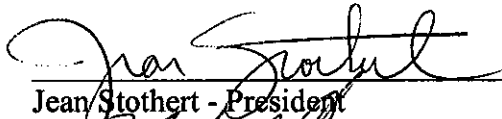


**ACKNOWLEDGMENT OF RECEIPT
OF NOTICE OF MEETING**

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 7:00 P.M. on November 3rd 2003, at Don Stroh Administrative Center 5606 South 147th Street.

Dated this 3rd day of November, 2003.



Jean Stothert - President




Mike Pate - Vice President

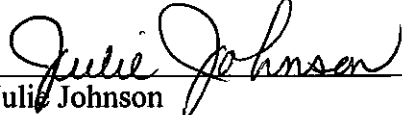


Brad Burwell - Secretary

Mike Kennedy - Treasurer



Linda Poole



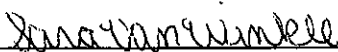
Julie Johnson



Julia Beckwith - Millard North



Stacey Schmid - Millard South



Janet Baack - Millard West

REC'D NOV 16 2003

FORM 7-B PROOF OF PUBLICATION

MIDLAK BUSINESS JOURNAL-Robert G. Hoig, Editor

Publisher's Fee.....\$ _____

Extra Copies.....\$ _____

.....\$ _____

Total.....\$ _____

STATE OF NEBRASKA

County of Douglas

SS.

Cynthia Hoig, being duly sworn,
 deposes and says that he/she is Vice President
 of The Midlands Business Journal, a legal weekly newspaper
 published in the City of Omaha, Douglas County, Nebraska,
 printed in the English language, having a bona fide circulation in
 Douglas County in excess of 300 copies for more than 52 weeks
 last year; that the printed notice attached hereto was published in
 said Midlands Business Journal for 1 consecutive weeks,
 beginning on October 31, 2003, and ending on
October 31, 2003, and said newspaper
 was during that time and has since been in general circulation in
 said County and State, and that said newspaper was printed in
 whole or in part in the office maintained at place of publication.

SCHOOL DISTRICT NO. 17
NOTICE OF MEETING
 Notice is hereby given of a special Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at 7:00 p.m. on Monday, November 3, 2003, at 5606 South 147th Street, Omaha, Nebraska. An agenda for such meetings, kept continuously current, are available for public inspection at the office of the superintendent at 5606 South 147th Street, Omaha, Nebraska.
 October 31, 2003

Cynthia Hoig
 Subscribed in my presence, and
 sworn to before me this 31st
 day of October, 2003.



Ann Massara
 Notary Public

Duplicate Affidavits of this Publication have been filed in the office of:
 County Court Clerk of Dist. Court County Clerk Sec. State

NAME:

REPRESENTING:

Kim Nikor	Cody
Alex McHamg	Troop 549
Skylar Newhouse	troop 549
Steven Fehr	Troop 549
John Beckwith	Troop 549 Asst Scoutmaster
Ryan King	Troop 549
Adity Janssen	Millard South
Brett Montroy	troop 549
Jill Baumgartner	Millard South
Eileen Thumm	Cody
Stacey Schmid	Millard South
Edie Pearce	Food Service
Andrea Kidd	Cody
Jennifer Seeg	Wheeler
Jane Gendreau	Wheeler
Andy DeFreese	Wheeler
Kim Antos	wheeler
Urke Tom	Wheeler
Karla Sullivan	Wheeler
Ann Shaughnessy	Cody
Marcia Duvon	Millard South
Emily Johnson	" "

<u>NAME:</u>	<u>REPRESENTING:</u>
Steven Tesch	Millard South Civics
Bonnie Tesch	B.M.S.
Cathy Bause	Cody
Debbie Sheldon	Cody
Katie Bolin	Millard South Civics
ASHLEY BRIGGS	MILLARD SOUTH CIVICS
Rick Tritz	Millard South Civics
Jane Bause	Millard West
Lisa Becker	Millard South Civics
Malissa Dawson	Millard South Civics
JOSH COVER	MILLARD SOUTH CIVICS
Audrey Cox	AMS
Greg Peters	Millard S. Civics.
RICK BONE	BSA Troop 435
Kyle Pierce	Bsa Troop 435
Curtis Bone	BSA Troop 435
Miles Ritchie	BSA Troop 435
Andrea White	Millard South Civics
Kevin Thompson	MSHS Civics.
Sarah Weidner	Cody
Sam Schrader	Millard South Civics
Marcie Murry	Wheeler

NAME:

REPRESENTING:

Amber Wagner	Millard South
Jeanette Slavik	" "
Bob Stroninger	Central H.S.
Bill Stroninger	Millard South Newspaper
Nick Gran	Millard South Civics
Dense Parker	Yak - Maureen!
Jay Paulentz	Wheeler for Maureen!
Carol Dahmke	MNMS
Cindy Nichols	Maureen Strain
Ch Mill Creep	✓
Deb Marshall	"
Celine McHale	"
Liz Banne	"
Tamm J Wolff	Wheeler for Maureen
Susan Rahmrig	Millard South
Katie Reiser	Wheeler for Maureen
Chris Wilson	Richardt
Kathy deBoer	Montclair
Rob deBoer	MNMS
Jessica Wechbrodt	Millard South
John Viedeman	B SAT Troop 435 MNMS
Sarah Noshur g	Millard South

BOARD OF EDUCATION MEETING - NOVEMBER 3, 2003

NAME:

REPRESENTING:

Ameel Baucke	Millard South
Ashley Franco	Millard South
Todd Westerman	Millard South
Nathan Pfeffer	BSA Troup M/M/S
Mark Applegarth	
David Applegarth	
Nike Owens	Millard South
Eric Lane	Millard South
Ryan Doyle	Millard South



BOARD OF EDUCATION
MEETING



NOVEMBER 3, 2003

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

8

BUSINESS MEETING
7:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147th STREET
NOVEMBER 3, 2003

AGENDA

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Public Comments on agenda items - This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President before the meeting begins.
- E. Routine Matters
 - *1. Approval of Board of Education Minutes – October 20, 2003
 - *2. Approval of Bills
- F. Information Items
 - 1. Employees of the Month
 - 2. Superintendent's Report
 - 3. Board Comments/Announcement
 - 4. Report from Student Representatives
- G. Unfinished Business
 - 1. Approval of Policy 3622 – Support Services – Construction – Professional Services – School Attorney
- H. New Business
 - 1. Approval of Rule 3622.1 – Support Services – Construction – Professional Services – School Attorney
 - 2. First Reading of Policy 3623 – Support Services - Construction - Professional Services – Construction Managers
 - 3. First Reading of Policy 3631 – Support Services – Construction – Site-Acquisition
 - 4. First Reading of Policy 3632 – Support Services – Construction – Site-Landscaping
 - 5. Approval of Lobbyist Contract
 - 6. Approval of Personnel Actions: New Hire
- I. Reports
 - 1. Enrollment Report
 - 2. MOEC Report
 - 3. Foundation Report
 - 4. International Baccalaureate Evaluation
 - 5. Depreciation Report
 - 6. Personnel Report
 - 7. Post Graduate (1998) Assessment – Five Year Study

J. Future Agenda Items/Board Calendar.

1. Committee of the Whole Meeting on Monday, November 10, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
2. Board of Education Meeting on Monday, November 17, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
3. Board of Education Meeting on December 1, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
4. Committee of the Whole Meeting on Monday, December 15, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
5. Board of Education Meeting on Monday, January 5, 2004 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
6. Committee of the Whole Meeting on Monday, January 12, 2004 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
7. Board of Education Meeting on Monday, January 19, 2004 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street

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

L. Adjournment

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

10

BUSINESS MEETING
7:00 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET
NOVEMBER 3, 2003

ADMINISTRATIVE MEMORANDUM

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Public Comments on agenda items - This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President prior to the meeting.
- *E.1. Motion by _____, seconded by _____, to approve the Board of Education Minutes – October 20, 2003. (See enclosure.)
- *E.2. Motion by _____, seconded by _____, to approve the bills. (See Enclosures.)
- F.1. Employees of the Month
- F.2. Superintendent's Report
- F.3. Board Comments/Announcements
- F.4. Report from Student Representative
- G.1. Motion by _____, seconded by _____, to approve Policy 3622 – Support Services – Construction – Professional Services – School Attorney (See enclosure.)
- H.1. Motion by _____, seconded by _____, to approve Policy 3622.1 – Support Services – Construction – Professional Services – School Attorney (See enclosure.)
- H.2. First Reading of Policy 3623 – Support Services – Construction – Professional Services – Construction Managers. (See enclosure)
- H.3. First Reading of Policy 3631 – Support Services – Construction – Site-Acquisition. (See enclosure.)
- H.4. First Reading of Policy 3632 – Support Services – Construction – Site-Landscaping. (See enclosure.)

November 3, 2003

Page 2

H.5. Motion by _____, seconded by _____, to approve the lobbyist contract for 2003-2004. (See enclosure.)

H.6. Motion by _____, seconded by _____, to approve teacher for hire. (See enclosure)

I. Reports

1. Enrollment Report
2. MOEC Report
3. Foundation Report
4. International Baccalaureate Evaluation
5. Depreciation Report
6. Personnel Report
7. Post Graduate (1998) Assessment – Five Year Study

J. Future Agenda Items/Board Calendar

1. Committee of the Whole Meeting on Monday, November 10, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
2. Board of Education Meeting on Monday, November 17, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
3. Board of Education Meeting on December 1, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
4. Committee of the Whole Meeting on Monday, December 15, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
5. Board of Education Meeting on Monday, January 5, 2004 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
6. Committee of the Whole Meeting on Monday, January 12, 2004 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147th Street
7. Board of Education Meeting on Monday, January 19, 2004 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street

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

L. Adjournment

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

SCHOOL DISTRICT NO 17

A meeting was held of the Board of Education of the School District No. 17, in the County of Douglas in the State of Nebraska. This meeting was convened in open and public session at 7:00 p.m., Monday, October 20, 2003 Don Stroh Administration Center, 5606 South 147th Street.

PRESENT: Brad Burwell, Mike Pate Jean Stothert, Linda Poole Julie Johnson, and Mike Kennedy

Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgment of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

At 7:00 p.m. Jean Stothert called the meeting to order and asked everyone to say the Pledge of Allegiance.

Roll call was taken and members present were: Jean Stothert, Mike Pate, Brad Burwell, Julie Johnson and Linda Poole. Mike Kennedy was not present when roll call was taken.

Motion by Brad Burwell, seconded by Linda Poole, to approve the Board of Education Minutes of September 22, 2003, Special Board of Education Minutes of October 13, to approve bills, and to receive the treasurer's report and place on file. Upon roll call vote, all members voted aye. Motion carried.

Mike Pate summarized the Committee of the Whole meeting on Monday, October 13, 2003. The two topics discussed were the discipline reporting system and the administrative evaluation process.

Mike Kennedy arrived at the meeting.

Employees of the Month for October were Heidi Weaver, special education teacher/department head at Millard South High School and Ed Rockwell, project manager and purchasing at the Support Service Center.

Mrs. Stothert recognized Boy Scout Troop 492 sponsored by Morton Elementary School.

Superintendent's Report:

1. Reminder about the NASB/NASA State Education Conference on November 19-21, 2003 at the Holiday Inn Central.
2. On Monday, November 3, 2003 will be a Board of Education Meeting. On Monday November 10, 2003 will be a Committee of the Whole meeting, with the topics

Board of Education Minutes
 October 20, 2003
 Page 2

being an update on health insurance and if time permits an update on the Career Compensation Model Phases I-II-III.

3. The kick-off for the Strategic Planning Action Teams was Thursday, October 9, 2003 with 100 members attending. There are a total of 213 who have been assigned to eight action teams, which is an average of 25 per action team.
4. Board members were provided a list of all elementary PTO/PTA/DCA meetings, and secondary building representative meetings. Board members were invited to attend the meetings. They should let Sheila know which ones they will be attending.

COMMENTS FROM THE BOARD:

Julie Johnson attended the High School Summit Conference, along with Nebraska Education Commissioner Doug Christensen, Loren Hill from the Governor's office, State Senator Stuhr, Jo Higgins, State Board of Education member, Rick Kolowski, from Millard Public Schools, representatives from Lincoln, Public Schools and Omaha Public Schools.

Mrs. Johnson said she met with Lee Terry and the legislative aide for Senator Hagel to talk about current education bills. They talked about educational bills, and neither is in favor of vouchers for Nebraska, but those concerns were reiterated.

This was a great opportunity to share and be enlightened by different model in the high school setting and also data. They did several showcases of school within schools, it looks like that is the trend of the future, she reported.

The members of the High School Summit Conference group from Nebraska are to regroup again, and Doug Christensen will set the date when the meeting will take place.

Linda Poole reported that she, Mike Pate, Kirby Eltiste and Keith Lutz attended the National Federation of Urban Suburban School Districts Conference, in Charleston, SC. There were several good speakers, and there was a whole day used to tour different schools in the Charleston, SC district. She especially liked the breakout session where she had the opportunity to visit with other board members, and Dr. Lutz visited with other superintendents from the participating school districts.

She said this is a very productive group and hopes that more board members attend the conference next year. There is also some pressure to host the conference in Millard, because they would like to see all of the good things going on in the district in the upcoming years.

Board of Education Minutes
October 20, 2003
Page 3

Mrs. Poole congratulated all of the cross-country team members who have qualified for the state meet in Kearney on Friday. The Millard West girls qualified, two boys from Millard West, one girl from Millard South, and the Millard North boys and girl's teams have qualified for the meet.

Mrs. Poole said she would be attending the NASB State Education Conference November 19-21, 2003. She will be a moderator for the session that will be presented by Tony Vincent from Millard Public Schools.

Mike Pate said the NFUSSD Conference was good for sharing and getting ideas. The highlight for him was a speaker by the name of Katie Haycock, from the Education Trust, who talked about achievement gaps between the schools who have a large population of minority or free/reduced lunch students, and how in a lot of cases there are excuses made about those achievement gaps. She gave a detailed report on a district, which had a large minority population with a large reduced/free lunch, who does not have any achievement gaps. But they recognized that, and showed ways on how they narrowed the gap, substantially, by making sure they had good teaching, put the best teachers in the classroom, and that they had high standards for achievement throughout the school. Mr. Pate hoped that in some point in time that she would be asked to come to Millard or the surrounding area to share her information.

