

**MILLARD PUBLIC SCHOOLS  
SCHOOL DISTRICT NO. 17  
a/k/a Millard Public School District  
NOTICE OF MEETING**

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at 6:00 p.m. on **Monday, July 6, 2020** at 5606 South 147th Street, Omaha, Nebraska. For public health purposes associated with COVID-19 this meeting can also be attended by videoconference through "ZOOM" with access available to the public and media. The Zoom link for the meeting can be found at [www.mpsomaha.org](http://www.mpsomaha.org). If you wish to address the Board of Education you must attend the meeting in person to do so.

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

Stacy Jolley  
Secretary

7-3-20

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

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

**J. BOYD**

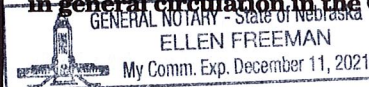
being duly sworn, deposes and says that she is

**LEGAL EDITOR**

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

**DAILY RECORD, of Omaha, on**  
July 3, 2020.

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



Subscribed in my presence and sworn to before

Publisher's Fee \$ 21.50 me this 3rd day of  
Additional Copies \$ July 2020  
Total \$ 21.50

Notary Public in and for Douglas County,  
State of Nebraska

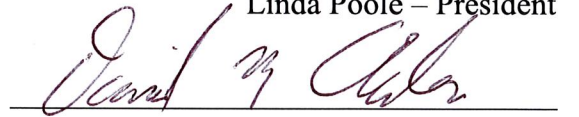
**ACKNOWLEDGMENT OF RECEIPT  
OF NOTICE OF MEETING**

The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 6:00 P.M. on July 6, 2020, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

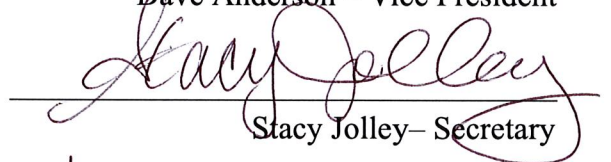
Dated this 6th day of July, 2020



Linda Poole – President



Dave Anderson – Vice President



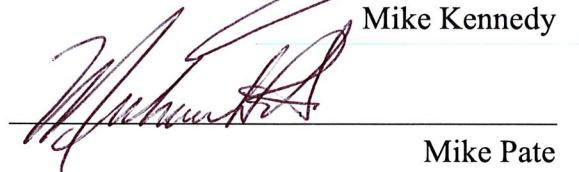
Stacy Jolley – Secretary



Amanda McGill Johnson – Treasurer



Mike Kennedy



Mike Pate

# BOARD OF EDUCATION MEETING SIGN IN

July 6, 2020

<u>NAME:</u>	<u>REPRESENTING:</u>	<u>Observing for a Class? (Y/N)</u>
Aaron Schurer	myself	N
DANA BARKLEY		
John Butler	myself	N
Tim Royers	MEA	
MAT HEYS	MEA	N
Andy Iseacsa	NEA	N
Pal Schutte	MEA	
Cooper Piercy	Me	N
John McDonald		N
TIFFANY CARTER	SELF	N
Ry Simon's	self	
Kristine Behm	myself	
Danielle Contreras	myself	N
Lauren Domenge	myself + child	N
Mindy Liermann	myself	N
Diana Reich	myself + kids	N
Kristy England	myself + children	N
Rebecca Luther	myself + children	N
Lora West	myself + child	N
Lisa Bowman	" "	N

BOARD OF EDUCATION MEETING SIGN IN

July 6, 2020

NAME:

REPRESENTING:

Observing for  
a Class? (Y/N)

Jackalynne Suarez	myself /Holling Heights	N
Gayathri Vel	Montclair /myself	N
<del>Andrea White</del>		
Tina Fesztes		
Rick Conrad	myself	N
Deborah Martin	myself	N
Lana Chavez	myself	N
Raquel M Hill	myself	N



**BOARD OF EDUCATION  
MEETING**



**July 6, 2020**

BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BOARD MEETING  
JULY 6, 2020  
6:00 P.M.

DON STROH ADMINISTRATION CENTER  
5606 SOUTH 147TH STREET

AGENDA

The July 6, 2020 Board of Education meeting will be held at 5606 South 147th Street, Omaha, NE. For public health purposes associated with COVID-19, this meeting can also be attended by videoconference through “ZOOM” with access available to the public and media. The Zoom link is <https://zoom.us/j/93905282978> and can also be found at [www.mpsomaha.org/board](http://www.mpsomaha.org/board).

**A. Call to Order**

**The Public Meeting Act is posted on the wall and on the Millard Public Schools website.  
It is available for public inspection.**

**B. Pledge of Allegiance**

**C. Roll Call**

- D. Public Comments on agenda items** - This is the proper time for public questions and comments on agenda items only. If attending in person, please make sure a request form is given to the Board President before the meeting begins. Please use this link to complete a form if you wish to speak. You will be called upon to speak at the appropriate time.

**E. Routine Matters**

1. \*Approval of Board of Education Minutes - June 1, 2020
2. \*Approval of Bills and receive the Treasurer’s Report and Place on File
3. Summary of the Board Committee of the Whole Meeting - June 8, 2020

**F. Information Items**

1. Superintendent’s Comments
2. Board Comments/Announcements

**G. Unfinished Business**

1. Second Reading and Approval of Policy 6240: Curriculum, Instruction, and Assessment - Controversial Issues

**H. New Business**

1. Reaffirm Policy 4511: Human Resources - Voluntary Separation Program
2. Approval of Rule 4511.1: Human Resources - Voluntary Separation Program
3. Approval of Rule 6240.1: Curriculum, Instruction, and Assessment - Controversial Issues
4. Reaffirm Policy 6910: Curriculum, Instruction, and Assessment - Community Volunteers
5. Approve of Rule 6910.1: Curriculum, Instruction, and Assessment - Screening Procedures for Volunteers in the Classroom
6. Approve of Rule 6910.2: Curriculum, Instruction, and Assessment - Screening Procedures for Volunteers in Extracurricular Programs
7. Approval of 2020-21 Compensation Program for Non-Union Employees
8. Approval of 2020-21 Superintendent Goals

9. Approval of Superintendent Contract 2020-21
10. Approval of Local Option Substitute Hiring
11. Recognize Service Employees International Union Local 226 for the 2020-21 Custodian, Maintenance, and Grounds Contract
12. Appointment of District Negotiation Team for Custodian / Maintenance / Grounds Contract
13. Recognize Millard Education Association for the 2021-22 Teacher Contract
14. Appointment of District Negotiation Team for Teacher Contract
15. Recognize Millard Education Association for the 2021-22 Nurse Contract
16. Appointment of the District Negotiation Team for Nurse Contract
17. Consideration of a Bond Resolution canvassing the returns of a special election held within the District on May 12, 2020 and authorizing the District to issue one series of its general obligation bonds in the aggregate principal amount of not to exceed \$75,000,000
18. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda

#### **I. Reports**

1. Opening School Update
2. Facilities Report
3. Food Service Report
4. Building Culturally Competency Report
5. Legislative Report

#### **J. Future Agenda Items/ Board Calendar**

1. Board of Education Meeting on Monday, August 3, 2020 at 6:00 p.m. at the DSAC
2. First Day of School for Students on Monday, August 10, 2020
3. Committee of the Whole Meeting on Monday, August 10, 2020 at 6:00 p.m. at the DSAC
4. Board of Education Meeting on Monday, August 17, 2020 at 6:00 p.m. at the DSAC
5. September 7, 2020 - Labor Day – No School for Teachers and Students – District Office Closed
6. Board of Education Meeting on Tuesday, September 8, 2020 at 6:00 p.m. at the DSAC
7. NASB Area Membership Meeting – September 10, 2020 at Embassy Suites (LaVista). Sessions begin at 4:30 with Dinner and Awards at 7:25 p.m.

#### **K. Public Comments** - This is the proper time for public questions and comments on agenda items only.

If attending in person, please make sure a request form is given to the Board President before the meeting begins.

Please use this link to complete a form if you wish to speak. You will be called upon to speak at the appropriate time.

#### **L. Adjournment**

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

BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BOARD MEETING  
JULY 6, 2020  
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 on the Millard Public Schools website.  
It is available for public inspection.**

B. Pledge of Allegiance

C. Roll Call

D. Public Comments on agenda items – This is the proper time for public questions and comments on agenda items only. If attending in person, please make sure a request form is given to the Board President before the meeting begins. Please use this link to complete a form if you wish to speak. You will be called upon to speak at the appropriate time.

E.1\* Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board of Education Minutes from June 1, 2020. (See enclosure)

E.2\* Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the bills, receive the Treasurer's Report and Place on File. (See enclosure)

E.3 Summary of the Board Committee of the Whole Meeting from June 8, 2020. (See enclosure)

F.1 Superintendent's Comments

F.2 Board Comments/Announcements

G.1 Second Reading by \_\_\_\_\_, Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Policy 6240: Curriculum, Instruction, and Assessment - Controversial Issues. (See enclosure)

H.1 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 4511: Human Resources - Voluntary Separation Program. (See enclosure)

H.2 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 4511.1: Human Resources - Voluntary Separation Program. (See enclosure)

H.3 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 6240.1: Curriculum, Instruction, and Assessment - Controversial Issues. (See enclosure)

H.4 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 6910: Curriculum, Instruction, and Assessment - Community Volunteers. (See enclosure)



- H.5 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 6910.1: Curriculum, Instruction, and Assessment - Screening Procedures for Volunteers in the Classroom. (See enclosure)
- H.6 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 6910.2: Curriculum, Instruction, and Assessment - Screening Procedures for Volunteers in Extracurricular Programs. (See enclosure)
- H.7 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 2020-21 Compensation Program for Non-Union Employees. (See enclosure)
- H.8 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 2020- 21 Superintendent Goals. (See enclosure)
- H.9 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Superintendent’s Contract and to direct the President and Secretary of the Board of Education to execute the Contract with the Superintendent and to publish and file the Contract as provided by law. (See enclosure)
- H.10 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Local Option Substitute Hiring. (See enclosure)
- H.11 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District recognize SEIU Local 226 as the collective bargaining agent for custodial, maintenance, and grounds employees in the District for the 2020-21 contract. (See enclosure)
- H.12 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District’s team for the Custodian, Maintenance, and Grounds employees’ 2020-21 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team. (See enclosure)
- H.13 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District recognize the Millard Education Association as the collective bargaining agent for teachers in the District for the 2021-22 contract. (See enclosure)
- H.14 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District’s team for the teachers’ 2021-22 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team. (See enclosure)
- H.15 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District recognize the Millard Education Association as the collective bargaining agent for nurses in the District for the 2021-22 contract. (See enclosure)
- H.16 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District’s team for the nurses’ 2021-22 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team. (See enclosure)
- H.17 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the District adopt the attached Bond Resolution authorizing the issuance by the District of the Series 2020 Bonds and which also authorizes the Authorized Officers, or each individually, to set and to designate all other terms relating to the Series 2020 Bonds, all subject to the parameters set forth in the Bond Resolution. (See enclosure)
- H.18 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Personnel Actions: Recommendation to Hire, Resignation Agenda. (See enclosure)

## I. Reports

1. Opening School Update
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3. Food Service Report
4. Building Culturally Competency Report
5. Legislative Report

J. Future Agenda Items/ Board Calendar

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K. Public Comments - This is the proper time for public questions and comments on agenda items only.

If attending in person, please make sure a request form is given to the Board President before the meeting begins.

Please use this link to complete a form if you wish to speak. You will be called upon to speak at the appropriate time.

L. Adjournment

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

MILLARD PUBLIC SCHOOLS  
SCHOOL DISTRICT NO. 17

A meeting of the Board of Education of the School District No. 17, in the county of Douglas in the state of Nebraska was convened at 6:00 p.m., Monday, June 1, 2020. Pursuant to the Governor's Executive Order No. 20 – 03 and for public health purposes associated with COVID-19, this meeting will be held by videoconference through "ZOOM" with access available to the public and media. The Zoom link was <https://zoom.us/j/98111420569>, and was posted on the district website.

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, May 29, 2020 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 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.

President Linda Poole announced that the open meeting laws was posted on the Millard Public Schools website and available for public inspection and asked everyone to join in the Pledge of Allegiance.

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

Mrs. Poole announced now the proper time for public questions and comments. There were none.

Motion was made by Mike Kennedy, seconded by Dave Anderson, to approve the Board of Education minutes for May 18, 2020, approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, and Mr. Kennedy. Voting against were: None. Motion carried.

**Superintendent's Comments: None**

**Board Comments:**

Mike Kennedy:

Mr. Kennedy thanked staff, administrators, and high school principals for all the work done to make virtual graduation possible and said it was great.

Mike Pate:

Mr. Pate said he has heard very positive things regarding the virtual graduation. Mr. Pate shared that Carlos Castillo has been hired as the new Executive Director of the Millard Public Schools Foundation.

Dave Anderson:

Mr. Anderson said the virtual graduation was nicely done. Mr. Anderson also said Carlos Castillo is a great choice for the Foundation.

Amanda McGill Johnson:

Mrs. McGill Johnson said she is here if anyone in our district would like to share their experience with our district. She said she wants to be part of the solution.

Stacy Jolley:

Mrs. Jolley echoes Mrs. McGill Johnson's comments. Mrs. Jolley also shared gratitude for the amazing virtual graduation ,

Linda Poole:

Mrs. Poole said virtual graduation went off really well. She heard lots of positive comments. She also echoed Mrs. McGill Johnson's comments.

**Unfinished Business:**

Second Reading by Stacy Jolley, Motion by Stacy Jolley, seconded by Dave Anderson, to approve Policy 1315:Community - Gifts to School Personnel. Voting in favor of said motion was: Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, and Mr. Pate. Voting against were: None. Motion carried.

Second Reading by Amanda McGill Johnson, Motion by Amanda McGill Johnson, seconded by Stacy Jolley, to approve Policy 1320: Community - Public Performances by Students. Voting in favor of said motion was: Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, Mr. Pate, and Mr. Anderson. Voting against were: None. Motion carried.

Second Reading by Dave Anderson, Motion by Dave Anderson, seconded by Stacy Jolley, to approve Policy 1325: Community - Contests for Students. Voting in favor of said motion was: Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, Mr. Pate, Mr. Anderson and Mrs. Jolley. Voting against were: None. Motion carried.

Second Reading by Mike Kennedy, Motion by Mike Kennedy, seconded by Dave Anderson, to approve Policy 5015: Student Services - Service Animals. Voting in favor of said motion was: Mr. Kennedy, Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, and Mrs. Poole. Voting against were: None. Motion carried.

#### **New Business:**

Motion by Dave Anderson, seconded by Stacy Jolley, to reaffirm Policy 1115: Community Relations - Advertising. Voting in favor of said motion was: Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Mike Pate, to reaffirm Rule 1115.1: Community Relations - Advertising. Voting in favor of said motion was: Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Mike Pate, seconded by Stacy Jolley, to reaffirm Rule 1315.1: Community - Gifts to School Personnel. Voting in favor of said motion was: Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, Mr. Pate, and Mr. Anderson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Dave Anderson, to reaffirm Rule 1320.1: Community - Public Performances by Students. Voting in favor of said motion was: Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, Mr. Pate, Mr. Anderson and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Mike Pate, seconded by Mike Kennedy, to reaffirm Rule 1325.1: Community - Community Contests for Students. Voting in favor of said motion was: Mr. Kennedy, Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Mike Pate, seconded by Stacy Jolley, to reaffirm Policy 4315: Human Resources - Non-School Employment, Rule 4315.1: Human Resources - Non-School Employment, Rule 4315.2: Human Resources - Tutoring, Rule 4315.3: Human Resources - Consultant Work, and Rule 5015.1: Student Services - Service Animals. Voting in favor of said motion was: Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, and Mr. Kennedy. Voting against were: None. Motion carried.

Mike Pate gave the First Reading of Policy 6240: Curriculum, Instruction, and Assessment- Controversial Issues.

Motion by Mike Pate, seconded by Dave Anderson, to approve Jared L Draeger as the new Assistant Principal at Andersen Middle School. Voting in favor of said motion was: Mr. Kennedy, Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Mike Pate, seconded by Dave Anderson, to approve the Personnel Actions: Recommendation to Hire: Brenna C. Rucker, Elizabeth J. Tjeerdsma, Jaime N. Paik, Joselyn S. Erickson, Anna L. Clausen, Jay R. Hentzen, Casey J. Payne, Melisa D. Schwartz, Ryan N. Sweeney, Heather N. Spurgin, Erika M. Dettinger, Sara M. Kelderman, Karlie J. Johnson, Sydney B. Fahner, Robert C. Magee, Cheryl L. Heimes; Resignation Agenda: Karen J. Newton, Cheryl L. Heimes; Contract Addendum: Shanna D. Wilwerding. Voting in favor of said motion was: Mr. Pate, Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, and Mr. Kennedy. Voting against were: None. Motion carried.

Mrs. Poole requested to move executive session to the end of the agenda. There was no objection.

## **Reports:**

### **Enrollment Report - End of Year 2019-20**

Executive Director of Assessment, Research, and Evaluation Dr. Darin Kelberlau shared this is the last enrollment report for the 2019-2020 school year. K-12 enrollment is at 23,011 which is very similar to last year. This number is slightly less than the mid-year report because of the mid year graduates.

### **Legislative Report**

Executive Director of Activities, Athletics & External Affairs Nolan Beyer said the session is expected to reconvene on July 20th for the remaining 17 days of business. Mr. Beyer said he is hearing that the Governor will ask the forecasting board to come back and report on July 23rd. The forecasting board will give their best estimate on where the state is financially and where they anticipate the state to be in the future.

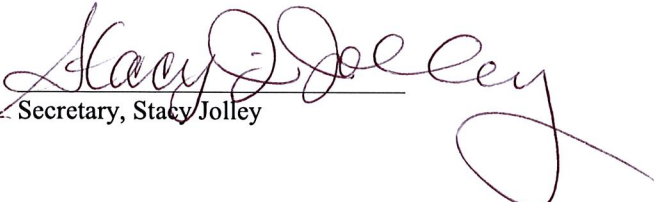
Mr. Beyer said they continue to meet with senators to educate them. The largest part of this is regarding the CARES Act funding the state will receive, which is approximately \$1.25 billion dollars. Some senators believe this funding will save the budget shortfall for the state of Nebraska. The education piece around this is that this funding will certainly help our current budget but to look to possible budget issues in the next 2-3 years. Mr. Beyer said they do not want decisions to be made now that will handicap us in future legislative sessions.

### **Future Agenda Items/ Board Calendar:**

1. Committee of the Whole Meeting on Monday, June 8, 2020 at 6:00 p.m.
2. Board of Education Meeting on Monday, July 6, 2020 at 6:00 p.m.
3. Board of Education Meeting on Monday, August 17, 2020 at 6:00 p.m.

At 6:50 p.m. Mike Pate made a motion to go into Executive Session for the purpose of evaluation, seconded by Mike Kennedy. Voting in favor of said motion was: Mr. Anderson, Mrs. Jolley, Mrs. McGill Johnson, Mrs. Poole, Mr. Kennedy, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Dave Anderson and seconded by Linda Poole to come out of executive Session at 8:30 p.m. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mr. Pate, Mrs. Poole, Mr. Anderson, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

  
Secretary, Stacy Jolley

# **Millard Public Schools**

**July 6, 2020**

## **Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020**

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472217	05/29/2020	064800	METRO UTILITIES DISTRICT OF OMAHA	\$9,603.80
	472226	06/15/2020	102791	ERIC ARMIN INC	\$977.10
	472227	06/15/2020	133397	HY-VEE INC	\$372.86
	472228	06/15/2020	133397	HY-VEE INC	\$162.23
	472229	06/15/2020	131328	MILLER ELECTRIC COMPANY	\$2,388.76
	472230	06/15/2020	084415	STANDARD STATIONERY SUPPLY IL LLC	\$6,687.02
	472231	06/15/2020	139797	US BANK NATIONAL ASSOCIATION	\$2,866.29
	472243	06/18/2020	073040	PITNEY BOWES PRESORT SERVICES INC	\$10,000.00
	472245	07/06/2020	140572	JACOB CLIFFORD	\$199.99
	472246	07/06/2020	010112	JOSEY THOMAS AARON	\$50.00
	472250	07/06/2020	133416	AKSARBEN SAW & TOOL INC	\$67.76
	472252	07/06/2020	139802	JENNIFER L ALLEN	\$239.00
	472253	07/06/2020	140391	ALLY FINANCIAL INC	\$5,289.96
	472255	07/06/2020	102430	AMI GROUP INC	\$1,915.00
	472256	07/06/2020	143146	JUNE ANALCO	\$235.00
	472257	07/06/2020	131265	JILL M ANDERSON	\$120.87
	472258	07/06/2020	012989	APPLE COMPUTER INC	\$574,871.03
	472259	07/06/2020	141122	A-UNITED AUTOMATIC DOOR & GLASS INC	\$112.50
	472260	07/06/2020	143199	AWARD EMBLEM MANUFACTURING CO INC	\$77.20
	472261	07/06/2020	135852	COLLEEN D BALLARD	\$1,477.35
	472262	07/06/2020	134584	MARY A BAYNE	\$522.50
	472264	07/06/2020	138255	NICOLE M BEINS	\$87.40
	472265	07/06/2020	139161	BERKLEY RISK ADMINISTRATORS CO LLC	\$5,000.00
	472266	07/06/2020	142454	LAURA C BESHALER	\$77.54
	472267	07/06/2020	134945	NOLAN J BEYER	\$465.00
	472268	07/06/2020	139321	BIZCO INC	\$1,086.00
	472270	07/06/2020	139996	BOYS TOWN	\$56,605.29
	472271	07/06/2020	139947	YESENIA BRAVO	\$95.36

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472272	07/06/2020	141510	CHRISTINE L BUKOWSKI	\$9.60
	472273	07/06/2020	139496	NICOLE E BURTON	\$2,171.50
	472275	07/06/2020	140320	SEAN M CARLSON	\$459.10
	472276	07/06/2020	142225	ANN M CARMONEY	\$327.79
	472277	07/06/2020	143189	PEOPLE SERVICES CENTER INC	\$18,022.50
	472279	07/06/2020	133970	CCS PRESENTATION SYSTEMS	\$189.00
	472280	07/06/2020	134043	MALCOLM K CHAI	\$893.10
	472281	07/06/2020	132271	ERIK P CHAUSSEE	\$230.00
	472282	07/06/2020	106851	CHILDREN'S HOME HEALTHCARE	\$6,674.00
	472284	07/06/2020	137013	NANCY S COLE	\$24.49
	472285	07/06/2020	134670	THE COLLEGE BOARD	\$241,306.00
	472286	07/06/2020	136518	JANET L COOK	\$110.78
	472287	07/06/2020	134861	TARA R COOPER	\$1,452.00
	472288	07/06/2020	108436	COX COMMUNICATIONS INC	\$7,382.76
	472289	07/06/2020	108436	COX COMMUNICATIONS INC	\$540.91
	472290	07/06/2020	108436	COX COMMUNICATIONS INC	\$540.91
	472291	07/06/2020	108436	COX COMMUNICATIONS INC	\$27,319.47
	472292	07/06/2020	026970	CRESCENT ELECTRIC SUPPLY CO	\$23.44
	472293	07/06/2020	106893	WICHITA WATER CONDITIONING INC	\$94.80
	472294	07/06/2020	027300	CUMMINS CENTRAL POWER LLC	\$4,720.30
	472295	07/06/2020	027345	CURRICULUM ASSOCIATES INC	\$1,586.31
	472297	07/06/2020	131003	DAILY RECORD	\$65.10
	472298	07/06/2020	138477	MIDWEST HARDWOODS	\$133.96
	472299	07/06/2020	134816	DATA DOCUMENTS LLC	\$450.00
	472301	07/06/2020	032497	CHERYL R DECKER	\$120.24
	472302	07/06/2020	106713	ANDREW S DEFREECE	\$1,467.00
	472303	07/06/2020	032800	DEMCO INC	\$1,155.30
	472304	07/06/2020	032872	DENNIS SUPPLY COMPANY	\$454.13



## **Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020**

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472305	07/06/2020	139346	LYNN M DETHLOFF	\$60.84
	472306	07/06/2020	132750	JOHN D DICKEY	\$54.28
	472307	07/06/2020	142669	AMBER R DIMARTINO	\$32.09
	472309	07/06/2020	133268	DOCUMENT FINISHING RESOURCES INC	\$316.96
	472310	07/06/2020	142257	JOYCE K DORNBIER	\$31.63
	472311	07/06/2020	143190	MARY JANE DURAND	\$34.50
	472312	07/06/2020	100951	DYNA-KLEEN SERVICES INC	\$2,000.00
	472313	07/06/2020	052370	ECHO ELECTRIC SUPPLY CO	\$2,609.74
	472314	07/06/2020	037525	EDUCATIONAL SERVICE UNIT #3	\$236,138.28
	472315	07/06/2020	142874	EDUPOINT EDUCATIONAL SYSTEMS LLC	\$1,495.02
	472316	07/06/2020	133823	REBECCA S EHRHORN	\$113.10
	472317	07/06/2020	038140	ELECTRONIC SOUND INC.	\$497.70
	472318	07/06/2020	141577	ELITE PROFESSIONALS HOME CARE LLC	\$2,014.50
	472319	07/06/2020	142385	SHANNON KIEBLER	\$2,300.00
	472320	07/06/2020	102720	EPCO LTD INC	\$412.00
	472322	07/06/2020	040902	FIRST NATIONAL BANK OF OMAHA	\$1,900.00
	472323	07/06/2020	130731	FIRST WIRELESS INC	\$712.30
	472324	07/06/2020	142378	FIS DATA SYSTEMS INC	\$750.00
	472325	07/06/2020	140957	KATHERINE FORD	\$75.00
	472326	07/06/2020	134577	PATRICK R FOSTER	\$120.25
	472328	07/06/2020	043760	GALLUP ORGANIZATION	\$885.00
	472329	07/06/2020	138339	GENESIS EDUCATION INC	\$266.50
	472330	07/06/2020	106660	GLASSMASTERS INC	\$1,021.00
	472332	07/06/2020	044950	GRAINGER INDUSTRIAL SUPPLY	\$1,543.26
	472333	07/06/2020	142924	GREATER OMAHA ATTENDANCE & LEARNING	\$300.00
	472334	07/06/2020	133885	GREENLIFE GARDENS INC	\$560.00
	472335	07/06/2020	142788	HARCO ATHLETIC RECONDITIONING INC	\$1,011.00
	472336	07/06/2020	142331	STEVEN C HARMS	\$10.35

