutual agreement. If the governing authorities of an Institution decide to discontinue their AFJROTC program, they must notify the Director, Air Force JROTC in writing at: Director of AFJROTC, 60 West Maxwell Blvd, Maxwell Air Force Base, Alabama, 36112-6106.
 - 2. Institutions which do not fulfill the provisions prescribed in this MOA, or in applicable Air Force publications, may be placed on probation, or otherwise notified of a failure to meet standards. The appropriate Institution authorities will be required to correct the deficiency within a specified timeframe or risk disestablishment of the AF/SF JROTC program.
 - 3. The Commander, Jeanne M. Holm Center for Officer Accessions & Citizen Development, may terminate this agreement and withdraw the AF/SF JROTC program if the best interest

of the Air Force would be served by doing so, regardless of the provisions of paragraphs 3.E.1 and 3.E.2 of this MOA.

4. The governing authorities of the Institution shall, in the event of mutual or unilateral termination of this agreement, or in the event of disestablishment as prescribed by the Secretary of the Air Force, return to the Air Force all Air Force-owned equipment, supplies, uniforms, and educational curriculum materials in the custody of the Institution (to include all such items purchased using funds provided to the Institution by the Air Force) in accordance with procedures and guidance in existence or provided by the Air Force at the time of the termination of this agreement or disestablishment of the AF/SF JROTC program.

F. General Provisions.

1. This is a standardized agreement, and no language contained herein will be modified, revised, or adjusted to address the concerns of any specific Institution.
2. Regardless of changes in the original signatories, this agreement shall remain in effect until officially terminated, or superseded, under a provision of sub-section 3.E.
3. The agreement shall become effective upon signature by the Institution's Superintendent (or equivalent), and the Director of Air Force Junior ROTC.
4. The DD Form 3202 and this addendum represents the entire agreement and supersedes any prior agreement, understandings, or representations between the Air Force and the Institution pertaining to the establishment and maintenance of an AF/SF JROTC program.
5. This agreement will be reviewed for currency as determined by the Air Force. The Air Force reserves the right to mandate renewal of this agreement by both parties if significant program changes occur.
6. This agreement is governed by and shall be construed under Public Law.
7. Unless expressly stated in writing, signed by the Air Force, the waiver by the Air Force of any act, duty, or obligation required of the Institution hereunder shall not be construed as a waiver of any other, or of any future act, duty, or obligation to be performed by the Institution.
8. Nothing in this agreement will be construed as obligating the Air Force, their officers, employees, or agents to expend any funds more than the appropriations authorized for such purposes in violation of the Federal Anti-Deficiency Act (31 USC Section 1341).
9. Each signatory of this agreement certifies he or she is fully authorized to enter into the terms and conditions of this agreement and to execute the same to effectively bind each party to its terms.

- 10.** The Institution shall adhere to a policy of non-discrimination against students or instructors based on race, ethnicity, religion, national origin, gender, or any other category prohibited by law.
- 11.** Unless otherwise stated herein, notices under this agreement must be in writing and shall be effective upon positive confirmation of receipt.
- 12.** In accordance with Sections 1, 2 and 3, all parties agree and will comply with the provisions of this Addendum.

(signatures are collected on the DD Form 3202)

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Holling Heights Elementary School Renovation

Meeting Date: February 3, 2025

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

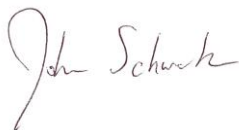
A representative from BCDM Architects will be present to answer any questions.

Action Desired: It is recommended that the contract for the Holling Heights Elementary School Renovation be awarded to Elevate Construction, LLC in the amount of \$2,229,500 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

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

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

Superintendent's Signature:

A handwritten signature in cursive script, appearing to read "John Schuck".

22 January 2025

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

RE: MPS Holling Heights Elementary Addition & Renovation
BCDM Project No. 3013-09

Dear Mr. Meisgeier:

On January 16, 2025, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, five (5) bids were received with a **low bid of \$2,229,500 from Elevate Construction, LLC.** The project's original construction budget was **\$912,441.** During the course of project development, MPS increased the scope of the project to include additional areas of work (*described in the attached Project Memorandum*) and subsequently the Architect's construction cost estimate was increased to **\$2,572,324.**

Since the time of the bid opening, we have confirmed with Elevate Construction that they are comfortable with their bid. We have also reviewed the bids with MPS staff and would **recommend a contract be awarded to Elevate Construction in the amount of \$2,229,500 for the MPS Holling Heights Elementary Addition & Renovation project.**

Please let me know if you should have any questions or concerns.

Sincerely,



Pat Carson
Architect, AIA

PC/mmm
Attachment: Bid Tab

e-copy: File: 3013-09_5-2



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

January 16, 2025

BID TABULATION - MILLARD PUBLIC SCHOOLS - HOLLING HEIGHTS ELEMENTARY ADDITION & RENOVATION

BCDM No. 3013-09

	DR ANDERSON CONSTRUCTORS	ELEVATE CONSTRUCTION LLC	GENESIS CONTRACTING GROUP	LUEDER CONSTRUCTION	MECO-HENNE CONTRACTING
Lump Sum Base Bid	\$2,342,500	\$2,229,500	\$2,398,000	\$2,815,000	\$2,847,000
Addenda (4)	Yes	Yes	Yes	Yes	Yes
Bid Security	Yes	Yes	Yes	Yes	Yes

PROJECT MEMORANDUM

MPS – Holling Heights Elementary School – Addition & Renovation
BCDM Project: 3013-09

DATE: January 22, 2025

PROJECT NARRATIVE:

The scope of this project includes three categories of addition and renovation:

Classrooms – Open to Close Wall Construction:

The majority of the classrooms at Holling Heights Elementary are currently open to adjacent classrooms. This causes instructional issues as well as security concerns. It is proposed that these classrooms receive new wall construction to separate classrooms that are open. See the attached plans for the extent of this work. Any required mechanical, electrical or low voltage work due to these added walls will also be included.

Interior Renovation

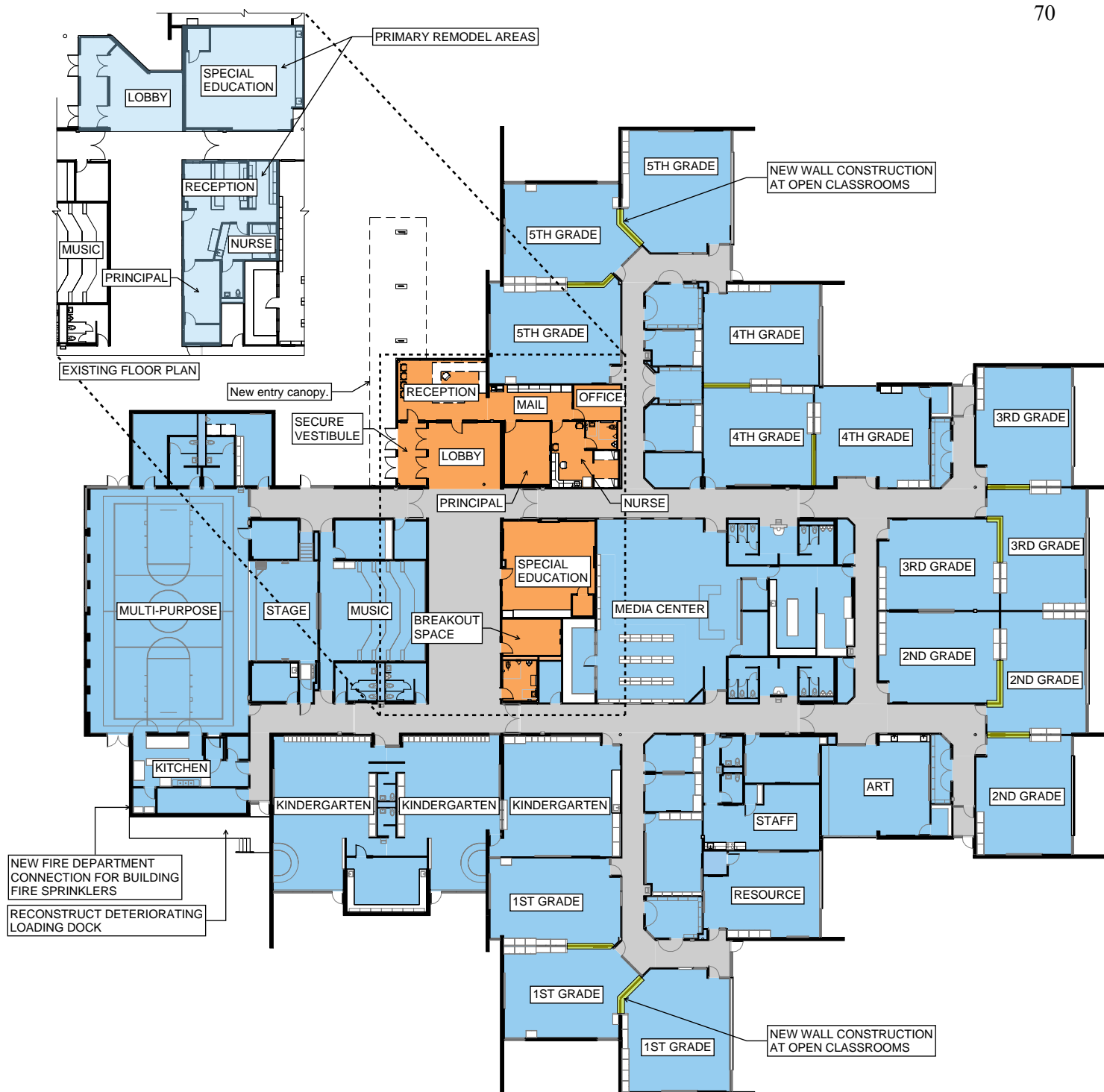
Throughout the building any exposed wall surface, drywall ceiling surface and metal doors and frames will receive new paint. Classroom exterior window blinds will be removed and replaced with roller shades and grid ceilings will be replaced throughout. With the grid ceilings being replaced, this will also offer the opportunity to fully fire sprinkling the building. This building, built in 1972, contains a large amount of old, cork tack wall material. It is proposed that this is removed and replaced with new drywall at classrooms locations, and drywall with tile wall protection at corridor locations. Removal of the tack wall will be supplemented by additional tack boards within classrooms. Base cabinets that contain sinks will receive new, solid surface material countertops, toilet partitions will be replaced, and room signage will be provided throughout the building.