Mr. Pate reported that an offer has been presented to the finalist for the Executive Director of the Millard Public Schools Foundation. After the person accepts the position, Mr. Pate will be able to tell the person's name.

Brad Burwell said he attend the NASB Area Membership meeting on October 1, 2003 at Offutt Air Force Base.

Mr. Burwell wanted to thank Millard North and Millard South high schools for hosting the Dean from St. Louis University.

Mr. Burwell was at Millard North High School to participate in their interview process. He attended the DECA meeting in Kearney today. Mr. Burwell will attend the NASB State Education Conference and will be a moderator for one of the sessions.

Last year the district was recognized as having the top physical education program in the state of Nebraska. This year, Matt Dykstra, physical education teacher at Ezra, was named the top Physical Education Teacher of the Year.

Other information passed on from Rosemary Barta was that Millard Public Schools was the only novice school district in the State of Nebraska to receive Carol S. White Grant. The grant was for \$149,000 to use to assess the students abilities in physical education area, Mr. Burwell reported.

Board of Education Minutes
October 20, 2003
Page 4

Mike Kennedy said he met with Governor Johanns in a social setting recently two weeks ago. They talked about the OPS lawsuit. His comments were very frank and said the pie is not going to get bigger under OPS's lawsuit. What will happen would be if the Supreme Court makes a redistribution of dollars. What that means, Mr. Kennedy said, was that Millard Public Schools dollars being transferred to other school districts.

Mr. Kennedy was contacted by Carol Ebdon, President of the Omaha Library Board, concerning the reduction of hours at the Millard Library. They will be reduced from 53 to 35 hours per week. The closest libraries would be Abraham's at 90th & Fort St. or A. V. Sorenson at 48th & Underwood. That is too far for people to have to drive to access materials. He encouraged members of community to contact their county commissioner or if they are in the city to talk with their city council members. There is only one library in this part of the city, where as there are two in other areas, Mr. Kennedy reported.

Jean Stothert reported that she attended the Metropolitan Area Boards of Education meeting on October 8, 2003, which was hosted by Omaha Public Schools. There was a tour of the Educare Facility, which is in North Omaha and has children from two weeks old to preschool.

The group talked about the curriculum audit, and OPS was interested in the student demographics of all of the other school districts.

For the PTO meeting, which will be on November 13, 2003, if the board has any topics to discuss as a "ice breaker" before it is opened up for questions, let Jean Stothert know.

Mrs. Stothert said she will be attending the NASB State Education Conference, and will be a moderator in a session.

A couple of weeks ago, Mrs. Stothert participated in the speech interviews at Millard South High School.

All of the student representatives are substitutes this evening. Amanda Meyer, student representatives from Millard South High School, Sara Van Winkle, student representative from Millard West High School, and Kessaya Speckman, student representatives from Millard North High School gave their high schools academic and athletic activities that have occurred in the last few weeks.

Julie Johnson provided the final reading for Policy 4511 – Personnel – Voluntary Early Separation Program. Motion by Julie Johnson, seconded by Linda Poole, to approve Policy 4511 – Personnel – Voluntary Early Separation Program. Upon roll call vote, all members voted aye. Motion carried.

Board of Education Minutes
October 20, 2003
Page 5

Motion by Brad Burwell, seconded by Linda Poole, to approve the Board and Superintendent Goals for 2003-2004. Upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Brad Burwell, to approve Rule 4511.1 – Personnel – Voluntary Early Separation Program. Upon roll call vote, all members voted aye. Motion carried.

Linda Poole provided the first Reading of Policy 3622 – Support Services – Construction – Professional Services – School Attorney. This policy will be on the next board agenda for approval.

Motion by Mike Kennedy, seconded by Brad Burwell, to table the Board of Education Legislative Resolutions. Upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Julie Johnson, to approve the Social Studies Framework. Upon roll call vote, all members voted aye. Motion carried.

Motion by Brad Burwell, seconded by Linda Poole, to approve the ESU #3 contract for Supplemental Services: Internet Filtering. Upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Brad Burwell, to approve the Food Service Management Ranking. Upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Brad Burwell, to approve Personnel Actions: Resignations: Anthony Weber and Kelly Smith, Teachers for Hire: Julie Hanus, Patricia Staudenmaier, and Kathryn Tucker. Upon roll call vote, all members voted aye. Motion carried.

Litigation was delayed to the end of the meeting for Executive Session.

Reports given were: an Enrollment Report, a Quarterly Investment Report, New Frontier Evaluation Report, the MSHS Information Technology Mini Magnet Evaluation Report, the Middle School Montessori Evaluation Report, the Middle School Alternative Program Evaluation Report, an Option Enrollment Report, and the Safe and Drug-Free Schools and Communities Grant 2002/2004 Summary Report.

Future Agenda Items/Board Calendar: A Board of Education Meeting will be held on Monday, November 3, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Committee of the Whole Meeting will be held on Monday, November 10, 2003 at 7 p.m. at the

Board of Education Minutes
October 20, 2003
Page 6

Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, November 17, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The NASB State Education Conference will be held on November 19-21, 2003 at the Holiday Inn Central. A Board of Education Meeting will be held on Monday, December 1, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Committee of the Whole Meeting will be held on Monday, December 8, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, December 15, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street

COMMENTS FROM THE PUBLIC: One gentleman spoke against the OPS lawsuit and against Millard joining the lawsuit. He said the district could save money by eliminating some of the choice programs.

Another speaker talked about a bus trip that was taken by the band to participate in a band contest. His concern was the lack of sleep the bus drivers received and the danger that something like that presents.

At 8:52 p.m. a motion by Linda Poole, seconded by Brad Burwell, to go into Executive Session for litigation. Upon roll call vote, all members voted aye. Motion carried.

A motion by Linda Poole, seconded by Brad Burwell, to come out of Executive Session. Upon roll call vote, all members voted aye. Motion carried.

Jean Stothert adjourned the meeting.



SECRETARY

Millard Public Schools
November 3, 2003

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/29/03

Check Number	Date	Vendor No	Vendor Name	Amount
208013	11/3/03	019111	BISHOP BUSINESS EQUIPMENT	14,912.30
208015	11/3/03	026057	CONTROL MASTERS INC	1,539.23
208016	11/3/03	100577	CURTIS 1000	1,348.57
208017	11/3/03	033473	DIETZE MUSIC HOUSE INC.	560.50
208018	11/3/03	038140	ELECTRONIC SOUND INC.	425.00
208020	11/3/03	132592	WILLIAM SPRAGUE, JR.	1,669.24
208021	11/3/03	100928	J.W. PEPPER & SON INC.	69.01
208022	11/3/03	131367	AMANDA J JOHNSON	158.15
208023	11/3/03	100732	LAWNSMITH & CO INC	2,975.00
208025	11/3/03	068415	NEBRASKA COUNCIL OF SCHOOL	265.00
208026	11/3/03	101147	OFFICE MAX #521	108.52
208027	11/3/03	132975	PRIORITY TRAINING & CONSULTING INC	27.00
208028	11/3/03	090673	QWEST	948.65
208029	11/3/03	107325	QWEST INTERPRISE AMERICA INC	596.50
208030	11/3/03	099441	RADIOSHACK/OAKVIEW MALL	134.91
208031	11/3/03	093976	WEEKLY READER CORPORATION	25.77
208032	11/3/03	105619	WESTERN TRAILER LEASING INC	300.00
Total for GENERAL FUND				26,063.35
208012	11/3/03	017789	BANCROFT BODY SHOP	1,756.01
208014	11/3/03	131512	COMPUTER SOURCE INC	35.11
208015	11/3/03	026057	CONTROL MASTERS INC	58,473.00
208019	11/3/03	132066	ENGINEERED CONTROLS INC.	918.00
208024	11/3/03	131988	M & A ENTERPRISES	2,298.00
Total for SPECIAL BUILDING				63,480.12
Report Total				89,543.47

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Check Number	Date	Vendor No	Vendor Name	Amount
207333	11/3/03	130403	ABILITATIONS	583.43
207335	11/3/03	010275	ACADEMIC COMMUNICATION ASSOC INC	39.60
207336	11/3/03	109853	ACCESS ELEVATOR INC.	201.40
207338	11/3/03	130455	ADAMS & SULLIVAN	1,230.00
207339	11/3/03	108296	PAT SHARKEY	143.75
207340	11/3/03	132917	AHA PROCESS INC	1,134.00
207341	11/3/03	108351	AIRGAS - NORTH CENTRAL INC	95.20
207342	11/3/03	102425	ALIMED INC.	75.95
207343	11/3/03	011040	ALL BRANDS TOOL SERVICE INC	48.50
207344	11/3/03	011051	ALL MAKES OFFICE EQUIPMENT	1,107.48
207345	11/3/03	011185	ALLIED OIL & SUPPLY, INC.	92.25
207346	11/3/03	109079	ALLTEL CORPORATION	1,499.51
207347	11/3/03	109113	ALPHASMART, INC.	105.00
207348	11/3/03	131100	ALTA BOOK CENTER PUBLISHERS	2,002.07
207349	11/3/03	099597	AMERICAN GUIDANCE SERVICE INC	1,238.68
207350	11/3/03	102051	AMERICAN MUSIC COMPANY INC	2,271.78
207351	11/3/03	012450	AMERICAN RED CROSS HEARTLAND	14.39
207352	11/3/03	015449	AMERICAN SCHOOL BOARD JOURNAL	378.00
207353	11/3/03	102430	AMI GROUP INC	237.50
207354	11/3/03	010112	ANDERSON ELECTRIC	243.30
207355	11/3/03	012989	APPLE COMPUTER, INC.	2,550.60
207356	11/3/03	106436	AQUA-CHEM INC	353.40
207358	11/3/03	013105	ARBOR SCIENTIFIC	65.88
207359	11/3/03	133266	MELISSA ARCH	23.66
207360	11/3/03	100376	ARCHITECTURAL DIGEST	39.95
207361	11/3/03	013209	ART STUDIO CLAY COMPANY	6,891.37
207362	11/3/03	013496	ASCD	2,430.31
207363	11/3/03	012507	AT&T	45.66
207364	11/3/03	010083	ATS MOBILE TELEPHONE CO INC	268.13
207365	11/3/03	010083	ATS MOBILE TELEPHONE CO INC	322.09
207368	11/3/03	102237	AUTO STATION	56.48
207369	11/3/03	108092	APW/AUTO VALUE	224.51

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

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207370	11/3/03	102727	B & H PHOTO	486.10
207371	11/3/03	109852	BAER SUPPLY	839.69
207372	11/3/03	133160	MARYAM BAERDE	83.16
207373	11/3/03	132405	BAG 'N SAVE	847.50
207374	11/3/03	107363	JUDY A BAHENSKY-VOGEL	54.48
207375	11/3/03	017770	BALLARD & TIGHE INC	821.84
207376	11/3/03	017900	BARCO MUNICIPAL PRODUCTS, INC.	41.95
207377	11/3/03	099646	BARNES & NOBLE BOOKSTORE(OAKV)	2,059.04
207378	11/3/03	131148	VIRGINIA C BAYE	11.45
207379	11/3/03	102281	BEACON GRAPHIC SYSTEMS	552.19
207380	11/3/03	133131	RONALD D BEERNINK	86.90
207382	11/3/03	107988	KAREN K BENDER	79.23
207383	11/3/03	102860	BENIK CORP.	70.85
207384	11/3/03	101062	BENNINGTON IMPLEMENT INC	518.77
207386	11/3/03	018705	BERNINA SEWING CENTER	472.01
207388	11/3/03	072250	BG PETERSON COMPANY	797.01
207390	11/3/03	019111	BISHOP BUSINESS EQUIPMENT	5,811.91
207391	11/3/03	100948	BLIMPIE SUBS & SALADS	474.05
207392	11/3/03	019138	JON T BLOOMQUIST	95.04
207394	11/3/03	101364	BOOKWORM	497.92
207395	11/3/03	100056	BORDERS BOOKS & MUSIC	22.36
207396	11/3/03	019559	BOUND TO STAY BOUND BOOKS INC	4,204.90
207397	11/3/03	019835	BOYS TOWN NATIONAL	6,327.77
207398	11/3/03	019858	PEGGY A BRENDEL	12.82
207400	11/3/03	020439	BUILDERS SUPPLY COMPANY INC	261.70
207401	11/3/03	020560	BUREAU FOR AT-RISK YOUTH	388.08
207402	11/3/03	020550	BUREAU OF EDUCATION & RESEARCH	169.00
207403	11/3/03	020578	RONALD G. BURMOOD	200.00
207404	11/3/03	106110	BRAD BURWELL	107.02
207405	11/3/03	106983	BUSINESS EQUIPMENT LEASING CO.	378.00
207406	11/3/03	099431	BUSINESS MEDIA INC	1,170.99
207407	11/3/03	131619	C E SUNDBERG CO	67.90