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472337	07/06/2020	056820	FIRST INSURANCE GROUP LLC	\$12,763.75
	472338	07/06/2020	132634	MARK W HAWKINS	\$465.00
	472339	07/06/2020	140889	DEANNA L HAYES	\$11.85
	472340	07/06/2020	135990	MARVCO ENTERPRISES INC	\$590.19
	472341	07/06/2020	048475	HEARTLAND FOUNDATION	\$23,310.00
	472342	07/06/2020	048517	GREENWOOD PUBLISHING GROUP INC	\$6,802.80
	472343	07/06/2020	102842	HELGET GAS PRODUCTS INC	\$3.15
	472344	07/06/2020	134455	ROBERT J HETTINGER	\$812.83
	472345	07/06/2020	142777	HOME DEPOT USA INC	\$4,627.64
	472346	07/06/2020	049320	HONEYMAN RENT ALL	\$91.70
	472347	07/06/2020	140204	KAREN S HOOGNER	\$1,560.00
	472348	07/06/2020	139473	KATHLEEN A HRABAN	\$136.40
	472349	07/06/2020	137426	HUGHES MULCH PRODUCTS LLC	\$90.00
	472350	07/06/2020	134807	MONICA A HUTFLES	\$93.50
	472351	07/06/2020	130283	KARA L HUTTON	\$1.15
	472352	07/06/2020	049844	HYDRONIC ENERGY INC	\$884.15
	472353	07/06/2020	132878	HY-VEE INC	\$69.32
	472354	07/06/2020	049850	HY-VEE INC	\$91.98
	472355	07/06/2020	142145	INDUSTRIAL PIPE & SUPPLY CO LLC	\$175.00
	472356	07/06/2020	138418	LAURA M INNES	\$17.77
	472357	07/06/2020	102451	INTERNATIONAL BACCALAUREATE	\$43,183.00
	472358	07/06/2020	136953	DELI MANAGEMENT INC	\$105.87
	472359	07/06/2020	135735	GEORGE W JELKIN	\$465.00
	472360	07/06/2020	141716	REBECCA L JOHNSON	\$1,360.40
	472361	07/06/2020	054471	JOSTENS INC	\$664.57
	472362	07/06/2020	142898	JUST FOR KIDS THERAPY INC	\$184.25
	472365	07/06/2020	141372	RICHARD KEISER	\$168.00
	472366	07/06/2020	134801	JULIE B KEMP	\$465.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472367	07/06/2020	135931	JEFFREY S KERNS	\$442.00
	472368	07/06/2020	143191	LISA G KIEMDE	\$2,478.65
	472369	07/06/2020	139753	CHERIS A KITE	\$49.00
	472370	07/06/2020	132264	MICHELLE M KLUG	\$104.45
	472371	07/06/2020	131826	ALICIA C KOTLARZ	\$387.47
	472373	07/06/2020	132934	VICTORIA L KYROS	\$21.22
	472375	07/06/2020	135257	LANGUAGE LINE SERVICES INC	\$444.25
	472377	07/06/2020	139885	ERIC M LITTLE	\$83.91
	472378	07/06/2020	059866	STACY L LONGACRE	\$44.85
	472379	07/06/2020	131397	LOWE'S HOME CENTERS INC	\$136.64
	472380	07/06/2020	060155	LYMAN-RICHEY CORPORATION	\$3,079.55
	472381	07/06/2020	131586	LYMM CONSTRUCTION INC	\$96,980.00
	472383	07/06/2020	108106	LEANNA MACDONALD	\$2,508.00
	472384	07/06/2020	099321	MACKIN BOOK CO	\$1,461.08
	472385	07/06/2020	131832	DEANNA S MAHER	\$62.36
	472386	07/06/2020	137281	DMG INC	\$338.15
	472387	07/06/2020	133505	SUSAN N MARLATT	\$103.51
	472388	07/06/2020	108052	MAX I WALKER UNIFORM & APPAREL	\$415.30
	472389	07/06/2020	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	\$6,524.00
	472390	07/06/2020	139237	MICHAEL C MCCAULEY	\$19,265.75
	472391	07/06/2020	136618	DANIEL R MCCONNELL	\$76.73
	472393	07/06/2020	140110	MCGRAW-HILL EDUCATION INC	\$6,367.75
	472394	07/06/2020	139997	HAYLEY D MENTZER	\$290.00
	472395	07/06/2020	064600	METAL DOORS & HARDWARE COMPANY INC	\$20,699.00
	472397	07/06/2020	133403	AMERICAN NATIONAL BANK	\$38,624.91
	472401	07/06/2020	064800	METRO UTILITIES DISTRICT OF OMAHA	\$51,757.76
	472402	07/06/2020	142828	BRETT A METZGER	\$284.16
	472403	07/06/2020	134207	GINA M MEYER	\$199.99

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472405	07/06/2020	132113	MID-PLAINS INSULATION	\$2,911.18
	472406	07/06/2020	101068	MIDWEST BOX COMPANY	\$1,470.00
	472407	07/06/2020	064950	MIDWEST METAL WORKS INC	\$55.00
	472408	07/06/2020	065438	MILLARD NORTH HIGH SCHOOL	\$836.81
	472410	07/06/2020	131328	MILLER ELECTRIC COMPANY	\$40,512.00
	472412	07/06/2020	142525	MICHAEL J MONTEMARANO	\$18.52
	472413	07/06/2020	140990	LAURA M MORRIS	\$64.06
	472417	07/06/2020	067000	NASCO	\$458.08
	472418	07/06/2020	135025	NATIONAL COUNCIL SUPERVISORS MATH	\$85.00
	472419	07/06/2020	136850	NAVIANCE INC	\$61,424.00
	472422	07/06/2020	132832	NEBRASKA SCHOOL ACTIVITIES ASSN	\$1,830.00
	472423	07/06/2020	134321	NEBRASKA STATE FIRE MARSHAL AGENCY	\$30.00
	472424	07/06/2020	138778	NEBRASKA WELDING LTD	\$30.25
	472425	07/06/2020	109843	NEXTEL PARTNERS INC	\$3,951.80
	472427	07/06/2020	142353	ASHLEY B NODGAARD	\$33.87
	472428	07/06/2020	136456	OAKTREE PRODUCTS INC	\$95.05
	472429	07/06/2020	143056	DENISE M O'CONNOR	\$42.70
	472432	07/06/2020	100013	OFFICE DEPOT 84133510	\$5,164.22
	472433	07/06/2020	070245	OHARCO DISTRIBUTORS	\$12.48
	472434	07/06/2020	132778	MELANIE L OLSON	\$460.00
	472436	07/06/2020	070700	OMAHA PAPER COMPANY INC.	\$13,541.10
	472437	07/06/2020	070800	OMAHA PUBLIC POWER DISTRICT	\$275,650.29
	472438	07/06/2020	071039	OMAHA WINDUSTRIAL CO.	\$137.60
	472439	07/06/2020	071053	OMAHA WORLD HERALD	\$1,071.18
	472440	07/06/2020	101881	OMAHA ZOOLOGICAL SOCIETY	\$120.00
	472441	07/06/2020	140402	OMNI FINANCIAL GROUP INC	\$785.00
	472442	07/06/2020	133850	ONE SOURCE	\$766.00
	472443	07/06/2020	136792	ORIGIN INSTRUMENTS CORPORATION	\$458.19

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472444	07/06/2020	107193	OTIS ELEVATOR COMPANY	\$1,634.25
	472445	07/06/2020	142290	OVERDRIVE INC	\$13,850.00
	472447	07/06/2020	134428	ELIZABETH A PACHTA	\$125.52
	472448	07/06/2020	137027	PANERA BREAD CO	\$538.10
	472450	07/06/2020	132656	JANET L PERRONE	\$207.53
	472451	07/06/2020	143194	PERRY, GUTHERY, HAASE & GESSFORD PC	\$300.00
	472452	07/06/2020	106920	HOWARD T PETERSON	\$150.00
	472453	07/06/2020	135934	BROOKE M PHILLIPS	\$299.00
	472454	07/06/2020	139705	MARY ANN PIERSON	\$15.05
	472455	07/06/2020	137722	ANDREW C PINKALL	\$144.33
	472456	07/06/2020	073040	PITNEY BOWES PRESORT SERVICES INC	\$10,000.00
	472457	07/06/2020	143170	P & M HOLDING GROUP LLP	\$22,396.25
	472458	07/06/2020	133712	JOHN DEERE FINANCIAL FSB	\$8,959.75
	472459	07/06/2020	101663	PRESTWICK HOUSE INC	\$187.05
	472460	07/06/2020	134598	PRIME COMMUNICATIONS INC	\$8,209.17
	472462	07/06/2020	102241	PYRAMID SCHOOL PRODUCTS	\$47,977.06
	472463	07/06/2020	141576	RASMUSSEN AIR & GAS ENERGY INC	\$6,443.84
	472464	07/06/2020	137478	REALLY GREAT READING LLC	\$8,467.24
	472469	07/06/2020	142871	RIVERSIDE ASSESSMENTS LLC	\$18,575.00
	472470	07/06/2020	141708	ROBERT BOSCH TOOL CORP	\$2,000.00
	472471	07/06/2020	138312	PAIGE E ROBERTS	\$553.95
	472472	07/06/2020	079310	ROCKBROOK CAMERA CENTER	\$1,036.24
	472473	07/06/2020	133495	POLLY A RODENBIKER	\$23.30
	472475	07/06/2020	081725	KIMBERLEY K SAUM-MILLS	\$75.00
	472476	07/06/2020	133389	RYAN D SAUNDERS	\$221.00
	472477	07/06/2020	138484	CINDY M SCHARFF	\$543.21
	472478	07/06/2020	135655	SCHOOL TRADITIONS LLC	\$165.45
	472480	07/06/2020	098765	SECURITY BENEFIT LIFE INS CO	\$13,085.12

## **Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020**

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472481	07/06/2020	141428	SEESAW LEARNING INC	\$46,200.00
	472482	07/06/2020	143181	SEILER INSTRUMENT MANUFACTURING CO	\$97.72
	472483	07/06/2020	140383	SENTRY INSURANCE, A MUTUAL COMPANY	\$100,705.48
	472484	07/06/2020	132590	SILVERSTONE GROUP INC	\$5,489.00
	472486	07/06/2020	101476	SODEXO INC & AFFILIATES	\$110,038.83
	472487	07/06/2020	101476	SODEXO INC & AFFILIATES	\$278.09
	472488	07/06/2020	139406	GRACE SOLEM-PFEIFER	\$75.00
	472489	07/06/2020	142226	MICHELLE R SOMERVILLE	\$24.90
	472490	07/06/2020	131714	JOHN D SOUTHWORTH	\$18.50
	472493	07/06/2020	133321	DON S STEDMAN	\$130.00
	472494	07/06/2020	142102	STERLING COMPUTERS CORPORATION	\$295,739.29
	472495	07/06/2020	139843	STUDENT TRANSPORATION NEBRASKA INC	\$273,608.93
	472496	07/06/2020	140914	SHANNON M SWANEY	\$2,560.00
	472497	07/06/2020	132191	TRINA A SWITZER	\$147.84
	472498	07/06/2020	133300	TALX UC EXPRESS	\$703.00
	472499	07/06/2020	142476	RON STEINER	\$2,830.00
	472500	07/06/2020	089574	TOTAL MARKETING INC	\$2,074.55
	472502	07/06/2020	141772	TRED-MARK FINANCIAL INC	\$1,125.00
	472503	07/06/2020	106493	TRITZ PLUMBING, INC.	\$6,775.64
	472504	07/06/2020	136492	TURF & SOIL DIAGNOSTICS	\$1,100.00
	472505	07/06/2020	142309	UNANIMOUS INC	\$2,690.00
	472506	07/06/2020	090242	UNITED PARCEL SERVICE	\$219.92
	472507	07/06/2020	139511	UNITED REFRIGERATION INC	\$1,480.30
	472509	07/06/2020	068834	UNIVERSITY OF NEBRASKA-LINCOLN	\$2,115.50
	472512	07/06/2020	068840	UNIVERSITY OF NEBRASKA AT OMAHA	\$4,000.00
	472513	07/06/2020	139797	US BANK NATIONAL ASSOCIATION	\$100.00
	472514	07/06/2020	131276	UTILITY EQUIPMENT COMPANY	\$26.00
	472515	07/06/2020	091040	VAL LTD	\$368.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	472516	07/06/2020	138046	AUTO LUBE INC	\$469.80
	472517	07/06/2020	090678	VERITIV OPERATING CO	\$9,354.99
	472518	07/06/2020	140828	JOSEPH P VONDERHAAR	\$482.08
	472519	07/06/2020	142285	WE VIDEO INC	\$24,878.00
	472520	07/06/2020	141432	WELLS FARGO FINANCIAL LEASNG INC	\$3,425.00
	472521	07/06/2020	139185	WEST OMAHA WINSUPPLY CO	\$235.23
	472522	07/06/2020	139244	AMANDA L WHARTON-HUNT	\$1,917.00
	472524	07/06/2020	094820	WHOLESALE HEATING & COOLING SUPPLY	\$494.87
	472525	07/06/2020	142888	TREVOR J WIEGERT	\$1,087.75
	472526	07/06/2020	137485	WENDY A WIGHT	\$125.12
	472527	07/06/2020	102785	WILLIAM V MACGILL & CO	\$65.76
	472528	07/06/2020	138347	WINSOR LEARNING INC	\$1,177.00
	472529	07/06/2020	140186	BRITTANY L WUNDERLICH	\$123.37
	472530	07/06/2020	096200	YOUNG & WHITE	\$12,687.05
	472531	07/06/2020	135890	YOUTH FRONTIERS INC	\$1,145.00
	472532	07/06/2020	096816	KATHY L ZIEGLER	\$76.00
	472533	07/06/2020	142174	SIouxLAND TURF PRODUCTS INC	\$4,431.00
	472534	07/06/2020	137020	CHAD R ZIMMERMAN	\$62.10
	472535	07/06/2020	136855	PAUL R ZOHLN	\$46.58
	E102240	06/15/2020	033473	DIETZE MUSIC HOUSE INC	\$8.10
	E102241	06/15/2020	109852	WURTH BAER SUPPLY CO	\$351.99
	E102242	07/06/2020	108351	AIRGAS INC	\$255.62
	E102243	07/06/2020	133620	AKSARBEN PIPE AND SEWER CLEAN LLC	\$597.50
	E102244	07/06/2020	133777	ALTEC INDUSTRIES INC	\$1,769.54
	E102245	07/06/2020	140411	SCOMAC INC	\$2,099.10
	E102246	07/06/2020	135534	ACTION GROUP LLC	\$283.36
	E102247	07/06/2020	102727	B & H PHOTO	\$955.35
	E102248	07/06/2020	135991	BAKER DISTRIBUTING CO LLC	\$123.01

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E102249	07/06/2020	138054	BAXTER FORD INC	\$14,150.92
	E102250	07/06/2020	019111	BISHOP BUSINESS EQUIPMENT	\$20,640.10
	E102251	07/06/2020	019559	BOUND TO STAY BOUND BOOKS INC	\$8,883.70
	E102252	07/06/2020	134129	BRAINPOP LLC	\$2,195.00
	E102253	07/06/2020	099417	VARSITY BRANDS HOLDING CO INC	\$5,615.96
	E102254	07/06/2020	140156	CAMBIUM DATA INC	\$4,400.00
	E102255	07/06/2020	136574	CONTROL DEPOT INC	\$1,108.11
	E102256	07/06/2020	026057	CONTROL MASTERS INC	\$18,203.97
	E102259	07/06/2020	100577	CURTIS 1000 INC	\$3,861.61
	E102260	07/06/2020	106319	DES MOINES STAMP MANUFACTURING	\$21.50
	E102265	07/06/2020	033473	DIETZE MUSIC HOUSE INC	\$131.90
	E102266	07/06/2020	136179	DIGITAL EXPRESS INC	\$1,066.00
	E102268	07/06/2020	073231	DXP ENTERPRISES INC	\$576.40
	E102270	07/06/2020	038023	EGAN SUPPLY COMPANY	\$115.88
	E102271	07/06/2020	038100	CONSOLIDATED ELECTRICAL DISTR INC	\$2,835.45
	E102272	07/06/2020	132066	ENGINEERED CONTROLS INC	\$2,935.48
	E102273	07/06/2020	040537	WOLSELEY INVESTMENTS INC	\$2,009.82
	E102274	07/06/2020	106956	FERRELLGAS	\$44.85
	E102275	07/06/2020	133919	FILTER SHOP INC	\$1,433.65
	E102276	07/06/2020	133960	FIREGUARD INC	\$9,358.98
	E102279	07/06/2020	041100	FOLLETT SCHOOL SOLUTIONS INC	\$11,131.49
	E102280	07/06/2020	140791	FRONTLINE PRIVATE SECURITY LLC	\$1,235.00
	E102281	07/06/2020	044891	THE PROPHET CORPORATION	\$6,471.65
	E102282	07/06/2020	035610	HAND2MIND INC	\$381.92
	E102283	07/06/2020	048786	HILLYARD INC	\$2,253.46
	E102284	07/06/2020	049700	HUGHES TREE SERVICE	\$2,100.00
	E102285	07/06/2020	138560	IXL LEARNING INC	\$2,338.00
	E102286	07/06/2020	100928	J W PEPPER & SON INC.	\$1,326.99



## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E102287	07/06/2020	130994	JOHNSON CONTROLS INC	\$144,959.74
	E102288	07/06/2020	054630	JOHNSTONE SUPPLY	\$162.99
	E102289	07/06/2020	107192	FLYNN INNOVATIONS LLC	\$2,824.00
	E102290	07/06/2020	133923	KUBAT PHARMACY/HEALTHCARE	\$4,996.00
	E102291	07/06/2020	141745	AG SOLUTIONS GROUP LLC	\$1,697.13
	E102292	07/06/2020	099217	LAKESHORE EQUIPMENT CO	\$45.96
	E102293	07/06/2020	135156	LAWSON PRODUCTS INC	\$2,791.69
	E102294	07/06/2020	059470	LIEN TERMITE & PEST CONTROL INC	\$334.00
	E102295	07/06/2020	060023	NEBRASKA SPORTS INDUSTRIES INC.	\$5,250.08
	E102296	07/06/2020	137947	MECHANICAL SALES PARTS INC	\$750.95
	E102297	07/06/2020	073300	PERFORMANCE HEALTH SUPPLY INC	\$899.45
	E102298	07/06/2020	102493	MICHAEL TODD & CO. INC.	\$349.78
	E102299	07/06/2020	063150	MSC INDUSTRIAL SUPPLY CO	\$1,860.62
	E102300	07/06/2020	068334	NEBRASKA AIR FILTER INC	\$3,171.42
	E102301	07/06/2020	141425	NEWSELA INC	\$41,310.00
	E102302	07/06/2020	134725	OMAHA CASING CO INC	\$240.00
	E102303	07/06/2020	071138	ORIENTAL TRADING COMPANY	\$60.28
	E102304	07/06/2020	137779	JARDINE QUALITY IRRIGATION INC	\$3,896.61
	E102305	07/06/2020	078420	RAWSON & SONS ROOFING, INC.	\$4,345.00
	E102307	07/06/2020	106725	RD FITNESS SERVICE	\$146.00
	E102308	07/06/2020	100642	REALLY GOOD STUFF LLC	\$245.56
	E102311	07/06/2020	082200	SCHOOL HEALTH CORPORATION	\$1,112.95
	E102312	07/06/2020	082350	SCHOOL SPECIALTY INC	\$1,240.90
	E102313	07/06/2020	083188	SHIFFLER EQUIPMENT SALES, INC.	\$6,456.96
	E102314	07/06/2020	141987	TBP PRODUCTIONS LLP	\$850.00
	E102315	07/06/2020	084093	SOUTHWEST STRINGS	\$55.16
	E102316	07/06/2020	084930	SUPER DUPER INC	\$373.95
	E102318	07/06/2020	133969	TENNANT SALES & SERVICE COMPANY	\$3,563.36

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E102319	07/06/2020	132452	TERRACON INC	\$961.45
	E102320	07/06/2020	106364	TRANE US INC	\$596.49
	E102321	07/06/2020	071025	OMAHA TRUCK CENTER INC	\$38.73
	E102322	07/06/2020	138773	ULINE INC	\$920.81
	E102323	07/06/2020	090214	UNITED ELECTRIC SUPPLY CO INC	\$452.87
	E102324	07/06/2020	138759	VIA INC	\$225.00
	E102325	07/06/2020	092323	VIRCO INC	\$8,807.74
	E102327	07/06/2020	084056	VOYAGER SOPRIS LEARNING INC	\$2,323.09
	E102328	07/06/2020	093650	VWR INTERNATIONAL LLC	\$830.29
	E102329	07/06/2020	139738	WASTE MANAGEMENT OF ILLINOIS INC	\$2,102.43
	E102330	07/06/2020	093765	WATER ENGINEERING, INC.	\$1,908.04
	E102331	07/06/2020	094130	WENGER CORPORATION	\$3,990.00
	E102332	07/06/2020	137878	WHITE WOLF WEB PRINTERS INC	\$400.50
	E102333	07/06/2020	095349	WOODWIND & BRASSWIND INC	\$159.99
	E102334	07/06/2020	100578	WT COX SUBSCRIPTIONS INC	\$977.34
E102335	07/06/2020	109852	WURTH BAER SUPPLY CO	\$556.45	
<b>01 - Total</b>					<b>\$3,502,982.41</b>
02	26709	07/06/2020	106893	WICHITA WATER CONDITIONING INC	\$3.50
	26710	07/06/2020	140871	DAVID C WOOD	\$2,607.87
	26711	07/06/2020	131744	DENISE HILE	\$67.99
	26712	07/06/2020	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	\$8,650.04
	26713	07/06/2020	139832	PAMELA S OSTERMAN	\$36.05
	26714	07/06/2020	101476	SODEXO INC & AFFILIATES	\$424,239.34
	E30034	07/06/2020	141913	PCS REVENUE CONTROL SYSTEMS INC	\$7,760.00
<b>02 - Total</b>					<b>\$443,364.79</b>
06	472225	06/04/2020	140309	M E COLLINS CONTRACTING CO INC	\$352,534.05
	472248	07/06/2020	142695	AERCOR WIRELESS INC	\$1,257.90
	472258	07/06/2020	012989	APPLE COMPUTER INC	\$1,171,061.97

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
06	472263	07/06/2020	133480	BERINGER CIACCIO DENNELL MABREY	\$12,246.94
	472283	07/06/2020	139924	CHOICE SOLUTIONS LLC	\$412,438.10
	472297	07/06/2020	131003	DAILY RECORD	\$20.30
	472330	07/06/2020	106660	GLASSMASTERS INC	\$13,800.00
	472363	07/06/2020	136678	K C PETERSEN CONSTRUCTION CO	\$187,522.30
	472374	07/06/2020	058775	LAMP RYNEARSON ASSOCIATES INC	\$3,006.08
	472382	07/06/2020	140309	M E COLLINS CONTRACTING CO INC	\$28,623.51
	472410	07/06/2020	131328	MILLER ELECTRIC COMPANY	\$605.05
	472414	07/06/2020	134532	MORRISSEY ENGINEERING INC	\$4,655.00
	472416	07/06/2020	142914	MARATHON REPROGRAPHICS INC	\$330.00
	472494	07/06/2020	142102	STERLING COMPUTERS CORPORATION	\$89,800.00
	E102258	07/06/2020	134039	CROUCH RECREATION INC	\$5,595.00
	E102269	07/06/2020	131740	EAGLE SOFTWARE INC,	\$39,902.09
	E102305	07/06/2020	078420	RAWSON & SONS ROOFING, INC.	\$121,771.00
	E102309	07/06/2020	136847	RIVERSIDE TECHNOLOGIES INC	\$2,950.00
	E102319	07/06/2020	132452	TERRACON INC	\$9,533.00
	E102326	07/06/2020	141363	PATTI BANKS ASSOCIATES LLC	\$3,510.00
	<b>06 - Total</b>				
07	472247	07/06/2020	142695	AERCOR WIRELESS INC	\$3,578.58
	472263	07/06/2020	133480	BERINGER CIACCIO DENNELL MABREY	\$1,120.00
	472274	07/06/2020	134794	CARLEY CONSTRUCTION LLC	\$30,820.50
	472278	07/06/2020	142324	CBJ CONSTRUCTION CO INC	\$35,588.50
	472296	07/06/2020	142010	DAEDALUS CONSTRUCTION CO	\$45,555.75
	472297	07/06/2020	131003	DAILY RECORD	\$16.70
	472300	07/06/2020	143197	DEBOURGH MANUFACTURING CO	\$49,763.91
	472308	07/06/2020	107232	DLR GROUP INC	\$3,250.00
	472363	07/06/2020	136678	K C PETERSEN CONSTRUCTION CO	\$39,560.00
	472374	07/06/2020	058775	LAMP RYNEARSON ASSOCIATES INC	\$31,304.30