Security Vestibule Addition and Renovation

The current location of the main office and administrative spaces creates a disconnect from anyone using the main entry doors. It is proposed that the office and special education classroom switch places, creating a secure entry to the building. The addition will primarily be comprised of metal panel and glazing. The upper portion of the new volume will receive translucent panels, backlit with lighting and will also be paired with an extending canopy adding shading, building signage and lighting features. The upper level of translucent panels will transition to solid metal panel when it passes the building's masonry to screen off the existing rooftop units. Site work will be limited to removal and replacement of paving that is adjacent to the addition's work and minimal landscaping. The new administrative spaces will also include a new reception desk, mail and work rooms, nurse's office and toilet, and the principal's office. Just outside the reception space, the lobby will receive custom graphics to enhance school pride. With the new administrative areas now occupying what was previously a classroom, this space will be relocated where the office previously sat. It will include a small storage space and sensory room. Nearby, off the school commons, will be a new family restroom.





Construction Phasing

Due to the extent of the work, construction will be phased into two separate summers, Summer of 2025 and 2026, in order to keep the school operational.



1 FLOOR PLAN

1" = 40'-0"

- | | | | |
|---|--|---|--|
|  | Classrooms to receive new ceilings, paint, window shades and fire sprinklers throughout. |  | Corridors to receive new ceilings, paint, wall protection where applicable and fire sprinklers throughout. |
|  | Renovated spaces: Relocated special education classroom and reception/admin. spaces. |  | New wall construction to fully separate open classrooms. |

HOLLING HEIGHTS ELEMENTARY ADDITION & RENOVATION

MILLARD PUBLIC SCHOOLS

BCDM NO. 3013-09



Existing Entry Conditions



New Entry Canopy - Night / Evening View



New Entry Canopy - Day View

HOLLING HEIGHTS ELEMENTARY RENOVATION

MILLARD PUBLIC SCHOOLS

BCDM NO. 3013-10

NOVEMBER 4, 2024

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Sandoz Elementary School Roof Top Unit Replacement

Meeting Date: February 3, 2025

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

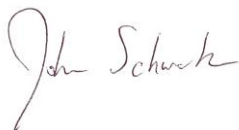
A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Sandoz Elementary School Roof Top Unit Replacement be awarded to Mechanical Systems in the amount of \$402,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

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

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

Superintendent's Signature:

A handwritten signature in cursive script, appearing to read "John Schuck".

January 16, 2025

Millard Public Schools
5606 South 147th Street
Omaha, NE 68137

Attn: Chad Meisgeier

Project #24454: MPS Sandoz Elementary School – Gym & Kitchen HVAC Upgrade

RE: Bid Proposals dated January 14, 2025

Chad:

Bids were received for the Sandoz Elementary School Gym & Kitchen HVAC Upgrade project at the Support Services Center Conference Room on January 14, 2025, at 10:00 a.m. The project includes the replacement of an existing multizone RTU with two individual single zone RTUs, existing kitchen hood, and existing kitchen exhaust fan. The District's original budget was established at \$250,000 (which did not include the kitchen exhaust hood system). MEI's estimate, including the kitchen exhaust hood system was \$380,000.

Per the attached bid tab, two bids were received. The low bid was submitted by Mechanical Systems.

Mechanical Systems has completed several projects for MPS at both the primary and sub-contractor level. Therefore, we recommend accepting the bid from Mechanical Systems in the amount of \$402,000 (four hundred two thousand dollars).

Please advise me if you require any additional information.

Sincerely,

Nate Sheets, P.E.
Partner

Enclosure
cc: John Brennan - Millard Public Schools

PROJECT: MPS Sandoz Elementary School -
Gym & Kitchen HVAC Upgrade

BID DATE: 1/14/2025
BID TIME: 10:00 AM
MEI PROJECT NO.: 24454



BID TABULATION

BIDDER	Base Bid	Completion Date	Addendum #1	Bid Bond	Comments
Cerris Systems	\$439,872	Not Provided	N/A	Yes	
Mechanical Systems	\$402,000	July 25, 2025	N/A	Yes	

Bids for all labor and material as required to replace the RTUs as described in construction documents dated 12/13/24.

memorandum

attn:	John Brennan	from:	Nate Sheets
company:	Millard Public Schools	date:	1/15/2025
project name:	MPS Sandoz ES Gym & Kitchen HVAC Upgrade		
mei project:	24454		
re:	Project Narrative		

John,

This project replaces the existing multizone rooftop unit (2006) serving the gym and kitchen which has exceeded its useful life and experiencing failures causing negative impacts to the learning environment.

This unit was removed from the original project to allow a better solution to be implemented – replace with two single zone units (one for the gym and one for the kitchen). During the design for this project, it was discovered the kitchen cooking equipment had been reduced over the years leaving an oversized kitchen exhaust system. It was decided to replace the existing kitchen exhaust system to reduce equipment capacity and reduce energy consumption.

Photos of the existing equipment below for reference.



Existing Multizone RTU



Existing Kitchen Exhaust Fan



Existing Kitchen Exhaust Hood

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Millard South High School Paving Replacement Phase II

Meeting Date: February 3, 2025

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

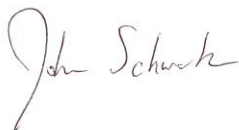
A representative from Lamp Rynearson will be present to answer any questions.

Action Desired: It is recommended that the contract for the Millard South High School Paving Replacement Phase II be awarded to Mackie Construction, Inc. in the amount of \$487,506.10 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

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

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

Superintendent's Signature:

A handwritten signature in cursive script, appearing to read "John Schuck".

January 17, 2025

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

Mr. Jeremy Madson
Project Manager
Millard Public Schools
13906 F Street
Omaha, NE 68137

REFERENCE: Millard Public Schools (South High School)
Parking Lot Replacement, Phase 2
Job No. 0124180.01-020/320

Dear Mr. Madson:

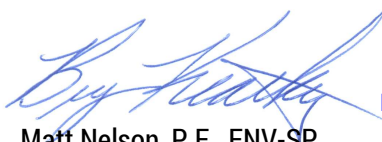
Bids were opened on Thursday, January 16, 2025. The original project budget was \$600,000.00, and the engineer's estimate for the project was \$477,337.78 for the base bid and \$527,337.78 for the base bid plus alternate. Mackie Construction, Inc. submitted the low base bid of \$461,076.8 and a base bid plus alternate of \$487,506.10. A tabulation of bids is attached.

The bidder has previously and successfully completed this type of work for Millard Public Schools and is qualified to complete this project within the required time. We recommend award of the work in the base bid and alternate bid to Mackie Construction, Inc.

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

Sincerely,

LAMP RYNEARSON

 FOR
Matt Nelson, P.E., ENV-SP
Senior Construction Engineer

Enclosures

				MACKIE		TR CONSTRUCTION		SWAIN CONSTRUCTION		VAN WINKLE/LAKEVIEW		JR BARGER	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
101	MOBILIZATION	1	LS	\$9,166.89	\$9,166.89	\$19,762.00	\$19,762.00	\$3,050.00	\$3,050.00	\$15,000.00	\$15,000.00	\$9,036.15	\$9,036.15
102	DISCOVERY ALLOWANCE	1	LS	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
103	REMOVE PAVEMENT AND INTEGRAL CURB	5300	SY	\$4.83	\$25,599.00	\$5.60	\$29,680.00	\$8.83	\$46,799.00	\$4.50	\$23,850.00	\$5.40	\$28,614.81
104	REMOVE AND REPLACE FENCE	1	LS	\$4,446.63	\$4,446.63	\$955.00	\$955.00	\$12,841.45	\$12,841.45	\$1,500.00	\$1,500.00	\$2,770.00	\$2,770.00
105	REMOVE SIDEWALK	1000	SF	\$0.84	\$840.00	\$0.88	\$880.00	\$3.51	\$3,510.00	\$1.00	\$1,000.00	\$0.89	\$890.56
106	REMOVE LIGHT POLES	3	EA	\$138.96	\$416.88	\$714.00	\$2,142.00	\$1,161.96	\$3,485.88	\$250.00	\$750.00	\$168.67	\$506.01
107	COMMON EARTH EXCAVATION - HAUL OFF (ESTABLISHED QUANTITY)	300	CY	\$55.79	\$16,737.00	\$58.50	\$17,550.00	\$10.18	\$3,054.00	\$10.00	\$3,000.00	\$59.22	\$17,766.67
108	SUBGRADE PREPARATION	5,449	SY	\$1.47	\$8,010.03	\$1.54	\$8,391.46	\$2.70	\$14,712.30	\$2.00	\$10,898.00	\$1.56	\$8,500.44
109	CONSTRUCT 5" PCC CURB RAMP	60	SF	\$14.18	\$850.80	\$12.10	\$726.00	\$12.30	\$738.00	\$8.00	\$480.00	\$18.22	\$1,092.96
110	CONSTRUCT 7" PC CONCRETE PAVEMENT	5300	SY	\$53.03	\$281,059.00	\$52.00	\$275,600.00	\$52.01	\$275,653.00	\$63.00	\$333,900.00	\$59.96	\$317,780.66
111	CONSTRUCT 5" PC CONCRETE SIDEWALK	1340	SF	\$5.78	\$7,745.20	\$5.61	\$7,517.40	\$5.64	\$7,557.60	\$6.00	\$8,040.00	\$5.55	\$7,437.00
112	DRILL AND EPOXY #5 X 2'-6" TIE BARS AT 36" CENTERS	270	LF	\$1.12	\$302.40	\$8.02	\$2,165.40	\$2.24	\$604.80	\$1.50	\$405.00	\$6.07	\$1,638.90
113	CONSTRUCT PERMANENT PAINT MARKING - 4" STALLS	1	LS	\$2,154.91	\$2,154.91	\$3,179.00	\$3,179.00	\$1,610.25	\$1,610.25	\$4,500.00	\$4,500.00	\$2,504.70	\$2,504.70
114	CONSTRUCT PERMANENT PAINT MARKING - RED FIRE LANE	1	LS	\$694.54	\$694.54	\$682.00	\$682.00	\$734.50	\$734.50	\$1,000.00	\$1,000.00	\$556.60	\$556.60
115	SITE LIGHTING	1	LS	\$83,053.53	\$83,053.53	\$89,634.00	\$89,634.00	\$73,618.51	\$73,618.51	\$84,000.00	\$84,000.00	\$92,746.26	\$92,746.26
	BASE BID AMOUNT				\$461,076.81		\$478,864.26		\$467,969.29		\$508,323.00		\$511,829.07
	ALTERNATE NO.1												\$511,853.26
201	SITE ELECTRICAL INFRASTRUCTURE BACKBONE	1	LS	\$26,429.29	\$26,429.29	\$23,826.00	\$23,826.00	\$36,906.69	\$36,906.69	\$22,000.00	\$22,000.00	\$24,111.91	\$24,111.91
	ALTERNATE NO 1 BID AMOUNT				\$26,429.29		\$23,826.00		\$36,906.69		\$22,000.00		\$24,111.91
	TOTAL BID AMOUNT (BASE BID + ALTERNATE)				\$487,506.10		\$502,690.26		\$504,875.98		\$530,323.00		\$535,940.98
													\$535,965.17