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207408	11/3/03	063103	CHAUNCY A. ALLEN	93.00
207410	11/3/03	023842	CAMBRIDGE EDUCATIONAL	57.95
207412	11/3/03	054237	CARL JARL LOCKSMITHS	99.60
207413	11/3/03	023964	DAVE CARLSEN	405.00
207414	11/3/03	023967	CARLSON SYSTEMS	292.32
207416	11/3/03	023970	CAROLINA BIOLOGICAL SUPPLY CO	49.81
207418	11/3/03	131056	CBS CONSTRUCTORS	293.76
207419	11/3/03	024439	TRICOR DIRECT INC	73.32
207420	11/3/03	109138	CHARACTER COUNTS COALITION	296.62
207421	11/3/03	024652	CHILDCRAFT EDUCATION CORP	354.22
207422	11/3/03	106851	CHILDREN'S HOME HEALTHCARE	3,840.00
207424	11/3/03	025110	ELY CHURCHICH	1,260.00
207426	11/3/03	131336	CITIZENS BANK	1,602.66
207427	11/3/03	132581	CLARITUS	1,155.00
207428	11/3/03	099222	CLASSROOMDIRECT.COM	518.42
207429	11/3/03	025221	GLEN S CLATTERBUCK	21.55
207431	11/3/03	025455	COLLEGE BOARD	265.50
207432	11/3/03	107482	COLLEGE BOARD/MWRO	660.00
207434	11/3/03	109867	COMMERCIAL AIR MANAGEMENT INC	134.00
207436	11/3/03	131980	COMPUTER PREP	149.64
207438	11/3/03	025830	GEORGE R CONRAD	284.12
207441	11/3/03	026057	CONTROL MASTERS INC	1,229.30
207442	11/3/03	133049	CORNERSTONE LEADERSHIP INSTITUTE	117.55
207444	11/3/03	130586	CRAFT SUPPLIES USA	36.45
207446	11/3/03	130703	CROSS COUNTRY SEMINARS INC.	139.00
207447	11/3/03	133253	KILEY CRUSE	196.50
207449	11/3/03	106893	CULLIGAN WATER CONDITIONING	58.00
207450	11/3/03	027345	CURRICULUM ASSOCIATES, INC.	784.63
207451	11/3/03	100577	CURTIS 1000	7,613.94
207452	11/3/03	130900	CHERYL L CUSTARD	57.60
207453	11/3/03	132409	TED CZERNIAK	29.76
207454	11/3/03	130731	D & D COMMUNICATIONS	4,231.40

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207455	11/3/03	032061	D & D LASER	363.75
207456	11/3/03	132671	JEAN T DAIGLE	145.84
207459	11/3/03	107469	DEFFENBAUGH INDUSTRIES	8,845.26
207460	11/3/03	106713	ANDREW S DEFREECE	39.85
207462	11/3/03	032800	DEMCO INC	221.90
207463	11/3/03	032872	DENNIS SUPPLY COMPANY	317.98
207464	11/3/03	102435	DIAMOND VOGEL PAINTS	1,575.47
207465	11/3/03	099220	DICK BLICK	845.70
207466	11/3/03	121131	CATHLEEN S DICKES	24.48
207467	11/3/03	033466	DIDAX INC	19.95
207470	11/3/03	033473	DIETZE MUSIC HOUSE INC.	2,695.28
207471	11/3/03	133177	DIGITAL JUICE	409.00
207473	11/3/03	101330	DISCOVERY CHANNEL SCHOOL	348.95
207475	11/3/03	133268	DOCUMENT FINISHING RESOURCES	75.00
207476	11/3/03	131198	DON SHAFER DISPLAY INC	67.20
207478	11/3/03	133130	DOUGLAS SARPY 4H OFFICE	180.00
207479	11/3/03	100923	DOUGLAS/SARPY COOPERATIVE EXTENSION	40.00
207480	11/3/03	133221	DRAGON'S LAIR COMICS	197.05
207481	11/3/03	034130	DUNHAM HARDWOOD INC	1,480.64
207483	11/3/03	133299	JENNA DVENSING	47.32
207484	11/3/03	036520	EASTERN NE HUMAN SERVICES AGENCY	4,410.00
207485	11/3/03	037201	EDUCATIONAL RECORD CENTER INC	35.93
207487	11/3/03	037525	EDUCATIONAL SERVICE UNIT #3	4,678.95
207488	11/3/03	037524	EDUCATIONAL SERVICE UNIT #9	45.00
207489	11/3/03	100415	EDUCATIONAL TESTING SERVICE	259.19
207490	11/3/03	100330	EDUCATORS OUTLET INC	263.81
207491	11/3/03	037900	DELTA EDUCATION LLC	2,108.59
207492	11/3/03	037977	EFFECTIVE SCHOOLS PRODUCTS	1,050.50
207493	11/3/03	132892	PAMELA S EHLY	20.58
207495	11/3/03	038100	ELECTRIC FIXTURE & SUPPLY	4,038.29
207496	11/3/03	108082	ELECTRONIC CONTRACTING COMPANY	1,847.31
207497	11/3/03	038140	ELECTRONIC SOUND INC.	429.28

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207499	11/3/03	038217	WARREN K ELTISTE	171.20
207500	11/3/03	035610	ETA/CUISENAIRE	263.84
207502	11/3/03	038475	EXCEL ELECTRIC INC	1,321.57
207503	11/3/03	099320	EYE ON EDUCATION	102.85
207504	11/3/03	099347	FACTS ON FILE	698.32
207505	11/3/03	131743	FACTS ON FILE INC.	159.16
207506	11/3/03	131287	FAIRFIELD INN - KEARNEY	596.00
207507	11/3/03	040323	FAIRFIELD LANGUAGE TECHNOLOGIES	339.10
207508	11/3/03	106949	LUCY FALCON	31.96
207509	11/3/03	040377	ROGER R FARR	81.00
207511	11/3/03	040450	FEDERAL EXPRESS	75.05
207512	11/3/03	133298	STEFANIE FELICI	47.32
207513	11/3/03	040537	FERGUSON ENTERPRISES INC	1,284.74
207514	11/3/03	106956	FERRELLGAS	10.37
207515	11/3/03	109069	ELIZABETH A FIALA	45.75
207516	11/3/03	133269	SHANNON RENEE FICKEL	45.00
207517	11/3/03	040830	FILMS FOR THE HUMANITIES	517.95
207518	11/3/03	101075	FITNESS FINDERS INC	117.90
207519	11/3/03	041086	FLINN SCIENTIFIC INC	424.76
207520	11/3/03	106714	LADONNA V FLOOD	66.74
207521	11/3/03	041100	FOLLETT LIBRARY RESOURCES	3,013.04
207522	11/3/03	100307	FOOD SERVICES OF AMERICA	363.28
207524	11/3/03	041463	FREE SPIRIT PUBLISHING INC	29.90
207525	11/3/03	041543	AMY J FRIEDMAN	15.59
207526	11/3/03	042000	FUREY HEATING-AIR CONDITIONING INC	397.50
207527	11/3/03	131456	GAGGLE.NET	8,740.00
207529	11/3/03	043900	GAYLORD BROTHERS INC	165.33
207530	11/3/03	133304	JENNIFER R GEARY	22.95
207531	11/3/03	131710	PARTICK T. GEARY	23.66
207532	11/3/03	106894	TAMMY GEBHART	84.96
207533	11/3/03	108300	MICHELE L GEHRINGER	190.00
207534	11/3/03	044050	GENERAL BINDING CORPORATION	463.00

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207535	11/3/03	044565	GINGHER, INC.	14.00
207536	11/3/03	106660	GLASSMASTERS, INC.	2,033.76
207537	11/3/03	133297	ASHLEY GLESMANN	118.30
207538	11/3/03	044887	GOODHEART-WILCOX PUBLISHER	92.82
207539	11/3/03	044891	GOPHER/PLAY WITH A PURPOSE	1,280.23
207540	11/3/03	043609	GP BUSINESS SERVICES LLC	1,019.26
207542	11/3/03	044920	GRAPHIC PRODUCTS INC	317.11
207543	11/3/03	099260	GREAT IDEAS FOR TEACHING INC	79.93
207544	11/3/03	101058	GREAT PLAINS ORFF CHPT. OF NE.	90.00
207545	11/3/03	130083	HARRY S GRIMMINGER	127.09
207546	11/3/03	102204	GRIZZLY INDUSTRIAL INC	333.95
207547	11/3/03	059223	HAL LEONARD PUBLISHING COMPANY	48.55
207549	11/3/03	107933	JEFF D HALLSTROM	77.04
207550	11/3/03	047800	HAMMOND & STEPHENS	84.45
207551	11/3/03	101931	HANCOCK FABRICS	96.09
207555	11/3/03	047853	HAPPY CAB COMPANY INC	21,027.45
207556	11/3/03	047855	HARCOURT INC	2,045.26
207557	11/3/03	101551	ELLEN L HARTFIELD	28.35
207558	11/3/03	133170	HARVARD DEBATE	289.00
207559	11/3/03	048270	HAWTHORNE EDUCATIONAL SERVICES INC	146.30
207560	11/3/03	048475	HEARTLAND FOUNDATION	7,548.03
207561	11/3/03	048517	HEINEMANN EDUCATIONAL BOOKS	128.48
207562	11/3/03	133186	JENNIFER HERZOG	60.00
207563	11/3/03	132423	HEWLETT PACKARD CO	2,781.00
207565	11/3/03	048710	HIGHSMITH COMPANY INC	571.43
207568	11/3/03	045329	HMS BROWN BAGGERS	286.65
207569	11/3/03	048942	DEANNA HOBZA	38.11
207570	11/3/03	131009	HOLIDAY INN - MIDTOWN	27.50
207572	11/3/03	133292	SHAWN HOLZER	94.64
207573	11/3/03	049320	HONEYMAN RENT ALL	51.75
207574	11/3/03	106801	CLARA G HOOVER	53.00
207575	11/3/03	131462	MATHEW B. HOSTETTER	47.32

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207576	11/3/03	049650	HOUGHTON MIFFLIN COMPANY	783.33
207578	11/3/03	133285	HUMAN RESOURCE ASSOC OF MIDLANDS	50.00
207580	11/3/03	101032	HUSKER MIDWEST PRINTING	846.40
207582	11/3/03	049850	HY-VEE FOOD STORE (OAKVIEW DR)	526.54
207583	11/3/03	049844	HYDRONIC ENERGY, INC.	100.91
207584	11/3/03	051795	INSTITUTE FOR EDUCATIONAL	537.00
207585	11/3/03	132091	INTEGRIS METALS INC	250.00
207586	11/3/03	133187	INTERACTIVE EDUCATIONAL VIDEO LLC	464.95
207587	11/3/03	052150	INTERNATIONAL READING ASSOC	227.48
207588	11/3/03	102958	INTERSTATE ALL BATTERY CENTER	320.57
207589	11/3/03	052370	INTERSTATE ELECTRIC SUPPLY CO	279.50
207590	11/3/03	092791	J. WESTON WALCH PUBLISHING	1.00
207591	11/3/03	101991	J.A. SEXAUER	2,407.82
207592	11/3/03	100928	J.W. PEPPER & SON INC.	1,801.39
207593	11/3/03	131391	RICHARD J JACOBI	40.00
207596	11/3/03	133205	JAY H BERK PHD INC	456.00
207598	11/3/03	133037	JENSEN TIRE COMPANY	477.32
207599	11/3/03	054420	JIMS DODGE COUNTRY LLC	99.04
207600	11/3/03	132735	DAVE JOEKEL	165.62
207601	11/3/03	130832	GERALD JOHNETTE	18.25
207602	11/3/03	131367	AMANDA J JOHNSON	167.00
207603	11/3/03	054630	JOHNSTONE SUPPLY	80.43
207604	11/3/03	133219	JOSHUA CHILD & FAMILY DEV. CENTER	90.00
207605	11/3/03	130734	JOSIN FABRIC AND SUPPLY	81.57
207606	11/3/03	133270	JQ OFFICE EQUIPMENT OF OMAHA INC	332.39
207607	11/3/03	056111	K MART STORE #7493	362.06
207611	11/3/03	101224	KAPCO	479.96
207612	11/3/03	101641	KAR PRODUCTS	222.13
207613	11/3/03	056240	EDMUND J KAZMIERSKI	95.04
207614	11/3/03	056275	KEL-WELCO DISTRIBUTING, INC.	1,888.10
207615	11/3/03	056276	KELVIN ELECTRONICS	1,057.18
207616	11/3/03	056279	KENDALL/HUNT PUBLICATIONS	305.18

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207617	11/3/03	133271	JAMES A KERKHOVE	94.64
207618	11/3/03	130915	KEYTEC, INC.	189.00
207619	11/3/03	056550	MARK LEVINE	231.00
207620	11/3/03	056724	KINKO'S	80.50
207622	11/3/03	084090	KIWANIS CLUB OF SOUTHWEST OMAHA	255.00
207626	11/3/03	056770	BETTY H KLESITZ	94.14
207627	11/3/03	109136	KLOCKIT	18.05
207628	11/3/03	106582	KOHL'S PHARMACY & HOMECARE INC	45.00
207629	11/3/03	133196	ALICIA KOLASINSKI	165.62
207630	11/3/03	057683	JANET F KRUGER	9.07
207631	11/3/03	109033	AMANDA J KUNES	144.90
207632	11/3/03	058755	LIDLAW TRANSIT INC	169,568.13
207633	11/3/03	099217	LAKESHORE LEARNING MATERIALS	4,485.45
207634	11/3/03	133172	LANDSCAPE BUTLER INC	10,215.00
207637	11/3/03	102491	LARUE DISTRIBUTING INC	201.32
207639	11/3/03	131498	MOJO RIZIN' INC	195.73
207640	11/3/03	109816	JILL C LAVENE	122.90
207641	11/3/03	100732	LAWNSMITH & CO INC	9,058.00
207642	11/3/03	130804	LEARNING ALLIANCES, INC.	498.00
207643	11/3/03	130326	LEARNING LINKS	36.90
207644	11/3/03	130792	LEARNING RESOURCES	77.65
207645	11/3/03	106469	LEGO DACTA-PITSCO LLC	45.72
207647	11/3/03	132200	MYRA LEZANIC	21.55
207648	11/3/03	059337	LIBRARY CORPORATION	850.00
207649	11/3/03	059470	LIEN TERMITE & PEST CONTROL INC	110.00
207650	11/3/03	132397	AIMEE L LIMONGI	32.65
207651	11/3/03	099395	LINCOLN PUBLIC SCHOOLS	23,919.00
207653	11/3/03	059577	LINGUISYSTEMS, INC.	379.85
207654	11/3/03	059560	LINWELD INC	409.42
207655	11/3/03	133027	TRACY LOGAN	13.64
207656	11/3/03	130590	LONG'S ELECTRONICS	1,009.65
207657	11/3/03	059866	STACY L LONGACRE	68.40