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
07	472410	07/06/2020	131328	MILLER ELECTRIC COMPANY	\$69,379.38
	472416	07/06/2020	142914	MARATHON REPROGRAPHICS INC	\$5,462.75
	472435	07/06/2020	137734	OMAHA ELECTRIC SERVICE INC	\$28,158.16
	472468	07/06/2020	106416	RIFE CONSTRUCTION INC	\$92,918.49
	472491	07/06/2020	136932	SPECIALIZED AIR/HYDRONIC BALANCING	\$1,000.00
	472492	07/06/2020	130500	SPECPRO INC	\$158,067.00
	472501	07/06/2020	141553	TR CONSTRUCTION LLC	\$43,100.86
	472523	07/06/2020	143143	WHITE CASTLE ROOFING & CONTRACTING	\$51,849.33
	E102257	07/06/2020	132170	CORMACI CONSTRUCTION INC	\$5,679.30
	E102267	07/06/2020	139946	DOWNS ELECTRIC INC	\$82,701.00
	E102306	07/06/2020	132369	RAY MARTIN COMPANY OF OMAHA	\$405,010.80
	E102319	07/06/2020	132452	TERRACON INC	\$1,465.00
<b>07 - Total</b>					<b>\$1,185,350.31</b>
11	472251	07/06/2020	143186	BROOKE OLIVIA ALBERS	\$189.79
	472314	07/06/2020	037525	EDUCATIONAL SERVICE UNIT #3	\$1,714.14
	472321	07/06/2020	137477	FAT BRAIN TOYS LLC	\$189.81
	472327	07/06/2020	143047	THE FUND FOR AMERICAN STUDIES	\$350.00
	472419	07/06/2020	136850	NAVIANCE INC	\$3,563.00
	472420	07/06/2020	068340	NEBRASKA ASSOCIATION FOR THE GIFTED	\$400.00
	472421	07/06/2020	136431	NEBRASKA COMMUNITY FOUNDATION	\$10,483.00
	472426	07/06/2020	069578	N CHRIS NIELSEN	\$30.00
	472432	07/06/2020	100013	OFFICE DEPOT 84133510	\$938.29
	472461	07/06/2020	134030	KELLY A PUGH	\$26.00
	472467	07/06/2020	130289	CENTER FOR RESPONSIVE SCHOOLS INC	\$84,000.00
	472470	07/06/2020	141708	ROBERT BOSCH TOOL CORP	\$1,259.10
	472472	07/06/2020	079310	ROCKBROOK CAMERA CENTER	\$691.00
	472508	07/06/2020	100923	UNIVERSITY OF NEBRASKA LINCOLN	\$65.00
	472510	07/06/2020	068834	UNIVERSITY OF NEBRASKA-LINCOLN	\$215.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	472511	07/06/2020	100923	UNIVERSITY OF NEBRASKA LINCOLN	\$95.00
	E102277	07/06/2020	141853	ILY ENTERPRISES INC	\$879.00
	E102279	07/06/2020	041100	FOLLETT SCHOOL SOLUTIONS INC	\$5,551.35
	E102310	07/06/2020	082100	SCHOLASTIC INC	\$1,411.52
	E102325	07/06/2020	092323	VIRCO INC	\$947.67
<b>11 - Total</b>					<b>\$112,998.67</b>
14	472249	07/06/2020	097000	AETNA LIFE INSURANCE CO	\$182,089.92
	472479	07/06/2020	142167	SCRIP POINT	\$14,343.75
<b>14 - Total</b>					<b>\$196,433.67</b>
17	472244	06/25/2020	143198	INTERSTATE GROUP LLC	\$3,945.44
	472254	07/06/2020	140305	AMERICAN TRAILER & STORAGE INC	\$198.00
	472263	07/06/2020	133480	BERINGER CIACCIO DENNELL MABREY	\$336.00
	472279	07/06/2020	133970	CCS PRESENTATION SYSTEMS	\$7,928.05
	472363	07/06/2020	136678	K C PETERSEN CONSTRUCTION CO	\$9,240.00
	472364	07/06/2020	140623	KE FLEX CONTRACTING LLC	\$213,871.50
	472374	07/06/2020	058775	LAMP RYNEARSON ASSOCIATES INC	\$8,004.96
	472392	07/06/2020	133898	MCGILL RESTORATION INC.	\$35,377.00
	472411	07/06/2020	139317	MMC MECHANICAL CONTRACTORS INC	\$111,962.70
	472414	07/06/2020	134532	MORRISSEY ENGINEERING INC	\$2,227.50
	472416	07/06/2020	142914	MARATHON REPROGRAPHICS INC	\$1,072.00
	472449	07/06/2020	102047	PAYLESS OFFICE PRODUCTS INC	\$229.20
	472466	07/06/2020	139853	RENZE DISPLAY CO	\$5,756.72
	472485	07/06/2020	142823	SIMULATION CURRICULUM CORP	\$1,898.00
	E102247	07/06/2020	102727	B & H PHOTO	\$711.66
	E102312	07/06/2020	082350	SCHOOL SPECIALTY INC	\$233.16
	E102319	07/06/2020	132452	TERRACON INC	\$1,340.50
	E102325	07/06/2020	092323	VIRCO INC	\$1,412.84
<b>17 - Total</b>					<b>\$405,745.23</b>

## Millard Public Schools Check Register Prepared for the Board Meeting for Jul 6, 2020

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	472269	07/06/2020	101364	THE BOOKWORM	\$86.30
	472303	07/06/2020	032800	DEMCO INC	\$522.48
	472372	07/06/2020	135103	RON KROENKE	\$140.00
	472376	07/06/2020	058800	LANOHA NURSERIES INC	\$960.00
	472390	07/06/2020	139237	MICHAEL C MCCAULEY	\$5,621.76
	472404	07/06/2020	139339	SPORTS FACILITY MAINTENANCE LLC	\$5,680.00
	472409	07/06/2020	065440	MILLARD SOUTH HIGH SCHOOL	\$1,230.00
	472426	07/06/2020	069578	N CHRIS NIELSEN	\$1,348.00
	472432	07/06/2020	100013	OFFICE DEPOT 84133510	\$80.35
	472446	07/06/2020	140426	DANIEL RAY SAPP	\$500.00
	472465	07/06/2020	135044	REEDER ELEMENTARY	\$11.24
	472472	07/06/2020	079310	ROCKBROOK CAMERA CENTER	\$143.76
	472474	07/06/2020	143185	TYLER C SACHS	\$150.00
	E102258	07/06/2020	134039	CROUCH RECREATION INC	\$567.00
	E102265	07/06/2020	033473	DIETZE MUSIC HOUSE INC	\$7,658.71
	E102279	07/06/2020	041100	FOLLETT SCHOOL SOLUTIONS INC	\$403.31
	E102295	07/06/2020	060023	NEBRASKA SPORTS INDUSTRIES INC.	\$2,014.78
	E102331	07/06/2020	094130	WENGER CORPORATION	\$477.00
<b>50 - Total</b>					<b>\$27,594.69</b>
<b>Overall - Total</b>					<b>\$8,335,632.06</b>

## Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due Date: **7/1/2020** BOE Meeting Date: **7/6/2020** Sale or Disposals Scheduled After: **7/6/2020**

Lot	Quantity	Description
1	1850	HP ProBook x360 G2 (Whole laptop, no power supply)
2	8	Bretford-TL474LL/A front load cart
3	28	Bretford-TX323LL/A-back load cart
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**Committee Meeting Minutes****June 8, 2020**

The members of the Board of Education met as a Committee of the Whole at 6:00 p.m. on Monday, June 8, 2020. Pursuant to the Governor's Executive Order No. 20 – 03 and for public health purposes associated with COVID-19, this meeting was held by videoconference through "ZOOM" with access available to the public and media. The Zoom link was <https://zoom.us/j/96007132428>, and was posted on the district website.

Vice President, Dave Anderson called the meeting to order at 6:00 p.m. Mr. Anderson announced that the open meeting act is posted on the Millard Public Schools website and available for public inspection.

Board members present were: Stacy Jolley, Mike Kennedy, Linda Poole, Mike Pate, Amanda McGill Johnson and Dave Anderson.

At the start of the Board of Education Committee Meeting this evening, Dr. Sutfin and the Board addressed the national and local events regarding racism. These comments are being shared with everyone in our community and are also posted on our website.

**Board Statement**

The racist acts we have seen throughout our country, our city and our community are abhorrent. We see and stand united against racist behavior. We will not tolerate behavior that diminishes the worth of others.

Education is key to understanding. We recognize our role and also our shortcomings. Much work still needs to be done to make sure every child, every family and every staff member truly feels a part of Millard. We stand ready to listen and take action.

**Superintendent Statement**

Before beginning our committee meeting tonight, I want to take a moment to discuss the national and local events that have transpired over the course of the last couple of weeks.

First and foremost as a school district we do not and will not stand for discrimination against any group. We stand against racism. Foundational to our school district are our belief statements.

We believe diversity enriches life. There has never been a more important time to say that is what we believe than right now. We also have a district parameter that says we will not tolerate any behavior that diminishes the worth of another individual. Remember that a parameter is the rules we live by - all the time with no exception.

I will not speak to specific cases, but over the last couple of weeks we have seen racist comments and acts in our country. We have seen racist acts and comments in our community - some of them from students who attend our schools. As you would expect, we have investigated each case that touches the district, and worked with families and students. What we haven't been able to do is to work with those that are offended and hurt by these actions. Tonight, I am addressing this in hopes that our black students and our other students of color understand that we will never stand for racism.

Our students come to us from diverse backgrounds, and we are accepting of all. We want every child to feel wanted and loved. We also want every child to receive the best education so that they can go forward with their life and live their dreams.

We are not perfect. Nobody is and we have work to do in this area. Making a statement is one thing, and committing to action is another. We know that when you bring 27,000 people together on a daily basis there will be conflict. Foundational to resolving conflict is our belief in justice for all. We are all entitled to live our best life free from racism, bigotry, and bullying.



Because what has occurred recently in our country, I need our black students and our other students of color to know that we love you, we care about you, we support you, and we want you to feel like Millard is home. This is your safe place.

There are six key points I want to make tonight around action that we will take as a school district.

If you are experiencing or seeing discrimination in our schools report. We have well defined policies and procedures that can bring about solutions. Your principal, counselors and teachers are key to solving these problems. All people are entitled to a safe, caring, and respectful environment. We will once again be sharing these procedures with our community as we draw closer to school so that we make sure the reporting mechanism is set up to help and solve any potential problem.

Moving forward we are developing a listening strategy so that we make sure we are hearing from our black students, and other students of color as well as other marginalized groups. Beginning this fall we will be creating a student diversity committee to meet with Dr. Phipps, Dr. Chick and myself. We will also be working with principals to create a feedback loop. We can't solve what we don't know, and we can't assume. This will give us the information and data. We will listen. The social studies curriculum adoption begins Phase 2 this year. We will use the information we gain from listening as well as emails that we have received during this time and make sure that information is shared with the curriculum planning committee.

Dr Chick will be chairing the Metropolitan Omaha Education Consortium HR task force and will bring forward the topic of minority candidate recruiting. This is an issue for every school district. By bringing this to the table of MOEC we can strategize with other school districts and the university. Not only do we have a teacher shortage, we have a shortage of diversified candidates.

Each staff member is trained in culturally responsive training. I have already asked our Leadership and Learning department to look at this material and begin an audit to make sure this training is the best it can be.

Beginning over the next couple of weeks, we will begin to share resources with our staff.

As you know, we have been responding to a global pandemic. I do not want the fact that we haven't been physically in school for the last three months to lead to any conclusions about our thoughts around these horrific events of the last couple of weeks. Tonight's committee meeting focuses on where we are with plans to reopen schools as well as further discussion on the budget.

In July I will bring the outlines of a plan to the Board meeting so that the Board better knows what we are doing to respond to the current situation and guarantee to the best of our ability that all students feel a part of our district and know that it is a safe place.

We can all do better, and we have the key - education. We will move forward together.

Mr. Anderson said it is now the proper time for public questions and comments. There was one request to speak. Reagan Simons of 6161 S. 182nd St shared concerns regarding students not returning at 100% in August.

### **State of the District**

Superintendent Dr. Jim Sutfin said tonight's agenda regarding the state of the district is as follows:

- Current Reality
- Reflections & Input
- Future Planning
- Topics We Are Discussing
- Recovery & Return to Thriving

Dr. Sutfin said we want students back in our buildings and there is nothing that replaces the relationships students/teachers have and the direct teaching that takes place. Dr. Sutfin said he is working on this every day. He is in meetings on a regular basis with the commissioner, governor, health officials and superintendents of school districts across the state regarding how we are going to get back to school. He said this will be a significant lift by all school districts and said this will be done by all school districts.

Chief Financial Officer Chad Meisgeier said one of the big concerns throughout has been food insecurity. He said our food service department has created a 5 days a week curbside pick up process which included meals for the weekend being handed out on Fridays. This is for all children 0-18 years old. He shared the totals of weekly meals served at the feeding sites. Mr. Meisgeier said over 400,000 meals have been served since this program began.

Associate Superintendent of Educational Services Dr. Heather Phipps said our summer school program began today fully remotely. The response has been overwhelming with the following enrollment numbers:

- Elementary SLAM- 617
- Middle School Reading and Math- 213 (259 courses)
- High School- 897 (1300 courses)

Dr. Phipps also shared the guidelines that are in place to protect students.

Executive Director of Activities, Athletics & External Affairs Nolan Beyer said on June 1st outdoor areas were open for community use with the exception of playgrounds. Weight rooms also opened for athletes in static groups of 25 as well as individual sports instruction for low risk sports. Mr. Beyer said the NSAA committee is currently working on fall activities and athletics recommendations.

Assistant Superintendent for Leadership, Planning & Evaluation Dr. Kim Saum-Mills shared that Kid Net opened on May 26, 2020 at seven sites with 408 students registered and 350 participating.

Associate Superintendent of Human Resources Dr. Kevin Chick said buildings opened to the public on June 1st with the following guidelines in place:

- Masks required by public
- Screening questions asked of all visitors
- Masks required when being closer to somebody for more than 10 minutes
- Masks required by employees when interacting with public
- Social distancing in offices

Assistant Superintendent for Leadership, Planning & Evaluation Dr. Kim Saum-Mills shared that a group of parents, students and staff were asked to complete a survey and provide input. She said we received very positive feedback. Dr. Saum-Mills also said the data collected will help us make modifications to our remote learning program should we be directed to move back into remote learning in the future.

Dr. Sutfin shared the future plans for fall. He is hopeful we will start at 100% in the fall but said this is not his decision. He is working with other superintendents, health officials and the commissioner to process through what returning in the fall looks like. He reminded the board that fundamental to everything we are discussing is the goal of getting students back in the classroom. He stressed that it is going to look different and it has to be in order to protect students and staff members.

Mr. Meisgeier shared the health and sanitation procedures that will be put in place. He also said it is likely that students and staff will be required to wear masks upon entering school. Cleaning and sanitation procedures will be the same no matter when we start back.

Dr. Phipps and Dr. Saum Mills also shared the five options we are exploring for fall. They are as follows:

- Option One: 100% On Time
  - August 10, 2020 start date
  - All Students (PK-12) learning in buildings all day, everyday
- Option Two: 100% Start Late
  - All Students (PK-12) learning in buildings all day, everyday
  - Starting on September 1st or September 8th
  - 174 student days reduced from 179 students days
  - Shortened breaks
  - No District PD During Year (veteran staff or new staff)
  - Last day - May 28 or June 4
- Option Three: Static Groups- Modified Remote Opening
  - PK and Elem learning in buildings all day everyday

- Middle School Combination In Person/Remote
- High School Primarily Remote with Some In Person
- Option Four: 50% Capacity- Modified Remote Opening
  - PK-12 on Same Schedule to support families
  - A-K In Buildings Monday and Thursday
  - L-Z in Buildings Tuesday and Friday
  - All students remote on Wednesdays with synchronous learning schedule
- Option Five : Fully Remote
  - 100% of Students Fully Remote

Dr. Chick shared how they plan to support medically fragile staff and students as well as the plans for additional cleaning being done by transportation.

Mr. Meisgeier explained changes to food service for the fall.

Dr. Saum-Mills shared changes to the fall workshop plan and that much of the professional development will be delivered via zoom.

Lastly, Dr. Sutfin shared the plan to return to thriving. We want to build safe, productive, supportive classrooms. Dr. Phipps shared that everyone will need to re-learn how to “do school.” Dr. Phipps also said we want to leverage the assessment information we already have to make decisions about what needs to be worked on. We do not want to layer on additional assessments for students. After we know where the gaps are, we will integrate supports into appropriate unit and lesson sequences. This will naturally spread out the lessons over the school year.

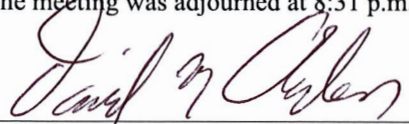
### **Budget Retreat**

Chief Financial Officer Chad Meisgeier said he will provide a brief overview on some budgetary things being considered and gather input from the board before the August 10, 2020 budget hearing. Mr. Meisgeier said state aid has been certified and Millard can expect a \$2.2 Million dollar cut in state aid. He also shared our expense categories and revenue sources and the tax levy history. He also shared the assessed value of properties in the district. He reminded the board that teachers, paras, and nurses are going into the second year of their collective bargaining agreement. This year was a 3.35% total package increase and next year is a 3.15% total package.

Mr. Meisgeier shared the 2020-21 preliminary projections show us in a \$1.2 million deficit. He also shared the cash reserve history and balances recommendations. Mr. Meisgeier also reviewed the historical data of personnel and budget reductions from prior years. He said at this time they are not recommending any program and staff cuts for the upcoming budget year.

Mr. Meisgeier shared the draft 2020-21 recommendation which showed a 3% budget increase and a \$0.6 million decrease in reserve. He said in terms of the levy, we would move half a cent from the building fund to the general fund. The bond fund levy would stay at .13 cents which is no increase this year. This would keep the levy the same as it was in 2019-20 which is \$1.2260 total levy. This keeps us at a very low levy compared to surrounding districts.

The meeting was adjourned at 8:31 p.m.



Chairman

**AGENDA SUMMARY SHEET**

**Agenda Item:** Second Reading and Approval of Policy 6240: Curriculum, Instruction, and Assessment-Controversial Issues

**Meeting Date:** July 6, 2020

**Background/Description:** This Policy is due based on our seven-year cycle.

**Action Desired:** Second Reading and Approval of Policy 6240: Curriculum, Instruction, and Assessment-Controversial Issues

**Policy / Strategic Plan**

**Reference:** MPS Belief: Diversity enriches life.

**Responsible Person:** Dr. Heather Phipps

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Jim Sutfin", is placed on a light gray rectangular background.

## Curriculum, Instruction, and Assessment

### Taught Curriculum - Controversial Issues

6240

A major focus of the Millard Public Schools mission is to prepare our students for effective citizenship, which includes preparation for constructive participation in a democratic society, a society in which many differing opinions are held and differing beliefs are espoused. It is important that students develop an understanding of ideas which may be different than their own. It is important that they develop judgment, a capacity to discern the difference between fact and opinion, and to weigh arguments, debates, slogans and appeals. To achieve this purpose, students should have an opportunity to examine controversial issues within the context of their formal education experiences. ~~Accordingly, it will be the purpose of this policy to establish those parameters within which the District's professional staff and students can teach and learn about controversial issues.~~

#### **Student's Rights and Responsibilities:**

- ~~1. To research, study and discuss significant issues and to reach judgments and express opinions without jeopardizing their relationship with classmates or teachers.~~
- ~~2. To learn in an open classroom and school climate so that they feel free to examine any aspect of a controversial issues.~~
- ~~3. To study with competent instruction in an impartial atmosphere and have access to relevant material.~~
- ~~4. To be protected against indoctrination, whether it be political, social, economic, religious, or other.~~
- ~~5. To assure that when controversial issues are being discussed in the classroom, every effort is being made to present various viewpoints fairly, impartially and discreetly.~~

#### **Teacher Rights and Responsibilities:**

- ~~1. To be free to conduct reasonable study and discussion of controversial issues without fear of reprisal.~~
- ~~2. To maintain a high degree of impartiality.~~
- ~~3. To treat controversial issues objectively and to present alternate and/or divergent positions and opinions.~~
- ~~4. To determine the degree and extent of consideration given to a specific controversial issue based upon knowledge, intellectual maturity, and competence of the students in the class.~~
- ~~5. To ensure that an accurate, factual and balanced presentation of material is readily available for the student.~~
- ~~6. To be assured, if the need ever arises, that parents will be directed and encouraged by the Board and administration to take their questions and comments directly to the teacher concerned, as outlined in Policy 1310 and Rules 1310.1 and 1310.2.~~
- ~~7. To ensure that a student's view of an issue is not suppressed as long as the expression of that view can be made in a reasonable manner.~~

~~Teachers, who in the performance of their teaching duties are engaged in the study or discussion of such controversial issues shall be defended by the Board and District from unjust or unfair criticism or legal actions.~~

~~The Board's position on this matter applies to the regular curriculum of the schools and to extra-curricular activities before and after school, within the school building or outside of the school, whenever school or school sponsored or sanctioned groups are involved. The Board reserves the right to exercise significant discretion in determining the content of school curriculum within the limitations provided by law.~~

~~The Office of the Superintendent is authorized to establish such rules as needed to carry out the intent of the Board as defined in this policy.~~

Legal Reference: Nebr. Rev. Stat. §79-526, Constitution of the United States, First Amendment

Related Policies & Rules: 1310, 1310.1, 1310.2, 6240.1

Policy Adopted:

Revised: November 2, 1992; June 28, 1999; December 4, 2006; [July 6, 2020](#)

Reaffirmed: December 3, 2012

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirmed Policy - 4511 – Human Resources – Voluntary Separation Program

**Meeting Date:** July 6, 2020

**Background/  
Description:** No changes made to the Policy

**Action Desired:** Reaffirm Policy - 4511 - Human Resources – Voluntary Separation Program

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

**Responsible Person(s):** Dr. Kevin Chick, Assoc. Superintendent of Human Resources

**Superintendent's Signature:**



**Human Resources****Voluntary Separation Program****4511**

The District may offer a voluntary separation program for fulltime certificated employees and non-certificated administrative employees.

Related Policies and Rules: 4511.1

Policy Adopted: September 6, 1983.

Revised: September 20, 1993

Reaffirmed: October 20, 2003, October 18, 2010, July 10, 2017, [July 6, 2020](#)

Millard Public Schools  
Omaha, NE



**AGENDA SUMMARY SHEET**

**Agenda Item:** Approve Rule – 4511.1 – Human Resources – Voluntary Separation Program

**Meeting Date:** July 6, 2020

**Background/  
Description:** Proposed changes to the Rule will assist with the Substitute Teacher Shortage

**Action Desired:** Approve Rule - 4511.1 - Human Resources – Voluntary Separation Program

**Policy /  
Strategic Plan**

**Reference:** N/A

**Responsible Person(s):** Dr. Kevin Chick, Assoc. Superintendent of Human Resources

**Superintendent's Signature:**



## Human Resources

### Voluntary Separation Program

4511.1

The District may offer a Voluntary Separation Program (hereinafter "Program") for certificated employees and non-certificated administrative employees. Upon written application and approval of the Superintendent of Schools and the Board, eligible employees may participate in the Program. The Program may be reviewed annually for possible modification. Modification shall not affect persons who have already begun receiving payments under the Program.

#### Purpose of the Program

The major purpose of the Program is to encourage eligible employees who are considering separation [of employment](#) or retirement to accelerate their plans. Program objectives include but are not limited to the following:

- I. To offer financial incentives, which will assist long-term Millard Public Schools employees considering separation or retirement.
- II. To reduce District costs by replacing maximum salary employees with lesser salary employees.
- III. To provide a better balance of employee experience.
- IV. To reduce or eliminate the possibility of certificated employee layoffs.
- V. To provide the District the opportunity to select and retain the highest quality staff by establishing February 15 as the application deadline.

#### Program Eligibility Requirements and Provisions

- I. Administrators, Teachers, and Nurses must be at least age fifty-five (55) and, must have twenty (20) or more years of credited service in the Millard Public Schools as a certificated employee or non-certificated administrator.

#### Conditions and Limitations

- I. The employee's application for the Voluntary Separation Program shall constitute a voluntary resignation and termination of the employee's continuing contract at such time the application is accepted and approved. [Participants who are accepted and approved for the Voluntary Separation Program shall resign their employment and agree to waive any continuing contract and tenure rights.](#)
- II. Employees participating in the Program ~~cannot~~ [desiring to return to employment at a later date may do so only as provided below:](#)
  - a. [From the time beginning with resignation of employment and ending with 12 months after the participant receives his or her final voluntary separation payment, the participant:](#)
    1. [May not return to regular part-time or full-time employment; and](#)
    2. [May be considered for temporary \("on call"\) substitute employment at the District's sole discretion, subject to applicable state and federal laws.](#)
  - b. [If 12 months or more have passed from the date of the participant's final voluntary separation payment, the participant:](#)
    1. [May not return to regular part-time or full-time employment in the same or similar primary employment position held by the participant prior to separation of employment; and](#)

2. May be considered for temporary (“on call”) substitute employment at the District’s sole discretion, subject to applicable state and federal laws; and

3. May be considered for regular part-time or full-time employment in an employment position different than the primary position held by the participant prior to the separation of employment.

~~I. to full time or part time regular employment in the District at a later date. The District in its sole discretion may consider temporary (“on call”) substitute employment and/or consultant service.~~

III. Any eligible employee selecting to participate in the Program shall not have any prearranged employment agreement to rehire the participant at the time of separation of employment.

~~II-IV.~~ Any eligible employee electing to participate in the Program shall be required to complete the school year before retirement commences, unless this requirement is waived by the Board. Any resignation related to the Voluntary Separation Program shall be effective at the end of the contract year unless the Board agrees to a different effective date of the resignation.

~~III-V.~~ Employees receiving long-term disability benefits are not eligible to participate in this Program.