				METRO DRIVEWAY REPLACEMENT		HD UTILITIES		CL CONSTRUCTION		SHAWMARK, INC.		DPS, LLC	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
101	MOBILIZATION	1	LS	\$29,000.00	\$29,000.00	\$12,210.00	\$12,210.00	\$47,450.30	\$47,450.30	\$25,110.00	\$25,110.00	\$21,000.00	\$21,000.00
102	DISCOVERY ALLOWANCE	1	LS	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
103	REMOVE PAVEMENT AND INTEGRAL CURB	5300	SY	\$6.00	\$31,800.00	\$7.95	\$42,135.00	\$10.58	\$56,074.00	\$6.57	\$34,821.00	\$7.16	\$37,948.00
104	REMOVE AND REPLACE FENCE	1	LS	\$6,000.00	\$6,000.00	\$2,495.00	\$2,495.00	\$6,242.01	\$6,242.01	\$25,000.00	\$25,000.00	\$8,000.00	\$8,000.00
105	REMOVE SIDEWALK	1000	SF	\$0.75	\$750.00	\$1.10	\$1,100.00	\$1.18	\$1,180.00	\$0.83	\$830.00	\$0.90	\$900.00
106	REMOVE LIGHT POLES	3	EA	\$500.00	\$1,500.00	\$185.00	\$555.00	\$110.35	\$331.05	\$550.00	\$1,650.00	\$600.00	\$1,800.00
107	COMMON EARTH EXCAVATION - HAUL OFF (ESTABLISHED QUANTITY)	300	CY	\$20.00	\$6,000.00	\$18.00	\$5,400.00	\$30.58	\$9,174.00	\$22.00	\$6,600.00	\$25.00	\$7,500.00
108	SUBGRADE PREPARATION	5,449	SY	\$2.37	\$12,914.13	\$2.10	\$11,442.90	\$2.64	\$14,385.36	\$2.61	\$14,221.89	\$2.85	\$15,529.65
109	CONSTRUCT 5" PCC CURB RAMP	60	SF	\$10.00	\$600.00	\$22.00	\$1,320.00	\$21.70	\$1,302.00	\$63.25	\$3,795.00	\$37.50	\$2,250.00
110	CONSTRUCT 7" PC CONCRETE PAVEMENT	5300	SY	\$61.50	\$325,950.00	\$68.15	\$361,195.00	\$55.53	\$294,309.00	\$67.50	\$357,750.00	\$75.50	\$400,150.00
111	CONSTRUCT 5" PC CONCRETE SIDEWALK	1340	SF	\$6.80	\$9,112.00	\$6.85	\$9,179.00	\$7.61	\$10,197.40	\$7.55	\$10,117.00	\$5.50	\$7,370.00
112	DRILL AND EPOXY #5 X 2'-6" TIE BARS AT 36" CENTERS	270	LF	\$5.00	\$1,350.00	\$10.00	\$2,700.00	\$6.60	\$1,782.00	\$3.25	\$877.50	\$8.34	\$2,251.80
113	CONSTRUCT PERMANENT PAINT MARKING - 4" STALLS	1	LS	\$4,000.00	\$4,000.00	\$3,060.00	\$3,060.00	\$2,307.21	\$2,307.21	\$2,475.00	\$2,475.00	\$2,406.25	\$2,406.25
114	CONSTRUCT PERMANENT PAINT MARKING - RED FIRE LANE	1	LS	\$1,000.00	\$1,000.00	\$935.00	\$935.00	\$1,093.08	\$1,093.08	\$275.00	\$275.00	\$343.75	\$343.75
115	SITE LIGHTING	1	LS	\$65,000.00	\$65,000.00	\$89,428.00	\$89,428.00	\$98,552.90	\$98,552.90	\$68,530.00	\$68,530.00	\$79,080.00	\$79,080.00
BASE BID AMOUNT					\$514,976.13		\$563,154.90		\$564,380.31		\$572,052.39		\$606,529.45
ALTERNATE NO.1													
201	SITE ELECTRICAL INFRASTRUCTURE BACKBONE	1	LS	\$52,000.00	\$52,000.00	\$24,750.00	\$24,750.00	\$29,089.85	\$29,089.85	\$55,110.00	\$55,110.00	\$24,840.00	\$24,840.00
ALTERNATE NO 1 BID AMOUNT					\$52,000.00		\$24,750.00		\$29,089.85		\$55,110.00		\$24,840.00
TOTAL BID AMOUNT (BASE BID + ALTERNATE)					\$566,976.13		\$587,904.90		\$593,470.16		\$627,162.39		\$631,369.45



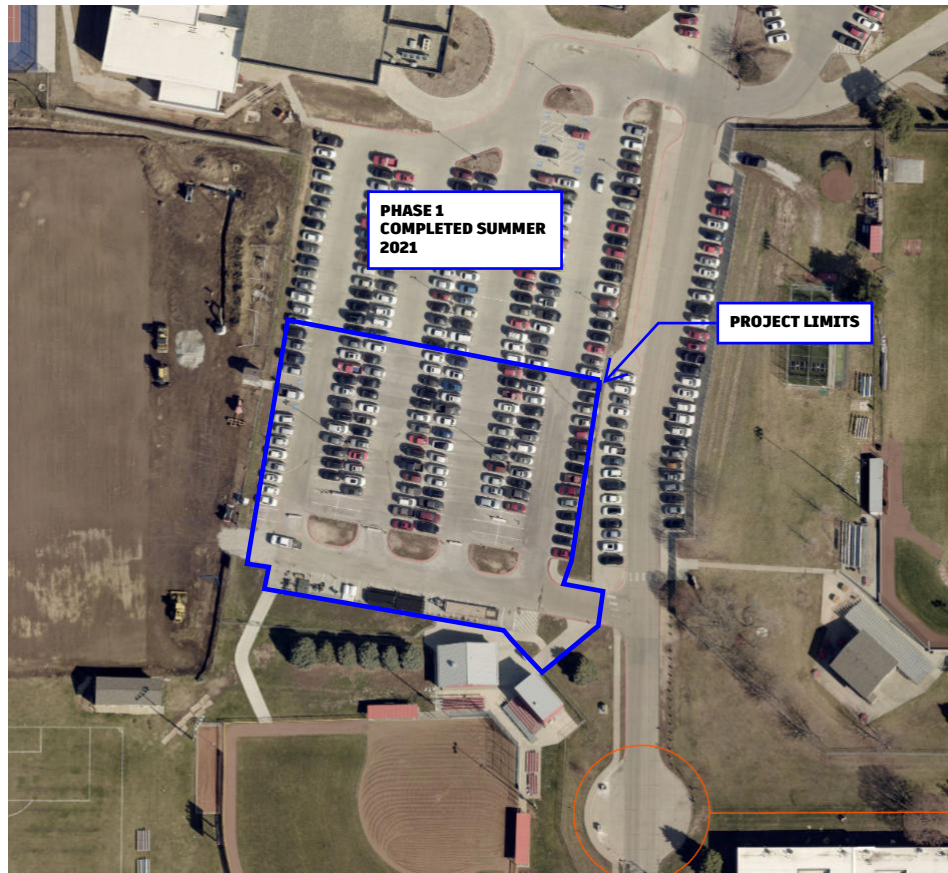
14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
402.496.2498
LampRynearson.com

PROJECT MEMORANDUM

MPS - South High School - South Parking Lot Replacement Phase 2

Project Narrative: The project is the second phase of the removal and replacement of the south parking lot. The parking lot configuration and its functions will remain the same. Additional sidewalk adjacent to the softball complex is being removed on the south ADA stalls to ensure sidewalk is ADA compliant. Site lighting is also included in this project along with an alternate electrical scope that includes construction of additional conduit.

Project Map:



Project Photos



Sincerely,

LAMP RYNEARSON, INC.

A handwritten signature in blue ink, appearing to read "Joe Zadina".

Joseph P. Zadina, P.E.
Landscape Architecture and Planning Group Lead

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Millard South High School Furniture Purchase

Meeting Date: February 3, 2025

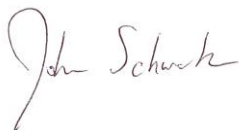
**Background/
Description:** This is a summer project funded with the proceeds from the 2020 bond issue.

Action Desired: It is recommended that the contract for the Millard South High School Furniture Purchase be awarded to SBI in the amount of \$162,455.34, Meteor in the amount of \$61,728.62, and Virco in the amount of \$56,853.95 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

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

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

Superintendent's Signature:

A handwritten signature in cursive script, appearing to read "John Schuck".

**MPS
SUPPORT SERVICES
CENTER**

Memo

To: Chad Meisgeier

From: Steve Mainelli

CC: John Brennan

Date: 1/21/2025

Re: South High Phase Three Furniture Replacement

Chad:

Bids were received on January 14, 2025 for the South High School Phase Three Furniture Replacement project. Per the attached bid tab, four bids were received. The total estimated budget for this project is \$295,000.