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207658	11/3/03	060023	NEBRASKA SPORTS INDUSTRIES INC.	90.45
207659	11/3/03	060111	LOVELESS MACHINE & GRINDING	189.50
207660	11/3/03	131397	LOWE'S HOME CENTERS INC	963.02
207661	11/3/03	057770	LRP PUBLICATIONS INC	396.00
207663	11/3/03	060121	BRYAN A LUBBERS	142.00
207664	11/3/03	099321	MACKIN BOOK COMPANY	9.98
207665	11/3/03	063574	W H TALBOTT INC	245.00
207666	11/3/03	063582	MARY A MAGSTADT	100.00
207667	11/3/03	065541	MAHONEY STATE PARK	90.79
207668	11/3/03	063781	MALECKI MUSIC	383.45
207669	11/3/03	063965	MARSH MEDIA	65.44
207670	11/3/03	133272	CORY A MARSHALL	290.40
207672	11/3/03	064142	MASTER TEACHER	50.57
207673	11/3/03	099328	MATHEMATICAL OLYMPIADS	170.00
207675	11/3/03	133198	TRACY D MATSON	23.66
207676	11/3/03	101129	MAYER JOHNSON INC	305.00
207677	11/3/03	100944	MCDONALD & ASSOCIATES INC	2,264.80
207678	11/3/03	063349	MCGRAW-HILL COMPANIES	6,325.68
207679	11/3/03	109826	MCREL	120.00
207680	11/3/03	064260	MECHANICAL SALES INC.	768.02
207681	11/3/03	102560	MEDCO COMPANY	31.75
207682	11/3/03	101274	MEDICAL TECHNOLOGIES INC	1,130.00
207683	11/3/03	064413	MENARDS INC	23.21
207684	11/3/03	063097	MENC	39.00
207685	11/3/03	132980	MENTAL FLOSS	43.94
207686	11/3/03	064600	METAL DOORS & HARDWARE COMPANY INC	1,560.00
207687	11/3/03	108304	METRO MEDICAL TRANSPORTATION	2,050.00
207691	11/3/03	064800	METRO UTILITIES DISTRICT OF OMAHA	48,947.41
207692	11/3/03	064618	METROPOLITAN COMMUNITY COLLEGE	116.00
207693	11/3/03	133290	BRETT MEYER	47.32
207694	11/3/03	133291	CASEY MEYER	47.32
207696	11/3/03	102466	WYMAN L MARTINEK	279.00

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207698	11/3/03	102870	MIDLAND COMPUTER INC	12,069.61
207699	11/3/03	064833	MIDLANDS BUSINESS JOURNAL	6.10
207700	11/3/03	648477	MIDLANDS MESSENGER SERVICE INC	222.60
207701	11/3/03	034166	MIDWEST CONCEPTS CORPORATION	964.00
207702	11/3/03	064950	MIDWEST METAL WORKS INC	133.00
207703	11/3/03	064952	MIDWEST MINOR MEDICAL, P.C.	180.00
207704	11/3/03	064959	MIDWEST PLASTICS INC.	50.49
207705	11/3/03	132659	MIDWEST PRODUCTS CO., INC.	78.05
207706	11/3/03	065233	MIDWEST TURF & IRRIGATION INC	181.16
207707	11/3/03	065326	MIDWEST WOODWORKERS, INC.	87.71
207708	11/3/03	065300	MILLARD DRYWALL SERVICES, INC.	12.24
207709	11/3/03	065400	MILLARD LUMBER INC	506.11
207710	11/3/03	065410	MILLARD SCHOOLS ADMINISTRATIVE	59.60
207711	11/3/03	065350	MILLARD TRUE VALUE HARDWARE	280.37
207712	11/3/03	131328	MILLER ELECTRIC COMPANY	245.00
207713	11/3/03	065564	BARBARA F MILLER	55.48
207714	11/3/03	065709	SHARRON A MILLSAP	94.93
207715	11/3/03	099352	MINNESOTA CLAY CO	32.43
207716	11/3/03	133168	MITCHELL FURNITURE SYSTEMS, INC.	153.52
207718	11/3/03	065891	MODERN METHODS INC	32,296.00
207719	11/3/03	065895	MODERN SCHOOL SUPPLIES INC	644.81
207720	11/3/03	065950	MODERN SOUND PICTURES, INC.	5,052.00
207721	11/3/03	066100	JUDITH M MOORE	17.39
207722	11/3/03	063150	MSC INDUSTRIAL SUPPLY CO	1,345.54
207723	11/3/03	132588	RICHARD L MUFF	44.35
207724	11/3/03	063115	MULTI-HEALTH SYSTEMS	261.80
207725	11/3/03	133287	MARCIA A MURRAY	17.42
207726	11/3/03	066555	MUSIC ALIVE	225.00
207727	11/3/03	066580	MUSIC IN MOTION INC	118.80
207728	11/3/03	066608	MUSIC TEACHERS SUPPLY	141.07
207729	11/3/03	100883	MUSIC THEATRE INTERNATIONAL	525.00
207730	11/3/03	066996	NAPA/GENUINE PARTS COMPANY	91.52

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207731	11/3/03	067000	NASCO	612.63
207732	11/3/03	067253	NATIONAL ASSOC OF SECONDARY	550.00
207733	11/3/03	067087	NATIONAL ASSOCIATION FOR	85.00
207735	11/3/03	067910	NATIONAL SCHOOL BOARDS ASSOC	3,510.00
207736	11/3/03	066671	NCTM	72.00
207737	11/3/03	068334	NEBRASKA AIR FILTER INC	1,631.15
207738	11/3/03	068343	NEBRASKA ASSOC OF SCHOOL BOARDS	1,290.00
207739	11/3/03	068340	NEBRASKA ASSOCIATION FOR GIFTED	220.00
207740	11/3/03	068415	NEBRASKA COUNCIL OF SCHOOL	2,325.00
207741	11/3/03	068445	NEBRASKA FURNITURE MART INC	4,767.52
207742	11/3/03	130706	NEBRASKA IOWA INDUSTRIAL FASTENERS	84.95
207743	11/3/03	099750	NEBRASKA LIBRARY ASSOCIATION	200.00
207744	11/3/03	068463	NEBRASKA MUSIC EDUCATORS ASSOC	1,242.00
207745	11/3/03	068466	NEBRASKA PRINTING CENTER	1,726.25
207746	11/3/03	068684	NEBRASKA SCIENTIFIC	151.00
207747	11/3/03	068737	NEBRASKA SPEECH LANGUAGE & HEARING	282.00
207748	11/3/03	068832	NEBRASKA TURFGRASS FOUNDATION	100.00
207749	11/3/03	068801	NEBRASKA WORKFORCE DEVELOPMENT	3,167.44
207750	11/3/03	132685	NEW ENGLAND EDUCATIONAL INSTITUTE	695.00
207751	11/3/03	130054	NEW YORK GRAPHIC SOCIETY	32.69
207752	11/3/03	109843	NEXTEL PARTNERS INC	1,613.70
207753	11/3/03	109843	NEXTEL PARTNERS INC	769.69
207754	11/3/03	109843	NEXTEL PARTNERS INC	936.28
207755	11/3/03	109843	NEXTEL PARTNERS INC	1,040.00
207756	11/3/03	133254	LONDON T NGUYEN	75.60
207757	11/3/03	132576	THUONG T NGUYEN	40.00
207759	11/3/03	069675	NOBBIES	30.83
207760	11/3/03	069689	NOGG CHEMICAL & PAPER	641.25
207761	11/3/03	132121	LARRY NOLDER	94.64
207762	11/3/03	130289	NORTH EAST FOUNDATION FOR CHILDREN	22.00
207763	11/3/03	133161	NORTHWEST CHALLENGES INC	185.55
207765	11/3/03	010345	NSTA CONVENTION	700.00

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207766	11/3/03	067017	NSTA PUBLICATION SALES	211.30
207767	11/3/03	069945	NUTS & BOLTS INC	157.63
207769	11/3/03	099235	NYSTROM	539.19
207773	11/3/03	100013	OFFICE DEPOT BUS. SVCS. DIV.	6,829.31
207774	11/3/03	101147	OFFICE MAX #521	42.33
207775	11/3/03	070245	OHARCO DISTRIBUTORS	465.29
207776	11/3/03	099658	OMAHA CHILDRENS MUSEUM	60.00
207777	11/3/03	070662	OMAHA HEARING SCHOOL FOR CHILDREN	1,321.00
207778	11/3/03	070850	OMAHA SLINGS INC	11.00
207779	11/3/03	071025	OMAHA TRUCK CENTER INC	57.60
207780	11/3/03	071039	OMAHA WINDUSTRIAL CO.	393.80
207781	11/3/03	071040	OMAHA WINNELSON COMPANY	146.84
207782	11/3/03	071050	OMAHA WORLD HERALD CO	413.47
207783	11/3/03	071138	ORIENTAL TRADING COMPANY	48.70
207784	11/3/03	107193	OTIS ELEVATOR COMPANY	469.75
207785	11/3/03	131552	OTTER CREEK INSTITUTE	159.00
207786	11/3/03	071240	OXFORD UNIVERSITY PRESS INC	1,095.61
207787	11/3/03	132443	OZANAM/BIST	800.00
207788	11/3/03	071515	PAINTIN PLACE CERAMICS INC	1,171.48
207789	11/3/03	132006	ANDREA L PARSONS	87.30
207790	11/3/03	133169	NCH CORPORATION	1,105.89
207791	11/3/03	099244	PASCO SCIENTIFIC	270.00
207792	11/3/03	132166	PATRICIA M KUSEK	120.00
207793	11/3/03	071760	PATTON EQUIPMENT COMPANY INC	169.70
207794	11/3/03	133255	NANCY L PATTON	65.00
207795	11/3/03	071891	PAYFLEX SYSTEMS USA, INC.	4,558.60
207796	11/3/03	102047	PAYLESS OFFICE PRODUCTS, INC.	251.00
207797	11/3/03	071353	WARFIELD PCI LIMITED	54.45
207798	11/3/03	102699	PEARSON EDUCATION	1,219.91
207799	11/3/03	109027	PEARSON EDUCATION	1,088.09
207800	11/3/03	072140	PEOPLES PUBLISHING GROUP, INC.	281.56
207801	11/3/03	133274	CENTER 132 LLC	247.95

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207802	11/3/03	072200	PERFECTION LEARNING CORP.	490.11
207803	11/3/03	131302	LYNETTE A PERRY	114.77
207804	11/3/03	130720	JILL E PETERSEN	9.03
207806	11/3/03	072382	SHEILA M PHELPS	6.40
207807	11/3/03	072400	PHI DELTA KAPPA	210.95
207808	11/3/03	072400	PHI DELTA KAPPA	75.00
207809	11/3/03	133157	TODD PHILLIPS	172.80
207811	11/3/03	072516	MARK R PILKINGTON	140.40
207812	11/3/03	072760	PITSCO INC	21.95
207813	11/3/03	108071	PITTSBURGH PAINT-5508	170.54
207814	11/3/03	072780	PLAMBECK PLUMBING INC.	262.15
207815	11/3/03	072785	PLANK ROAD PUBLISHING INC	122.20
207816	11/3/03	072850	PLAYTIME EQUIPMENT & SCHOOL SUPPLY	2,340.00
207818	11/3/03	133293	BETH POLITO	173.16
207819	11/3/03	107710	LYNNE M. POPP A.E.T.	87.34
207820	11/3/03	072900	POPPLERS MUSIC INC	282.70
207821	11/3/03	073011	JUDITH E PORTER	353.21
207822	11/3/03	079051	POSITIVE PROMOTIONS INC	115.63
207824	11/3/03	131835	PRAIRIE MECHANICAL CORP	1,073.22
207825	11/3/03	073231	PRECISION INDUSTRIES, INC.	164.57
207826	11/3/03	072349	PREMIER AGENDAS, INC.	313.75
207827	11/3/03	109845	CHRISTINA PREUSS	15.28
207828	11/3/03	073427	PRO-ED INC	275.00
207830	11/3/03	073610	PROGRESS PUBLICATIONS	630.00
207831	11/3/03	133051	AMERICAN FUTURE SYSTEMS INC	28.99
207832	11/3/03	107657	PROTEC SYSTEMS LLC	1,989.15
207833	11/3/03	132713	PROTEX CENTRAL INC	1,180.00
207834	11/3/03	073040	PSI GROUP-OMAHA	10,000.00
207835	11/3/03	099551	PSYCHOLOGICAL CORPORATION	425.82
207837	11/3/03	077750	QUILL CORP	129.29
207838	11/3/03	090673	QWEST	24,947.81
207839	11/3/03	090673	QWEST	5,265.40

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207840	11/3/03	099777	RADIOSHACK	186.99
207841	11/3/03	078250	RALSTON PUBLIC SCHOOLS	34,548.00
207842	11/3/03	078280	RAMADA INN-KEARNEY	212.00
207843	11/3/03	078420	RAWSON & SONS ROOFING, INC.	2,335.00
207844	11/3/03	106725	RD FITNESS SERVICE	850.00
207845	11/3/03	130143	READING RECOVERY COUNCIL OF	235.00
207846	11/3/03	100642	REALLY GOOD STUFF INC	234.55
207847	11/3/03	078670	REAMS SPRINKLER SUPPLY COMPANY INC	42.26
207848	11/3/03	078673	RECORDING FOR THE BLIND & DYSLEXIC	23.84
207850	11/3/03	132392	REFEREE MAGAZINE	816.67
207852	11/3/03	133305	LISA G RICHARDSON	62.63
207853	11/3/03	079179	RIEKES EQUIPMENT COMPANY	443.87
207854	11/3/03	079190	RIGBY EDUCATION	396.76
207856	11/3/03	079295	DALE H ROBINSON	209.62
207857	11/3/03	079310	ROCKBROOK CAMERA CENTER	1,486.00
207858	11/3/03	101638	ROCKHURST COLLEGE	56.40
207862	11/3/03	133257	JEANIE ROWELL	183.84
207863	11/3/03	102903	ROWMAN & LITTLEFIELD PUB GROUP	232.54
207865	11/3/03	101101	SAFETY KLEEN SYSTEMS INC	180.90
207867	11/3/03	073300	SAMMONS PRESTON ROLYAN	304.28
207868	11/3/03	081695	SARGENT WELCH	1,039.23
207869	11/3/03	081800	SAX ARTS & CRAFTS INC	755.08
207870	11/3/03	133199	MARK SCHAU	141.96
207871	11/3/03	107819	CYNTHIA E SCHAVE	11.06
207874	11/3/03	099640	SCHOLASTIC BOOK FAIRS	12.71
207875	11/3/03	082100	SCHOLASTIC INC	10,362.57
207877	11/3/03	082200	SCHOOL HEALTH CORPORATION	126.95
207878	11/3/03	130526	SCHOOL MEDIA ASSOCIATES	2,488.70
207879	11/3/03	082350	SCHOOL SPECIALTY INC	1,262.58
207881	11/3/03	082395	CLAUDIA K SCHULTE	40.36
207882	11/3/03	082475	SCIENCE KIT & BOREAL LABORATORIES	25.60
207883	11/3/03	082910	SECURITY EQUIPMENT INC	3,107.93