~~IV-VI.~~ An employee is not eligible to participate in the Program if his or her employment is terminated by the District.

~~V-VII.~~ An employee shall not be eligible for benefits under this Program if the employee has been on a total of more than a one (1) year leave of absence within the five (5) most recent years of employment prior to voluntary separation.

## **Definitions**

I. **Years of credited service** shall mean:

- a. Any school year in which an employee is paid by the District for at least 135 days of full-time work as a certificated employee or non-certificated administrator; or,
- b. Any two (2) school years in which the employee is paid for the equivalent of at least 135 days of part-time work each year as a certificated employee or non-certificated administrator; or,
- c. Any two (2) school years in which the employee is paid for the equivalent of at least 67.5 days of full-time work each year as a certificated employee or non-certificated administrator.
- d. Years of employment as a substitute shall not be counted toward years of service under this plan.

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

III. **Year of Plan Eligibility** is determined by the school year when the employee is first eligible to participate. When an employee first meets the qualifications described in the eligibility section above, the employee is in his or her 1st year of eligibility. The following school year is the employee’s 2nd year of eligibility; this pattern continues until the employee elects to participate or until the final year when the employee is no longer eligible to participate.

## **Application Process**

I. Eligible employees desiring to take advantage of the Program may do so by submitting a written request to Human Resources. The written request must be submitted by February 15 of the elected year of separation on a form provided by Human Resources. The request shall set forth that the employee resigns his or her position, effective at the end of the school-year, upon tender, provided, however, and subject to the acceptance and approval of the employee’s request by the Superintendent and the Board.

II. The Human Resource Department shall review the employee’s record to determine eligibility for the Program and make a recommendation to the Superintendent and the Board regarding the request. The Board shall act upon the

request by April 15. The action of the Board of Education shall be final, and any employee electing to participate in the Program relinquishes all employment rights in the District.

### **Benefit Table**

An eligible administrator, teacher, or nurse who has been approved by the Board for participation in the Program shall receive a total benefits equal to the amounts indicated in the table below. The total benefit shall be divided into equal monthly payments as indicated in the table below.

<u>Year of Plan Eligibility</u>	<u>Total Benefit</u>	<u>Number of Equal Monthly Payments</u>
1	\$35,000	24
2	\$35,000	24
3	\$35,000	24
4	\$35,000	24
5	\$35,000	24
	Eligibility Ends	

### **Payment of Benefits**

- I. Monthly payments will begin in August following the date of separation. [In any contract year, the District may determine that Ppayments may](#) be made through a Post-Retirement 403(b) plan as established by the District or through direct payments to the employee. [Employees shall not be permitted any election or choice in how to receive benefits.](#)
- II. If the employee dies after the Board of Education has approved the employee's application to participate in the Voluntary Separation Program and before all payments have been made, the beneficiary shall receive the remaining payments as established. The District reserves the right to accelerate the remaining payments to a beneficiary in the form of a single lump sum payment.
- III. The District shall withhold from any amount payable or to be paid under this Program all federal, state or other taxes as shall be required pursuant to any law or government regulation or ruling, and any other amounts required by law or court order.

### **Health, Dental and Life Insurance**

Following separation, Program participants may be eligible to continue their health, dental and other insurance coverages; provided, however, the employee pays the premiums and follows the rules set forth by the underwriter and complies with the provisions of COBRA or other applicable law.

Related Policies & Rules: 4511P

Rule Approved: September 6, 1983  
 Revised: November 17, 1986; September 20, 1993; June 15, 1998  
 October 20, 2003; March 6, 2006; July 2, 2012; July 10, 2017; [July 6, 2020](#)  
 Reaffirmed: October 18, 2010

Millard Public Schools  
 Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Rule 6240.1: Curriculum, Instruction, and Assessment- Controversial Issues

**Meeting Date:** July 6, 2020

**Background/  
Description:** This Rule is due based on our seven-year cycle.

**Action Desired:** Approval of Rule 6240.1: Curriculum, Instruction, and Assessment- Controversial Issues

**Policy / Strategic Plan**

**Reference:** MPS Belief: Diversity enriches life.

**Responsible Person:** Dr. Heather Phipps

**Superintendent's Signature:**

A handwritten signature in cursive script, appearing to read "Jim Sutfin", is written in black ink on a light gray rectangular background.

## Curriculum, Instruction, and Assessment

### Taught Curriculum - Controversial Issues

6240.1

Controversial issues as studied in the school program need to be handled in a professional manner. In attempting to ensure that this happens, the Office of the Superintendent has been authorized by the Board of Education to develop those rules deemed appropriate in carrying out the intent of the Board of Education policy. The guidelines within this rule are to be followed by all school personnel.

#### Student Rights and Responsibilities:

1. To research, study and discuss significant issues and to reach judgments and express opinions without jeopardizing his/her relationship with classmates or teachers.
2. To learn in an open classroom and school climate so that they feel free to examine any aspect of a controversial issue.
3. To study with competent instruction in an impartial atmosphere and have access to relevant material.
4. To be protected against indoctrination, whether it be political, social, economic, religious, or other.
5. To assure that when controversial issues are being discussed in the classroom, every effort is being made to present various viewpoints fairly, impartially and discreetly.

#### Teacher Rights and Responsibilities:

1. To be free to conduct reasonable study and discussion of controversial issues without fear of reprisal.
2. To maintain a high degree of impartiality.
3. To treat controversial issues objectively and to present alternate and/or divergent positions and opinions.
4. To determine the degree and extent of consideration given to a specific controversial issue based upon knowledge, intellectual maturity, and competence of the students in the class.
5. To ensure that an accurate, factual and balanced presentation of material is readily available for the student.
6. To be assured, if the need ever arises, that parents will be directed and encouraged by the Board and administration to take their questions and comments directly to the teacher concerned, as outlined in Policy 1310 and Rules 1310.1 and 1310.2.
7. To ensure that a student's view of an issue is not suppressed as long as the expression of that view can be made in a reasonable manner.

Teachers, who in the performance of their teaching duties, are engaged in the study or discussion of such controversial issues shall be defended by the Board and District from unjust or unfair criticism or legal actions.

The Board's position on this matter applies to the regular curriculum of the schools and to extra-curricular activities before and after school, within the school building or outside of the school, whenever school or school-sponsored or sanctioned groups are involved. The Board reserves the right to exercise significant discretion in determining the content of school curriculum within the limitations provided by law.

## Assignment of Responsibility

Since topics which might be considered controversial are dealt with in the program at the building level, the principal or designee is assigned the responsibility to ensure that rules are followed and there is compliance with the policy. Assignment of staff, in all instances where possible, will match preparation and background with the discipline, subject or course to be taught. Staff will be expected to deal with those issues which fall within their preparation and training, are related to the content and its relationship to the course/subject outcomes. Staff are not to assume responsibility for instruction which is outside of their preparation and training or is unrelated to the course/subject outcomes.

## Selection

Staff should apply the following criteria in determining those issues for study:

- I. The issue should be related to the course content and help achieve course objectives/learner outcomes.
- II. The issue should be suitable for students of the intellectual maturity and background represented in the class.
- III. The issue should provide students an opportunity to study those issues which have political, economic or social significance about which they will begin to have an opinion.
- IV. The issue should provide the student competent instruction within which various and/or conflicting points of view can be presented in an atmosphere protected from bias and prejudice.
- V. The issue should not be presented to promote the indoctrination of beliefs, whether they be political, social, economic or religious.
- VI. The issue is supported by an ample supply of study materials which present sides of the topic or issue under consideration.
- VII. The issue should provide the students an opportunity to form, identify and express their own opinions and ensure that there are opportunities for a balanced presentation on the topic/issue under consideration.
- VIII. The issue should be current, significant, real and important to the students and teacher. Significant is defined to be those topics which a) in general, impact or concern a number of people, b) are related to basic principles (i.e. equality vs. apartheid), or c) at the moment are under consideration by the media.

## Procedure

A teacher who is in doubt concerning the advisability of discussion of certain topics shall confer with the building principal or designee as to its appropriateness. Information presented to the principal or designee to assist in the decision-making process shall include the following:

- I. The proposed topic/issue under consideration.
- II. Instructional plan for dealing with the topic/issue.
- III. Consideration of the “pro<sup>2</sup>s and con<sup>2</sup>s”.
- IV. The benefits or outcomes to be achieved through the study of the topic/issue.

The principal or designee approves, amends, or rejects the staff member’s request based on the selection criteria. If approved, the principal or designee is encouraged to observe the activity and evaluate its educational value. In all instances, the teacher is expected to evaluate the activity and report such information to the principal or designee. In instances where the principal or designee and the teacher are unable to agree as to appropriateness, the issue should be referred to the appropriate Central Office staff member.

## Speakers/Programs

Books, films and other media are valuable for giving students exposure to many differing ideas; but for expanded learning, it may also be useful to invite appropriate persons within the guidelines hereafter set forth and who are not on the district educational staff to speak to, or meet with, groups of students as part of the educational process. Representatives of varying points of view may present issues directly to students only through invitation by the staff member involved and with prior approval of the principal or designee.

With respect to speakers and programs, the following guidelines will apply:

- I. The teacher/sponsor and the building principal or designee are expected to exercise judgement and to investigate fully those proposed resource persons.
- II. Teacher/Sponsors should encourage the use of resource persons representing various approaches or points of view on a given topic in order to afford the students a more comprehensive understanding of the topic/issue.
- III. The ideas presented and the resource person invited to present them will have demonstrable relation to the curricular or co-curricular activity in which the participating students are involved.
- IV. The teacher/sponsor responsible for inviting the resource person, or any member of the school administration, has the right and duty to interrupt or suspend any proceedings if the resource person is judged to be departing from the subject to be presented, is presenting the material in poor taste or endangering the health and safety of students and staff.

Attendance at assemblies involving an outside speaker on controversial topics will be voluntary on the part of the students. These events will be well publicized in advance for the benefit of both students and parents/guardians.

The District does not by this Rule create or establish an open or public forum and reserves the sole and absolute right to determine the curriculum and speakers and programs to be invited as part of the educational process.

Rule approved:

Rule revised: November 2, 1992; June 28, 1999; December 4, 2006; December 3, 2012;

[July 6, 2020](#)

Millard Public Schools

Omaha, NE



**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Policy 6910: Curriculum, Instruction, and Assessment- Community Volunteers

**Meeting Date:** July 6, 2020

**Background/**

**Description:** This Policy is due based on our seven-year cycle.

**Action Desired:** Reaffirm Policy 6910: Curriculum, Instruction, and Assessment- Community Volunteers

**Policy / Strategic Plan**

**Reference:** MPS Belief: People are our greatest resource.

**Responsible Person:** Dr. Heather Phipps, Dr. Kevin Chick, Nolan, Beyer, Dr. Tony Weers

**Superintendent's Signature:**

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

### **Community Volunteers**

**6910**

The Board of Education recognizes that the use of community volunteers enriches the learning experiences for students and serves to enhance school-community relations. The Board authorizes the Superintendent or designee to establish a process and procedure to review and evaluate potential community volunteers. When making such evaluations consideration shall be given to issues of safety and to the needs of the students, staff, faculty and administration.

Policy Adopted: February 21, 2000

Reaffirmed: May 7, 2007; March 4, 2013, [July 6, 2020](#)

Millard Public Schools  
Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approve Rule 6910.1: Curriculum, Instruction, and Assessment- Screening Procedures for Volunteers in the Classroom

**Meeting Date:** July 6, 2020

**Background/  
Description:** This Rule is being updated based on our seven-year cycle.

**Action Desired:** Approve Rule 6910.1: Curriculum, Instruction, and Assessment- Screening Procedures for Volunteers in the Classroom

**Policy / Strategic Plan**

**Reference:** MPS Belief: People are our greatest resource.

**Responsible Person:** Dr. Heather Phipps, Dr. Kevin Chick, Nolan, Beyer, Dr. Tony Weers

**Superintendent's Signature:**

A handwritten signature in cursive script, appearing to read "Jim Sauter", is displayed on a light gray rectangular background.

## Curriculum, Instruction, and Assessment

### Screening Procedures for Volunteers in the Classroom

6910.1

- I. All persons interested in serving as volunteers in the Millard Public Schools who will have an ongoing volunteer schedule and will have direct contact with students and who are not current District employees, current students, parents, or grandparents of current students, shall apply through the school where he or she wishes to volunteer and shall provide the following information on an approved Millard Public Schools volunteer application form:
  - A. Statistical and directory information including, but not limited to, name, address, telephone number, email address, and current or former place of employment (if any).
  - B. Names of not less than three references to be contacted directly by the principal or designee at the site where the person wants to volunteer. Applicants shall supply a phone number and email address for each reference.
  - C. A written authorization to permit the District to obtain a criminal background check and check of the Child/Adult Abuse and Neglect Registry/Register for purposes of evaluating the Applicant's ability and fitness to serve as a volunteer in the District.
- II. For all interested volunteers whose volunteer services may result in interaction with students and which may not be directly and continuously supervised by District personnel, the ~~Volunteer Coordinator~~ Associate Superintendent for Educational Services or designee and the principal or designee shall undertake the following Applicant screening procedures:
  - A. All application forms shall be reviewed by the building principal or designee and the Associate Superintendent for Educational Services or designee ~~Volunteer Coordinator~~.
  - B. The principal or designee at the site where the person wants to volunteer shall contact each person identified as a reference on the application.
  - C. The ~~Volunteer Coordinator~~ Associate Superintendent for Educational Services or designee shall submit the applicant's paperwork for complete ~~complete~~ a criminal background check and a check of the Child/Adult Abuse and Neglect Central Registry/Register.
- III. While the application is being processed and all references and background checks made, the Applicant ~~may~~ shall not be placed in a temporary volunteer position by the principal and/or the program staff at the discretion of the principal or designee, provided the volunteer is directly and continuously supervised by a Millard Public School employee at all times.
- IV. When all reference and background checks are completed and are determined to be satisfactory and consistent with the District's policy, the ~~Volunteer Coordinator~~ Associate Superintendent for Educational Services or designee shall contact the principal and/or program staff and advise that the volunteer has been approved.
- V. In the event the reference and criminal background checks reveal information that appears to be unsatisfactory, not consistent with the District's policy, or otherwise indicates that the Applicant is not qualified or fit to serve as a volunteer, the District shall provide the Applicant such notice as may be required by law.
- VI. If the Applicant's references or the ~~Volunteer Coordinator's~~ Associate Superintendent for Educational Services or designee review of the ~~C~~hild/~~A~~adult ~~A~~abuse and ~~N~~eglect ~~R~~egistry/~~R~~egister shows that the Applicant is not qualified to serve as a volunteer, the ~~Volunteer Coordinator~~ Associate Superintendent for

- Educational Services or designee shall send a letter to the Applicant advising that the Applicant has been denied.
- VII. All references and reference checks shall be strictly confidential and shall not be available to any person, including the Applicant.
- VIII. All information other than reference information obtained or gathered in the application and screening process shall be strictly confidential and shall not be available to any person other than the Applicant.
- IX. Volunteers are expected to perform approved volunteer services under the supervision of a Millard Public Schools employee.
- ~~Volunteers in the Millard Public Schools are to perform such volunteer services only during normal school hours, or such regularly scheduled before and after school time as the school activity may require, only under the direct, close supervision of a Millard Public Schools Employee unless approved by the Superintendent or designee.~~
- X. Volunteers shall be subject to the District's personnel policies and rules, including but not limited to non-discrimination and ~~sexual~~ harassment, appropriate boundaries with students, behavior and conduct on District property, dress, use of tobacco, substance use, use of District computers and property, confidentiality, corporal punishment and physical contact, and safety and security.
- XI. Volunteers in the Millard Public Schools are intended to enrich the learning experiences for students through the performance of volunteer services. Persons interested in serving as volunteers so as to fulfill community work requirements for other agencies shall not be accepted.
- XII. The District reserves the right for the Associate Superintendent for Educational Services to require any individual, including current District employees, current students, parents, or grandparents of current students, to complete a criminal background check and a check of the Child/Adult Abuse and Neglect Central Registry/Register prior to being allowed to perform any volunteer service or participate in any District-related activity.
- XIII. The Superintendent or his/her designee may grant an exception to the requirements herein if, in an emergency situation, the Superintendent or his/her designee deems that an exception is in the best interest of the class activity, District, and student(s).

Rule Approved: February 21, 2000  
 Revised: May 7, 2007; March 4, 2013, July 6, 2020

Millard Public Schools  
 Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approve Rule 6910.2: Curriculum, Instruction, and Assessment- Screening Procedures for Volunteers in Extracurricular Programs

**Meeting Date:** July 6, 2020

**Background/  
Description:** This Rule is being updated based on our seven-year cycle.

**Action Desired:** Approve Rule 6910.2: Curriculum, Instruction, and Assessment- Screening Procedures for Volunteers in Extracurricular Programs

**Policy / Strategic Plan**

**Reference:** MPS Belief: People are our greatest resource.

**Responsible Person:** Dr. Heather Phipps, Dr. Kevin Chick, Nolan, Beyer, Dr. Tony Weers

**Superintendent's Signature:**



## Curriculum, Instruction, and Assessment

### Screening Procedures for Volunteers in Extracurricular Programs

6910.2

- I. All persons interested in serving as volunteers in any extracurricular program offered by the Millard Public Schools who will have an ongoing volunteer schedule and will have direct contact with students who are not current District employees, current students, parents or grandparents of current students, shall apply through the school where he or she wishes to volunteer ~~with the Human Resources Department~~ and shall provide the following information on an approved Millard Public Schools volunteer application form:
  - A. Statistical and directory information including, but not limited to, name, address, telephone number, email address, and current or former place of employment (if any).
  - B. Names of not less than three references to be contacted directly by the principal or designee at the site where the person wants to volunteer. Applicants shall supply a phone number and email address for each reference.
  - C. A written authorization to permit the District to obtain a criminal background check and check of the Child/Adult Abuse and Neglect Central Registry/Register for purposes of evaluating the Applicant's ability and fitness to serve as a volunteer in the District.
- II. For all interested volunteers in an extracurricular program whose volunteer services may result in interaction with students, the Human Resources Department shall undertake the following Applicant screening procedures:
  - A. All application forms shall be reviewed by the building principal or designee and the Human Resources Department.
  - B. The principal or designee at the site where the person wants to volunteer shall contact each person identified as a reference on the application.
  - C. The Human Resources Department shall submit the applicant's paperwork for ~~also complete~~ a criminal background check and a check of the Child/Adult Abuse and Neglect Central Registry/Register.
- III. While the application is being processed and all references and background checks made, the Applicant ~~may~~shall not be placed in a temporary volunteer position in an extracurricular program by the principal and/or the program staff.
- IV. When all reference checks and background check are completed and are determined to be satisfactory and consistent with the District's policy, the Human Resources Department shall contact the principal and/or program staff and advise that the volunteer in an extracurricular program has been approved.
- V. In the event the reference and criminal background checks reveal information that appears to be unsatisfactory, not consistent with the District's policy, or otherwise indicates that the Applicant is not qualified or fit to serve as a volunteer, the District shall provide the Applicant such notice as may be required by law.
- VI. If the Applicant's references or the Human Resources Department ~~Volunteer Coordinator's~~ review of the Child/Adult Abuse and Neglect Registry/Register shows that the Applicant is not qualified to serve as a volunteer, the Human Resources Department ~~Volunteer Coordinator~~ shall send a letter to the Applicant advising that the Applicant has been denied.
- VII. All references and reference checks shall be strictly confidential and shall not be available to any person, including the Applicant.

- VIII. All information other than reference information obtained or gathered in the application and screening process shall be strictly confidential and shall not be available to any person other than the Applicant.
- IX. Volunteers are expected to perform approved volunteer services under the supervision of a Millard Public Schools employee.
- ~~Volunteers in the extracurricular programs are to perform such volunteer services only during normal school hours, or such regularly scheduled before and after school time as the school activity may require, only under the direct, close supervision of a Millard Public Schools Employee unless approved by the Superintendent or designee.~~
- X. Volunteers shall be subject to the District's personnel policies and rules, including but not limited to non-discrimination and ~~sexual~~ harassment, appropriate boundaries with students, behavior and conduct on District property, dress, use of tobacco, substance use, use of District computers and property, confidentiality, corporal punishment and physical contact, and safety and security.
- XI. Volunteers in the Millard Public Schools are intended to enrich the learning experiences for students through the performance of volunteer services. Persons interested in serving as volunteers so as to fulfill community work requirements for other agencies shall not be accepted.
- XII. The District reserves the right for the Associate Superintendent for Human Resources to require any individual, including current District employees, current students, parents, or grandparents of current students, to complete a criminal background check and a check of the Child/Adult Abuse and Neglect Central Registry/Register prior to being allowed to perform any volunteer service or participate in any District-related activity.
- XIII. The Superintendent or his/her designee may grant an exception to the requirements herein if, in an emergency situation, the Superintendent or his/her designee deems that an exception is in the best interest of the class activity, District, and student(s).

Related Policies and/or Rules: 6910

Date of Adoption: June 5, 2006  
 Revised: December 4, 2006; May 7, 2007; March 4, 2013, July 6, 2020

Millard Public Schools  
 Omaha NE



**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of 2020-21 Compensation Program for Non-Union Employees

**Meeting Date:** July 6, 2020

**Background/Description:** All currently settled union contracts included a 3.15% total package increase for the 2020-21 school year.

We are recommending that all non-union employees, including administrators, food service employees, professional technical hourly employees, and professional technical salaried employees, receive a 3.15% total package increase. The proposed total package increase would be in line with budget parameters.

**Action Desired:** Approval of a 3.15% total package increase for all non-union employees for the 2020-21 school year.

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

**Responsible Person(s):** Jake Curtiss, Director of Employee Relations  
Dr. Kevin Chick, Associate Superintendent of Human Resources

**Superintendent's Signature:**



**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Superintendent Goals 2020-21

**Meeting Date:** July 6, 2020

**Background/  
Description:** Each year the Board approves the goals set for the Superintendent

**Action Desired:** Approval of Superintendent Goals 2020-21

**Policy /  
Strategic Plan  
Reference:**

**Responsible  
Person(s):** Dr. James Sutfin

**Superintendent's Signature:**

A handwritten signature in black ink that reads "Jim Sutfin". The signature is written in a cursive style and is positioned on a light gray rectangular background.

## Superintendent Goals 2020-2021

### Goal 1: Respond-Recovery-Thriving

The superintendent will develop plans around recovery from the COVID-19 Pandemic.

- Develop options for the start of the school year.
- Develop re-entry plans for staff and students.
- Develop safety protocols around re-entry plans.
- Develop assessment plans to determine gaps in learning.
- Develop a long-range plan tying unfinished learning to standard based instruction and assessment so that students with gaps in their learning can work to close them.

Goal 2: The superintendent will ensure appropriate implementation of the new science curriculum.

- Implementation will include comprehensive professional development on the implementation of the science curriculum.
- Focus on content will be matched to state standards and Tables of Specification for state testing and formative assessment purposes.
- Review will consist of progress reports regarding student achievement with trend lines over time as the curriculum is rolled out and data is available both internally and thru the Dept of Ed.

### Goal 3: Finances

- The superintendent will develop budget priorities for the 2021-22 school year.
- The superintendent will provide a recommendation for Bond issue project plans keeping in mind the impact of the schedule on the taxpayers.
- The superintendent will provide levy (additional authority) use recommendations in conjunction with bond proceeds use and begin to formulate plans and needs for continuance of additional levy override needs.
- The superintendent will provide budgetary and political options for our school district for board input given the financial implications of local, state and national legislation.
- The superintendent will continue to evaluate administrative/program expense efficiencies and effectiveness through the program planning review and effectiveness process.

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Superintendent Contract

**Meeting Date:** July 6, 2020

**Background/Description:** The proposed Superintendent Contract included in the Board packet and published in accordance with the Superintendent Pay Transparency Act includes a 0.0% increase to base salary and other terms and conditions set forth in the Contract.

**Action Desired:** Approval of the Superintendent's Contract and to direct the President and Secretary of the Board of Education to execute the Contract with the Superintendent and to publish and file the Contract as provided by law.

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

**Responsible Person(s):** Dr. James Sutfin, Superintendent

**Superintendent's Signature:**

A handwritten signature in cursive script, appearing to read "Jim Sutfin", is written in black ink on a light-colored background.

## CONTRACT OF EMPLOYMENT

This contract made and entered into on this 6th day of July, 2020, by and between the Millard School District, a/k/a School District No. 17 of Douglas County, Nebraska (hereinafter "District), and James Sutfin, Ed.D. (hereinafter "Superintendent").

### WITNESSETH

WHEREAS, the Superintendent has been duly elected and appointed by the Board of Education for the District for a term of three years; and

WHEREAS, the parties desire to enter into a written contract for employment of the Superintendent.

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

#### I. TERM

The Superintendent shall be employed for a term beginning July 1, 2020, and terminating June 30, 2023; provided however:

1. On or before March 15, 2021, and on March 15<sup>th</sup> of each year during the term, and if the contract has been extended to terminate after June 30, 2023, on March 15<sup>th</sup> of each year during the extended term, the Superintendent shall, by written notice, advise each member of the Board of his intention to renew the contract for one year at the end of the then current term.
2. If the District does not notify the Superintendent in writing on or before April 15, 2021, and on or before April 15<sup>th</sup> of each year during the term, and if the contract has been extended, on April 15<sup>th</sup> of each year during the extended term, that the contract will not be extended at the end of the then current term, the contract shall be renewed and extended for one additional year at the end of the then current term.

#### II. DUTIES OF THE SUPERINTENDENT

- A. The Superintendent shall perform those services prescribed in:
  1. The District's goals and objectives;
  2. The job description for the Superintendent of the District; and
  3. The policies of the District.
- B. The Superintendent shall attend and participate as directed by the Board in meetings of the Board and any Board committees.