Bidders were asked to submit their bids on a line item basis. Please note that some of the bids were based on products not included in the project specifications.

The sum total of the recommended low acceptable bids for each individual line item is \$281,038 and would result in the project being divided among three vendors.

Based on these bid results, we recommend the project be awarded to the following three vendors:

SBI in the amount of \$162,455.34

Meteor in the amount of \$61,728.62

Virco in the amount of \$56,853.95

SOUTH HIGH FURNITURE REPLACEMENT PHASE 3 - BID TABULATION 1/14/2025

BID ITEM #1 - TEACHER DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	TDB3060SP	Y	42	\$ 1,082.73	\$ 45,474.66	\$ -	35	\$ 25.00	\$ 875.00	\$ 46,349.66
SBI	Scholar Craft	TDB3060SP	Y	42	\$ 1,077.00	\$ 45,234.00	\$ -	35	\$ 13.58	\$ 475.30	\$ 45,709.30
Virco				42	\$ -	\$ -	\$ -	35	\$ -	\$ -	\$ -
Lakeshore	Lakeshore		N	42	\$ 1,139.05	\$ 47,840.10	\$ -	35	\$ -	\$ -	\$ 47,840.10
ESTIMATE				42	\$ 1,100.00	\$ 46,200.00		35	\$ 30.00	\$ 1,050.00	\$ 47,250.00

BID ITEM #2 - MOBILE LECTERN

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor		TDCRLECTERN	Y	32	\$ 765.65	\$ 24,500.80	\$ -	0	\$ -	\$ -	\$ 24,500.80
SBI	Scholar Craft	TDCRLECTERN	y	32	\$ 756.00	\$ 24,192.00	\$ -	0		\$ -	\$ 24,192.00
Virco				32	\$ -	\$ -	\$ -	0	\$ -	\$ -	\$ -
Lakeshore	Lakeshore		N	32	\$ 1,044.05	\$ 33,409.60	\$ -	0	\$ -	\$ -	\$ 33,409.60
ESTIMATE				32	\$ 800.00	\$ 25,600.00		0	\$ -	\$ -	\$ 25,600.00

BID ITEM #3 -TEACHER CHAIR

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	CS310XL-P	Y	49	\$ 216.15	\$ 10,591.35	\$ -	45	\$ 6.25	\$ 281.25	\$ 10,872.60
SBI	Scholar Craft	CS310XL-P	y	49	\$ 196.00	\$ 9,604.00	\$ -	45	\$ 6.79	\$ 305.55	\$ 9,909.55
Virco	Virco	SGTSK18P	Y	49	\$ 320.23	\$ 15,691.27	\$ -	45	\$ -	\$ -	\$ 15,691.27
Lakeshore	Lakeshore		N	49	\$ -	\$ -	\$ -	45	\$ -	\$ -	\$ -
ESTIMATE				49	\$ 205.00	\$ 10,045.00		45	\$ 7.00	\$ 315.00	\$ 10,360.00

BID ITEM #3A -TEACHER ACTIVITY CHAIR

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	CS3118XL-C	Y	43	\$ 118.32	\$ 5,087.76	\$ -	97	\$ 6.25	\$ 606.25	\$ 5,694.01
SBI	Scholar Craft	CS3118XL-C	y	43	\$ 110.00	\$ 4,730.00	\$ -	97	\$ 6.79	\$ 658.63	\$ 5,388.63
Virco	Virco	SG1C	Y	43	\$ 170.43	\$ 7,328.49	\$ -	97	\$ -	\$ -	\$ 7,328.49
Lakeshore	Lakeshore		N	43	\$ 160.55	\$ 6,903.65	\$ -	97		\$ -	\$ 6,903.65
ESTIMATE				43	\$ 115.00	\$ 4,945.00		97	\$ 7.00	\$ 679.00	\$ 5,624.00

BID ITEM #4 -FILE CABINET - 2 DRAWER

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Great Openings	EL-PULL-5309	N	27	\$ 305.06	\$ 8,236.62	\$ -	30	\$ 12.50	\$ 375.00	\$ 8,611.62
SBI	Global	93FP29FFP	N	27	\$ 284.00	\$ 7,668.00	\$ -	30	\$ 6.79	\$ 203.70	\$ 7,871.70
Virco				27	\$ -	\$ -	\$ -	30	\$ -	\$ -	\$ -
Lakeshore	Lakeshore		N	27	\$ -	\$ -	\$ -	30	\$ -	\$ -	\$ -
ESTIMATE				27	\$ 350.00	\$ 9,450.00		30	\$ 15.00	\$ 450.00	\$ 9,900.00

BID ITEM #5 -STUDENT DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholz Craft	CS4550SP	Y	316	\$ 184.07	\$ 58,166.12	\$ -	8	\$ 12.50	\$ 100.00	\$ 58,266.12
SBI	Scholz Craft	CS4550SP	y	316	\$ 202.00	\$ 63,832.00	\$ -	8	\$ 6.79	\$ 54.32	\$ 63,886.32
Virco	Virco	Z202630MSG	Y	316	\$ 241.15	\$ 76,203.40	\$ -	8	\$ -	\$ -	\$ 76,203.40
Lakeshore	Lakeshore		N	316	\$ 407.55	\$ 128,785.80	\$ -	8	\$ -	\$ -	\$ 128,785.80
ESTIMATE				316	\$ 201.55	\$ 63,689.80		8	\$ 13.00	\$ 104.00	\$ 63,793.80

BID ITEM #5A -COMBO DESK - With Student Desks

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	\$ -	277	\$ 12.50	\$ 3,462.50	\$ 3,462.50
SBI				0	\$ -	\$ -	\$ -	277	\$ 8.15	\$ 2,257.55	\$ 2,257.55
Virco				0	\$ -	\$ -	\$ -	277	\$ -	\$ -	\$ -
Lakeshore				0	\$ -	\$ -	\$ -	277	\$ -	\$ -	\$ -
ESTIMATE				0	\$ -	\$ -		277	\$ 13.00	\$ 3,601.00	\$ 3,601.00

BID ITEM #5A -COMBO DESK - With Student Tables

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	\$ -	80	\$ 12.50	\$ 1,000.00	\$ 1,000.00
SBI				0	\$ -	\$ -	\$ -	80	\$ 8.15	\$ 652.00	\$ 652.00
Virco				0	\$ -	\$ -	\$ -	80	\$ -	\$ -	\$ -
Lakeshore				0	\$ -	\$ -	\$ -	80	\$ -	\$ -	\$ -
ESTIMATE				0	\$ -	\$ -		80	\$ 13.00	\$ 1,040.00	\$ 1,040.00

BID ITEM #7 - STUDENT TABLE (24' x 60")

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench	LOB6071-FX	Y	133	\$ 420.14	\$ 55,878.62	\$ -	150	\$ 12.50	\$ 1,875.00	\$ 57,753.62
SBI	Wisconsin Bench	LOB6071-FX	y	133	\$ 364.00	\$ 48,412.00	\$ -	150	\$ 13.58	\$ 2,037.00	\$ 50,449.00
Virco	Virco	682460	Y	133	\$ 324.12	\$ 43,107.96	\$ -	150	\$ -	\$ -	\$ 43,107.96
Lakeshore	Lakeshore		N	133	\$ 645.05	\$ 85,791.65	\$ -	150	\$ -	\$ -	\$ 85,791.65
ESTIMATE				133	\$ 325.00	\$ 43,225.00		150	\$ 13.00	\$ 1,950.00	\$ 45,175.00

BID ITEM #7A - STUDENT TABLE -Accessible

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench	LOB6071-ADJ	Y	10	\$ 438.95	\$ 4,389.50	\$ -	0	\$ -	\$ -	\$ 4,389.50
SBI	Wisconsin Bench	LOB6071-ADJ	y	10	\$ 374.00	\$ 3,740.00	\$ -	0	\$ -	\$ -	\$ 3,740.00
Virco	Virco	682460ADJ	Y	10	\$ 362.05	\$ 3,620.50	\$ -	0	\$ -	\$ -	\$ 3,620.50
Lakeshore	Lakeshore		N	10	\$ 569.05	\$ 5,690.50	\$ -	0	\$ -	\$ -	\$ 5,690.50
ESTIMATE				10	\$ 325.00	\$ 3,250.00		0	\$ -	\$ -	\$ 3,250.00

BID ITEM #7B - Trapazoid TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench	ACT6211-ALS	Y	1	\$ 372.75	\$ 372.75	\$ -	10	\$ 12.50	\$ 125.00	\$ 497.75
SBI	Wisconsin Bench	ACT6211-ALS	y	1	\$ 323.00	\$ 323.00	\$ -	10	\$ 13.58	\$ 135.80	\$ 458.80
Virco	Virco	48TRAP60	Y	1	\$ 243.39	\$ 243.39	\$ -	10	\$ -	\$ -	\$ 243.39
Lakeshore	Lakeshore		N	1	\$ 635.55	\$ 635.55	\$ -	10	\$ -	\$ -	\$ 635.55
ESTIMATE				1	\$ 325.00	\$ 325.00		10	\$ 13.00	\$ 130.00	\$ 455.00

BID ITEM #8C - STUDENT CHAIR (18")

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	SC3418OCT	Y	660	\$ 108.27	\$ 71,458.20	\$ -	288	\$ 3.75	\$ 1,080.00	\$ 72,538.20
SBI	Scholar Craft	SC3418COCT	y	660	\$ 102.00	\$ 67,320.00	\$ -	288	\$ 6.79	\$ 1,955.52	\$ 69,275.52
Virco	Virco	ZSTCANT18SG	Y	660	\$ 148.90	\$ 98,274.00	\$ -	288	\$ -	\$ -	\$ 98,274.00
Lakeshore	Lakeshore		N	660	\$ 160.55	\$ 105,963.00	\$ -	288	\$ -	\$ -	\$ 105,963.00
ESTIMATE				660	\$ 100.00	\$ 66,000.00		288	\$ 4.00	\$ 1,152.00	\$ 67,152.00

BID ITEM #11 - Activity Table (Horseshoe)