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207884	11/3/03	082960	SERVICE REPRODUCTION COMPANY	1,714.63
207888	11/3/03	109800	AMY L SHATTUCK	148.32
207889	11/3/03	130645	SHERWIN-WILLIAMS	290.85
207890	11/3/03	083186	MARK L SHIELDS	79.00
207891	11/3/03	083188	SHIFFLER EQUIPMENT SALES, INC.	254.44
207892	11/3/03	083219	SHOPKO STORE #056	94.79
207893	11/3/03	083217	SHOPKO STORES, INC.	46.98
207894	11/3/03	130893	SHOPPING MADE EASY.COM,INC.	620.89
207896	11/3/03	083400	SIMPLEXGRINNELL	4,013.12
207897	11/3/03	083452	SIMPSON SUPPLY	398.26
207898	11/3/03	132108	SKATELAND	72.00
207899	11/3/03	133197	ART SOBCZAK	141.96
207900	11/3/03	083950	SOCIAL STUDIES SCHOOL SERVICE	145.59
207901	11/3/03	101476	SODEXHO MARRIOTT INC	82,263.67
207903	11/3/03	109793	SOLUTION ONE	200.03
207904	11/3/03	130722	SOLUTIONS FOR YOUR OFFICE	585.66
207905	11/3/03	084056	SOPRIS WEST, INC.	86.00
207908	11/3/03	084081	SOUTH OMAHA TERMINAL WAREHOUSE CO	590.40
207909	11/3/03	133173	SOUTHEASTERN APPAREL	159.50
207910	11/3/03	109796	SPORT SUPPLY GROUP INC.	46.54
207911	11/3/03	109192	KIMBERLI R SQUIERS	21.42
207912	11/3/03	084415	STANDARD STATIONERY SUPPLY CO	728.57
207915	11/3/03	106606	JEAN STOTHERT	117.17
207916	11/3/03	132315	STRATEGIC AIR & SPACE MUSEUM	60.00
207918	11/3/03	130910	STUTTERING FOUNDATION OF AMERICA	40.00
207919	11/3/03	132785	JAIME SUAREZ-DELGADO	157.84
207920	11/3/03	107258	SUE A. KRATOCHVIL	126.00
207921	11/3/03	084689	SULLIVAN SEWER SERVICE INC	1,405.00
207922	11/3/03	133258	CHADWICK A SULLIVAN	141.96
207923	11/3/03	084781	SUMMIT LEARNING	678.90
207924	11/3/03	132400	SUN TURF INC	455.00
207925	11/3/03	084900	SUNBURST TECHNOLOGY CORPORATION	120.95

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207926	11/3/03	084905	SUNDANCE PUBLISHING LLC	32.00
207927	11/3/03	084907	SUNDERLAND BROTHERS COMPANY	60.00
207928	11/3/03	084930	SUPER DUPER INC	633.92
207929	11/3/03	102869	SUPER SAVER #20	296.80
207930	11/3/03	102869	SUPER SAVER #20	309.07
207932	11/3/03	133300	TALX CORPORATION	605.49
207933	11/3/03	088654	TARGET	906.53
207934	11/3/03	101393	TEACHER'S VIDEO COMPANY	271.91
207935	11/3/03	133167	TEACHERS COLLEGE PRESS	192.96
207936	11/3/03	088709	TEACHERS DISCOVERY	265.97
207937	11/3/03	101257	TEACHERS' CURRICULUM INSTITUTE	374.50
207938	11/3/03	088830	TED'S MOWER SALES & SERVICE INC	225.93
207939	11/3/03	089130	THACKER ELECTRIC	95.50
207940	11/3/03	133171	THE EDUCATION COMPANY	76.67
207941	11/3/03	102822	THERAPRO INC	139.85
207942	11/3/03	102835	THERAPY SHOPPE INC	269.12
207943	11/3/03	051572	THOMSON LEARNING	72.55
207944	11/3/03	132140	TILT GOLF	60.00
207945	11/3/03	133208	JILL TOMSON	444.20
207946	11/3/03	089577	KEL-WELCO DISTRIBUTING INC.	27.45
207947	11/3/03	131175	GENE TORRENS	47.32
207948	11/3/03	131446	TOSHIBA AMERICA INFO SYS INC	96.00
207949	11/3/03	089574	TOTAL MARKETING INC	108.00
207951	11/3/03	108055	TRADE WELL PALLET INC	625.00
207952	11/3/03	132421	TRAINER'S WAREHOUSE	59.69
207953	11/3/03	132575	TRANS-EUROPEAN STUDENT PROGRAMS	240.00
207954	11/3/03	106493	TRITZ PLUMBING, INC.	4,501.89
207956	11/3/03	090678	UNISOURCE	7,694.75
207957	11/3/03	090214	UNITED ELECTRIC SUPPLY CO INC	136.11
207958	11/3/03	090250	UNITED SEEDS INC.	4,030.00
207959	11/3/03	131651	UNIVERSITY OF CHICAGO DIST. CENTER	355.22
207960	11/3/03	090900	UNIVERSITY PUB, INC.	3,349.25

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207961	11/3/03	090973	UPSTART	38.48
207962	11/3/03	090632	US TOY CO/CONSTRUCTIVE PLAYTHINGS	45.98
207963	11/3/03	106173	UTA HALEE GIRLS VILLAGE	4,480.12
207964	11/3/03	133301	RENE L VAIRO	126.00
207965	11/3/03	132117	VALA'S PUMPKIN PATCH	187.00
207966	11/3/03	091040	VALENTINOS INC	99.61
207968	11/3/03	083340	VERNE SIMMONDS COMPANY	49.40
207969	11/3/03	092323	VIRCO MANUFACTURING CORP	4,381.74
207970	11/3/03	130676	VISITING NURSES HEALTH SERVICES	624.00
207971	11/3/03	109122	CONNIE L VLCEK	12.25
207972	11/3/03	133289	MIKE WADLEIGH	94.64
207973	11/3/03	092786	WALCRO INC	9.56
207975	11/3/03	092834	WALKER TIRE INC	2,275.32
207976	11/3/03	099379	WALL STREET JOURNAL	165.00
207977	11/3/03	131112	LINDA WALTERS	23.06
207978	11/3/03	093650	WARD'S NATURAL SCIENCE EST INC	64.79
207979	11/3/03	133259	MICHELLE L WATERS	28.23
207980	11/3/03	109810	BETHANY B WATSON	213.12
207981	11/3/03	093976	WEEKLY READER CORPORATION	1,467.34
207982	11/3/03	093978	BECKY S WEGNER	222.86
207983	11/3/03	132313	SARAH M WEIDNER	129.96
207987	11/3/03	094174	WEST MUSIC COMPANY	3,309.34
207988	11/3/03	131499	WESTERN BOWL LLC	66.00
207989	11/3/03	105619	WESTERN TRAILER LEASING INC	100.00
207990	11/3/03	094245	WESTLAKE ACE HARDWARE INC	465.47
207991	11/3/03	094630	WESTONE LABORATORIES	98.00
207992	11/3/03	094650	WESTSIDE COMMUNITY SCHOOLS	1,021.00
207993	11/3/03	094820	WHOLESALE HEATING & COOLING	55.90
207994	11/3/03	095173	WINGERT JONES MUSIC INC.	663.12
207995	11/3/03	095258	THOMAS C WISE	12.16
207996	11/3/03	109073	CRAIG J WOLF	127.44
207998	11/3/03	095355	WOODWORKERS SUPPLY, INC.	43.50

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207999	11/3/03	130716	SUSAN J WOOSTER	71.64
208000	11/3/03	095376	WORLD BOOK INC	445.00
208001	11/3/03	107149	MONICA R WORMINGTON	95.76
208002	11/3/03	095491	GLEN E WRAGGE	223.99
208003	11/3/03	130745	PATRICIA H WRIGHT	21.79
208004	11/3/03	044950	WW GRAINGER INC	1,194.95
208005	11/3/03	101370	XEROX CORPORATION (ORDERS)	10,487.00
208006	11/3/03	130371	ROBERT J YAKUS	44.01
208008	11/3/03	096200	YOUNG & WHITE	7,659.16
208009	11/3/03	133260	DESIRAE ZACH	90.00
208010	11/3/03	099212	ZANER BLOSER INC	81.74
208011	11/3/03	133159	PENG ZHU	83.16
Total for GENERAL FUND				870,279.72
207331	11/3/03	133045	A & J CONSTRUCTION	5,950.00
207346	11/3/03	109079	ALLTEL CORPORATION	-596.65
207353	11/3/03	102430	AMI GROUP INC	2,017.50
207355	11/3/03	012989	APPLE COMPUTER, INC.	231,959.00
207406	11/3/03	099431	BUSINESS MEDIA INC	1,625.00
207423	11/3/03	102116	CHURCHICH RECREATIONAL DESIGN, INC.	2,149.30
207425	11/3/03	025150	CIACCIO-DENNELL GROUP INC	2,567.25
207435	11/3/03	025689	COMPUTER CABLE CONNECTION INC	108.00
207437	11/3/03	131512	COMPUTER SOURCE INC.(DO NOT USE)	35.11
207445	11/3/03	026970	CRESCENT ELECTRIC SUPPLY CO	2.86
207457	11/3/03	107177	DAKOTA CONSTRUCTION INC.	12,796.00
207502	11/3/03	038475	EXCEL ELECTRIC INC	2,183.00
207510	11/3/03	130045	FARRIS ENGINEERING	3,687.50
207513	11/3/03	040537	FERGUSON ENTERPRISES INC	54.05
207563	11/3/03	132423	HEWLETT PACKARD CO	980.00
207621	11/3/03	106314	KIRKHAM MICHAEL & ASSOCIATES INC	2,534.91
207635	11/3/03	058800	LANOHA NURSERIES, INC.	8,000.00
207652	11/3/03	131472	LINES OF COMMUNICATION	30,811.00
207677	11/3/03	100944	MCDONALD & ASSOCIATES INC	2,015.95

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207698	11/3/03	102870	MIDLAND COMPUTER INC	2,553.69
207708	11/3/03	065300	MILLARD DRYWALL SERVICES, INC.	8,527.80
207712	11/3/03	131328	MILLER ELECTRIC COMPANY	125.00
207717	11/3/03	132914	MODERN BUILDERS	28,310.00
207823	11/3/03	133241	POSPICHAL CONSTRUCTION INC	44,325.46
207824	11/3/03	131835	PRAIRIE MECHANICAL CORP	2,937.05
207843	11/3/03	078420	RAWSON & SONS ROOFING, INC.	14,185.00
207864	11/3/03	079685	S & W FENCE COMPANY	420.00
207872	11/3/03	081880	SCHEMMER ASSOCIATES INC	3,570.57
207895	11/3/03	131887	SIEMENS BUILDING TECHNOLOGIES INC.	4,065.00
207902	11/3/03	102264	SOFTWARE PLUS	12,048.16
207931	11/3/03	084985	SWANSON GENTLEMAN HART, INC.	1,450.00
207960	11/3/03	090900	UNIVERSITY PUB, INC.	1,448.00
207974	11/3/03	092789	WALDINGER CORPORATION	45,763.50
207990	11/3/03	094245	WESTLAKE ACE HARDWARE INC	14.94
208007	11/3/03	130994	YORK INTERNATIONAL CORPORATION	75,779.00
Total for SPECIAL BUILDING				554,402.95
207332	11/3/03	010037	ABC SCHOOL SUPPLY COMPANY	502.31
207357	11/3/03	133281	NATIONAL ARBOR DAY FOUNDATION	76.00
207366	11/3/03	133280	VIANN C AUGUSTINE	68.93
207367	11/3/03	133251	JOY AUSDEMORE	50.00
207377	11/3/03	099646	BARNES & NOBLE BOOKSTORE(OAKV)	294.70
207387	11/3/03	130683	BEYOND PLAY	837.48
207389	11/3/03	131146	CECELIA A BIRCKHEAD	9.96
207393	11/3/03	133267	RICHARD J BONHAM	322.50
207421	11/3/03	024652	CHILDCRAFT EDUCATION CORP	1,449.42
207428	11/3/03	099222	CLASSROOMDIRECT.COM	242.81
207433	11/3/03	132902	COLONIAL WILLIAMSBURG FOUNDATION	520.00
207439	11/3/03	102862	CONTINENTAL MATHEMATICS LEAGUE	97.00
207440	11/3/03	096861	CONTINENTAL PRESS INC	438.90
207443	11/3/03	133284	CARMEN B COSTELLO	37.88
207448	11/3/03	099957	CRYSTAL SPRINGS BOOKS	15.90