- C. The Superintendent shall provide administrative opinions, recommendations, or professional advice on all items of business of the Board or any authorized committee thereof.
- D. The Superintendent shall be legally qualified to hold the position of Superintendent by the laws of the State of Nebraska and shall not be under contract with any other school district.
- E. The Superintendent, subject to the approval of the Board, shall participate to such extent as deemed appropriate by the Superintendent in professional activities, including but not limited to, seminars and local, state, and national associations.
- F. The Board shall grant such time as is reasonable for the Superintendent to participate in any of the activities set forth in this section and shall pay the necessary expenses for travel and subsistence.
- G. The Superintendent agrees to devote his full-time skill, labor and attention to the performance of the duties of the Superintendent provided, however, the Superintendent may, with prior notice to the members of the Board, undertake speaking engagements, writing, lecturing and other professional duties for which the only remuneration is reimbursement of expenses and ex gratia honorarium payment provided that such other work shall not interfere with the obligations set forth in this contract.

### III. SALARY

1. The salary to be paid to the Superintendent for the period of July 1, 2020 to June 30, 2021, shall be \$243,217.80, payable in 12 equal monthly installments. This contract shall be reopened on or before July 1 of each year of this contract for amendment of this section and the salary established under such reopener shall be for the succeeding twelve month contract period. The Board retains the right to adjust the Superintendent's annual salary upward during the term of this contract without such adjustment constituting a new contract or extending the length of this contract. The Superintendent's salary shall not be reduced during the three (3) year term of this contract, July 1, 2020 to June 30, 2023.
2. The Board may establish and identify goals for the Superintendent to reach each year and if the Superintendent reaches those goals or any of them as determined by the Board, the Superintendent shall receive a bonus for services rendered, (hereinafter "bonus"), for each goal reached in the amount determined by the Board. The total amount of the bonus to be paid in any one year shall not exceed \$27,000.00. The Board shall assign and allocate a value for each goal in proportion to the total possible bonus. During or at the end of the first semester of each school year during the contract year, and at the end of the second semester of each contract year the Board shall determine which, if any, goals were reached and the amount of the bonus for those goals. The first installment in an amount not to exceed \$13,500.00 shall be paid on or before December 31<sup>st</sup> of the contract year and the second installment shall be paid before June 30<sup>th</sup> of the contract year. Any portion of the bonus payment paid shall be included as part of the Superintendent's salary for the District.

3. A stipend for the payment of a premium which shall be equal to 12% of the salary set forth in Article 3.1. The Superintendent may elect to contribute this amount under section 125, 403(b), or 457 of the Internal Revenue Code.
4. Any and all stipends made available and provided to the other administrative personnel of the District as provided in the applicable Salary Program for Administrators document.

#### IV. BENEFITS

In addition to the salary provided in Article III, the Superintendent shall receive:

1. All benefits made available and provided to the other administrative personnel (excluding District provided health and dental insurance); provided, however, that the term life insurance coverage for the Superintendent will be in a face value equal to the amount of the annual salary. The District shall provide for payment of the premium of a variable universal life policy (UL Policy) issued by Minnesota Life. The Superintendent shall receive any difference between the health and dental premium amount offered to other administrative personnel and the premium amount of the UL Policy through direct deposit into a qualified 403(b) or 457 account for the Superintendent.
2. An automobile for his use, together with all costs and expenses related thereto.
3. Payment of professional dues for NCSA and AASA.
4. Thirty (30) days' vacation (not including weekends and holidays) which may be taken at such time or times as may be selected by the Superintendent, and ten (10) paid holidays: Fourth of July, Labor Day, Thanksgiving, the Friday following Thanksgiving, December 24<sup>th</sup>, December 25<sup>th</sup>, December 31<sup>st</sup>, New Year's Day, Spring Break as designated by the District, and Memorial Day. In the event vacation days remain unused at the end of each contract year, the Superintendent will be compensated for each unused vacation day at his daily rate of pay, which shall be paid in the final monthly payment for that year.

#### V. LIABILITY

The Board shall provide professional liability insurance for the Superintendent with the same policy limits and insurance coverage as is provided for the members of the Board of Education and certified staff employees of the District.

#### VI. TERMINATION

- A. This contract is subject to the applicable provisions of the laws of the State of Nebraska dealing with amendment and non-renewal of Superintendent's contracts.
- B. In the event the Board terminates this contract because the Superintendent is unable to perform his duties by reason of illness, accident, or other disability beyond his control which is permanent or irreparable or of such a nature as to make the performance of his

duties impossible, the obligation of the District for any further salary payments ceases provided, however, the Superintendent shall, in lieu of payment of the amounts unpaid hereunder, receive the benefits payable under any insurance coverage or employee benefit furnished by the District for which he was entitled upon the date of his termination.

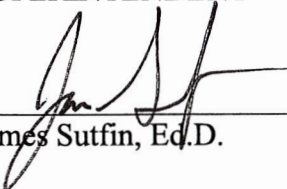
- C. In the event the District fails to perform the terms and conditions of this contract, the Superintendent may terminate the contract during the term.
- D. In the event the Superintendent shall resign or terminate this contract, such resignation or termination shall not become effective until the expiration of the contract term unless otherwise accepted by the Board and there shall be no penalty for such release from this contract.

VII. EVALUATION

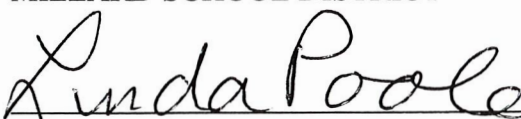
- A. The Superintendent shall be evaluated once during each year for each year of the contract unless otherwise provided by law.
- B. Upon the completion of each evaluation, the Board shall meet with the Superintendent to review the evaluation, which evaluation shall include recommendations and directives as the Board may deem reasonable and proper.
- C. The Superintendent shall receive a copy of the evaluation and shall have the right to make a written reaction or response to the evaluation.
- D. Any evaluation or assessment by the Board or written response or reaction by the Superintendent shall be retained and become a part of the Superintendent's personnel file.

IN WITNESS WHEREOF, the parties have executed this contract on the date first above written.

SUPERINTENDENT

  
 \_\_\_\_\_  
 James Sutfin, Ed.D.

MILLARD SCHOOL DISTRICT

By:   
 \_\_\_\_\_  
 Board President

ATTEST:

  
 \_\_\_\_\_  
 Secretary



**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Local Option Substitute Hiring

**Meeting Date:** July 6, 2020

**Background/Description:** The Nebraska Department of Education has approved the use of “Local” substitute teachers. A Local substitute must have completed at least 60 hours of college including one course in teacher education. The Local substitute must be approved for hire as a substitute teacher by the local board of education. This approval can take place on a yearly basis, allowing the school district to hire local substitutes throughout the year. The certificate is valid for up to 90 substitute teaching days per school year in the District requesting the certificate. Board of Education approved use of Local substitute teachers for 2017-18, 2018-19, and 2019-20 school years.

**Action Desired:** Approval of the use of Local Option Substitute Teachers for the 2020-21 school year.

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

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

**Superintendent’s Signature:**



**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Recognize Service Employees International Union Local 226 for the 2020-21 Custodian, Maintenance, and Grounds Contract.

**Meeting Date:** July 6, 2020

**Background/Description:** Service Employees International Union (“SEIU”) Local 226 represents custodial, maintenance, and grounds employees in collective bargaining matters. The current bargaining agreement expires July 31, 2020. Under Nebraska law, either party (the District or the Union) may request the commencement of collective bargaining. A copy of the letter from SEIU Local 226 requesting the commencement of bargaining for the FYE21 contract is attached.

**Action Desired:** It is recommended that the District recognize SEIU Local 226 as the collective bargaining agent for custodial, maintenance, and grounds employees in the District for the 2020-21 contract.

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

**Responsible Person(s):** Chad Meisgeier, Chief Financial Officer  
Kevin Chick, Associate Superintendent of Human Resources

**Superintendent’s Signature:**





**Stronger Together**  
**Service Employees**  
**International Union**  
**Local 226**

5408 No 99<sup>th</sup> St, Suite B  
 Omaha, NE 68134  
 (402) 733-8775  
 FAX: (402) 731-3432

**President**

Steve Owens

**Vice President**

Brian Stenzel

**Recording Secretary**

Theresa Trompke

**Financial Secretary**

Mary Miller

**Chief Steward**

Otto Stennis

**Asst. Chief Stewards**

Sharon Block

Doug Bush

Steve Rys

**Trustees**

Doug Meyer

Marlin Moore

**Sergeant-at-Arms**

Dale Dorsey

**Ethics Liaison**

Ron Rawlings

**Executive Board Reps**

Janine Burrows

Tom Bush

Doug Churchill

Elizabeth Comer-Howard

Melody Collins

Daniel Foote

Sharon Knott

Calvin Munsinger

Roberta Oleson

Cindy Perez

Merle Watson

June 23<sup>rd</sup>, 2020

Mr. Chad Meisgeier  
 Millard Public Schools  
 5606 S. 147<sup>th</sup> Street  
 Omaha, Neb. 68005

Dear Mr. Meisgeier:

Service Employees International Union Local 226 is requesting the opening of negotiations for the following bargaining unit:

- Maintenance
- Custodial

We would very much appreciate acknowledgement of receipt of this letter. Please contact Steve Owens, President, to arrange a date, time, and location for this meeting, any time after June 27<sup>th</sup>, 2020. Steve Owens can be reached at 402-514-7749 or contact the office via phone 402-733-8775 or email us at [office@SEIU226.org](mailto:office@SEIU226.org).

Sincerely,

Steve Owens, President  
 SEIU LOCAL 226

Cc: Otto Stennis, Chief Steward  
 Steve Rys, Assistant Chief Steward

**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Appointment of District Negotiation Team for Custodian / Maintenance / Grounds Contract

**Meeting Date:** July 6, 2020

**Background/Description:** Nebraska law provides school employees the right to bargain collectively with the school district in certain matters related to their employment contract. The union that represents these employees has a team of members who meet with a similar team appointed by the District. The District's team has the task of negotiating the proposed terms of the collective bargaining agreement; however, final approval for the agreement rests with the Board of Education.

**Action Desired:** It is recommended that the District's team for the Custodian, Maintenance, and Grounds employees' 2020-21 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team.

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

**Responsible Person(s):** Chad Meisgeier, Chief Financial Officer  
Kevin Chick, Associate Superintendent of Human Resources

**Superintendent's Signature:**



**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Appointment of District Negotiation Team for Teacher Contract

**Meeting Date:** July 6, 2020

**Background/  
Description:** Nebraska law provides school employees the right to bargain collectively with the school district in certain matters related to their employment contract. The union that represents these employees has a team of members who meet with a similar team appointed by the District. The District's team has the task of negotiating the proposed terms of the collective bargaining agreement; however, final approval for the agreement rests with the Board of Education.

**Action Desired:** It is recommended that the District's team for the teachers' 2021-22 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team.

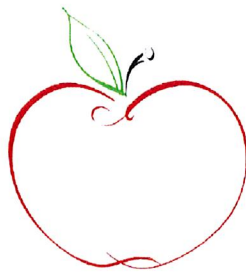
**Policy /  
Strategic Plan  
Reference:** N/A

**Responsible Person(s):** Chad Meisgeier, Chief Financial Officer  
Kevin Chick, Associate Superintendent of Human Resources

**Superintendent's Signature:**



# Millard Education Association



66  
4204 South 57th Street  
Omaha, NE 68117  
(402) 731-0400  
Fax: (402) 734-8005  
[www.millardmea.org](http://www.millardmea.org)



June 5, 2020

Millard Public School Board  
5606 S. 147<sup>th</sup> Street  
Omaha, NE 68137

Dear School Board Members,

The Millard Education Association requests that the school board of the Millard Public Schools take action to recognize the Millard Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2021-22 contract year.

Sincerely,

Paul Schulte  
President  
Millard Education Association

**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Appointment of District Negotiation Team for Nurse Contract

**Meeting Date:** July 6, 2020

**Background/  
Description:** Nebraska law provides school employees the right to bargain collectively with the school district in certain matters related to their employment contract. The union that represents these employees has a team of members who meet with a similar team appointed by the District. The District's team has the task of negotiating the proposed terms of the collective bargaining agreement; however, final approval for the agreement rests with the Board of Education.

**Action Desired:** It is recommended that the District's team for the nurses' 2021-22 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team.

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

**Responsible Person(s):** Chad Meisgeier, Chief Financial Officer  
Kevin Chick, Associate Superintendent of Human Resources

**Superintendent's Signature:**



**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Recognize Millard Education Association for the 2021-22 Nurse Contract.

**Meeting Date:** July 6, 2020

**Background/  
Description:** Millard Education Association (“MEA”) represents nurses in collective bargaining matters. The current bargaining agreement expires July 31, 2021. Under Nebraska law, either party (the District or the Union) may request the commencement of collective bargaining. A copy of the letter from the MEA requesting the commencement of bargaining for the FYE22 contract is attached.

**Action Desired:** It is recommended that the District recognize the Millard Education Association as the collective bargaining agent for nurses in the District for the 2021-22 contract.

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

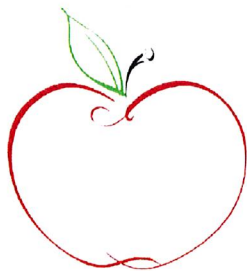
**Responsible Person(s):** Chad Meisgeier, Chief Financial Officer  
Kevin Chick, Associate Superintendent of Human Resources

**Superintendent’s Signature:**





# Millard Education Association



69  
4204 South 57th Street  
Omaha, NE 68117  
(402) 731-0400  
Fax: (402) 734-8005  
[www.millardmea.org](http://www.millardmea.org)



June 5, 2020

Millard Public School Board  
5606 S. 147<sup>th</sup> Street  
Omaha, NE 68137

Dear School Board Members,

The Millard Education Association requests that the school board of the Millard Public Schools take action to recognize the Millard Education Association as the exclusive bargaining agent for the district's certificated nursing staff for the 2021-2022 contract year.

Sincerely,

Paul Schulte  
President  
Millard Education Association

**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Appointment of District Negotiation Team for Nurse Contract

**Meeting Date:** July 6, 2020


**Background/  
Description:** Nebraska law provides school employees the right to bargain collectively with the school district in certain matters related to their employment contract. The union that represents these employees has a team of members who meet with a similar team appointed by the District. The District's team has the task of negotiating the proposed terms of the collective bargaining agreement; however, final approval for the agreement rests with the Board of Education.

**Action Desired:** It is recommended that the District's team for the nurses' 2021-22 contract year negotiations be comprised of Duncan Young, Kevin Chick, Jake Curtiss, Mitch Mollring, and Chad Meisgeier, with Chad Meisgeier serving as the lead negotiator for the team.

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

**Responsible Person(s):** Chad Meisgeier, Chief Financial Officer  
Kevin Chick, Associate Superintendent of Human Resources

**Superintendent's Signature:**



## AGENDA SUMMARY SHEET

**Agenda Item:** Consideration of a Bond Resolution canvassing the returns of a special election held within the District on May 12, 2020 and authorizing the District to issue one series of its general obligation bonds in the aggregate principal amount of not to exceed \$75,000,000.

**Meeting Date:** July 6, 2020.

**Background/  
Description:**

At an election held within the District on May 12, 2020, the qualified electors of the District approved the issuance by the District of its general obligation bonds, in one or more series, in the aggregate principal amount of not to exceed \$125,000,000 to finance certain capital projects as described in the question submitted to the qualified electors (collectively, the “**Projects**”). The District now seeks to issue its first series of general obligation bonds authorized by the electors of the District at such special election in the aggregate principal amount of not to exceed \$75,000,000 to finance a portion of the costs of the Projects. The attached Bond Resolution authorizes the District to issue one series of its General Obligation Bonds, Series 2020, in the aggregate principal amount of not to exceed \$75,000,000 (the “**Series 2020 Bonds**”), and separately authorizes the Chief Financial Officer of the District and/or the Superintendent of Schools (each an “**Authorized Officer**”) to set and to designate certain other terms relating to the Series 2020 Bonds, subject to the parameters set forth in the Bond Resolution.

**Action Desired:** It is recommended that the District adopt the attached Bond Resolution authorizing the issuance by the District of the Series 2020 Bonds and which also authorizes the Authorized Officers, or each individually, to set and to designate all other terms relating to the Series 2020 Bonds, all subject to the parameters set forth in the Bond Resolution.

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

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

**Superintendent’s Signature:**



July 6, 2020  
Omaha, Nebraska

A meeting of the Board of Education (the “Board”) of Douglas County School District 0017 (Millard Public Schools) in the State of Nebraska (the “District”) was held at 6:00 p.m. on Monday, July 6, 2020, in the Don Stroh Administration Center located at 5606 South 147th Street, Omaha. Advance publicized notice of such meeting was given in strict accordance with the provisions of Article 14, Chapter 84, Reissue Revised Statutes of Nebraska, as amended (the “Open Meetings Act”) and set forth (a) the time, date, and place of this meeting, (b) that this meeting would be open to the attendance of the public, and (c) that an agenda of then known subjects to be taken up at the meeting could be obtained from the office of the Superintendent of Schools (the “Superintendent”). A copy of said advance publicized notice was ordered annexed to the minutes of this meeting as Attachment 1. Each Board Member was previously furnished with a copy of said advance publicized notice, the same having been transmitted to each Board Member simultaneously with its publicizing. Additionally, reasonable efforts were made to provide advance notification of the meeting to all news media requesting the same of the time, date and place of the meeting.

The President of the Board, \_\_\_\_\_, presided, and the Secretary of the Board, \_\_\_\_\_, recorded the proceedings. On roll call the following Board Members were present: \_\_\_\_\_  
\_\_\_\_\_.

The following Board Members were absent: \_\_\_\_\_.

A quorum being present and the meeting duly convened, the following proceedings were had and done.

The President of the Board publicly stated to all in attendance that a current and complete copy of the Open Meetings Act was available for review and indicated the location of such copy

in the room where the meeting was being held. All proceedings of the Board were taken while the convened meeting was open to the attendance of the public.

Board Member \_\_\_\_\_ introduced the following resolution and moved for its adoption, the full text of which is attached hereto as Attachment 2:

**A RESOLUTION AUTHORIZING THE ISSUANCE AND SALE BY DOUGLAS COUNTY SCHOOL DISTRICT 0017 (MILLARD PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA OF ITS GENERAL OBLIGATION BONDS, SERIES 2020, IN ONE SERIES AND IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED SEVENTY-FIVE MILLION DOLLARS (\$75,000,000); CANVASSING THE RETURNS OF THE SPECIAL ELECTION HELD IN CONNECTION WITH SUCH BONDS; AUTHORIZING CERTAIN OFFICERS TO DETERMINE THE FINAL AGGREGATE PRINCIPAL AMOUNT, MATURITIES, RATES, TERMS AND OTHER DETAILS OF SUCH BONDS; IMPOSING AN AD VALOREM TAX ON ALL TAXABLE PROPERTY WITHIN THE DISTRICT TO PAY THE PRINCIPAL OF, PREMIUM, IF ANY, AND THE INTEREST ON SUCH BONDS; AUTHORIZING THE DESIGNATION OF CERTAIN BONDS AS QUALIFIED TAX-EXEMPT OBLIGATIONS; AUTHORIZING THE SALE AND DELIVERY OF THE BONDS TO THE PURCHASER THEREOF; ADOPTING CERTAIN POST-ISSUANCE TAX COMPLIANCE POLICIES AND PROCEDURES WITH RESPECT TO THE BONDS; AUTHORIZING THE TAKING OF CERTAIN ACTIONS AND THE EXECUTION AND DELIVERY OF CERTAIN DOCUMENTS; AND PRESCRIBING OTHER MATTERS RELATING THERETO.**

The foregoing Resolution having been read, Board Member \_\_\_\_\_ seconded the motion for its passage and adoption, and after discussion, the roll was called and the following Members of the Board voted in favor of the passage and adoption of said Resolution:

\_\_\_\_\_  
\_\_\_\_\_.

The following Members of the Board voted against the same: \_\_\_\_\_. The following Members of the Board were absent or did not vote: \_\_\_\_\_.

Said Resolution having been voted upon favorably by a majority of the Members of the Board, the same was by the President declared passed and adopted.

\* \* \* \* \*

Motion to adjourn.

DATED July 6, 2020.

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President, Board of Education

Attest:

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Secretary, Board of Education

**ATTACHMENT 1**

**ADVANCE PUBLICIZED NOTICE OF MEETING**

**ATTACHMENT 2**  
**BOND RESOLUTION**



**A RESOLUTION AUTHORIZING THE ISSUANCE AND SALE BY DOUGLAS COUNTY SCHOOL DISTRICT 0017 (MILLARD PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA OF ITS GENERAL OBLIGATION BONDS, SERIES 2020, IN ONE SERIES AND IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED SEVENTY-FIVE MILLION DOLLARS (\$75,000,000); CANVASSING THE RETURNS OF THE SPECIAL ELECTION HELD IN CONNECTION WITH SUCH BONDS; AUTHORIZING CERTAIN OFFICERS TO DETERMINE THE FINAL AGGREGATE PRINCIPAL AMOUNT, MATURITIES, RATES, TERMS AND OTHER DETAILS OF SUCH BONDS; IMPOSING AN AD VALOREM TAX ON ALL TAXABLE PROPERTY WITHIN THE DISTRICT TO PAY THE PRINCIPAL OF, PREMIUM, IF ANY, AND THE INTEREST ON SUCH BONDS; AUTHORIZING THE DESIGNATION OF CERTAIN BONDS AS QUALIFIED TAX-EXEMPT OBLIGATIONS; AUTHORIZING THE SALE AND DELIVERY OF THE BONDS TO THE PURCHASER THEREOF; AUTHORIZING THE TAKING OF CERTAIN ACTIONS AND THE EXECUTION AND DELIVERY OF CERTAIN DOCUMENTS; AND PRESCRIBING OTHER MATTERS RELATING THERETO.**

**BE IT RESOLVED BY THE BOARD OF EDUCATION OF DOUGLAS COUNTY SCHOOL DISTRICT 0017 (MILLARD PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA AS FOLLOWS:**

**Section 1.** The Board of Education (the “**Board**”) of Douglas County School District 0017 (Millard Public Schools) in the State of Nebraska (the “**District**”), hereby makes the following findings and determinations:

(a) This District is duly organized as a Class III School District under Sections 79-102 and 79-407, Reissue Revised Statutes of Nebraska, as amended; the District maintains both elementary and high school grades under the direction of a single board of education; and the District embraces territory having a population of more than 1,000 and not more than 150,000 inhabitants.

(b) Pursuant to a resolution passed by this Board on January 20, 2020 (the “**Election Resolution**”), there was submitted to the qualified electors of the District at an election held within the District on May 12, 2020 held in conjunction with the statewide primary election (the “**Election**”) the question of issuing bonds of the District in one or more series in the total principal amount not to exceed \$125,000,000 for the purpose of paying the costs of: facility security improvements and related technology; constructing capital improvements and additions to and/or making repairs and renovations of existing district buildings and facilities; constructing, acquiring and installing parking, and other site improvements for such buildings, facilities and additions; and providing the necessary furnishings, equipment and apparatus for such buildings, facilities and additions (collectively, the “**Project**”), and levying and collecting annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of, premium, if any, and interest on said bonds.

(c) A proposition for the issuance of bonds for such purposes had not been submitted to the electors of the District within the 6 months preceding the Election.

(d) Notice of the Election and the submission of such question was duly given to the qualified electors of the District by publication in *The Daily Record*, a legal newspaper of general circulation within the District, said notice being published on April 15, April 22, April 29 and May 6, 2020, with the first publication being at least 20 days prior to the Election. The sample ballot regarding such questions was published in *The Daily Record*, on May 6.

(e) The Election was held as designated in the Election Resolution and the notice, and at said Election there was submitted to the qualified electors of the District the question of issuing said bonds and levying taxes to pay the same as set out in the Election Resolution.

(f) The ballots cast at the Election were counted by the Election Commissioner of Douglas County, Nebraska and disinterested persons appointed by said Election Commissioner. The returns of the Election and certificate of the counting board showing the results of the Election have been delivered to this Board for purpose of making a canvas thereof.

(g) The Election returns, as certified by the Election Commissioner, provide that at the Election 16,650 ballots were cast in favor of said bonds and tax, 11,530 ballots were cast against said bonds and tax, and 0 ballots cast were rejected and not counted.

(h) The Board has canvassed the returns of the Election and does hereby determine that a majority of all qualified electors voting on the question of said bonds and tax have voted in favor of issuing said bonds and levying the tax to pay the same.

(i) All conditions, acts and things required by law to exist or to be done precedent to the issuance of general obligation bonds of the District as authorized by the qualified voters at the Election in the aggregate principal amount of not to exceed \$125,000,000 do exist and have been done in due form and time as required by law.

**Section 2.** (a) The Board hereby authorizes the issuance and delivery of one series of negotiable general obligation bonds of the District in the aggregate principal amount not to exceed SEVENTY-FIVE MILLION DOLLARS (\$75,000,000), designated as “General Obligation Bonds, Series 2020” (the “**Bonds**”) or such other designation as shall be made by the Chief Financial Officer of the District and the Superintendent of Schools (each, including any person authorized to act on their behalf, an “**Authorized Officer**”), or by each individually. The Bonds shall be issued only as fully registered bonds, without coupons, on the books of the Registrar and Paying Agent designated herein (the “**Registrar**”) in denominations of \$5,000 or whole multiples thereof (“**Authorized Denominations**”) not exceeding the principal amount due on a given date of maturity, and shall be numbered consecutively from one upward in order of issuance. Unless otherwise determined by an Authorized Officer, the Bonds shall mature and shall bear interest calculated on the basis of a 360-day year consisting of twelve 30-day months.