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench	ACT6240-ALS	Y	1	\$ 610.09	\$ 610.09	\$ -	1	\$ 12.50	\$ 12.50	\$ 622.59
SBI	Wisconsin Bench	ACT6240-ALS	y	1	\$ 513.00	\$ 513.00	\$ -	1	\$ 13.58	\$ 13.58	\$ 526.58
Virco	Virco	48HORSE60	Y	1	\$ 473.92	\$ 473.92	\$ -	1	\$ -	\$ -	\$ 473.92
Lakeshore	Lakeshore		N	1	\$ 882.55	\$ 882.55	\$ -	1	\$ -	\$ -	\$ 882.55
ESTIMATE				1	\$ 425.00	\$ 425.00		1	\$ 25.00	\$ 25.00	\$ 450.00

BID ITEM #12C - UTILITY TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench	LOB6082-FX	Y	29	\$ 476.56	\$ 13,820.24	\$ -	30	\$ 12.50	\$ 375.00	\$ 14,195.24
SBI	Wisconsin Bench	LOB6082-FX	y	29	\$ 403.00	\$ 11,687.00	\$ -	30	\$ 13.58	\$ 407.40	\$ 12,094.40
Virco	Virco	683060	Y	29	\$ 324.42	\$ 9,408.18	\$ -	30	\$ -	\$ -	\$ 9,408.18
Lakeshore	Lakeshore		N	29	\$ -	\$ -	\$ -	30	\$ -	\$ -	\$ -
ESTIMATE				29	\$ 330.00	\$ 9,570.00		30	\$ 13.00	\$ 390.00	\$ 9,960.00

BID ITEM #13 - STOOL

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	\$ -	16	\$ 6.25	\$ 100.00	\$ 100.00
SBI				0	\$ -	\$ -	\$ -	16	\$ 6.79	\$ 108.64	\$ 108.64
Virco				0	\$ -	\$ -	\$ -	16	\$ -	\$ -	\$ -
Lakeshore				0	\$ -	\$ -	\$ -	16	\$ -	\$ -	\$ -
ESTIMATE				0	\$ -	\$ -		16	\$ 7.00	\$ 112.00	\$ 112.00

ESTIMATE \$ 293,722.80

TOTAL PROJECT BIDS

	Meteor	SBI
New Total	\$ 298,586.71	\$ 287,255.00
Trade In Total	\$ 10,267.50	\$ 9,433.32
Freight	\$ -	\$ -
Grand Total	\$ 308,854.21	\$ 296,688.32

Low Line Item Bids:

SBI	\$	162,455.34
	\$	-
Meteor	\$	61,728.62
	\$	-
Virco	\$	56,853.95
	\$	-
Total	\$	281,037.91

AGENDA SUMMARY SHEET

Agenda Item: Human Resources

Meeting Date: February 3, 2025

Background

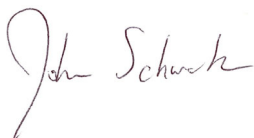
Description: Personnel Items: (1) Recommendation to Hire Agenda; (2) Resignation Agenda; (3) Voluntary Separation Program (VSP); (4) Leave Agenda

Action Desired: Approval

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

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

Superintendent's Signature

A handwritten signature in black ink, appearing to read "John Schuck". The signature is written in a cursive, flowing style.

February 3, 2025

TEACHER RECOMMENDED FOR HIRE

Recommend: The following teachers be hired for the 2025-2026 school year:

1. Kaitlyn M. Feldman – BA – Wartburg College, IA. Music teacher at Rohwer Elementary School for the 2025-2026 school year. Previous Experience: Iowa Public Schools (2023-Present)
2. Kimberly A. Shriver – BA+18 – Northwest Missouri State University. Music teacher at Neihardt Elementary School for the 2025-2026 school year. Previous Experience: Omaha Public Schools (2021-Present)
3. Christina M. Stednitz – MA+18 – Doane College. Special Education teacher hired for the 2025-2026 school year at a location to be determined. Previous Experience: Blair Community Schools (2022-Present & 2013-2018); Elkhorn Public Schools (2018-2022)
4. Zachariah D. Froehlich – BA – Dordt University, IA. Math teacher at Millard South High School for the 2025-2026 school year. Previous Experience: Chandler Unified Schools, AZ (2022-Present); Des Moines Public Schools (2020-2022)
5. Sara M. Petru – MA – Doane College. Spanish teacher at Millard North High School for the 2025-2026 school year. Previous Experience: Blair Public Schools (2016-Present); Westside Community Schools (2003-2015)
6. Andrea H. Clusiau – BA – Minnesota State University. Social Studies teacher at Millard North Middle School for the 2025-2026 school year. Previous Experience; Omaha Public Schools (2023-Present)
7. Kacy D. Thurman – MA – Emporia State University. Counselor at Millard South High School for the 2025-2026 school year. Previous Experience: Shawnee Mission Public Schools (2008-Present)

February 3, 2025

RESIGNATIONS

Recommend: The following resignation(s) be accepted:

1. Paxton M. Throne – Grade 1 teacher at Bryan Elementary School. Resigning at the end of the 2024-2025 school year because of family relocation.
2. Sara A. Helling – Grade 3 teacher at Holling Heights Elementary School. Resigning at the end of the 2024-2025 school year for personal family reasons.
3. Ann C. Burmeister – Administrative Intern at Reeder Elementary School. Resigning at the end of the 2024-2025 school to take a Principal position with Papillion La Vista Community Schools.
4. Erin M. Gonzalez – Principal at Harvey Oaks Elementary School. Resigning at the end of the 2024-2025 school year to take a teaching position with Millard Public Schools.
5. Nicholas J. Weaver – Science teacher at Central Middle School. Resigning at the end of the 2024-2025 school year for employment outside of education.
6. Alexa C. Berney – Grade 2 teacher at Willowdale Elementary School. Resigning at the end of the 2024-2025 school year to take a teaching position at Bennington Public School District.
7. Emily A. Richling – Grade 3 teacher at Morton Elementary School. Resigning at the end of the 2024-2025 school year because of family relocation.
8. Darby A. Drake – Elementary teacher for Millard Public Schools. Resigning at the end of the 2024-2025 school year because of family relocation.
9. Nicolas Hoff – Math teacher at Andersen Middle School. Resigning at the end of the 2024-2025 school year to take a teaching position at Bennington Public Schools.
10. Timothy J. Mlinar – Language Arts/Science teacher at Millard North Middle School. Resigning at the end of the 2024-2025 school year to take a teaching position with Elkhorn Public Schools.

February 3, 2025

Voluntary Separation Program (VSP)

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

23. Daniel T. Hall – Math teacher at Millard West High School
~ 20 years of service
24. Maureen E. Kuch – Grade 5 teacher at Harvey Oaks Elementary School
~ 21.5 years of service
25. Lee Ann M. Maass – Special Education teacher at Millard South High School
~ 24 years of service

February 3, 2025

LEAVE OF ABSENCE

Recommend: The following Leave of Absence be accepted:

1. Louisa A. Luke – Grade 3 teacher at Black Elk Elementary School. Requesting a Leave of Absence for personal reasons for the remainder of the 2024-2025 school year.

AGENDA SUMMARY SHEET

94

Agenda Item: International Baccalaureate® Diploma Programme Report

Meeting Date: February 3, 2025

**Background/
Description:**

In 2024, there were 43 IB Diploma candidates. Twenty-eight of the 2024 candidates, or 65%, earned the IB Diploma. The worldwide rate of passage in May 2024 was 80%.

Millard North students scored passing or higher on 84% of the subject assessments, Extended Essay and Theory of Knowledge included. One hundred three junior and senior Diploma Programme students completed 368 subject tests, 43 Extended Essay and 43 Theory of Knowledge exams in 2024.

The average exam score of Millard North students who passed the diploma in 2024 was 4.94. Exams are scored from 7 (excellent) to 1 (very poor). The international mean exam score in May 2024 was 4.9.

Candidates must accumulate at least 24 points to be awarded the IB Diploma. The average number of Diploma points earned by Millard North IB Diploma students was 31 out of 45 possible. The international mean in May 2024 was 30 points.

Action Desired: Information Only

Policy/Strategic Plan Reference: The Strategic Plan calls to support instructional best practices and to ensure that all students are college and career ready.

Responsible Person(s): Heather Phipps, Tony Weers & Bréann Avery

Superintendent's Signature:

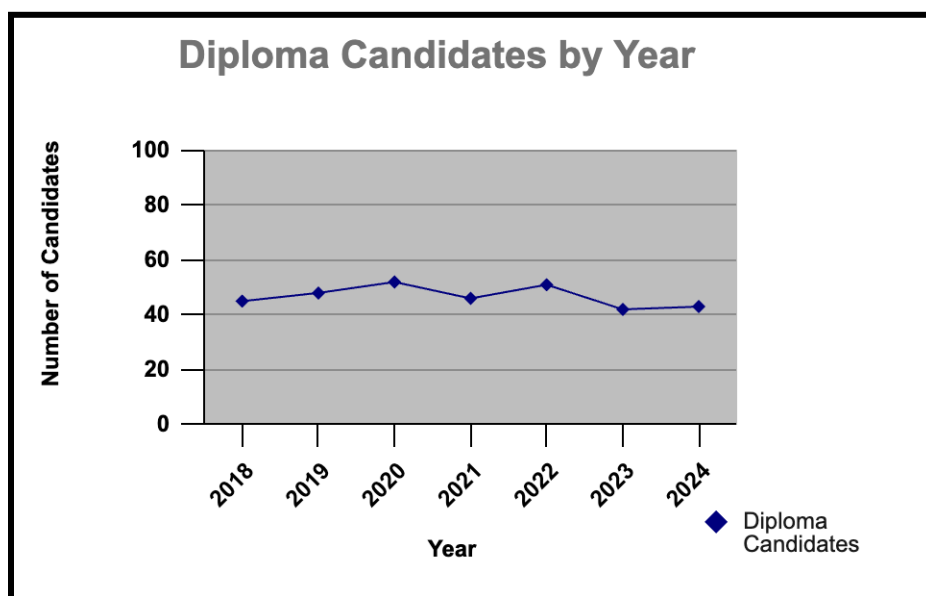


Diploma Program Participation at Millard North High School

The International Baccalaureate® Programs in Millard Public Schools culminate with the Diploma Programme for 11th and 12th grade students at Millard North High School. This is a two-year diploma program that allows students to self-select into and out of the program. The diploma program focuses on students completing all requirements to receive the IB diploma.