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Check Number	Date	Vendor No	Vendor Name	Amount
207472	11/3/03	099552	DISCOUNT SCHOOL SUPPLY	1,357.74
207479	11/3/03	100923	DOUGLAS/SARPY COOPERATIVE EXTENSION	90.00
207487	11/3/03	037525	EDUCATIONAL SERVICE UNIT #3	40.00
207500	11/3/03	035610	ETA/CUISENAIRE	316.36
207522	11/3/03	100307	FOOD SERVICES OF AMERICA	200.55
207523	11/3/03	108050	DEBRA K FOX	13.61
207564	11/3/03	048750	HIGH/SCOPE EDUCATIONAL RESEARCH	22.34
207584	11/3/03	051795	INSTITUTE FOR EDUCATIONAL	2,864.00
207595	11/3/03	054240	HANNELORE W JASA	33.88
207597	11/3/03	133059	DEBBIE A JENKINS	16.02
207620	11/3/03	056724	KINKO'S	43.87
207633	11/3/03	099217	LAKESHORE LEARNING MATERIALS	3,026.24
207638	11/3/03	058875	KELLY A LATIMER-BRIGGS	49.95
207650	11/3/03	132397	AIMEE L LIMONGI	14.00
207662	11/3/03	131378	LTD COMMODITIES LLC	108.98
207671	11/3/03	131973	MASTER COMMUNICATIONS INC	16.95
207674	11/3/03	102512	RICHARD PIDCOCK	140.00
207678	11/3/03	063349	MCGRAW-HILL COMPANIES	220.22
207698	11/3/03	102870	MIDLAND COMPUTER INC	540.00
207703	11/3/03	064952	MIDWEST MINOR MEDICAL, P.C.	105.00
207731	11/3/03	067000	NASCO	1,005.70
207734	11/3/03	102087	NATIONAL GEOGRAPHY OLYMPIAD	100.00
207741	11/3/03	068445	NEBRASKA FURNITURE MART INC	661.50
207747	11/3/03	068737	NEBRASKA SPEECH LANGUAGE & HEARING	178.00
207758	11/3/03	133273	TERRI D NIEDERKLEIN	27.41
207773	11/3/03	100013	OFFICE DEPOT BUS. SVCS. DIV.	159.99
207816	11/3/03	072850	PLAYTIME EQUIPMENT & SCHOOL SUPPLY	88.74
207829	11/3/03	108265	PROCARE3 INC.	800.00
207857	11/3/03	079310	ROCKBROOK CAMERA CENTER	914.95
207875	11/3/03	082100	SCHOLASTIC INC	8,320.53
207933	11/3/03	088654	TARGET	147.05
207950	11/3/03	089587	TOYS FOR SPECIAL CHILDREN	49.95

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Check Number	Date	Vendor No	Vendor Name	Amount
207962	11/3/03	090632	US TOY CO/CONSTRUCTIVE PLAYTHINGS	378.38
207966	11/3/03	091040	VALENTINOS INC	155.57
207969	11/3/03	092323	VIRCO MANUFACTURING CORP	1,554.40
207992	11/3/03	094650	WESTSIDE COMMUNITY SCHOOLS	1,187.57
207997	11/3/03	132060	WOODBINE HOUSE	294.16
208010	11/3/03	099212	ZANER BLOSER INC	92.64
Total for GRANT FUND				30,300.04
207477	11/3/03	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	389,413.27
207487	11/3/03	037525	EDUCATIONAL SERVICE UNIT #3	232.61
Total for INTERLOCAL FUND				389,645.88
207334	11/3/03	132101	JEN ABKES	128.00
207337	11/3/03	010298	ACCU CUT SYSTEMS	1,317.00
207346	11/3/03	109079	ALLTEL CORPORATION	12.51
207381	11/3/03	132123	AMANDA C BENAK	128.00
207385	11/3/03	133288	TOM BEREWS	59.00
207399	11/3/03	108461	HANNAH BRYANT	64.00
207409	11/3/03	023831	CALLOWAY HOUSE INC	144.35
207411	11/3/03	132982	ANNA CAMPBELL	84.00
207415	11/3/03	108485	COLEEN CARNABY	200.00
207417	11/3/03	132729	ERIN CARTER	128.00
207430	11/3/03	132207	MARC COHEN	84.00
207454	11/3/03	130731	D & D COMMUNICATIONS	200.25
207461	11/3/03	132744	BREANNA DEGEORGE	96.00
207468	11/3/03	131874	GENTRY DIETZ	128.00
207469	11/3/03	131866	MERRITT DIETZ	96.00
207474	11/3/03	132997	SARAH DIXSON	128.00
207482	11/3/03	132106	GREGORY DUNN	64.00
207498	11/3/03	130665	CAREY L. ELLISON	32.00
207501	11/3/03	133252	LISA EVANS	500.00
207521	11/3/03	041100	FOLLETT LIBRARY RESOURCES	193.63
207522	11/3/03	100307	FOOD SERVICES OF AMERICA	1,157.03

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Check Number	Date	Vendor No	Vendor Name	Amount
207528	11/3/03	132981	ASHLEY GARYN	128.00
207541	11/3/03	108163	FARRAH GRANT	160.00
207548	11/3/03	130666	BERIT HALLBERG	160.00
207552	11/3/03	132999	ZACHARY HANLEY	160.00
207553	11/3/03	131870	JENNI HANSON	96.00
207554	11/3/03	107785	HEATHER HANSSEN	40.00
207563	11/3/03	132423	HEWLETT PACKARD CO	792.00
207566	11/3/03	131628	CRYSTAL L HILL	128.00
207567	11/3/03	133193	RYAN HINES	112.00
207571	11/3/03	132761	ASHLEY HOLTHAUS	120.00
207577	11/3/03	133194	ALICIA HOWARD	108.00
207579	11/3/03	133278	ANDREW D HUNT	36.00
207581	11/3/03	049850	HY-VEE FOOD STORE (OAKVIEW DR)	44.48
207594	11/3/03	108001	HANNAH JAEGER	28.00
207608	11/3/03	131423	DON P KADEREIT	78.50
207609	11/3/03	131629	MAX KAETER	144.00
207610	11/3/03	132329	SOPHIE KAETER	132.00
207623	11/3/03	133279	COLLEEN KLAIBER	36.00
207624	11/3/03	132358	DAWN KLAIBER	144.00
207625	11/3/03	108472	KELLY KLAIBER	150.00
207636	11/3/03	133206	MARK LARSON	91.50
207641	11/3/03	100732	LAWNSMITH & CO INC	2,790.00
207646	11/3/03	132746	COURTNEY LEZANIC	32.00
207695	11/3/03	106744	MARK MEYER	32.00
207698	11/3/03	102870	MIDLAND COMPUTER INC	4,390.66
207741	11/3/03	068445	NEBRASKA FURNITURE MART INC	701.18
207764	11/3/03	133283	PAMELA M NOVOTNY-BALDWIN	8.51
207768	11/3/03	130935	ERICA NUZZOLILLO	72.00
207773	11/3/03	100013	OFFICE DEPOT BUS. SVCS. DIV.	140.22
207775	11/3/03	070245	OHARCO DISTRIBUTORS	64.96
207805	11/3/03	131700	CHARLIE PETROSIK	72.00
207810	11/3/03	130938	AARON LYLE FIGULA	144.00

Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Check Number	Date	Vendor No	Vendor Name	Amount
207817	11/3/03	072867	PML CONSTRUCTION INC	744.53
207836	11/3/03	132122	TARA QUANDT	96.00
207838	11/3/03	090673	QWEST	150.00
207849	11/3/03	108015	STEPHANIE REED	128.00
207851	11/3/03	132760	JENNIFER REINER	96.00
207855	11/3/03	010544	ROBERTS DAIRY COMPANY	18.00
207859	11/3/03	108003	WHITNEY ROGERS	200.00
207860	11/3/03	079434	RONALD RAY ROMINE	30.00
207861	11/3/03	079440	ROSENBAUM ELECTRIC INC	150.00
207866	11/3/03	108469	ANGELA SAKARIS	128.00
207873	11/3/03	131871	LARA ANN SCHLENKER	128.00
207876	11/3/03	131957	SCHOOL AGE NOTES	87.70
207880	11/3/03	131631	SPENCER SCHREIBER	84.00
207885	11/3/03	130563	RYAN SHAFFER	96.00
207886	11/3/03	133265	SCOTT SHAFFER	32.00
207887	11/3/03	107430	KATIE SHALD	128.00
207906	11/3/03	132983	ERIN SORENSEN	72.00
207907	11/3/03	130905	FRANK PAUL SOUSA JR.	52.00
207913	11/3/03	132328	KAYLA STAUFFER	144.00
207914	11/3/03	109821	SETH STAUFFER	144.00
207917	11/3/03	107428	JAMIE STUNKARD	120.00
207955	11/3/03	102846	ULTIMATE OFFICE INC	195.20
207967	11/3/03	133275	TIMOTHY M VANROY	155.00
207984	11/3/03	133264	BRIAN WELCH	32.00
207985	11/3/03	132103	NATE WELCH	64.00
207986	11/3/03	094129	NICHOLAS LEE WENNSTEDT	160.00

Total for ACTIVITY FUND**19,714.21****Report Total****1,864,342.80**

Hot Lunch Fund Millard Public Schools

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Check Number	Date	Vendor No	Vendor Name	Amount
17885	11/3/03	109079	ALLTEL CORPORATION	526.83
17886	11/3/03	132423	HEWLETT PACKARD CO	785.00
17887	11/3/03	064950	MIDWEST METAL WORKS INC	612.00
17888	11/3/03	100013	OFFICE DEPOT BUS. SVCS. DIV.	270.92
17889	11/3/03	094245	WESTLAKE ACE HARDWARE INC	14.76
Total for FOOD SERVICE				2,209.51
Report Total				2,209.51

Millard Public Schools

Check Register for 10/23/03 - 10/23/03

Date: 10/23/03

Check Number	Date	Vendor No	Vendor Name	Amount
206889	10/23/03	103085	AMERICAN ASSOCIATION TEACHERS	205.00
206890	10/23/03	107454	CHRISTOPHER COLLING	120.00
206891	10/23/03	133295	EDUCATIONAL SERVICES INC	100.00
206892	10/23/03	106735	JOHN T FABRY	32.08
206895	10/23/03	133286	NEBRASKA RURAL WATER ASSOCIATION	100.00
206896	10/23/03	068393	NEBRASKA STATE PATROL	300.00
206897	10/23/03	107732	BRIAN L. NELSON	380.00
206898	10/23/03	133150	PENSKE TRUCK LEASING	197.33
206899	10/23/03	133296	PETTY CASH/COTTONWOOD ELEM	100.00
206900	10/23/03	106967	PHILFLEET ADVANTAGE	944.36
206903	10/23/03	088654	TARGET	40.36
206904	10/23/03	107354	STEPHEN W. VENTEICHER	160.00
206905	10/23/03	133224	JEFF WARNOCK	160.00
Total for GENERAL FUND				2,839.13
206893	10/23/03	133242	MARK E LOVE	3,375.00
206901	10/23/03	081630	SAM'S CLUB DIRECT	97.55
Total for GRANT FUND				3,472.55
206894	10/23/03	130575	JAYNE MACHOLAN	75.00
206902	10/23/03	133294	R STEPHEN SKINNER	100.00
Total for ACTIVITY FUND				175.00
206893	10/23/03	133242	MARK E LOVE	-67.50
Total for				-67.50
Report Total				6,419.18

Millard Public Schools

Check Register for 10/16/03 - 10/16/03

Date: 10/16/03

Check Number	Date	Vendor No	Vendor Name	Amount
206868	10/16/03	133216	RICK BELIK	340.00
206869	10/16/03	131336	CITIZENS BANK	1,602.66
206870	10/16/03	107454	CHRISTOPHER COLLING	120.00
206871	10/16/03	133261	ANGELA M DIEHM	70.00
206872	10/16/03	133262	WILLIAM N HILL IV	80.00
206874	10/16/03	133263	NE SCHOOL TRANSPORTATION ASSOC	15.00
206875	10/16/03	068393	NEBRASKA STATE PATROL	80.00
206876	10/16/03	107732	BRIAN L. NELSON	480.00
206877	10/16/03	071368	PETTY CASH/MILLARD NORTH	214.23
206878	10/16/03	133231	RADICAL YOUTH INVASION	200.00
206879	10/16/03	132218	READ ALOUD NEBRASKA	40.00
206880	10/16/03	107539	RUTH & MUELLER LLC	174.66
206882	10/16/03	068834	UNIVERSITY OF NEBRASKA-LINCOLN	199.00
206883	10/16/03	068834	UNIVERSITY OF NEBRASKA-LINCOLN	25.00
206884	10/16/03	090630	US POSTMASTER	115.00
206885	10/16/03	107354	STEPHEN W. VENTEICHER	240.00
206886	10/16/03	133224	JEFF WARNOCK	80.00
Total for GENERAL FUND				4,075.55
206881	10/16/03	081880	SCHEMMER ASSOCIATES INC	4,630.00
Total for SPECIAL BUILDING				4,630.00
206873	10/16/03	064801	NANCY MEYER	750.00
Total for GRANT FUND				750.00
Report Total				9,455.55

Hot Lunch Fund Millard Public Schools

Check Register for 10/23/03 - 10/23/03

Date: 10/23/03

Check Number	Date	Vendor No	Vendor Name	Amount
17870	10/23/03	132055	KRIS M BENTLEY	75.00
17871	10/23/03	130965	CINDY L GAYDOS	71.20
17872	10/23/03	130880	CINDY L UTOFT	61.58
17873	10/23/03	100346	COCA-COLA BOTTLING OF OMAHA	35,354.01
17874	10/23/03	131666	COLETTE E PITTMAN	34.10
17875	10/23/03	132050	MARILYN R HENLEY	55.18
17876	10/23/03	132044	KATHLEEN M. INMAN	36.93
17877	10/23/03	130595	BONNIE K LARSON	75.00
17878	10/23/03	131347	LISA SADIL	75.00
17879	10/23/03	132057	TRACY R ROSSO	75.00

Total for FOOD SERVICE**35,913.00****Report Total****35,913.00**

Hot Lunch Fund Millard Public Schools

Check Register for 10/16/03 - 10/16/03

Date: 10/16/03

Check Number	Date	Vendor No	Vendor Name	Amount
17868	10/16/03	100307	FOOD SERVICES OF AMERICA	794.50
17869	10/16/03	065410	MILLARD SCHOOLS ADMINISTRATIVE	181.13
Total for FOOD SERVICE				975.63
Report Total				975.63



Don Stroh Administration Center • 5606 So. 147th Street • Omaha, NE 68137-2604 • (402) 895-8200 • Fax (402) 895-8409

October 29, 2003

TO: Board Members

FROM: Amy Friedman

RE: Employees of the Month

The Employees of the Month for November are Alejandra Honda Wells, multi-categorical paraprofessional at Cody Elementary and Maureen Strain, media specialist at Wheeler Elementary.

AF:sp

7.