(b) The Authorized Officers, or each individually, are authorized and directed, in the exercise of his or her independent judgment and absolute discretion, to hereafter, from time to time, specify, set, designate, determine, establish and appoint pursuant to a Final Terms Certificate (the “**Final Terms Certificate**”) with respect to the Bonds herein authorized, as the case may be, and in each case in accordance with and subject to the provisions of this Resolution: (i) the dated date and the delivery date, (ii) the aggregate principal amount to be issued, not exceeding the aggregate principal amount set forth in this Section 2, (iii) the dates and years in which a principal maturity shall occur and the principal amount to mature or to be paid in such year, (iv) the date of final maturity, which shall not be later than 21 years from the date of issuance, (v) the date or dates upon which the Bonds shall be sold, which shall not be later than one year from the date of this Resolution, (vi) the rate or rates of interest to be carried by each maturity, such that the true interest cost of the Bonds shall not exceed 4.00%, (vii) the method by which such rates of interest shall be calculated, (viii) the dates on which interest shall be paid, (ix) the redemption dates and prices and all terms relating thereto, including the amount and maturity date of any Bonds issued as “term bonds” and the amount of each sinking fund installment therefor, and all terms relating thereto, if any; provided that if the Bonds are issued in an aggregate principal amount of \$10,000,000 or less, the Bonds shall be subject to redemption not later than the fifth anniversary of their date of original issuance and delivery, (x) the form, content, terms and provisions of any bond purchase agreement entered into by the District and the Underwriter, all as set forth in Section 6 hereof, (x) the fee of the Underwriter, which shall not be more than 0.85% of the aggregate principal amount of the Bonds, (xi) the purchase price for the Bonds, which shall not be less than 96.00% of the aggregate principal amount of the Bonds (inclusive of the purchaser’s discount and any original issue discount), (xii) the form and contents of any preliminary and final official statement or other offering materials of the District utilized in connection with any offering or sale of the Bonds, (xiii) the identity of the Registrar, (xiv) the form, content, terms, and provisions of any closing and other documentation executed and delivered by the District in connection with the authorization, issuance, sale and delivery of the Bonds and (xv) all of the other terms of the Bonds not otherwise determined or fixed by the provisions of this Resolution.

(c) (i) Unless otherwise determined by an Authorized Officer, the Bonds shall be subject to redemption at the option of the District on June 15, 2030 and any date thereafter, as a whole, or in part in such principal amounts and from such maturity or maturities as the District, in its sole and absolute discretion, shall determine, at a redemption price equal to the principal amount so redeemed, together with the interest accrued thereon to the date fixed for redemption, with or without a premium as may be determined by such Authorized Officer. If less than all of the Bonds of any maturity are to be called for redemption pursuant to this Resolution, the Registrar shall select the particular bonds of such maturity to be redeemed by lot.

(ii) The Authorized Officers, or each individually, may designate in the Final Terms Certificate certain Bonds as “**Term Bonds**”, portions of which are to be redeemed on such dates of the years (each such date being herein referred to as a “**Sinking Fund Payment Date**”) and in the amounts (hereinafter referred to as a “**Mandatory Sinking Fund Payment**”) set forth in the Final Terms Certificate. The Registrar shall select and call for redemption, in accordance with this subsection (c), from the Term Bonds the amounts specified by the Authorized Officer in the Final Terms Certificate, and the Term Bonds selected by the Registrar shall become due and payable on such date. If Term Bonds

are redeemed at the option of the District pursuant to Section 2(c)(i), the Term Bonds so optionally redeemed may, at the option of the District, be applied as a credit against any subsequent Mandatory Sinking Fund Payment with respect to Term Bonds otherwise to be redeemed thereby, such credit to be equal to the principal amount of such Term Bonds redeemed pursuant to Section 2(c)(i), provided that the District shall have delivered to the Registrar not less than 45 days prior to such Sinking Fund Payment Date a District certificate stating its election to apply such Term Bonds as such a credit. In such case, the Registrar shall reduce the amount of Term Bonds to be redeemed on the Sinking Fund Payment Date specified in such District certificate by the principal amount of Term Bonds so redeemed pursuant to Section 2(c)(i). Any credit given to Mandatory Sinking Fund Payments pursuant to this subsection (c)(ii) shall not affect any subsequent Mandatory Sinking Fund Payments, which shall remain payable as otherwise provided in this subsection, unless and until another credit is given in accordance with the provisions hereof.

(iii) Bonds subject to redemption shall be redeemed in Authorized Denominations of \$5,000. If any Bond is in a denomination in excess of \$5,000, portions of the principal amount thereof in Authorized Denominations may be redeemed, and if less than all of the principal amount thereof is to be redeemed, in such case upon the surrender of such Bonds there shall be issued to the registered owner thereof without charge therefor, for the then unredeemed balance of the principal amount thereof, Bonds of like series, maturity and interest rates in any of the Authorized Denominations provided by this Resolution.

(iv) Notice of redemption of Bonds stating their designation, date, maturity, principal amounts and the redemption date shall be given by the Registrar by mailing such notice by first-class mail, postage prepaid, not less than 30 days prior to the date fixed for redemption to the registered owners (or such shorter period as may be acceptable to the then registered owners) at their most recent addresses appearing upon the books of the Registrar. Failure to give notice to any particular registered owner or any defect in the notice given to such owner shall not affect the validity of the proceedings calling the Bonds or the redemption of any Bonds for which proper notice has been given. Notice of redemption need not be given to the holder of any Bonds, whether registered or not, who has waived notice of redemption. Notice of redemption having been given as provided above or notice of redemption having been waived by the owners of Bonds called for redemption who have not been given such notice as provided above, the Bonds so called for redemption shall become due and payable on the designated redemption date. The District shall give written notice to the Registrar of its election to redeem Bonds at least 45 days prior to the said redemption date, or such shorter period as shall be acceptable to the Registrar. If on or before the said redemption date funds sufficient to pay the Bonds so called for redemption at the applicable redemption price and accrued interest to said date have been deposited or caused to have been deposited by the District with the Registrar for the purposes of such payment and notice of redemption thereof has been given or waived as hereinbefore provided, then from and after the date fixed for redemption interest on such Bonds so called shall cease to accrue and become payable. If such funds shall not have been so deposited with the Registrar as aforesaid no later than the date fixed for redemption, such call for redemption shall be revoked and the Bonds so called for redemption shall continue to be outstanding the same as though they had not been so called; such Bonds

shall continue to bear interest until paid at such rate as they would have borne had they not been called for redemption and shall continue to be protected by this Resolution and entitled to the benefits and security hereof.

(d) Interest on the Bonds at the respective rates for each maturity is payable commencing December 15, 2020 and each December 15 and June 15 thereafter unless otherwise stated in the Final Terms Certificate (each of said dates, an “**Interest Payment Date**”) from the date of original issue or the most recent Interest Payment Date, whichever is later, until maturity or earlier redemption by wire transfer, check or draft mailed by the Registrar or its successor on such Interest Payment Date to the registered owner of each Bond at such registered owner’s address as it appears on the bond register maintained by the Registrar or its successor as of the close of business on the 15<sup>th</sup> day (whether or not a business day) immediately preceding each Interest Payment Date (the “**Record Date**”) subject to the provisions of the following paragraph. The principal on the Bonds and the interest due at maturity or upon redemption prior to maturity is payable in lawful money of the United States of America to the registered owners thereof upon presentation and surrender of such Bonds to the Registrar at its designated corporate trust office.

If any payments of interest due on the Bonds on an Interest Payment Date are not timely made, such interest shall cease to be payable to the registered owners as of the Record Date for such Interest Payment Date and shall be payable to the registered owners of the Bonds as of a special date of record for payment of such defaulted interest as shall be designated by the Registrar whenever moneys for the purpose of paying such defaulted interest become available.

If the date for payment of the principal of or the interest on the Bonds shall be a Saturday, Sunday, legal holiday or day on which banking institutions in the city in which the designated corporate trust office of the Registrar is located are authorized by law or executive order to close, the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or day on which such banking institutions are authorized to close, and payment on such day shall have the same force and effect as if made on the nominal payment date.

(e) The Bonds shall be executed on behalf of the District by the manual or facsimile signatures of the President and the Secretary of the Board (including such other persons authorized to sign on their behalf). In case any officer whose signature or a facsimile of whose signature shall appear on the Bonds shall cease to be such officer before the delivery of any Bonds, such signature or facsimile shall nevertheless be valid and sufficient for all purposes, the same as if such officer had remained in office until delivery. Notwithstanding such execution, no Bond shall be valid or obligatory for any purpose or entitled to any security or benefit under this Resolution unless and until a certificate of authentication on such Bond has been duly executed by the manual signature of an authorized representative of the Registrar. Certificates of authentication on different Bonds need not be signed by the same representative. The executed certificate of authentication on each Bond shall be conclusive evidence that it has been authenticated and delivered under this Resolution.

(f) If any Bond is mutilated, lost, stolen or destroyed, the District shall execute a new Bond of like date, maturity and denomination to that mutilated, lost, stolen, or destroyed, provided that, in the case of any mutilated Bond, such mutilated Bond shall first be surrendered to the Registrar and, in the case of any lost, stolen, or destroyed Bonds, there first shall be furnished to

the Registrar evidence of such loss, theft, or destruction satisfactory to the Registrar, together with an indemnity satisfactory to it. If such Bond shall have matured, instead of issuing a duplicate Bond, the District may pay the same without surrender thereof upon the performance of such requirements as it deems fit for its protection, including a lost instrument bond. The District and the Registrar may charge the owner of such Bond with their reasonable fees and expenses for such service.

(g) The Bonds shall be issued initially as “book-entry-only” bonds under the services of The Depository Trust Company (the “**Depository**”), with one typewritten bond per maturity being issued to the Depository. In such connection the officers of the District are authorized to execute and deliver a Letter of Representations (the “**Letter of Representations**”) in the form required by the Depository, for and on behalf of the District, which shall thereafter govern matters with respect to registration, transfer, payment and redemption of the Bonds. If the Bonds are issued as “book-entry-only” bonds, the following provisions shall apply:

(i) The District and the Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which the Depository holds Bonds as securities depository (each, a “**Bond Participant**”) or to any person who is an actual purchaser of a Bond from a Bond Participant while the Bonds are in book-entry form (each a “**Beneficial Owner**”) with respect to the following:

(A) the accuracy of the records of the Depository, any nominees of the Depository or any Bond Participant with respect to any ownership interest in the Bonds,

(B) the delivery to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any notice with respect to the Bonds, including any notice of redemption, or

(C) the payment to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any amount with respect to the Bonds. The Registrar shall make payments with respect to the Bonds only to or upon the order of the Depository or its nominee, and all such payments shall be valid and effective fully to satisfy and discharge the obligations with respect to such Bonds to the extent of the sum or sums so paid. No person other than the Depository shall receive an authenticated Bond, except as provided in (v) below.

(ii) Upon receipt by the Registrar of written notice from the Depository to the effect that the Depository is unable or unwilling to discharge its responsibilities, the Registrar shall issue, transfer and exchange Bonds requested by the Depository in appropriate amounts. Whenever the Depository requests the Registrar to do so, the Registrar will cooperate with the Depository in taking appropriate action after reasonable notice (A) to arrange, with the prior written consent of the District, for a substitute depository willing and able upon reasonable and customary terms to maintain custody of the Bonds or (B) to make available Bonds registered in whatever name or names as the Beneficial Owners transferring or exchanging such Bonds shall designate.

(iii) If the District determines that it is desirable that certificates representing the Bonds be delivered to the ultimate beneficial owners of the Bonds and so notifies the Registrar in writing, the Registrar shall so notify the Depository, whereupon the Depository will notify the Bond Participants of the availability through the Depository of bond certificates representing the Bonds. In such event, the Registrar shall issue, transfer and exchange bond certificates representing the Bonds as requested by the Depository in appropriate amounts and in authorized denominations.

(iv) Notwithstanding any other provision of this Resolution to the contrary, so long as any Bond is registered in the name of the Depository or any nominee thereof, all payments with respect to such Bond and all notices with respect to such Bond shall be made and given, respectively, to the Depository as provided in the Letter of Representations.

(v) Registered ownership of the Bonds may be transferred on the books of registration maintained by the Registrar, and the Bonds may be delivered in physical form to the following:

(A) any successor securities depository or its nominee; or

(B) any person, upon (I) the resignation of the Depository from its functions as depository or (II) termination of the use of the Depository pursuant to this Section and the terms of the Registrar and Paying Agent Agreement.

(vi) In the event of any partial redemption of a Bond unless and until such partially redeemed Bond has been replaced in accordance with the provisions of this Resolution, the books and records of the Registrar shall govern and establish the principal amount of such Bonds as is then outstanding and all of the Bonds issued to the Depository or its nominee shall contain a legend to such effect.

If for any reason the Depository resigns and is not replaced, the District shall immediately provide a supply of printed bond certificates, duly executed by manual or facsimile signatures of the President and Secretary of the Board, for issuance upon the transfers from the Depository and subsequent transfers or in the event of partial redemption. If such supply of certificates shall be insufficient to meet the requirements of the Registrar for issuance of replacement certificates upon transfer or partial redemption, the District agrees to order printed an additional supply of such certificates and to direct their execution by manual or facsimile signatures of its then duly qualified and acting President and Secretary of the Board.

**Section 3.** (a) The Registrar designated pursuant to Section 2(b) hereof, shall serve in the capacities of registrar and paying agent under the terms of an agreement entitled “**Registrar and Paying Agent Agreement**” between the District and the Registrar. The Authorized Officers, or each individually, is hereby authorized to execute said agreement in such form as such officer shall deem appropriate or necessary. The Registrar shall have only such duties and obligations as are expressly specified by this Resolution and the Registrar and Paying Agent Agreement, and no other duties or obligations shall be implied to the Registrar, except as may be set forth in a written

agreement between the District and a successor Registrar.

(b) The District reserves the right to remove the Registrar upon 30 days' notice and upon the appointment of a successor Registrar, in which event the predecessor Registrar shall deliver all cash and Bonds in its possession to the successor Registrar and shall deliver the bond register to the successor Registrar. The Authorized Officers, or each individually, is authorized to remove the Registrar as provided herein if such officer determines such removal is in the best interest of the District. Upon such removal, the Authorized Officers, or each individually, is authorized to appoint a successor Registrar and to execute a Registrar and Paying Agent Agreement with such successor Registrar in a form substantially similar to that approved by the Board pursuant to this Resolution, but with such changes as such officer shall deem appropriate or necessary.

(c) The Registrar shall keep and maintain for the District books for the registration and transfer of the Bonds at its designated corporate trust office. The names and registered addresses of the registered owner or owners of the Bonds shall at all times be recorded in such books. Any Bond may be transferred pursuant to its provisions at the office of the Registrar by surrender of such Bond for cancellation, accompanied by a written instrument of transfer, in form satisfactory to the Registrar, duly executed by the registered owner in person or by such owner's duly authorized agent, and thereupon the Registrar on behalf of the District will deliver at such office (or send by registered mail to the transferee owner or owners thereof at such transferee owner's or owners' risk and expense), registered in the name of the transferee owner or owners, a new Bond or Bonds of the same interest rate, aggregate principal amount and maturity, bearing numbers not contemporaneously then outstanding. To the extent of the denominations authorized for the Bonds by this Resolution, one Bond may be transferred for several such Bonds of the same interest rate and maturity and for a like aggregate principal amount, and several such Bonds may be transferred for one or several such Bonds, respectively, of the same interest rate and maturity and for a like aggregate principal amount. In every case of transfer of a Bond, the surrendered Bond shall be canceled and destroyed. The Registrar may impose a charge sufficient to defray all costs and expenses incident to registrations of transfer and exchanges. In each case the Registrar shall require the payment by the owner requesting exchange or transfer of any tax or other governmental charge required to be paid with respect to such exchange or transfer. Bonds issued upon transfer or exchange of Bonds shall be dated as of the date six months preceding the Interest Payment Date next following the date of registration thereof in the office of the Registrar, unless such date of registration shall be an Interest Payment Date, in which case they shall be dated as of such date of registration; provided, however, that if, as shown by the records of the Registrar, interest on the Bonds shall be in default, the Bonds issued in lieu of Bonds surrendered for transfer or exchange may be dated as of the date to which interest has been paid in full on the Bonds surrendered; and provided further, that if the date of registration shall be prior to the first Interest Payment Date, the Bonds shall be dated as of their date of original issue. All Bonds issued upon transfer of the Bonds so surrendered shall be valid obligations of the District evidencing the same obligations as the Bonds surrendered and shall be entitled to all the benefits and protection of this Resolution to the same extent as the Bonds upon transfer of which they were delivered. The District and the Registrar shall not be required to transfer any Bond during any period from any Record Date until its immediately following Interest Payment Date or to transfer any Bond called for redemption for a period of 30 days next preceding the date fixed for redemption.



(d) The Registrar shall also be responsible for making the payments of principal and interest as the same fall due upon the Bonds from funds provided by the District for such purposes. Payments of interest due upon the Bonds prior to maturity or redemption shall be made by the Registrar by mailing a check in the amount due for such interest on each Interest Payment Date to the registered owner of each Bond to such owner's registered address as shown on the books of registration as required to be maintained under this Section 3. As provided in Section 9 hereof, on or before each principal or interest due date, without further order of the Board, the Treasurer of the Board or an Authorized Officer shall transmit from the Bond Fund (hereinafter established) to the Registrar money sufficient for payment of all principal and interest then due. Payments of principal due at maturity or at any date fixed for redemption prior to maturity, together with any accrued interest then due, shall be made by the Registrar upon presentation and surrender of such Bond. The District and the Registrar may treat the registered owner of any Bonds as the absolute owner of such Bond for purposes of making payments thereon and for all other purposes. All payments on account of interest or principal made to the registered owner of any Bond shall be valid and effectual and shall be a discharge of the District and the Registrar in respect of the liability upon the Bonds or claims for interest to the extent of the amount or amounts so paid.

**Section 4.** The Bonds shall be in substantially the following form:

**UNITED STATES OF AMERICA  
STATE OF NEBRASKA**

**DOUGLAS COUNTY SCHOOL DISTRICT 0017  
(MILLARD PUBLIC SCHOOLS)  
GENERAL OBLIGATION BOND  
SERIES 2020**

No. \_\_\_\_\_ \$ \_\_\_\_\_

<u>Interest Rate</u>	<u>Date of Maturity</u>	<u>Date of Original Issue</u>	<u>CUSIP</u>
_____ %	_____, 20__	_____, 2020	_____

**REGISTERED OWNER:** CEDE & CO.

**PRINCIPAL AMOUNT:**

**DOUGLAS COUNTY SCHOOL DISTRICT 0017 (MILLARD PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA** (the "District") promises to pay to the order of the Registered Owner, or its registered assigns, the Principal Amount of this Bond upon presentation and surrender hereof on the Date of Maturity at the corporate trust offices of BOKF, N.A., Lincoln, Nebraska, as Bond Registrar and Paying Agent (the "Registrar").

The District also promises to pay interest on said Principal Amount on December 15 and June 15 of each year, commencing December 15, 2020 (each of such dates an "Interest Payment Date"), at the Interest Rate per annum indicated above until maturity or earlier redemption. Interest shall be calculated on the basis of a 360-day year consisting of twelve 30-day months, from the

Date of Original Issue or most recent Interest Payment Date, whichever is later. Interest on this Bond prior to maturity or earlier redemption shall be paid by wire transfer, check or draft mailed on such Interest Payment Date to the Registered Owner at such Registered Owner's address as it appears on the registration books of the Registrar at the close of business on the 15th day (whether or a not a business day) immediately preceding each Interest Payment Date (the "Record Date"). Any interest not so timely paid shall cease to be payable to the person entitled thereto as of the Record Date such interest was payable, and shall be payable to the person who is the Registered Owner of this Bond (or of one or more predecessor Bonds hereto) on such special record date for payment of such defaulted interest as shall be fixed by the Registrar whenever moneys for such purpose become available.

This Bond is one of an issue of fully registered bonds of the total principal amount of \_\_\_\_\_ Million \_\_\_\_\_ Hundred \_\_\_\_\_ Thousand Dollars (\$ \_\_\_\_\_), of even date and like tenor herewith, except as to date of maturity, rate of interest, denomination and priority of redemption (the "Bonds"), which were authorized by more than 50% of the ballots cast by the qualified electors of the District at an election duly called by the Board of Education and held on May 12, 2020. The Bonds are being issued for the purpose of paying the costs of: facility security improvements and related technology; constructing capital improvements and additions to and/or making repairs and renovations of existing district buildings and facilities; constructing, acquiring and installing parking, and other site improvements for such buildings, facilities and additions; and providing the necessary furnishings, equipment and apparatus for such buildings, facilities and additions.

Notice of said election was given for more than twenty days prior thereto in a legal newspaper of general circulation in the District, and at said election the question of the issuance of said Bonds and the levy of the tax to pay the same was submitted to the qualified electors of the District in compliance with Sections 10-701 et seq., Reissue Revised Statutes of Nebraska, as amended. All of said Bonds are issued pursuant to a resolution duly adopted by the Board of Education of the District on July 6, 2020 (the "Bond Resolution").

The Bonds are direct, general obligations of the District, and the full faith, credit and resources and the taxing power of the District are irrevocably pledged to the prompt payment of the principal of, premium, if any, and interest on the Bonds, as the same become due. The District shall cause to be made annually a special levy of taxes on all the taxable property in the District, in addition to all other taxes, sufficient in rate and amount to pay the principal of, premium, if any, and interest on the Bonds as and when the same become due. The District has pledged such tax levy and all receipts therefrom to the payment of the Bonds pursuant to the Bond Resolution.

The Bonds maturing on or prior to \_\_\_\_\_, 20\_\_, are not subject to redemption prior to their stated maturities. The Bonds maturing on and after \_\_\_\_\_, 20\_\_ are subject to redemption at the option of the District prior to the stated maturities thereof at any time on or after \_\_\_\_\_, 20\_\_ as a whole, or in part from time to time in such principal amounts and from such maturity or maturities as the District in its sole and absolute discretion may determine, at the redemption price of the principal amount so redeemed, together with the interest accrued on such principal amount to the date fixed for redemption. If less than all of the Bonds of a maturity are to be called for redemption, the Registrar shall select the particular Bonds of such maturity to be redeemed by lot.

[The Bonds maturing on \_\_\_\_\_, 20\_\_ are subject to mandatory redemption prior to maturity, in part, prior to their stated maturity, on the dates, in the amounts and at the prices set forth in the Bond Resolution, through the application of mandatory sinking fund payments.]

Bonds shall be redeemed in whole multiples of \$5,000 (“Authorized Denominations”). If any Bond is in a denomination in excess of \$5,000, portions of the principal amount thereof in installments of \$5,000 or whole multiples thereof may be redeemed, and if less than all of the principal amount thereof is to be redeemed, in such case upon the surrender of such Bond there shall be issued to the Registered Owner thereof without charge therefor, for the then unredeemed balance of the principal amount thereof, registered bonds of like series, maturity and interest rates in any of the authorized denominations provided by the Bond Resolution.

Notice of redemption of this Bond shall be given to the Registered Owner hereof by first-class mail, postage prepaid, not less than thirty (30) days prior to the date fixed for redemption (or such shorter period as may be acceptable to the then registered owner of the Bonds), all as more particularly set forth in the Bond Resolution; provided, however, that failure to give such notice by mailing, or any defect therein, shall not affect the validity of any proceeding for the redemption of any Bond with respect to which no such failure has occurred. Notice of redemption having been given as provided in the Bond Resolution, or notice of redemption having been waived, and funds for the payment thereof having been deposited with the Registrar, this Bond shall cease to bear interest from and after the date fixed for redemption.

The Bonds of the series of which this Bond is one are issuable as fully registered Bonds without coupons in Authorized Denominations. Subject to the limitations and upon payment of the charges provided in the Bond Resolution, Bonds may be exchanged for a like aggregate principal amount of Bonds. This Bond is transferable by the Registered Owner or such owner’s attorney duly authorized in writing at the designated corporate trust office of the Registrar in Lincoln, Nebraska, upon surrender and cancellation of this Bond, and thereupon a new Bond or Bonds of the same aggregate principal amount, interest rate and maturity will be issued to the transferee as provided in the Bond Resolution, subject to the limitations therein prescribed. The District, the Registrar and any other person may treat the person in whose name this Bond is registered as the absolute owner hereof for the purpose of receiving payment due hereunder and for all purposes and shall not be affected by any notice to the contrary, whether this Bond be overdue or not.

If the date for payment of the principal or redemption price of or interest on this Bond shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the city in which the principal corporate trust office of the Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such date shall have the same force and effect as if made on the nominal date of payment.

AS PROVIDED IN THE BOND RESOLUTION, UNTIL THE TERMINATION OF THE SYSTEM OF BOOK-ENTRY-ONLY TRANSFERS THROUGH THE DEPOSITORY TRUST COMPANY, NEW YORK, NEW YORK (TOGETHER WITH ANY SUCCESSOR SECURITIES DEPOSITORY APPOINTED PURSUANT TO THE BOND RESOLUTION,

“DTC”), AND NOTWITHSTANDING ANY OTHER PROVISIONS OF THE BOND RESOLUTION TO THE CONTRARY, A PORTION OF THE PRINCIPAL AMOUNT OF THIS BOND MAY BE PAID OR REDEEMED WITHOUT SURRENDER HEREOF TO THE REGISTRAR. DTC OR A NOMINEE, TRANSFEREE OR ASSIGNEE OF DTC OF THIS BOND MAY NOT RELY UPON THE PRINCIPAL AMOUNT INDICATED HEREON AS THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID. THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID SHALL FOR ALL PURPOSES BE THE AMOUNT DETERMINED IN THE MANNER PROVIDED IN THE BOND RESOLUTION.