Requirements include 6 subject exams, a Theory of Knowledge course, a research-based Extended Essay, and a Creativity, Activity, and Service (CAS) component. CAS includes activities such as arts, sports, and service projects. This is in contrast to IB Diploma + certificate programs, in which students may take individual IB Diploma courses and exams with the aim of receiving a certificate for the successful completion of each exam much like Advanced Placement® (AP) courses and exams.

In 2023-2024, the twenty-first year of IB Diploma exams at Millard North, there were 43 “diploma candidates” in the Millard North IB Diploma program.



IB Diploma Enrollment by School Year

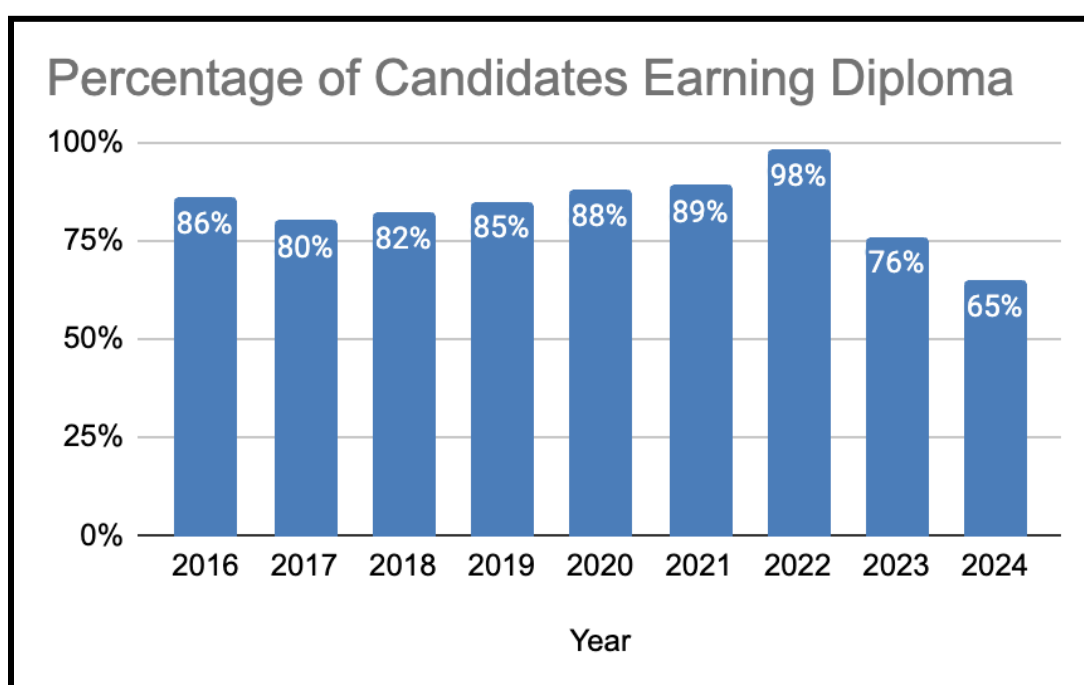
The number of ninth and tenth grade students intending to participate in the IB Diploma Programme fluctuates; however, some attrition is normal and expected between the Middle Years Programme and the Diploma Programme. The majority of students who originally plan to pursue the IB Diploma, but who later change plans do so after 9th or 10th grade before actually beginning IB Diploma classes.

IB Diploma Programme Enrollment by School Year								
Year	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24
Grade	<i>Students Within Middle Years Programme Intending to Enroll in the Diploma Programme</i>							
9	112	95	111	83	81	67	107	99
10	58	82	67	89	70	62	47	91
	<i>Students Officially Participating in the Diploma Programme</i>							
11	55	54	60	49	55	42	44	63
12	50	46	49	52	46	51	42	43
Retention Rate 11 th to 12 th Grade	94%	84%	82%	87%	94%	93%	100%	98%

IB Diploma Results

In 2020, IB exams were not held, as education was interrupted across the globe. Students were awarded scores that reflected their standard of work based on collected coursework and the established assessment expertise, rigor, and quality control already built into the IB program. In 2021, schools were given the option of a testing or non-testing option. In both 2021 and 2022, IB adjusted their grading standards, allowed for schools to choose a non-testing option, and raised the grade distribution to accommodate for lost learning and interruption to education due to the global pandemic. Since May of 2023, the IB has awarded grades using all components, coursework, and examinations, with the distribution of awarded grades set back to pre-pandemic levels of May 2019.

In 2023-2024, Millard North had 43 IB Diploma candidates. Twenty-eight students, or 65%, successfully earned or were "awarded" the IB Diploma.



Test Results

As part of the requirements to receive the IB diploma, each candidate must complete the coursework and exams in six subjects during their junior and senior years. The exams for each subject are taken on two successive days and may be in two or three separate tests, each one typically two hours in length. The subject exams fall into two levels, Standard Level (SL) and Higher Level (HL). Most Standard Level exams are taken after 1 year of coursework. Higher Level exams follow 2 years of coursework.

In 2023-2024, Millard North had 103 DP students who completed 282 subject tests, 43 Theory of Knowledge requirements, and 43 Extended Essays in May 2024. The scores awarded to students based on their work and internal assessments are reflected in the charts and graphs below.

The distribution of the Millard North students' IB Diploma subject exam scores is shown in the table below.

Subject	Ttl #	7	6	5	4	3	2	1	N	Avg. Grade (School)	Avg. Grade (World)
Subject Group 1											
ENGLISH A:Literature HL	43	0	1	21	20	1	0	0	0	4.51	4.68
Subject Group 2											
French B SL	3	0	1	0	1	0	0	0	1	5.00	5.10
Latin SL	1	0	0	0	0	0	0	0	1	0.00	4.26
Spanish B SL	44	1	6	21	14	2	0	0	0	4.77	4.92
Subject Group 3											
Business Management HL	9	0	2	1	4	1	0	0	1	4.50	4.93
Business Management SL	2	0	0	2	0	0	0	0	0	5.00	4.90
History SL	4	0	1	1	1	0	0	0	1	5.00	4.70
History Americas HL	3	0	0	1	2	0	0	0	0	4.33	4.26
Psychology SL	45	9	24	9	3	0	0	0	0	5.87	4.60
Subject Group 4											
Biology HL	16	0	3	3	8	2	0	0	0	4.44	4.42
Biology SL	12	2	0	4	5	1	0	0	0	4.75	4.19
Chemistry HL	13	0	1	3	3	2	3	0	1	3.75	4.70
Computer Science HL	8	0	0	1	1	3	3	0	0	3.00	4.55
Physics HL	9	2	3	1	0	3	0	0	0	5.11	4.86
Physics SL	8	0	1	1	3	1	2	0	0	3.75	4.24
Subject Group 5											
Math.Analysis & Appr..HL	14	4	1	4	2	3	0	0	0	5.07	4.87
Mathematics App.& Interp. HL	13	0	0	2	8	1	2	0	0	3.77	4.41
Mathematics App.& Interp. SL	15	1	5	5	2	1	0	0	1	5.21	3.92
Subject Group 6											
Film HL	1	0	0	0	0	1	0	0	0	3.00	4.47
Film SL	3	0	0	0	3	0	0	0	0	4.00	4.10

Music SL	15	0	0	6	8	1	0	0	0	4.33	4.28
Visual Arts SL	1	0	1	0	0	0	0	0	0	6.00	3.90
Score Scale:											
7-Excellent			6-Very Good			5-Good			4-Satisfactory		
3-Mediocre			2-Poor			1-Very Poor			N-Failure to Test		

98

Exams are scored from 7 (excellent) to 1 (very poor). In the May 2024 subject tests, Millard North IB Diploma students' average scores were higher than the international averages in 11 of the 22, or 50%, of the subject areas examined. The average exam score for Millard North students was 4.94, as compared to the May 2023 mean of 4.97. The international mean for May 2024 was 4.9.

Extended Essay and Theory of Knowledge

Additional requirements for the IB diploma include completion of an original research project called the Extended Essay (EE) and a 2-year Theory of Knowledge (TOK) course, culminating in an Essay on a topic chosen from ten prescribed prompts. These are in addition to the subject tests, and are graded from A (excellent) to E (elementary). A grade of D or better must be obtained on both the Extended Essay and the Theory of Knowledge Essay for a student to be eligible to receive the IB Diploma. In other words, D is the minimum passing grade.

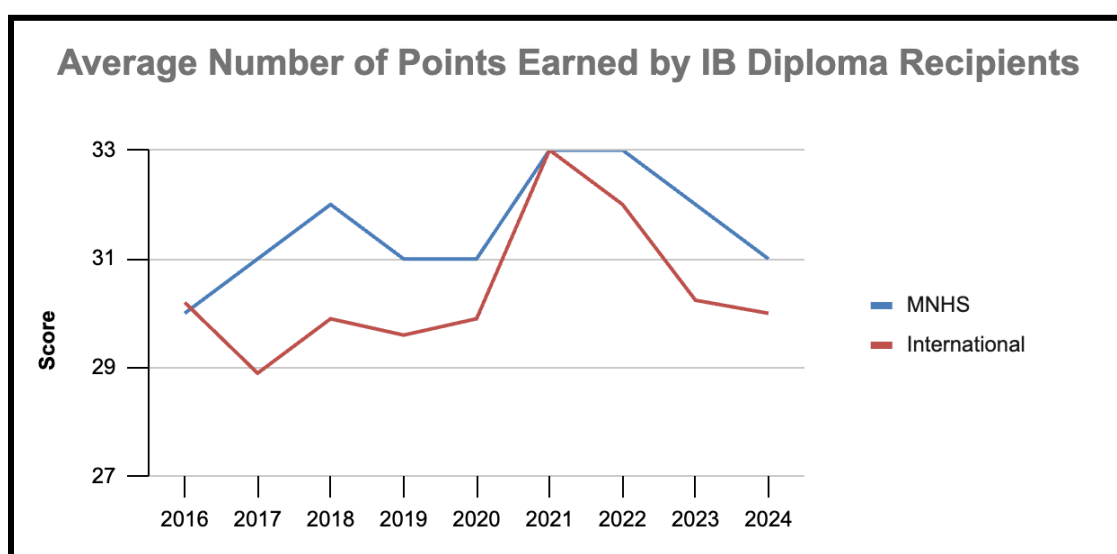
Grade distribution percentages are shown below for the 43 students that completed the IB Diploma Programme in May 2024, with Millard North data from previous years included for comparison. In 2024, 67.5% of Millard North students earned a grade of a C or better on the Extended Essay (EE), as compared to 72% in 2023. Eighty-four percent of Millard North students taking the Theory of Knowledge Essay scored a C or better, compared to 95% in 2023.