AGENDA SUMMARY SHEET

AGENDA ITEM: Policy 3622

MEETING DATE: October 20, 2003 (First Reading)
November 3, 2003 (Second Reading)

DEPARTMENT: Business

TITLE & BRIEF DESCRIPTION: Policy 3622: Support Services – Construction – Professional Services – Attorneys

ACTION DESIRED: Approval x (after second reading) Discussion Information Only .

BACKGROUND: The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Policy 3622 is a revision (minor) and renumbering of Policy 7311. [Note: Rule 3622.1 is attached for informational purposes during the first reading.]

OPTIONS AND ALTERNATIVES: n/a

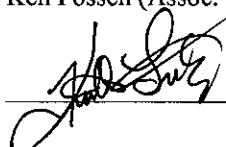
RECOMMENDATION: After 2nd Reading: It is recommended that Policy 3622 be adopted as presented.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: Immediate

RESPONSIBLE PERSON: Ken Fossen (Assoc. Supt. Gen. Admin.)

SUPERINTENDENT'S APPROVAL: 

NewSupport Services – Construction

Professional Services of the – School Attorney

36227133

The Sservices of the school attorney ~~shall be available for legal counseling on~~ may be accessed by the superintendent (or designee) for matters pertaining to site acquisition, easements, dedications, contracts, contract payments, liens or claims, and such other matters as may arise.

Legal Reference: ~~RRS 79-4, 150~~Neb. Rev. Stat. §79-513

Policy Adopted: February 4, 1974
Revised:

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Rule 3622.1

MEETING DATE: November 3, 2003

DEPARTMENT: Business

TITLE & BRIEF DESCRIPTION: Rule 3622.1: Support Services – Construction – Professional Services – Attorneys

ACTION DESIRED: Approval x Discussion Information Only .

BACKGROUND: The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Rule 3622.1 is attached and relates to Policy 3622.

OPTIONS AND ALTERNATIVES: n/a

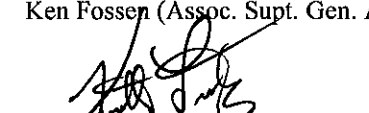
RECOMMENDATION: It is recommended that Rule 3622.1 be adopted as presented.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: Immediate

RESPONSIBLE PERSON: Ken Fossen (Assoc. Supt. Gen. Admin.)

SUPERINTENDENT'S APPROVAL:


Support Services –New-Construction |Professional Services –of-School Attorney |3622.1~~7133.1~~

1. The ~~S~~school Board-attorney shall review |
 - a. land purchase contracts.
 - b. construction contracts.
 - c. easements and/or permits for utilities.
 - d. title and deeds for dedicated sites.
 - e. the need for new legislation relative to special land use.
2. The school attorney shall prepare |
 - a. titles and deeds.
 - b. settlement documents for land transfer.
 - c. condemnation documents for site and easement acquisition.
 - d. liens and claims.
 - e. deeds of dedication for rights-of-way.
 - f. resolutions for Board approval involving easements, rights-of-way, and land sales.
3. The school attorney shall provide legal representation during condemnation proceedings, suits involving construction contracts and payments. |
4. The school attorney shall coordinate settlement and condemnation payments for land and easement acquisition. |

Rules Approved: February 4, 1974
 Revised:

Millard Public Schools
 Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Policy 3623

MEETING DATE: November 3, 2003 (First Reading)
November 17, 2003 (Second Reading)

DEPARTMENT: Business

TITLE & BRIEF DESCRIPTION: Policy 3623: Support Services – Construction – Professional Services – Project Mgr.

ACTION DESIRED: Approval x (after second reading) Discussion Information Only .

BACKGROUND: The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Policy 3623 is a new policy.

OPTIONS AND ALTERNATIVES: n/a

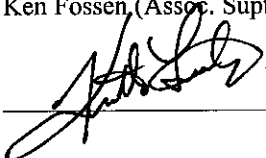
RECOMMENDATION: After 2nd Reading: It is recommended that Policy 3623 be adopted as presented.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: Immediate

RESPONSIBLE PERSON: Ken Fossen (Assoc. Supt. Gen. Admin.)

SUPERINTENDENT'S APPROVAL:


Support Services – Construction

Professional Services – Project Manager**3623**

The District may employ the services of a project manager to supervise construction and/or renovation projects when such services would be in the best interest of the District. Such project manager shall represent the interests of the District exclusively and shall have no financial, business, or other relationships with architects, engineers, contractors, manufacturers, or suppliers that could create a conflict of interest with the District on such projects.

Legal Reference: Neb. Rev. Stat. §81-3445

Policy Adopted:

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Policy 3631

MEETING DATE: November 3, 2003 (First Reading)
November 17, 2003 (Second Reading)

DEPARTMENT: Business

TITLE & BRIEF DESCRIPTION: Policy 3631: Support Services – Construction – Site - Acquisition

ACTION DESIRED: Approval x (after second reading) Discussion Information Only .

BACKGROUND: The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Policy 3631 is a revision and renumbering of Policy 7222.

OPTIONS AND ALTERNATIVES: n/a

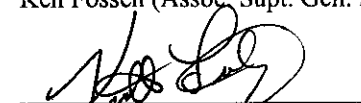
RECOMMENDATION: After 2nd Reading: It is recommended that Policy 3631 be adopted as presented.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: Immediate

RESPONSIBLE PERSON: Ken Fossen (Assoc. Supt. Gen. Admin.)

SUPERINTENDENT'S APPROVAL: 

Support Services – New Construction**Site – Acquisition****36317222**

Real Property acquisition for school purposes shall generally proceed in the following manner:

1. The proposed property shall be evaluated by an architect or engineer to determine whether or not such property is suitable for its intended purpose.
12. The property shall be appraised at current market value by two competent by a certified real estate appraisers.
3. Acquisition of the property shall be made by purchase or eminent domain proceedings pursuant to law.
2. Negotiations with the owner on the basis of the appraisals shall be made.
3. The purchase shall be consummated or condemnation proceedings shall be instituted.
4. The property shall be cleared of all structures as rapidly as possible. Such work shall be let for bids.

Legal References: Neb. Rev. Stat. §13-403
 Neb. Rev. Stat. §25-2501 through §25-2506
 Neb. Rev. Stat. §76-704 through §76-724
 Neb. Rev. Stat. §79-1095 through §79-1096

Policy Adopted: February 4, 1974

Revised: [Insert Date]

Millard Public Schools
 Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Policy 3632

MEETING DATE: November 3, 2003 (First Reading)
November 17, 2003 (Second Reading)

DEPARTMENT: Business

TITLE & BRIEF DESCRIPTION: Policy 3632: Support Services – Construction – Site - Landscaping

ACTION DESIRED: Approval x (after second reading) Discussion Information Only .

BACKGROUND: The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Policy 3632 is a revision (minor) and renumbering of Policy 7224.

OPTIONS AND ALTERNATIVES: n/a


RECOMMENDATION: After 2nd Reading: It is recommended that Policy 3632 be adopted as presented.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: Immediate

RESPONSIBLE PERSON: Ken Fossen (Assoc. Supt. Gen. Admin.)

SUPERINTENDENT'S APPROVAL: 

Support Services - New Construction

Site - Landscaping

36327224

To the extent permitted by site topography and site improvements and where economically feasible, all desirable trees, shrubs, and ~~desirable~~ vegetation shall be preserved.

Policy Adopted: February 4, 1974
Revised:

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Professional Services Contract for 2004

MEETING DATE: November 3, 2003

DEPARTMENT: Office of the Superintendent

TITLE AND BRIEF DESCRIPTION: Professional Services Contract for 2004

ACTION DESIRED: APPROVAL XX

BACKGROUND:

It is time to renew the Professional Services Contract between the Millard Public Schools and Ruth & Mueller.

OPTIONS AND ALTERNATIVES CONSIDERED: None

RECOMMENDATION: Approve

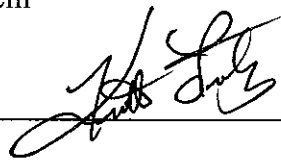
STRATEGIC PLAN REFERENCE: Strategy 6 Plan 1, Strategy 7, and Board Initiatives

IMPLICATIONS OF ADOPTION OR REJECTION:

TIMELINE:

RESPONSIBLE PERSON: Angelo Passarelli

SUPERINTENDENT'S APPROVAL:



(Signature)

BOARD ACTION:

PROFESSIONAL SERVICES CONTRACT

THIS CONTRACT is made by and between Millard Public Schools, hereinafter referred to as Principal and the lobbying firm of Ruth & Mueller LLC, 530 South 13th Street, Suite 110, Lincoln, Nebraska 68508 hereinafter referred to as Lobbyist.

WITNESSETH, that Principal and Lobbyist for the consideration hereinafter named agree as follows:

ARTICLE I

Lobbyist shall undertake the professional representation of the legislative interests of Principal before the Nebraska State Legislature during the period January 1, 2004 through December 31, 2004. Any special session convened during the term of this Contract is expressly excluded from this Contract. Lobbyist shall use its best efforts in the performance of this Contract, and shall devote such time, personnel, and resources in the performance of such Contract as in Lobbyist's reasonable judgment will provide the highest probability of success. It is understood that William J. Mueller and Larry L. Ruth will conduct such representation during the term of this Contract and will register as lobbyists for Principal. It is mutually understood and agreed that Lobbyist cannot and does not either expressly or impliedly guarantee or warrant the result of its efforts. It is understood and agreed that Principal is retaining Lobbyist to provide lobbying services and not legal services and no attorney-client relationship is created hereunder between the Parties.

ARTICLE II

It is agreed that representation under this Contract involves monitoring and actively lobbying legislative bills and resolutions introduced in the Nebraska Legislature of interest to Principal. Lobbyist will read all legislative bills and resolutions. Lobbyist will monitor the activities of the Legislature and be generally aware of legislative issues of interest to Principal. Lobbyist will provide copies of bills to Principal which Lobbyist has identified as being of possible interest to Principal and Lobbyist will inform Principal as to their status in the legislative process. Lobbyist will be available to report to Principal by telephone, in writing or in person upon reasonable request. Lobbyist will be available for advice and consultation to Principal on relevant legislative issues

pending before the Nebraska Legislature.

ARTICLE III

Principal shall pay to Lobbyist the fixed fee of \$28,000.00 for providing services under this Contract. Such fee shall be payable in five (5) installments of \$5,600.00 each payable on January 5, February 5, March 5, April 5 and May 5, 2004. Incidental expenses, including lobbyist registration fees and reasonable entertainment expenses, shall also be payable by Principal and will be billed separately to Principal. The payments authorized under this agreement will be applied to the payment of the Principal's account and are earned upon receipt.

ARTICLE IV

It is understood that Lobbyist shall not be deemed an employee, agent, partner or joint venturer of Principal, but is acting solely as an independent contractor for all purposes and at all times. Principal acknowledges that Lobbyist has now and may hereafter acquire other clients for whom Lobbyist provides lobbying services and that the services of Lobbyist are not exclusive to Principal.

ARTICLE V

Principal recognizes that Lobbyist is engaged in the business of lobbying for a number of clients. From time to time an issue of legislative concern may affect more than one of Lobbyist's clients. Principal and Lobbyist further recognize that the legislative interests of Principal and other clients of Lobbyist may not always be compatible. Any conflict of interest which arises with respect to any legislative issue will be brought to the attention of all affected clients by Lobbyist and will be resolved in the following manner: (1) An attempt will be made to resolve or compromise the conflict between clients. Such a compromise must be agreed to by all affected clients; (2) If a client elects to withdraw the conflicting issue from its legislative program, the conflict of interest will be considered resolved; (3) If a conflict is not resolved by a client's withdrawal of the issue or mutual compromise of the conflicting points of view, Lobbyist shall continue to represent, on the conflicting issue, only the legislative interests of the client which has had Larry L. Ruth or William J. Mueller as a registered lobbyist for the longest period of time. In this circumstance, Principal agrees that it will not

object in any manner to this continued representation. For purposes of this article, client includes any parent, subsidiary or affiliated entity of such client.

ARTICLE VI

Principal and Lobbyist shall comply, at their expense, with all applicable federal and state laws, regulations and executive orders relating to lobbyists. Lobbyists will be available to discuss accountability procedures in order that Principal complies with all accountability laws, regulations and executive orders. However, the responsibility to comply with the laws of the State of Nebraska relating to Principal remains with Principal.

ARTICLE VII

This Contract constitutes the entire agreement between Principal and Lobbyist with respect to the subject matter hereof and shall not be amended or modified without specific written provision to that effect, signed by all parties. No oral agreement of any person whomsoever shall, in any manner or degree, modify or otherwise affect the terms and provisions of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed by their respective duly authorized representatives on this ____ day of _____, 2003.