UNLESS THIS BOND IS PRESENTED BY AN AUTHORIZED OFFICER OF DTC (A) TO THE REGISTRAR FOR REGISTRATION OF TRANSFER OR EXCHANGE OR (B) TO THE REGISTRAR FOR PAYMENT OF PRINCIPAL, AND ANY BOND ISSUED IN REPLACEMENT HEREOF OR SUBSTITUTION HEREOF IS REGISTERED IN THE NAME OF DTC AND ANY PAYMENT IS MADE TO DTC OR ITS NOMINEE, ANY TRANSFER, PLEDGE OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSONS IS WRONGFUL BECAUSE ONLY THE REGISTERED OWNER HEREOF, DTC OR ITS NOMINEE, HAS AN INTEREST HEREIN.

**IT IS HEREBY CERTIFIED AND WARRANTED** that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this Bond did exist, did happen and were done and performed in regular and due form and time as required by law and that the indebtedness of the District, including this Bond, does not exceed any limitation imposed by law.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Bond Resolution until the certificate of authentication hereon shall have been executed by the Registrar.

**IN WITNESS WHEREOF**, the District has caused this Bond to be executed on its behalf by the original or facsimile signature of the President of its Board of Education and attested by the original or facsimile signature of the Secretary of said Board of Education, all as of the Date of Original Issue shown above.

**DOUGLAS COUNTY SCHOOL DISTRICT 0017  
(MILLARD PUBLIC SCHOOLS) IN THE STATE  
OF NEBRASKA**

ATTEST:

\_\_\_\_\_  
(Sample - Do not sign)

President

\_\_\_\_\_  
(Sample - Do not sign)

Secretary

**CERTIFICATE OF AUTHENTICATION  
AND REGISTRATION**

This Bond is one of the Bonds of the series designated therein issued under the provisions of the Bond Resolution and has been registered to the owner named in said Bond and recorded in the books of record maintained by the undersigned Registrar for said issue of Bonds.

\_\_\_\_\_,  
as Bond Registrar and Paying Agent

By: \_\_\_\_\_  
Its Authorized Officer

(FORM OF ASSIGNMENT)

For value received, the undersigned hereby sells, assigns and transfers unto \_\_\_\_\_ the within Bond and hereby irrevocably constitutes and appoints \_\_\_\_\_, attorney, to transfer the same on the books of registration in the office of the within mentioned Registrar with full power of substitution in the premises.

Date: \_\_\_\_\_

\_\_\_\_\_  
Registered Owner

Witness: \_\_\_\_\_

Note: The signature(s) on this assignment MUST CORRESPOND with the name(s) as written on the face of the within Bond in every particular, without alteration, enlargement or any change whatsoever, and must be guaranteed by a commercial bank or a trust company or by a firm having membership on the New York, Midwest or other stock exchange.

**Section 5.** (a) After being executed by the President and the Secretary of the Board, in accordance with Section 2(e) hereof, the Bonds shall be delivered to the Registrar for registration and authentication. The Authorized Officers shall be responsible for the delivery of the Bonds and for all other ministerial acts relating to the Bonds. The Authorized Officers, or each individually, are hereby authorized to take all actions necessary to effect the delivery of the Bonds to the Underwriter, inclusive of the power and authority to execute such orders, certificates, receipts and other documents as may be necessary or desirable to effect such delivery and to receive the purchase price for the Bonds.

(b) The Superintendent of Schools is directed to make and certify a transcript of the proceedings of the District precedent to the issuance of bonds authorized by this Resolution, which transcript shall be delivered to the Underwriter. The Authorized Officers, or each individually, shall certify for the Nebraska Auditor of Public Accounts the taxable valuation, the number of children of school age residing in the District and the total bonded indebtedness of the District.

**Section 6.** The District is authorized to sell the Bonds to D.A. Davidson & Co., as original purchaser of the Bonds (the “**Underwriter**”), in accordance with Section 2 of this Resolution. Delivery of the Bonds shall be made to the Underwriter as soon as practicable after the adoption of this Resolution, upon payment therefor in accordance with the terms of sale. The District is authorized to enter into a Bond Purchase Agreement (the “**Purchase Agreement**”) between the District and the Underwriter in form and substance acceptable to the Authorized Officers, or any individually, with respect to the Bonds. Such Authorized Officer is authorized to execute the Purchase Agreement, in form and substance acceptable to such Authorized Officer, for and on behalf of the District, such officer’s signature thereon being conclusive evidence of such official’s and the District’s approval thereof. The Underwriter shall have the right to direct the registration of the Bonds and the denominations thereof within each maturity, subject to the restrictions of this Resolution. Such Underwriter and its agents, representatives and counsel (including bond counsel) are hereby authorized to take such actions on behalf of the District as are necessary to effectuate the closing of the issuance and sale of the Bonds, including, without limitation, authorizing the release of the Bonds by the Depository at closing.

**Section 7.** The District hereby establishes the following funds and accounts: (a) the 2020 Bond Fund (the “**Bond Fund**”) and (b) the 2020 Project Fund (the “**Project Fund**”). The foregoing funds shall be maintained by the District in accordance with the provisions of this Resolution. The Authorized Officers, or each individually, is hereby authorized to create additional sub-accounts within the foregoing fund and accounts as are necessary and appropriate to carry out the provisions of this Resolution.

**Section 8.** The proceeds from the sale of the Bonds, including the interest, if any, accrued on the Bonds from their date of original issue to the date of delivery and payment thereof, shall be received by the District Treasurer. The District Treasurer shall apply such proceeds as follows: (a) any accrued interest shall be deposited in the Bond Fund and (b) all remaining proceeds shall be deposited in the Project Fund to pay Project costs and costs of issuing the Bonds.

**Section 9.** (a) The District shall deposit in the Bond Fund, as and when received, all proceeds of the tax levy provided for in Section 10 hereof. All amounts paid and credited to the Bond Fund shall be expended and used by the District for the sole purpose of paying the principal of, premium, if any, and interest on the Bonds as and when the same become due, including on any redemption date, and paying the usual and customary fees and expenses of the Registrar.

(b) The Authorized Officers (or such other persons authorized to act on their behalf), or each individually, is authorized and directed to withdraw from the Bond Fund and forward to the Registrar sums sufficient to pay principal of, premium, if any, and interest on the Bonds as and when the same become due, and also to pay the charges made by the Registrar for acting in such capacity, if applicable, which charges shall be over and above the amount of the principal of, premium, if any, and interest on the Bonds. If, through the lapse of time, or otherwise, the owners of Bonds shall no longer be entitled to enforce payment of their obligations, it shall be the duty of the Registrar to return the funds to the District. All moneys deposited with the Registrar shall be deemed to be deposited in accordance with and subject to all of the provisions contained in this Resolution.

**Section 10.** The Bonds shall be direct, general obligations of the District, and the District irrevocably pledges the full faith and credit and the tax power of the District, including such special levy of taxes described in this Section and all receipts therefrom, to the prompt payment of the principal of, premium, if any, and the interest on the Bonds as the same become due. The District represents, warrants and covenants that it shall cause to be levied and collected annually a special levy of taxes on all the taxable property in the District, without limitation as to rate or amount, to pay the interest on, premium, if any, and the principal of the Bonds as and when such interest, premium, and principal, respectively, become due, which taxes shall be in excess of and in addition to all other taxes now or hereafter authorized to be levied by the District. Such tax levy and all receipts therefrom to all payments due on the Bonds are pledged to the payment of debt service on the Bonds. The District further agrees to direct the application of such tax levy moneys held by the County Treasurer of Douglas County and the county treasurer of any other county in which portions of the District may lie to the payment of the Bonds so that not later than each maturity date and/or Interest Payment Date with respect to the Bonds, there shall be on hand with the Registrar sufficient funds to make the payments of principal of, premium, if any, and interest on the Bonds as they fall due.

**Section 11.** (a) The District covenants and agrees that (i) it will comply with all applicable provisions of the Internal Revenue Code of 1986, as amended (the “Code”), including Sections 103 and 141 through 150, necessary to maintain the exclusion from gross income for federal income tax purposes of the interest on the Bonds and (ii) it will not use or permit the use of any proceeds of the Bonds or any other funds of the District nor take or permit any other action, or fail to take any action, if any such action or failure to take action would adversely affect the exclusion from gross income of the interest on the Bonds. In addition, the District will adopt such other resolutions and take such other actions as may be necessary to comply with the Code and with all other applicable future laws, regulations, published rulings and judicial decisions, in order to ensure that the interest on the Bonds will remain excluded from federal gross income, to the extent any such actions can be taken by the District.

(b) The District covenants and agrees that (i) it will comply with all requirements of Section 148 of the Code to the extent applicable to the Bonds, (ii) it will use the proceeds of the Bonds as soon as practicable and with all reasonable dispatch for the purposes for which the Bonds are issued, and (iii) it will not invest or directly or indirectly use or permit the use of any proceeds of the Bonds or any other funds of the District in any manner, or take or omit to take any action, that would cause the Bonds to be “arbitrage bonds” within the meaning of Section 148(a) of the Code.

(c) The District covenants and agrees that it will pay or provide for the payment from time to time of all amounts required to be rebated to the United States pursuant to Section 148(f) of the Code and any Treasury Regulations applicable to the Bonds from time to time. This covenant shall survive payment in full or defeasance of the Bonds. The District specifically covenants to pay or cause to be paid to the United States of America, the required amounts of rebatable arbitrage at the times and in the amounts as determined by its Federal Tax Certificate. Notwithstanding anything to the contrary contained herein, the Federal Tax Certificate may be amended or replaced if, in the opinion of counsel nationally recognized on the subject of municipal bonds, such amendment or replacement will not adversely affect the exclusion from gross income for federal income tax purposes of interest on the Bonds.

(d) The District covenants and agrees that (to the extent within its power or direction) it will not use any portion of the proceeds of the Bonds, including any investment income earned on such proceeds, directly or indirectly, in a manner that would cause any Bond to be a “private activity bond”.

**Section 12.** The use and public distribution of any official statement, offering circular or any other offering document (including any preliminary thereof, the “**Offering Document**”) by the Underwriter in connection with the reoffering of the Bonds is hereby authorized. Any Authorized Officer is authorized to approve the final Offering Document as so supplemented, amended and completed, and the use and public distribution of the final Offering Document by the Underwriter in connection with the reoffering of the Bonds is hereby authorized. Any Authorized Officer is hereby authorized to execute and deliver a certificate pertaining to such Offering Document as prescribed therein, dated as of the date of payment for and delivery of the Bonds.

The District agrees to provide to the Underwriter within seven Business Days of the date of the sale of Bonds sufficient copies of the final Offering Document to enable the Underwriter to comply with the requirements of Rule 15c2-12(b)(4) of the Securities and Exchange Commission and with the requirements of Rule G-32 of the Municipal Securities Rulemaking Board, if applicable.

**Section 13.** The District (a) authorizes and directs the Authorized Officers, or each individually, to execute and deliver, on the date of the issuance of the Bonds, a Continuing Disclosure Undertaking (the “**Undertaking**”) in such form that satisfies the requirements of Rule 15c2-12 and is acceptable to the Underwriter and bond counsel and (b) covenants that it will comply with and carry out all of the provisions of the Undertaking. The Authorized Officers, or each individually, may engage a dissemination agent to assist the District with its obligations pursuant to the Undertaking. Notwithstanding any other provisions of this Resolution, failure of the District to comply with the Undertaking will not be considered a default under this Resolution or the Bonds; however, any Bondholder or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the District to comply with its obligations under this Section and the Undertaking. For purposes of this Section, “Beneficial Owner” means any person who (i) has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries), or (ii) is treated as the owner of any Bonds for federal income tax purposes.

**Section 14.** The District reserves the right to issue refunding bonds and provide for the investment of the proceeds thereof for purposes of providing for the payment of principal and interest on the Bonds in such manner as may be prescribed by law from time to time but specifically including the provisions of Sections 10-142 and 10-717 et seq., Reissue Revised Statutes of Nebraska, as amended.

**Section 15.** The District’s obligations under this Resolution shall be fully discharged and satisfied as to the Bonds authorized and issued hereunder, and said Bonds, or portions thereof, shall no longer be deemed outstanding hereunder when payment of the principal thereof plus interest thereon to the date of maturity or redemption thereof (a) shall have been made or caused to have been made in accordance with the terms thereof and hereof, or (b) shall have been provided



for by depositing in escrow with a national or state bank having trust powers in trust solely for such payment (i) sufficient money to make such payment and/or (ii) direct general obligations of, or obligations the principal and interest of which are unconditionally guaranteed by, the United States of America, or obligations of any agency of the United States of America (herein referred to as “**Government Obligations**”), in such amount and with such maturities as to principal and interest as will insure the availability of sufficient money to make such payment, and thereupon such Bonds shall cease to draw interest from the date of their redemption or maturity and, except for the purposes of such payments, shall no longer be entitled to the benefits of this Resolution; provided that, with respect to any Bonds called or to be called for redemption prior to the stated maturity thereof, notice of redemption shall have been duly given or provided for. If money or Government Obligations shall have been deposited in accordance with the terms hereof with the escrow agent in trust for that purpose sufficient to pay the principal of such Bonds and all interest due thereon to the due date thereof or to the date fixed for the redemption thereof, all liability of the District for such payment shall forthwith cease, determine and be completely discharged, and all such Bonds shall no longer be considered outstanding.

**Section 16.** Without in any way limiting the power, authority, or discretion elsewhere herein granted or delegated, the Board hereby (a) authorizes and directs each of the Authorized Officers and all other officers, employees and agents of the District to carry out, or cause to be carried out, and to perform such obligations of the District and such other actions as they, or any one of them shall consider necessary, advisable, desirable, or appropriate in connection with this Resolution, and the issuance, sale, and delivery of the Bonds, including, without limitation and whenever applicable, the execution and delivery thereof and of all other related documents, instruments, certificates, and opinions; and (b) directs, authorizes, and delegates to each of the Authorized Officers the right, power, and authority to exercise such officers’ own independent judgment and absolute discretion in determining and finalizing the terms, provisions, form and contents of each of the foregoing. The execution and delivery by any Authorized Officer or by any other officer, officers, agent, or agents of the District of any such documents, instruments, certifications, and opinions, or the doing by them of any act in connection with any of the matters which are the subject of this Resolution, shall constitute conclusive evidence of both the District’s and their approval of all changes, modifications, amendments, revisions, and alterations made therein, and shall conclusively establish their absolute, unconditional, and irrevocable authority with respect thereto from the District and the authorization, approval, and ratification by the District of the documents, instruments, certifications, and opinions so executed and the action so taken.

**Section 17.** If any one or more of the provisions of this Resolution should be determined by a court of competent jurisdiction to be contrary to law, then such provisions shall be deemed severable from the remaining provisions of this Resolution and the invalidity thereof shall in no way affect the validity of the other provisions of this Resolution or of the Bonds and the owners of the Bonds shall retain all the rights and benefits accorded to them under this Resolution and under any applicable provisions of law. If any provision of this Resolution shall be held or deemed to be or shall, in fact, be inoperative or unenforceable or invalid in any particular case in any jurisdiction or jurisdictions, or in all cases because it conflicts with any constitution or statute or rule of public policy, or for any other reason, such circumstances shall not have the effect of rendering the provision in question inoperative or unenforceable or invalid in any other case or

circumstances, or of rendering any other provision or provisions herein contained inoperative or unenforceable or invalid to any extent whatever.

**Section 18.** Moneys in each of the funds and accounts created and established by this Resolution shall be deposited, invested and secured in accordance with the laws of the State of Nebraska. Moneys held in such funds and accounts may be invested by the District or at its direction in such amounts and maturing at such times as shall reasonably provide for moneys to be available when required in the accounts or funds; provided, however, that no such investment shall be made for a period extending longer than to the date when the moneys invested may be needed for the purpose for which such fund or account was created. All interest on any authorized investment held in any fund or account shall accrue to and become a part of such fund or account.

**Section 19.** This Resolution shall take effect and be in force from and after its passage as provided by law.

ADOPTED July 6, 2020.

**DOUGLAS COUNTY SCHOOL DISTRICT 0017  
(MILLARD PUBLIC SCHOOLS) IN THE  
STATE OF NEBRASKA**

ATTEST:

By: \_\_\_\_\_  
President, Board of Education

By: \_\_\_\_\_  
Secretary, Board of Education

**AGENDA SUMMARY SHEET**

**Agenda Item:** Human Resources

**Meeting Date:** July 6, 2020

**Background:**

**Description:** Personnel Items: (1) Recommendation to Hire; (2) Resignation 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 "Jim Duffin", is displayed within a light gray rectangular box.

July 6, 2020

**TEACHER RECOMMENDED FOR HIRE****Recommend: The following teachers be hired for the 2020-2021 school year:**

1. Danielle A. Dyer – MA – University of Nebraska, Omaha. Grade 2 teacher at Ackerman Elementary School for the 2020-2021 school year. Previous Experience: CADRE teacher for Millard Public Schools (2019-2020)
2. Monica L. Rogers – MA – University of Nebraska, Omaha. Grade 1 teacher at Reagan Elementary for the 2020-2021 school year. Previous Experience: CADRE teacher for Millard Public Schools (2019-2020)
3. Anna E. Palmesano – University of Nebraska, Omaha. Grade 5 teacher at Ezra Elementary School for the 2020-2021 school year.
4. Rachel E. Weber – University of Nebraska, Omaha. Grade 3 teacher at Wheeler Elementary School for the 2020-2021 school year.
5. Lindsey M. Szalewski – MA – University of Nebraska, Omaha. Grade 1 teacher at Upchurch Elementary School for the 2020-2021 school year. Previous Experience: Iowa City Community School District (2015-2020); Gretna Public School District (2010-2015)
6. Krista K. Kurmel – BA – University of Nebraska, Omaha. English Language Arts teacher at Millard North Middle School for the 2020-2021 school year.
7. Katelyn N. Heard – BA – Midlands University. English Language Arts teacher at Central Middle School for the 2020-2021 school year. Previous Experience: Fremont Public School District (2019-2020)
8. Savanna K. Young – BA – University of Nebraska, Lincoln. Family and Consumer Science teacher at Millard North High School for the 2020-2021 school year.
9. Lauren E. Rottinghaus – MA – St. Ambrose University, IA. Speech Language Pathologist at Harvey Oaks Elementary School for the 2020-2021 school year. Previous Experience: Cedar Manor, IA (2019-2020)
10. Michele C. Humpal – MA+3 – University of Nebraska, Omaha. Speech Language Pathologist at Neihardt Elementary School for the 2020-2021 school year. Previous Experience: Westside Community Schools (2018-2020); Select Rehab (2015-2017); Millard Public School District (2007-2015)
11. Joel J. Schindler – BA – Peru State College. Social Studies teacher at Central Middle School for the 2020-2021 school year.
12. Rebecca J. Kegley – MA+6 – University of Nebraska, Omaha. Social Studies teacher at Millard North High School for the 2020-2021 school year. Previous Experience: Omaha Public School District (2007-2020)
13. Shelby J. Hunke – BA – University of Nebraska, Omaha. Grade 3 teacher at Rohwer Elementary School for the 2020-2021 school year.
14. Rachel E. Vogel – BA+12 – Doane University. Part-time Spanish teacher at Millard South High School for the 2020-2021 school year.
15. Chloe Staley – BA – Kansas State University. Social Studies teacher at Millard North Middle School for the 2020-2021 school year.
16. Elissa Negrete – BA – William Penn University, IA. ELL teacher at Bryan and Norris Elementary Schools for the 2020-2021 school year. Previous Experience: Irving Elementary, Sioux City, IA (2019-2020)
17. Alexis K. Sherman – BA – Evangel University, MO. Kindergarten teacher at Wheeler Elementary School for the 2020-2021 school year. Previous Experience: Marion C. Early Elementary School, MO (2018-2020)

**July 6, 2020****RESIGNATIONS****Recommend: The following resignation(s) be accepted:**

1. Susan E. Waldron – Family and Consumer Science teacher at Millard West High School. Resigning effective immediately for personal reasons.
2. Roshni R. Noronha – Speech Language Pathologist at Aldrich and Cottonwood Elementary Schools. Resigning effective immediately because of family relocation.
3. Samantha K. Ballard – Family and Consumer Science teacher at Millard West High School. Resigning effectively immediately to take a position as an assistant principal for Council Bluffs Public Schools.
4. Maria V. Munoz – Counselor at Millard South High School. Resigning effective immediately to take a Human Resources position with Omaha Public School District.
5. Eric S. Peterson – Grade 6 teacher at Millard North Middle School. Resigning effective immediately to take a position at La Vista Middle School.

**AGENDA SUMMARY SHEET**

**Agenda Item:** Opening School Update

**Meeting Date:** July 6, 2020

**Background/  
Description:**

**Action Desired:** Informational

**Policy /  
Strategic Plan  
Reference:**

**Responsible  
Person(s):** Dr. Jim Sutfin

**Superintendent's Signature:**

A handwritten signature in black ink that reads "Jim Sutfin". The signature is written in a cursive style and is positioned on a light gray rectangular background.

# **Millard Public Schools**

## **Executive Summary**

***Overview - Facility Operations***

***July, 2020***



This report is focusing largely on summarizing our plans within the Facilities Department as we begin to reopen our buildings. Since the beginning of the pandemic, our staff has been adjusting cleaning processes, working nights and weekends as needed to do extra cleaning.

Following is a brief summary of our plans and materials for your review. As with anything related to this situation, things will change and we will adjust.

### THE FIRST STEP OF REOPENING – ATHLETES/WEIGHT ROOMS

We began opening our buildings this summer for athletes per State and Local guidelines. The first step was to provide the High Schools with needed products. This included several cases of 12-oz bottles of hand sanitizer for coaches and athletes. It was placed in both the gym and weight room areas. Spray bottles were provided with QC-57 cleaning solution for the coaches to use. Paper towels were provided to ensure one-time use. Coaches were also provided gloves. Custodians cleaned the restrooms designated for the summer athletics programs every hour. Later, each High School also received gallon jugs of gel hand sanitizer and pumps in addition to what was previously distributed. We will continue this same process throughout the summer.



We are also being made aware of any other programs in the buildings so that appropriate precautions can be taken in this same manner.

### PRACTICES FOR UPCOMING SCHOOL YEAR

The descriptions of the products that will be used are also found in this report.

**Supplies for all Schools** include: cleaning buckets with pre-treated towels for each classroom. The towels will be pre-treated with Bioesque Botanical Disinfectant Solution. The buckets will be refilled with new towels and disinfectant as needed. All buckets have a center pull-top making it easy for teachers to use throughout the day. Hand Sanitizer will be available in gallon jugs with pump tops. There will be one in each classroom. We have also ordered additional products to address the need in offices, smaller study rooms and other common area spaces where needed.

**Administrative Building** supplies are the same as the schools and will be placed where needed.

The goal was to purchase and stock enough product to address the needs of all thirty-eight buildings for approximately six months. Additional supplies are on a pending order should they be required.

**NEW**

**Safety First**  
Hand Sanitizer Products  
Kills 99.9% of Germs

**Now Accepting Pre-Orders**

**Product Details:**

- Made in USA
- Manufactured in FDA-registered facility
- FDA-listed formulation
- Unscented
- Premium gel formula contains aloe
- Active ingredient - 70% ethyl alcohol



8 oz.  
SKU: 312630855  
(20/Case)



16 oz.  
SKU: 312630856  
(12/Case)



1 gal.  
SKU: 312630854  
(4/Case, 20/Case, 10/Case)

The disinfectant will be used in both classroom settings and by custodians. We are currently storing the quart bottles, 5-gallon buckets and 55-gallon drums of this disinfectant in our warehouse. Quantities are being allocated based on school size and headcounts. We will maintain additional products in both the schools and in our warehouse.



A few notes on expected processes with our new cleaning supplies:

- Spray bottles with the Bioesque product will be used for custodians only. Spray bottles are not to be given out to any staff other than custodians. Teachers and staff will be using the pre-treated towels.

- The current plan is for staff (such as teachers and/or paraprofessionals) to disinfect touch surfaces in their classroom/offices as students leave. One quart of Bioesque solution will be poured over the towels and the bucket lid sealed by the custodian. The custodian will pull out the first towel from the middle of the roll and bring it up through the hole in the top of the bucket, making sure both the bucket lid and the dispenser lid are tightly shut. Custodians will refill them as the teachers need them. Teachers / paraprofessionals will use these to wipe down surfaces and touch points in their rooms throughout the day.



- The Bioesque solution is free of bleach and other harsh chemicals. Towels can be simply wiped across surfaces and touch points and it will quickly air dry. No personal protective equipment (PPE) needed. The product is non-abrasive, non-corrosive, and is not flammable. The product kills 99.99% of viruses in one minute, 99.99% of bacteria in two minutes, and 99.99% of fungi and molds in three minutes.
- Hand sanitizer will be available to every student in each classroom and other common areas.
- Schools will receive extra buckets, towels and hand sanitizer for additional rooms as requested.
- Safety Data Sheets (“SDS”) will be provided to the Custodians for all products being used. A second copy will be provided to the school nurse’s office.
- Frequent visits by Facilities Department Management to all schools will occur.

Custodial Training will be done on July 30<sup>th</sup>.

- A medical professional will speak to the staff on the “science” behind the Coronavirus. We want to provide them with an education that will help them understand this virus better. We are also allowing time for them to ask questions.
- A demonstration on how to use the “Bio-fog” machines will be given. Each Custodian should be trained on operating these machines. Bio-fog machines will be used after-hours and only in unoccupied areas. They will be needed primarily if there is a reported case of COVID-19 in one of our buildings. The product used in these machines is the same Bioesque product being used during the day.
- There will be an introduction and training session on the standardized product and how they will be used.
- Although PPE is not required for the products we use, additional safety training on these products will also be provided at this time.
- Stressing the school guidelines for cleaning, masks, etc. will be reviewed and the expectations for custodial and engineering staff members communicated.
- As much as we can within our guidelines of social distancing, we will also use this time to communicate our appreciation to this dedicated group of people who we are relying to keep our schools clean and help our teachers and students feel comfortable during this time.