Millard North IB May 2016 - 2024 EE and TOK Results					
	Student Score Distribution Percentages				
Extended Essay	A	B	C	D	E
May 2024	2.5%	7%	58%	30%	2.5%
May 2023	0%	12%	50%	36%	2%
May 2022	2%	29%	49%	20%	0%
May 2021	4%	7%	52%	37%	0%
May 2020	4%	19%	52%	23%	2%
May 2019	2%	21%	56%	21%	0%
May 2018	0%	23%	52%	18%	0%
May 2017	12%	32%	42%	14%	0%
May 2016	6%	29%	47%	18%	0%
Theory Of Knowledge	A	B	C	D	E
May 2024	0%	21%	63%	16%	0%
May 2023	2%	38%	55%	5%	0%
May 2022	12%	47%	39%	2%	0%
May 2021	4%	24%	57%	15%	0%
May 2020	4%	13%	33%	50%	0%
May 2019	0%	19%	58%	23%	0%
May 2018	0%	34%	57%	9%	0%
May 2017	0%	26%	64%	10%	0%
May 2016	8%	35%	51%	6%	0%

IB Diploma Points

IB Diploma candidates must earn at least 24 points to be awarded the IB Diploma. Twelve points must be scored on HL subjects, and 9 points must be scored on SL subjects. Students must pass Theory of Knowledge, the Extended Essay, and CAS, and they cannot score an incomplete or one on any subject area. In addition, students can earn no more than two grade 2s on any subject, and no more than three grade 3s on any subject. The maximum possible point total is 45.

The average of IB Diploma points for all 28 students who received the IB Diploma during the 2023-2024 school year was 31 points. The international average in May 2024 was 30 points. The highest number of Diploma points earned by a Millard North Student in 2024 was 39.



IBDP Program Development Plan

After looking at the historical data concerning the IB enrollment numbers, and in consideration of MPS Strategic Plan 2.2 (2023), the IBDP Program Development Plan involves increasing enrollment by locating and encouraging more intellectually curious students to pursue the program. There has been improved communication about IB with all schools and especially with Kiewit and Millard North Middle Schools. Additionally, relationships have been developed with Aldrich and Black Elk, the district IBPYP elementary schools. Program leaders have examined the IBDP course offerings, and are working to make more pathways available for successful completion of the IBDP for an academically diverse group of students.

AGENDA SUMMARY SHEET

Agenda Item: Exiting Senior Survey- Class of 2024 and 8th- 9th Grade Transition Report

Meeting Date: February 3, 2025

**Background/
Description:**

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

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

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

Action Desired: Information Only

**Strategic Plan
Reference:** NA

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

**Superintendent's
Approval:**



Highlights from the Class of 2024 Exit Survey and Class of 2027 8th-9th Grade Transition Survey

- The majority (86%) of the Class of 2024 respondents reported holding a job while attending high school.
- When students were asked where they saw themselves a year from now, seventy-six percent of students indicated they saw themselves as a full time student with some saying they would be working part time as well. The majority of students saw themselves working at least part-time.
- Of students indicating they were going to attend a post-secondary institution, seventy-four percent indicated they planned to stay in Nebraska, up from seventy-two percent the previous year.
- The most frequently selected career fields for the Class of 2024 remained the same from the previous year.
 1. Health Sciences
 2. Business Management and Administration
 3. Energy and Engineering
 4. Education and Training
 5. Communication Arts
 6. Law, Public Safety, Corrections, and Security
 7. Human Services
 8. Marketing and Sales
- As freshmen, the majority of students reported their skills in Writing, Reading, Mathematics, Science, and Social Studies were adequate to be successful in high school. Speaking was the skill ranked lowest in the survey.
- In 9th grade, sixty-one percent of students indicated they spent 1-5 hours per week on homework.
- As freshman students reported being most aware of Advanced Placement, activities and clubs, athletics, and Early College opportunities.
- Parents, friends, and teachers were reported to be the biggest source of support and encouragement in middle school. Additionally forty-four percent of middle school students sought out a school counselor.

Summary of 2024 Graduating Seniors Exit Survey

Background

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

Extra-Curricular Participation and Employment

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

Participation in Extracurricular Activities						
	2024	2023	2022	2021	2020	2019
HHS	75%	31%	23%	*	26%	29%
NHS	80%	81%	86%	85%	85%	84%
SHS	70%	73%	72%	74%	75%	80%
WHS	77%	79%	81%	81%	81%	82%

*Data masked due to low number of students.

The majority (86%) of respondents reported holding a job while attending high school with 23% of students working 20 or more hours per week.

Employment and Hours Worked Per Week		
	20+ Hrs. Per Week	Did Not Work
HHS	14%	32%
NHS	21%	16%
SHS	26%	13%
WHS	22%	14%
District	23%	14%

Academic Planning and Success

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

Students were asked if they felt they took the most challenging courses for which they were capable while in high school, sixty percent of students answered yes. Students were asked if they knew of at least one staff member that would support them in a variety of ways listed. Seventy-eight percent of students indicated they knew someone who would provide extra help with school work and forty-eight percent of students indicated they knew a staff member who would help them even after they graduated.

Support from High School Staff					
	2024	2023	2022	2021	2020
Provide extra help with school work	78%	81%	83%	86%	86%
Write a letter of recommendation	73%	74%	74%	78%	78%
Care about how the student was doing in school	72%	77%	76%	78%	80%
Know what student's plans are for next year	62%	65%	65%	63%	64%
Help with a personal problem	57%	62%	62%	65%	69%
Help even after student graduates	48%	52%	51%	56%	59%

All high school students are provided with a district issued laptop computer. The class of 2024 was asked about how computers or other internet capable devices were used during school. Using the devices to complete class assignments and present materials in class were the most frequently cited uses of the laptop.

Use of Computer or Other Internet-Capable Device					
	2024	2023	2022	2021	2020
Complete class-related assignments	92%	94%	91%	94%	89%
Present materials in class	89%	91%	92%	94%	89%
Monitor grades/progress in school	88%	89%	88%	89%	88%
Communicate with Teachers	85%	86%	88%	92%	86%
Search for College/Career Choices	75%	76%	77%	78%	73%
Complete online forms or applications for college or employment	71%	73%	71%	74%	70%
Access Electronic text or Other Instructional Resources	76%	75%	69%	74%	69%

Future Plans

In the exit survey seniors were asked questions about their future plans. Students were asked where they saw themselves in a year. Seventy-six percent of students indicated they saw themselves as a full time student with some saying they would be working part time as well. The majority of students saw themselves working at least part-time.

Where do you see yourself a year from now?					
	Work Full Time	Student Full Time	Work Full Time & Part Time Student	Work Part Time & Full Time Student	Work Part Time & Part Time Student
HHS	79%	7%	7%	7%	0%
NHS	8%	26%	5%	56%	6%
SHS	13%	15%	9%	52%	12%
WHS	8%	22%	6%	60%	5%
District Total	11%	21%	7%	55%	7%

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

Attending a four-year college or university was the plan for seventy-four percent of the Class of 2024. The percent of students indicating they would attend a career or trade school or a 2 year college stayed about the same at fourteen percent.

Plans for Within One Year after Graduation*					
	2024	2023	2022	2021	2020
Attend a 4-year college or university	74%	70%	68%	70%	66%
Attend a 2-year college with plans to transfer to a 4-year college	14%	17%	13%	15%	17%
Attend a career or trade school	14%	14%	13%	14%	10%
Enter Military	3%	3%	3%	4%	4%
Will not seek additional training	5%	5%	5%	3%	4%

* Students can choose more than one option.

Students were asked if they planned to attend school after graduation, what is the location of that school. The percent of students indicating they were planning to stay in Nebraska increased with seventy-four percent indicating they planned to stay in Nebraska compared to seventy-two percent of the Class of 2023.

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

Plans for Post-Secondary School Location						
	2024	2023	2022	2021	2020	2019
In Omaha	43%	40%	42%	43%	40%	41%
Elsewhere in Nebraska	31%	32%	25%	28.5%	29%	29%
Elsewhere in USA	27%	26%	14%	14%	12%	12%
Outside the USA	1.6%	0.8%	0.7%	0.5%	0.4%	0.4%

Students indicated there were a variety of ways in which students actively participated in preparing for future plans.

Preparing for Plans after High School					
	2024	2023	2022	2021	2020
Submitted transcripts to a college or trade school	62%	60%	57%	59%	51%
Visited one or more college or trade school	52%	55%	54%	45%	53%
Submitted a scholarship application	59%	55%	53%	56%	51%
Submitted the Free Application for Federal Student Aid (FAFSA)	52%	51%	55%	57%	49%
Met with school counselor to discuss post secondary options	38%	34%	39%	34%	40%
Took a prep class for the PSAT, SAT, ACT	24%	25%	25%	26%	31%
Attended one or more college/career fair	33%	32%	26%	24%	38%
Met with a college recruiter at my high school	14%	13%	11%	10%	19%
None of the above	13%	15%	12%	12%	13%

Finally, students were asked to indicate the career field they planned to pursue after high school. The most frequently selected areas are listed below by school. Health Sciences was the most popular choice for the Class of 2024. This is the seventh year in a row Health Sciences has been the most selected career field.