#### **SUPPLIES FOR UPCOMING SCHOOL YEAR:**

In addition to supplies normally purchased to start a school year, supplies ordered specifically to assist with pandemic cleaning needs with estimated costs include:

Supply:	Quantity	Per Unit	Total Cost
Classroom Buckets	2,600	\$2.40	\$6,240.00
Rolls of Towels	102,000	\$7.03	\$717,060.00
Qt. Botanical	224	\$6.79	\$1,520.96
5-Gallon Buckets of Bioesque	155	\$93.49	\$14,490.95
55 Gallon Drums of Bioesque	32	\$849.99	\$27,199.68
Backpack BioPlanet Machines	25	\$1,799.99	\$44,999.75
Handheld BioPlanet Machines	3	\$799.99	\$2,399.97
Gallons hand sanitizer	8,640	\$40.00	\$345,600.00
Spray bottles	400	\$0.64	\$256.00
Trigger Sprayers	600	\$0.85	\$510.00
<b>TOTAL</b>			<b>\$1,160,277.31</b>

## OTHER NOTES

As COVID-19 has consumed our “world” in Facilities, we also need to move forward in other areas. Since the change of leadership effective on May 18, the following areas of focus have been identified.

- Continue to provide and track on-going safety and job-specific training
- Create a better tracking mechanism for work order requests and completions
- Tracking work orders to budget and report performance
- Custodial and building inspections
- Customer surveys
- Create an improved pool of custodial subs and a proficient call-out method for faster response
- Aged asset reporting for all schools and Administrative buildings and how it ties to financial impact
- Ensure all Managers have appropriate management training
- Update of all job descriptions for Buildings/Grounds before year end
- Using Black Board for consistent messaging across the team
- Appropriately document individual performance and ensure schools’ needs are successfully met
- Develop training modules for all areas of Custodial staff
- New and improved on-boarding program for Custodians
- Customer Service Training – Throughout the next twelve months, all Custodians and Engineers will attend a Customer Service program designed around our support to MPS. The focus will be on how to communicate and meet the needs of our “customer.”



# Food Services Executive Summary

February 2020 – May 2020

## Participation

Below is a summary comparison of daily meals served at each of the grade levels. The timeframe includes August thru February.

### Elementary Participation

#### Elementary Breakfast Participation

<b>School</b>	<b>18/19</b>	<b>19/20</b>	<b>Total Daily Variance</b>
	<b>Total Daily Breakfasts</b>	<b>Total Daily Breakfasts</b>	
Abbott	60	72	11
Ackerman	137	115	-22
Aldrich	49	56	6
Black Elk	101	104	3
Bryan	108	112	4
Cather	50	49	-1
Cody	87	83	-4
Cottonwood	73	85	12
Disney	164	149	-15
Ezra	133	85	-48
Harvey Oaks	65	81	16
Hitchcock	30	39	9
Holling	189	170	-18
Montclair	168	192	25
Morton	57	55	-2
Neihardt	108	111	3
Norris	129	132	3
Reagan	121	103	-18
Reeder	88	86	-3
Rockwell	71	81	10
Rohwer	61	49	-13
Sandoz	174	157	-17
Upchurch	113	119	6
Wheeler	67	77	10
Willowdale	63	59	-4
<b>Elementary</b>	<b>2466</b>	<b>2420</b>	<b>-46</b>

## Elementary Lunch Participation

	<b>18/19</b>	<b>19/20</b>	
<b>School</b>	<b>Total Daily Lunches</b>	<b>Total Daily Lunches</b>	<b>Total Daily Variance</b>
Abbott	294	302	7
Ackerman	315	303	-11
Aldrich	242	238	-4
Black Elk	324	318	-5
Bryan	252	269	17
Cather	177	160	-17
Cody	175	176	1
Cottonwood	201	215	14
Disney	246	246	0
Ezra	305	319	14
Harvey Oaks	164	194	30
Hitchcock	155	150	-5
Holling	282	264	-18
Montclair	387	394	7
Morton	196	200	4
Neihardt	368	366	-1
Norris	251	259	8
Reagan	371	342	-29
Reeder	339	306	-34
Rockwell	189	177	-12
Rohwer	269	265	-4
Sandoz	276	247	-29
Upchurch	301	294	-7
Wheeler	306	313	8
Willowdale	285	298	13
<b>Elementary</b>	<b>6669</b>	<b>6615</b>	<b>-54</b>

## Middle School Participation

### Middle School Breakfast Participation

	<b>18/19</b>	<b>19/20</b>	
<b>School</b>	<b>Total Daily Breakfasts</b>	<b>Total Daily Breakfasts</b>	<b>Total Daily Variance</b>
Andersen	71	80	9
Beadle	15	33	18
Central	243	242	-1
Kiewit	47	70	24
North	66	95	29
Russell	23	26	3
<b>Middle</b>	<b>465</b>	<b>546</b>	<b>81</b>

### Middle School Lunch Participation

	<b>18/19</b>	<b>19/20</b>	
<b>School</b>	<b>Lunches per day</b>	<b>Lunches per day</b>	<b>Total Daily Variance</b>
Andersen	605	635	30
Beadle	517	551	34
Central	642	662	20
Kiewit	585	606	21
North	473	474	0
Russell	464	468	4
<b>Middle</b>	<b>3286</b>	<b>3396</b>	<b>110</b>

### Middle School A la Carte

	<b>18/19</b>	<b>19/20</b>	
<b>School</b>	<b>Daily \$</b>	<b>Daily \$</b>	<b>Total Daily Variance</b>
Andersen	\$393.81	\$393.37	\$(0.44)
Beadle	\$586.32	\$822.97	\$236.65
Central	\$333.02	\$421.93	\$88.91
Kiewit	\$583.00	\$598.33	\$15.33
North	\$374.22	\$451.11	\$76.89
Russell	\$448.83	\$466.20	\$17.38
<b>Middle</b>	<b>\$2,719.19</b>	<b>\$3,153.91</b>	<b>\$434.72</b>



## High School Participation

### High School Breakfast

<b>School</b>	<b>18/19</b>	<b>19/20</b>	<b>Total Daily Variance</b>
	<b>Total Daily Breakfasts</b>	<b>Total Daily Breakfasts</b>	
North	141	153	12
South	163	197	34
West	45	46	1
Horizon	40	29	-11
<b>High</b>	<b>389</b>	<b>425</b>	<b>36</b>

### High School Lunch

<b>School</b>	<b>18/19</b>	<b>19/20</b>	<b>Total Daily Variance</b>
	<b>Total Daily Lunch</b>	<b>Total Daily Lunch</b>	
North	895	881	-13
South	1084	1181	97
West	755	739	-16
Horizon	64	53	-11
<b>High</b>	<b>2797</b>	<b>2854</b>	<b>57</b>

### High School A La Carte

<b>School</b>	<b>18/19</b>	<b>19/20</b>	<b>Total Daily Variance</b>
	<b>Daily \$</b>	<b>Daily \$</b>	
North	\$3,221.70	\$3,391.09	\$169.39
South	\$2,441.43	\$2,375.42	\$(66.02)
West	\$3,369.32	\$3,444.65	\$75.33
Horizon	\$98.21	\$64.41	\$(33.80)
<b>High</b>	<b>\$9,130.66</b>	<b>\$9,275.57</b>	<b>\$144.90</b>

## Curbside Feeding Program

### Spring Break

During spring break, dinner meals were served curbside at Central Middle School. The meals were provided at no cost to families and were supported through the philanthropic community of Omaha. During the week of Mar 16<sup>th</sup> 4,893 meals were served on site, provided to Omaha North Star Foundation and the Learning Community of South Omaha.

### Remote Learning

Due to the unanticipated transition to remote learning, the National School Lunch and National School Breakfast programs shifted to Summer Food Service Program operations. Food Service is operating 10 school sites under Open Summer Food Service Program guidelines which provides a free breakfast and lunch to children between the ages of 1 – 18 years of age. Sites qualify for this based upon building free and reduced eligible student enrollment of at least 50% or if the school building is geographically located in a high needs area. The USDA released a series of waivers that allowed for alternative meal service methods while allowing meals to be supported through federal reimbursements. The below waivers were utilized for curbside meal pickup:

- Meal Service Time Flexibility- Allows for breakfast and lunch to be distributed in a single meal service.
- Non-Congregate Feeding- Allows meals to be consumed off school campus.
- Parent/Guardian Meal Pick-Up- Allows for parent/guardian meal pick up without children present.

Below is a summary of meals served at each site:

### March

	Cody	Disney	Holling	Rockwell	Sandoz	CMS	NMS	HHS	NHS	SHS	Daily Total
3/23/2020	83	92	216	107	58	200	116	62	218	334	1,486
3/24/2020	200	256	338	291	108	312	204	122	426	574	2,831
3/25/2020	182	170	336	264	136	332	274	150	414	800	3,058
3/26/2020	186	164	344	348	110	304	274	172	434	878	3,214
3/27/2020	152	180	324	360	116	246	290	136	594	1,078	3,476
3/30/2020	256	232	294	332	136	256	256	148	480	872	3,262
3/31/2020	162	220	312	360	144	274	374	124	608	1,080	3,658
<b>Monthly Total</b>	1,221	1,314	2,164	2,062	808	1,924	1,788	914	3,174	5,616	20,985

April

	<b>Cody</b>	<b>Disney</b>	<b>Holling</b>	<b>Rockwell</b>	<b>Sandoz</b>	<b>CMS</b>	<b>NMS</b>	<b>HHS</b>	<b>NHS</b>	<b>SHS</b>	<b>Daily Total</b>
4/1/2020	232	296	376	374	150	224	354	170	788	1,066	4,030
4/2/2020	228	240	392	43	138	240	392	210	840	1,184	3,907
4/3/2020	744	495	1,188	1,170	390	852	1,200	726	2,568	3,270	12,603
4/6/2020	196	270	408	414	104	226	352	203	772	1,064	4,009
4/7/2020	150	236	326	358	106	296	384	209	784	1,132	3,981
4/8/2020	228	266	392	434	134	328	446	279	986	1,302	4,795
4/9/2020	216	236	388	432	140	264	460	244	970	1,198	4,548
4/10/2020	864	840	1,158	1,356	498	1,020	1,500	828	2,940	4,200	15,204
4/13/2020	240	180	330	302	104	260	372	188	806	1,132	3,914
4/14/2020	170	184	392	360	164	300	378	244	980	1,170	4,342
4/15/2020	252	150	362	340	128	292	358	248	1,054	1,186	4,370
4/16/2020	180	212	338	342	60	316	410	226	1,006	1,198	4,288
4/17/2020	840	672	1,200	1,224	366	1,212	1,494	1,212	3,300	4,512	16,032
4/20/2020	236	198	428	380	156	290	372	250	1,016	1,226	4,552
4/21/2020	240	170	356	370	90	290	398	294	1,056	1,384	4,648
4/22/2020	288	180	400	394	122	392	414	308	1,090	1,504	5,092
4/23/2020	258	227	400	406	238	458	444	324	1,034	1,726	5,515
4/24/2020	1,032	882	1,308	1,920	726	1,710	1,818	1,284	4,446	7,596	22,722
4/27/2020	218	238	316	358	184	394	364	240	1,104	1,666	5,082
4/28/2020	136	226	370	404	192	446	424	382	1,254	1,804	5,638
4/29/2020	236	174	336	334	192	396	458	364	1,298	1,750	5,538
4/30/2020	272	200	356	346	144	444	460	422	1,244	2,064	5,952
<b>Monthly Total</b>	<b>7,456</b>	<b>6,772</b>	<b>11,520</b>	<b>12,061</b>	<b>4,526</b>	<b>10,650</b>	<b>13,252</b>	<b>8,855</b>	<b>31,336</b>	<b>44,334</b>	<b>150,762</b>

May

	Cody	Disney	Holling	Rockwell	Sandoz	CMS	NMS	HHS	NHS	SHS	Daily Total
5/1/2020	1,074	924	1,302	1,326	780	1,278	1,664	1,404	5,160	7,374	22,286
5/4/2020	176	200	294	206	86	448	416	366	1,284	1,608	5,084
5/5/2020	170	184	360	278	150	470	414	346	1,342	1,560	5,274
5/6/2020	240	214	374	252	128	530	434	362	1,404	1,940	5,878
5/7/2020	208	230	434	304	194	486	430	382	1,410	1,950	6,028
5/8/2020	798	816	1,278	1,350	714	1,518	1,800	1,452	5,406	7,212	22,344
5/11/2020	208	208	270	222	102	402	430	338	1,208	1,656	5,044
5/12/2020	204	162	412	290	108	510	474	434	1,304	1,766	5,664
5/13/2020	228	180	300	280	174	480	438	358	1,238	1,894	5,570
5/14/2020	226	188	310	246	110	446	422	372	1,220	1,616	5,156
5/15/2020	1,278	1,392	1,206	1,200	798	1,506	1,770	1,530	4,938	6,312	21,930
5/18/2020	130	124	208	188	72	432	374	288	1,042	1,368	4,226
5/19/2020	150	188	352	196	84	484	366	360	1,132	1,486	4,798
5/20/2020	146	184	322	226	54	460	470	376	1,222	1,434	4,894
5/21/2020	258	274	344	234	154	480	448	358	1,288	1,652	5,490
5/22/2020	1,032	1,096	1,672	1,448	584	2,040	2,400	2,216	6,816	8,544	27,848
5/26/2020	188	136	242	128	88	509	334	244	882	1,260	4,011
5/27/2020	222	148	270	186	190	550	398	294	1,114	1,792	5,164
5/28/2020	198	180	262	154	160	513	356	302	1,196	1,626	4,947
5/29/2020	789	840	1,302	918	562	1,462	1,248	1,752	1,536	6,732	17,141
<b>Monthly Total</b>	<b>7,923</b>	<b>7,868</b>	<b>11,514</b>	<b>9,632</b>	<b>5,292</b>	<b>15,004</b>	<b>15,086</b>	<b>13,534</b>	<b>42,142</b>	<b>60,782</b>	<b>188,777</b>

March – May Totals

	Cody	Disney	Holling	Rockwell	Sandoz	CMS	NMS	HHS	NHS	SHS	Daily Total
March	1,221	1,314	2,164	2,062	808	6,817	1,788	914	3,174	5,616	25,878
April	7,456	6,772	11,520	12,061	4,526	10,650	13,252	8,855	31,336	44,334	150,762
May	7,923	7,868	11,514	9,632	5,292	15,004	15,086	13,534	42,142	60,782	188,777
<b>Totals</b>	<b>16,600</b>	<b>15,954</b>	<b>25,198</b>	<b>23,755</b>	<b>10,626</b>	<b>32,471</b>	<b>30,126</b>	<b>23,303</b>	<b>76,652</b>	<b>110,732</b>	<b>365,417</b>

### Food Service Statistics and Financials

	July – September	October – December	January – March	April – June	Year-to- Date
<i>Total training Hours-- 2019/2020</i>	1541	486	381	173	<b>2,581</b>
<i>Total Training Hours – 2018/2019</i>	1315	401	556.75	532	<b>2804.75</b>
<i>Total Training Hours – 2017/2018</i>	1798	477	476.5	691.5	<b>3443</b>
<i>Total Training Hours – 2016/2017</i>	2186.6	716	638	803	<b>4343.6</b>
<i>Total Training Hours – 2015/2016</i>	1735.00	717.75	421.25	446	<b>3320</b>
<i>Total Training Hours – 2014/2015</i>	1320.00	782.50	684.25	566.00	<b>3352.75</b>
<i>Total Training Hours – 2013/2014</i>	1690.50	735.50	859.00	653.00	<b>3954.00</b>
<i>Total Training Hours – 2012/2013</i>	1542.00	565.00	661.00	616.00	<b>3384.00</b>
<i>Total Training Hours – 2011/2012</i>	1625.00	726.75	1783.25	624.50	<b>4759.50</b>
<i>Total Training Hours – 2010/2011</i>	1617.50	760.25	584.00	399.00	<b>3360.75</b>
<i>Total Training Hours – 2009/2010</i>	1080.50	687.75	558.00	489.75	<b>2816.00</b>
<i>Total Training Hours – 2008/2009</i>	1491.50	351.50	496.50	1016.50	<b>3356.00</b>

<b>Millard Revenue</b>		
<b>Cash Sales</b>		
	Breakfast Cash	\$ 201,336
	Lunch Cash	\$ 3,441,466
	Student A La Carte	\$ 1,685,828
	Adult A La Carte	\$ 50,782
	Kids Network	\$ 289,792
	Boys and Girls Club	\$ 90,539
	Vending	\$ 14,913
	Brookvalley	\$ 24,374
	Heartland	\$ 16,172
	Over/Short	
<b>Reimbursements</b>		
	Federal Breakfast	\$ 883,475
	Federal Lunch	\$ 3,030,972
	State Breakfast	\$ 22,002
	State Lunch	\$ 32,369
	Summer	\$ 59,833

Total Year to Date Excess/Deficit \$77,524

Below is a summary of the Free and Reduced students currently enrolled at Millard Public Schools, along with the percentage as it relates to total enrollment.

<b>Free &amp; Reduced Percentage</b>	
2019-2020	25.0%
2018-2019	23.5%
2017-2018	22.7%
2016-2017	21.3%
2015-2016	17.7%
2014-2015	17.8%
2013-2014	18.9%
2012-2013	18.6%
2011-2012	18.6%
2010- 2011	16.6%
2009-2010	14.2%
2008-2009	11.3%

**Agenda Item:** Building Cultural Competency

**Meeting Date:** July 6, 2020

**Background/Description:** In response to the racial and social unrest in our country and in Millard, Executive Cabinet has been working on Millard's responsive actions. This report is snapshot of the preliminary planning.

**Action Desired:** Informational Report

**Policy / Strategic Plan Reference:** MPS Belief Statement - Diversity enriches life.  
MPS Parameters - We will not tolerate any behavior that diminishes the worth of another individual. We will always operate safe, caring, and supportive environments to ensure student learning.

**Responsible Person(s):** Dr. Jim Sutfin & Executive Cabinet

**Superintendent's Signature:**





In Millard Public Schools, [we believe](#) diversity enriches life. Two [parameters](#) we operate by are that we will not tolerate any behavior that diminishes the worth of another individual and we will always operate safe, caring, and supportive environments to ensure student learning. Part of providing a safe, caring and supportive environment to every child is to offer a culturally responsive environment.

Due to the social unrest in our country and our community in the summer of 2020, Millard Public Schools responded by developing a plan to ensure we are meeting our District beliefs and parameters. This report provides some context and a snapshot of what plans have been put in place to build cultural competency in Millard Public Schools.

## **Communication**

The first and most important part of communication is listening. This is where we begin and what we are doing now as a district. We are gathering input and beginning conversations. As a starting point for the discussions, we have posted the Board of Education's statements and Dr. Sutfin's statements to the banner and front page of the website. These statements were also sent out to every family and staff member in the district. We are committed to continuing the conversation and updating our community as we move forward.

- Board Statement
- Superintendent Statement
- Email to Staff & Community with Statements
- Posting of Statements on front of Millard Public Schools website
- Joint Statement from HR & MEA
- Joint Statement from HR & EPAM
- Joint Statement from HR & Custodial Union

## **Communication of our Complaint Procedures**

We will work with building administrators to ensure students, staff, and the community are educated on non-discrimination and harassment policies and all reporting procedures. We will determine what other communication barriers there may be for all stakeholders (students, staff, and community) to understand these reporting procedures.

## **Listening**

In order for truly meaningful action to take place, we need a more comprehensive understanding of the thoughts, feelings, and experiences of our Millard students, staff and community. We specifically need the opportunity to listen to those in Millard who identify as Black, Indigenous, and other people of color as well as members of other marginalized groups.

To achieve this, we will design and host listening sessions over the course of the next year. We will form Student Diversity Councils at both the District level (meeting with Dr. Sutfin, Dr. Chick, and Dr. Phipps) and at each secondary school (meeting with the building principal). We will also engage our larger community in a variety of ways. We need to listen to diverse staff, parents and community

members to better understand their experiences and their ideas for how we can do better. The work of this group will be to define Cultural Competency and develop a Cultural Competency Framework for the District. <sup>118</sup>

### **Policy & Procedural Review**

Based on listening and input gathering, we will review our Board policies and administrative procedures with a lens of culturally responsive practices. We will utilize multiple groups as a part of this review including but not limited to Superintendent Cabinet and the building and district Student Diversity Councils.

### **Curriculum**

Over two decades ago, Gloria Ladson-Billings introduced the term *culturally relevant pedagogy* to describe a form of teaching that calls for engaging learners whose experiences and cultures are traditionally excluded from mainstream settings. Based on her research of effective teachers, Ladson-Billings proposed three goals on which these teachers' practices were grounded.

- First, teaching must yield academic success.
- Second, teaching must help students develop positive ethnic and cultural identities while simultaneously helping them achieve academically.
- Third, teaching must support students' ability "to recognize, understand, and critique current and social inequalities."

These guiding principles are reflected in our **Millard Multicultural Policy and Rule** (6610/6610.1) which also mirrors language in state statute and NDE Rule 10. Nebraska Department of Education Rule 10 stipulates that "The instructional program in public schools incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races."

Multicultural education though is only one component of a culturally responsive curriculum. As we listen to stakeholders this year, we will gather their thoughts, feelings, and experiences around the current curriculum in terms of developing positive ethnic and cultural identities and exploring social inequalities.

Our curriculum process includes a **Community Focus Group** at the beginning of each cycle. We will review the selection process for these Focus Groups to determine if the make-up of the group includes diverse perspectives and revise the process as needed.

In 2020-2021, we will be finalizing Phase I of the **Social Studies** curriculum process and will be bringing a revised Framework to the Board for approval. The state standards upon which we base our Framework addresses under-represented and marginalized groups in a greater capacity. Once the Framework is approved, we will begin reviewing instructional materials and writing course guides. The input from our community will be instrumental in informing that work.

Finally, we have begun a **comprehensive review of our curriculum** in terms of cultural competency. Language Arts and novel selections, for example, are being reviewed. We have

well-defined processes for making revisions as necessary to our curriculum and instructional materials and will do so as needed.<sup>119</sup>

### **Human Resources & Recruiting**

Our Human Resources Department has always followed the following District parameter:

We will attract, develop, and retain the highest quality staff dedicated to achieving our mission and objectives.

With this parameter in mind, we will put a focus on recruiting more diverse candidates. Our Human Resources Department will work collaboratively with the MOEC Human Resources Departments to develop a recruiting strategy to attract diverse candidates across the Omaha Metro. As a part of this collaboration, we will reach out to Millard staff who identify as Black, Indigenous, or other people of color to assist us with the goal to recruit more diverse candidates. We will also review all current hiring procedures and practices to ensure there are no barriers to attracting and hiring more diverse candidates.

Our HR Department has been working with our Education Academy Students at Millard West over the last several years. This year, we will also work collaboratively with the Educator's Rising Club at Millard South High School as well as teachers at Millard West and Millard North to engage in discussions with Black, Indigenous and other students of color to consider teaching as a profession.

### **Activities and Athletics**

As a part of our listening and input gathering, we will be evaluating whether there are any barriers or concerns related specifically to activities and athletics. Based on what we learn, we will engage our activity directors, coaches, and activity sponsors to evaluate our practices.

### **Training History**

In 2007, Millard Public Schools (MPS) formed a professional relationship with University of Nebraska at Omaha professors, Dr. Nancy Edick, Dr. Sarah Edwards and Dr. Laura Schulte. The goal of this relationship was to provide culturally responsive teaching training to all certificated staff in MPS. Drs. Edick & Edwards were well known in the education field for their research and expertise on culturally responsive teaching. Dr. Laura Schulte was one of UNO's experts in the areas of research and statistical analysis. The cultural responsive teaching training was scheduled for a multi-year implementation that would take MPS staff from an awareness phase to an internalization phase. By investing in this professional development, MPS fulfilled many goals including but not limited to the state requirements for the poverty plan and supporting the District strategic plan and mission.

All 1800 certificated staff participated in the multi-year training. The training had two phases. Due to the size of MPS staff included, the staff development was planned to be implemented by grade levels of elementary, middle and high school. Phase one included a four hour awareness workshop and one hour focus group. Phase two included a year of on-line learning that can be repeated each year with updated materials/activities.

In 2011-12, *Culturally Responsive Teaching* was renamed to *Reaching Each Student* and became a part of our New Staff Induction programming. <sup>120</sup>

In 2013, the class stayed in New Staff Induction programming but was renamed to *Culturally Responsive Teaching* again and the class was taught by UNO Professor, Dr. Sarah Edwards. The primary goals of this class were to 1) consider cultural lenses of teachers and students (e.g. age, gender, race, poverty); 2) identify current *Culturally Responsive Teaching* practices in alignment with the Millard Instructional Model; and 3) consider possible changes to *Culturally Responsive Teaching* practices.

### **Training & Education Plans for 2020-21**

Part of Millard's training will be developed after we listen and learn from stakeholders. There are some pieces however, that can and have been planned for 2020-21.

The district completed an audit for our CRT training during the summer of 2020. It was determined that this [Website with Resources](#) is a good vehicle to house new and additional resources. This website has been shared with Millard staff in the past and was communicated again this summer. This website will continue to be updated and shared with staff throughout the year.

In June 2020, Executive Cabinet members read the book [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin Diangelo. Every administrator will read this book in the fall and will participate in a book study. Additional leadership development on this topic will be investigated.

The administrator evaluation will have an accountability piece added. Building Cultural Competency will be included in the Mutual Commitments of every administrator's evaluation process. This mutual commitment will reflect expectations of administration to positively engage in cultural responsive actions.

There will be time planned for Building Cultural Competency professional development during hourly staff development days, new staff orientation, and on MLK Day during District staff development time. Buildings will be asked to incorporate time for professional development on this topic as well.