What Career Field Students Plan to Pursue				
	Health Sciences	Business, Management and Administration	Energy and Engineering	Education and Training
HHS	*	*	*	*
NHS	28%	18%	15%	7%
SHS	28%	18%	13%	12%
WHS	29%	21%	11%	9%
Total	28%	19%	13%	10%

What Career Field Students Plan to Pursue (continued)				
	Communication Arts	Law, Public Safety, Corrections, & Security	Human Services	Marketing and Sales
HHS	*	*	*	*
NHS	9%	9%	5%	8%
SHS	10%	9%	11%	7%
WHS	9%	10%	8%	7%
Total	9%	9%	8%	8%

*Data masked due to low number of students.

8-9th Transition Survey Class of 2027 District Summary

Background

The 8-9th Transition Survey was developed in the fall of 2018 by a team of middle school and high school administrators, teachers, and counselors to gather feedback from students as they transition from middle school to high school. The survey is administered using the Naviance Survey tool and intended to be taken in the spring of the 9th grade year. Total number of surveys completed was 1118.

Academic Planning and Success

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

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

Sixty-one percent of the 9th grade students who responded indicated they spent 1-5 hours per week on homework in middle school. Ninety-two percent of students reported checking grades at least weekly while in middle school. As students transitioned from middle school to high school they were most aware of Advanced Placement courses with high school clubs, activities, and athletics, and Early College being close behind.

Awareness of High School Opportunities					
	Class of '27	Class of '26	Class of '25	Class of '24	Class of '23
Advanced Placement Courses	89%	82%	68%	72%	75%
High School Clubs and Activities	75%	72%	72%	70%	75%
High School Athletic Opportunities	71%	69%	75%	74%	77%
Early College	65%	69%	66%	68%	67%
AFJROTC	37%	44%	39%	36%	34%
Millard Career Academies	41%	43%	39%	39%	50%
Henry Doorly Zoo Academy	37%	42%	38%	31%	36%
MCC Career Academies	37%	40%	39%	30%	35%
International Baccalaureate	30%	32%	26%	27%	27%
UNMC High School Alliance	14%	15%	32%	26%	31%
AP Capstone Program	30%	*	*	*	*

Work, Activities, and Extra-Curricular Involvement

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

Support Structures

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

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

Encouraged to do best in Middle School					
	Class of ‘27	Class of ‘26	Class of ‘25	Class of ‘24	Class of ‘23
Parents	74%	72%	77%	77%	78%
Self	59%	54%	49%	51%	55%
Teachers	49%	47%	53%	58%	57%
Friends	45%	44%	30%	31%	34%
Counselor	20%	16%	17%	20%	19%
Administrator	11%	10%	10%	10%	13%
No one	6%	8%	7%	6%	5%

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

Reasons for Seeking a Counselor					
	Class of ‘27	Class of ‘26	Class of ‘25	Class of ‘24	Class of ‘23
Personal Matters	23%	22%	22%	22%	20%
Academics	27%	19%	24%	24%	22%
Friends	21%	16%	21%	23%	21%
Family	14%	13%	13%	15%	12%
Behaviors	14%	11%	11%	12%	10%

Thirty-one percent of students responded that their family benefited from assistance to address one or more of the following needs; food, clothing, medical care, dental care, eye glasses, counseling, or holiday assistance. The number of students indicating their family benefitted from assistance decreased from last year but remains elevated compared to four years ago.

Family Assistance				
	# of students Class of ‘27	# of students Class of ‘26	# of students Class of ‘25	# of students Class of ‘24
Food	286	370	285	221
Clothing	248	307	236	187
Medical Care	249	320	226	181
Dental Care	249	300	222	174
Counseling	216	248	185	135
Eye Glasses	201	242	179	132
Holiday Assistance	195	230	157	123

AGENDA SUMMARY SHEET

Agenda Item: Engagement Results Fall 2024

Meeting Date: February 3, 2025

**Background/
Description:**

Millard Public Schools seeks to have engaged stakeholders to meet its mission. Strategy 1.2 (2018) called for a survey to determine the engagement of all stakeholders (students, families, and staff). Building and district administration use the engagement results to guide school and district improvement plans. Results from all stakeholders continue to be strong – well above the midpoint and into the positive range. The chart below provides the overall mean of engagement on a 4 point scale.

Engagement Overall Means (out of 4)					
		Students			
	Staff	4th-5th	6th-8th	9th-12th	Parents
2021	3.23	3.41	3.08	3.04	3.32
2022	3.31	3.41	3.10	3.03	3.35
2023	3.31	3.41	3.08	3.02	3.34
2024	3.34	3.37	3.11	3.03	3.36

Action Desired: Approval ____ Discussion ____ Information Only x

**Policy /
Strategic Plan**

Reference: Strategy 1.2 (2018 Strategic Plan)

Responsible Person(s): Dr. Darin Kelberlau, Dr. Kim Saum-Mills, Kalpana Bhupathi Raju

Superintendent's Signature:



Introduction and Purpose

Millard Public Schools seeks to have engaged stakeholders to meet its mission. Strategy 1.2 (2018) called for a survey to determine the engagement of all stakeholders (students, families, staff, and community). In the spring of 2018, an ad hoc committee of teachers and administrators used previous MPS Surveys (Gallup & Effective Schools Battery), Hanover Research Reports, and a few select district examples to create new Millard surveys.

In 2021, Millard began using Qualtrics, a survey management platform designed to allow an organization to gather and analyze stakeholder feedback with the use of a data display dashboard. Parents have an opportunity to complete a survey for each building their children attend.

Two-Dimensional Approach

All questions are aligned to one of six themes (see below) and also aligned to one of the three perspectives or “lens” (also below). This allows us to look at feedback from the two viewpoints and quantify from both of these dimensions in an efficient manner.

I.) MPS Themes Measured

- *CC - Climate & Culture*
- *I - Instructional*
- *PG - Professional Growth*
- *L - Leadership*
- *BN - Basic Needs*
- *C - Communication*

II.) MPS Lens Measured

- *District*
- *Building*
- *Self*

Participation

The data in the table below identifies how many engagement surveys were completed.

<i>Number of Surveys Completed</i>			
<i>Survey Year</i>	<i>Staff</i>	<i>Parents</i>	<i>Students*</i>
2021	1,580	4,781	11,635
2022	1,479	4,352	11,687
2023	1,838	3,494	11,523
2024	1,877	5,330	11,686

*The student survey includes students in grades 4-12.

Survey Results

Principals received their results in December. Principals will share building data with a leadership team and School Improvement Team (SIT) to review and create strengths and opportunities using a district [provided template](#). In addition to each building utilizing this information with their SIT, those buildings going through their site plan rewrite will also include this new engagement data in their Site Planning Data Books. Principals are asked to discuss their results and communication plan with their supervisor.

The “Top 2” consists of the positive categories: “Strongly Agree” **and** “Agree” grouped together.

Student Engagement Results

MPS Themes Measured

- Academics / Study
- Activities / Athletics*
- Future
- Safety & Kindness

MPS Lens Measured

- Building
- Self

*Only for secondary students

ELEMENTARY RESULTS

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the three themes of the elementary engagement survey.

	Mean				Top 2 Percentages “Strongly Agree / Agree”			
Themes	2021	2022	2023	2024	2021	2022	2023	2024
Academics / Study	3.40	3.43	3.42	3.39	94%	94%	94%	93%
Future	3.46	3.47	3.48	3.43	94%	94%	94%	93%
Safety / Kindness	3.38	3.38	3.38	3.34	93%	92%	92%	91%

MIDDLE SCHOOL RESULTS

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the four themes of the secondary engagement survey.

	Mean				Top 2 Percentages “Strongly Agree / Agree”			
Themes	2021	2022	2023	2024	2021	2022	2023	2024
Academics / Study	3.04	3.04	3.05	3.07	84%	84%	84%	86%
Activities / Athletics	2.79	2.92	2.93	2.96	67%	73%	73%	74%
Future	3.10	3.12	3.12	3.16	84%	84%	84%	86%
Safety / Kindness	3.09	3.10	3.11	3.13	84%	85%	85%	85%

HIGH SCHOOL RESULTS

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the four themes of the secondary engagement survey.

	Mean				Top 2 Percentages “Strongly Agree / Agree”			
Themes	2021	2022	2023	2024	2021	2022	2023	2024
Academics / Study	2.96	2.96	2.94	2.95	85%	86%	86%	87%
Activities / Athletics	2.99	3.02	3.00	2.98	72%	77%	77%	76%
Future	3.14	3.13	3.12	3.13	85%	86%	86%	87%
Safety / Kindness	3.03	3.01	3.01	3.02	83%	81%	82%	83%

Staff Engagement Results

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the six themes of staff engagement.

	Mean				Top 2 Percentages “Strongly Agree / Agree”			
Themes	2021	2022	2023	2024	2021	2022	2023	2024
Basic Needs	3.12	3.19	3.21	3.23	85%	87%	88%	89%
Climate & Culture	3.24	3.32	3.25	3.34	89%	92%	91%	92%
Communication	3.31	3.36	3.38	3.37	93%	94%	94%	94%
Instructional*	3.47	3.52	3.47	3.50	98%	98%	97%	98%
Leadership	3.17	3.25	3.27	3.30	82%	86%	86%	87%
Professional Growth	3.20	3.27	3.20	3.31	90%	91%	91%	93%

*Answered only by instructional staff

Percent of Staff Members Giving an A or B to....			
	District	Building	Own Engagement
2021	87%	86%	99%
2022	93%	87%	99%
2023	93%	86%	99%
2024	94%	89%	99%

Parent Engagement Results

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the four themes of parental engagement.

	Mean				Top 2 Percentages “Strongly Agree / Agree”			
Themes	2021	2022	2023	2024	2021	2022	2023	2024
Basic Needs	3.26	3.26	3.25	3.28	91%	90%	90%	91%
Climate & Culture	3.32	3.37	3.37	3.38	91%	93%	93%	93%
Communication	3.28	3.31	3.30	3.32	90%	91%	90%	91%
Leadership	3.22	3.23	3.22	3.26	90%	90%	89%	91%

Percent of Parents Giving an A or B to....			
	District	Building	Own Engagement
2021	86%	92%	85%
2022	90%	92%	89%
2023	90%	91%	88%
2024	91%	91%	87%