MILLARD PUBLIC SCHOOLS

RUTH & MUELLER LLC

PRINCIPAL

LOBBYIST

By: _____

By: Wally Mueller

Title: _____

AGENDA SUMMARY SHEET

MEETING DATE: November 3, 2003

DEPARTMENT: Human Resources

ACTION DESIRED: Approval

BACKGROUND: Personnel items: (1) New Hire

OPTIONS & ALTERNATIVES: NA

RECOMMENDATION: Approval

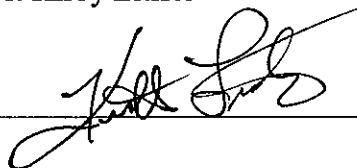
STRATEGIC PLAN REFERENCE: N/A

IMPLICATIONS OF ADOPTION
OR REJECTION: N/A

TIMELINE: N/A

RESPONSIBLE PERSON: Dr. Kirby Eltiste

SUPERINTENDENT APPROVAL: _____



November 3, 2003

TEACHERS RECOMMENDED FOR HIRE**Recommend: the following teachers be hired for the 2003-04 school year:**

1. Amy M. Mannino – Step 1, BA – University of Nebraska at Omaha. Art Teacher (33%) at West High School .

Elementary	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
Abbott (3 unit)	78	85	67	75	78	79		462	0	0	462
Ackerman (4 unit)	92	112	99	92	99	79	12	585	5	5	580
Aldrich (3 unit)	61	50	57	66	53	63		350	0	0	350
Black Elk (3 unit)	91	104	87	110	86	97		575	-3	-3	578
Bryan (3 unit)	62	53	68	64	57	66		370	-2	-2	372
Cather (3 unit)	88	63	78	79	81	64		453	3	3	450
Cody (2 unit)	40	44	44	22	27	30	23	230	6	6	224
Cottonwood (3 unit)	45	41	47	60	66	57		316	1	1	315
Disney (3 unit)	41	55	43	53	48	36	12	288	2	2	286
Ezra Millard (3 unit)	80	61	65	68	73	59	10	416	0	0	416
Harvey Oaks (2 unit)	45	37	36	42	43	50		253	0	0	253
Hitchcock (2 unit)	39	32	38	28	36	34		207	-3	-3	210
Holling Heights (3 unit)	52	60	48	50	50	61		321	1	1	320
Montclair (4 unit)	115	80	103	88	88	66	7	547	-3	-3	550
Morton (3 unit)	53	59	58	59	41	71	21	362	1	1	361
Neihardt (4 unit)	98	102	98	92	107	92		589	0	0	589
Norris (3 unit)	63	59	43	45	36	41	22	309	1	1	308
Rockwell (3 unit)	43	58	51	54	48	59	25	338	3	3	335
Rohwer (3 unit)	81	90	77	82	72	71	10	483	-1	-1	484
Sandoz (3 unit)	48	46	54	47	49	63		307	2	2	305
Wheeler (3 unit)	114	85	109	72	77	81	24	562	-2	-2	564
Willowdale (3 unit)	66	52	68	68	65	79		398	1	1	397
Totals	1495	1428	1438	1416	1380	1398	166	8721	12	12	8709

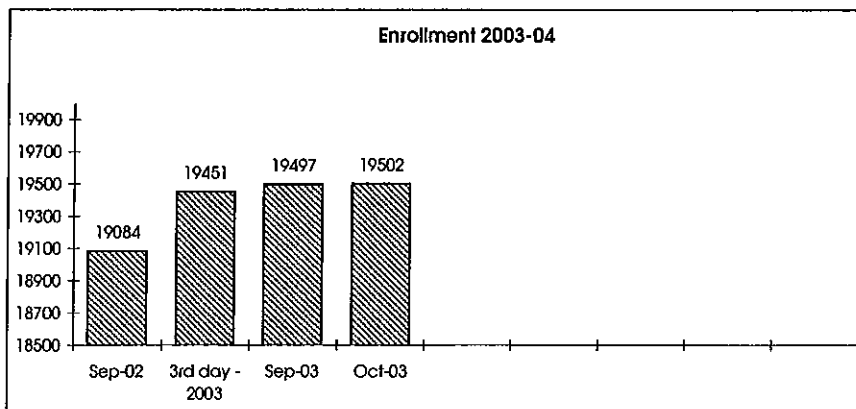
Secondary	6	7	8	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
Andersen MS	247	238	274	10	759	-1	-1	760
Beadle MS	178	225	184	15	587	-4	-4	591
Central MS	264	286	314	18	864	-1	-1	865
Kiewit MS	298	357	340	8	995	3	3	992
North MS	213	190	228	23	631	-1	-1	632
Russell MS	276	236	287	7	799	-1	-1	800
MS Alternative	3	3	11		17	3	3	14
Totals	1479	1535	1638	81	4652	-2	-2	4654

	9	10	11	12	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
North HS	562	570	616	530	21	2278	-4	-4	2282
South HS	496	508	447	466	17	1917	4	4	1913
West HS	460	458	445	414	13	1777	1	1	1776
Millard Learning Center	0	0	23	62		85	-8	-8	93
Totals	1518	1536	1531	1472	51	6057	-7	-7	6064

Preschool	
Disney	35
Cody	16
Neihardt	73
Rockwell	52
Bryan	22
Holling Hghts	20
Montessori - Montclair	55
Montessori - Norris	30
Total	303

Preschool SPED	
Cody	67
Rohwer	36
Sandoz	23
Wheeler	31
Contracted	2
Infants	61
Total	220

Contracted SPED	32	1	1	31
Young Adult Program	40	1	1	39
Total District K-12	19502	5	5	19497
Total District PreK-12	20025	17	17	20008



9/26/2003	
Elementary	8709
Middle Sch	4654
High Sch	6064
Contracted	31
Young Adult	39
Total	19497
10/20/2003	
Elementary	8721
Middle Sch	4652
High Sch	6057
Contracted	32
Young Adult	40
Total	19502
Current Chg	5
YTD Change	5

24.

Elementary	Classroom Enrollment							Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size W/out SPED
	K	1	2	3	4	5	4-5						
Abbott	20	22	22	24	22	23	23						66
	20	21	22	26	21	22							
	20	22	23	25	22	24							
	18	20											
Total Students	78	85	67	75	65	69	23		462	0	0	462	462
Total Teachers	4.0	4	3	3	3	3	1		21.0				21.0
Classroom Avg	19.5	21.3	22.3	25.0	21.7	23.0	23.0		22				22

	K	1	2	3	2-3	4	5	4-5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	22	23	25	21	24	23	23		7					
	24	22	24	25		22	23							
	23	22				21								
	23													
Total Students	92	112	74	70	47	88	69	21	12	585	5	5	580	573
Total Teachers	4.0	5	3	3	2	4	3	1	2	27.0				25.0
Classroom Avg	23.0	22.4	24.7	22.5	23.5	22.0	23.0	21.0	6.0	22				23

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	20	25	19	22	27	20					
	20		19	22	21						
Total Students	61	50	57	66	53	63	350	0	0	350	350
Total Teachers	3	2	3	3.00	2	3	16.00				16
Classroom Avg	20.3	25.0	19.0	22.0	26.5	21.0	22				22

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	24	22	23	22	22	25					
	23	22	22	22	23	25					
	23	22	22	23	19	24					
		19		20							
Total Students	91	104	87	110	86	97	575	-3	-3	578	675
Total Teachers	4.0	5	4	5	4	4	26				26
Classroom Avg	22.8	20.8	21.8	22.0	21.5	24.3	22				22

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	20	16	23	22	19	23					
	21	18	23	21	19	21					
Total Students	62	53	68	64	57	66	370	-2	-2	372	370
Total Teachers	3	3	3	3	3	3	18				18
Classroom Avg	20.7	17.7	22.7	21.3	19.0	22.0	21				21

	K	1	2	3	4	5	C-K	C-1	C-2	C-3	C-4	C-5	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	19		15		16		24	24	24	26	24	20					
Total Students	40	15	30	28	32	24	48	48	48	51	49	40	453	3	3	450	453
Total Teachers	2	1	2	1	2	1	2	2	2	2	2	2	21				21.0
Classroom Avg	20.0	15.0	15.0	28.0	16.0	24.0	24.0	24.0	24.0	25.5	24.5	20.0	22				22

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	20	15	22		14	15	7					
		15					8					
Total Students	40	44	44	22	27	30	23	230	6	6	224	207
Total Teachers	2	3	2	1	2	2	3	15				12
Classroom Avg	20.0	14.7	22.0	22.0	13.5	15.0	7.7	15				17

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	
	23	20	24	20	23	17					
				20	22	20					
Total Students	45	41	47	60	66	57	316	1	1	315	316
Total Teachers	2	2	2	3	3	3	15				15
Classroom Avg	22.5	20.5	23.5	20.0	22.0	19.0	21				21

25.

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Disney	20	18	22	17	24	18	6					67
	21	18	21	18	24	18	6					
		19		18								
Total Students	41	55	43	53	48	36	12	288	2	2	286	276
Total Teachers	2.0	3	2	3	2	2	2	16.0				14
Classroom Avg	20.5	18.3	21.5	17.7	24.0	18.0	6.0	18				20

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
											Size W/out SPED
Harvey Oaks	23	18	18	21	21	26					
	22	19	18	21	22	24					
Total Students	45	37	36	42	43	50	253	0	0	253	253
Total Teachers	2.0	2	2	2	2	2	12.0				12
Classroom Avg	22.5	18.5	18.0	21.0	21.5	25.0	21				21

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
											Size W/out SPED
Hitchcock	20	17	19	14	17	17					
	19	15	19	14	19	17					
Total Students	39	32	38	28	36	34	207	-3	-3	210	207
Total Teachers	2.0	2	2	2	2	2	12.0				12
Classroom Avg	19.5	16.0	19.0	14.0	18.0	17.0	17				17

	K	1	2	3	4	3-4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Holling Heights	18	20	24	21	21	19	20					
	18	20	24	20	19		21					
	16	20					20					
Total Students	52	60	48	41	40	19	61	321	1	1	320	321
Total Teachers	3.0	3	2	2	2	1	3	16.0				16
Classroom Avg	17.3	20.0	24.0	20.5	20.0	19.0	20.3	20				20

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Ezra Millard	20	21	22	23	25	20	6					
	20	20	22	22	24	20	4					
	20	20	21	23	24	19						
	20											
Total Students	80	61	65	68	73	59	10	416	0	0	416	406
Total Teachers	4.00	3	3	3	3	3	2	21				19
Classroom Avg	20.0	20.3	21.7	22.7	24.3	19.7	5	20				21

	K	1	2	3	4	5	M-K	M1-3	M4-5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
															Size W/out SPED
Montclair	25	19	23	22	21	17	23	24	19	7					
	26	19	24	22	21	18	21	22	18						
							20	24	21						
								24	19						
								24							
Total Students	51	38	47	44	42	35	64	142	77	7	547	-3	-3	550	540
Total Teachers	2	2	2	2	2	2	3	6	4	1	26				25
Classroom Avg	25.5	19.0	23.5	22.0	21.0	17.5	21.3	23.7	19.3	7.0	21				22

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Morton	19	20	18	20	20	24	11					
	18	19	20	20	21	23	10					
	16	20	20	19		24						
Total Students	53	59	58	59	41	71	21	362	1	1	361	341
Total Teachers	3	3	3	3	2	3	2	19				17.0
Classroom Avg	17.7	19.7	19.3	19.7	20.5	23.7	10.5	19				20

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
											Size W/out SPED
Neilhardt	21	21	19	22	22	23					
	19	20	21	23	22	22					
	19	21	19	23	21	23					
	19	21	20	24	21	24					
	20	19	19		21						
Total Students	98	102	98	92	107	92	589	0	0	589	589
Total Teachers	5.0	5	5	4	5	4	28.0				28.0
Classroom Avg	19.6	20.4	19.6	23.0	21.4	23.0	21				21

26.

	K	1	2	3	4	5	M-K	M-1	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
														Size W/out SPED
Norris	21	17	21	22	18	20	20	24	8					68
	22	18	22	23	18	21			8					
									6					
Total Students	43	35	43	45	36	41	20	24	22	309	1	1	308	287
Total Teachers	2.0	2	2	2	2	2	1	1	3	17.0				14
Classroom Avg	21.5	17.5	21.5	22.5	18.0	20.5	20.0	24.0	7.3	18				21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Rockwell	22	20	17	18	23	20	12					
	21	19	17	17	25	19	13					
			19	17	19	20						
Total Students	43	58	51	54	48	59	25	338	3	3	335	313
Total Teachers	2.0	3	3	3	2	3	2	18.0				16.0
Classroom Avg	21.5	19.3	17.0	18.0	24.0	19.7	12.5	19				20

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Rohwer	21	23	26	17	24	24	4					
	21	23	26	22	24	23	6					
	20	23	25	21	24	24						
	19	21	22									
Total Students	81	90	77	82	72	71	10	483	-1	-1	484	473
Total Teachers	4.0	4	3	4	3	3	2	23.0				21
Classroom Avg	20.3	22.5	25.7	20.5	24.0	23.7	5.0	21				23

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Sandoz	23	23	18	24	25	21						
	25	23	18	23	24	21						
			18			21						
Total Students	48	46	54	47	49	63		307	2	2	305	307
Total Teachers	2	2	3	2	2	3		14				14
Classroom Avg	24.0	23.0	18.0	23.5	24.5	21.0		22				22

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Wheeler	23	23	21	24	25	27	11					
	24	18	22	23	26	28	13					
	22	22	21	25	26	26						
	23	22	22									
	22	22	23									
Total Students	114	85	109	72	77	81	24	562	-2	-2	564	538
Total Teachers	5	4	5	3	3	3	2	25				23
Classroom Avg	22.8	21.3	21.8	24.0	25.7	27.0	12.0	22				23

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
												Size W/out SPED
Willowdale	22	17	23	23	21	27						
	22	17	22	23	22	27						
	22	18	23	22	22	25						
Total Students	66	52	68	68	65	79		398	1	1	397	398
Total Teachers	3.0	3	3	3	3	3		18.0				18
Classroom Avg	22.0	17.3	22.7	22.7	21.7	26.3		22				22

Elementary Totals		K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
Grade													Size W/out SPED
Students	1495	1428	1438	1416	1380	1398	166	8721	12	12	8709	8555	
Teachers	71.0	71.0	67.0	65.5	63.5	65.0	21.0	424.0				403.0	
Classroom Avg	21.1	20.1	21.5	21.6	21.7	21.5	7.9	21				21	

	6	7	8	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size
									Size W/out SPED
Andersen MS	247	238	274	10	759	-1	-1	760	
Beadle MS	178	225	184	15	587	-4	-4	591	
Central MS	264	286	314	18	864	-1	-1	865	
Klewit MS	298	357	340	8	995	3	3	992	
North MS	213	190	228	23	631	-1	-1	632	
Russell MS	276	236	287	7	799	-1	-1	800	
MS Alternative	3	3	11		17	3	3	14	
Totals	1479	1635	1638	81	4652	-2	-2	4654	

	9	10	11	12	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size	
										Size W/out SPED	
North HS	562	570	616	530	21	2278	-4	-4	2282		
South HS		496	508	447	466	17	1917	4	4	1913	
West HS		460	458	445	414	13	1777	1	1	1776	
Millard Learning Center		0	0	23	62		85	-8	-8	93	
Totals		1518	1536	1531	1472	51	6057	-7	-7	6064	

Contracted SPED		32	1	1	31
Young Adult Program		40	1	1	39
Total District Enrollment		19502	5	5	19497

27.

AGENDA SUMMARY SHEET

AGENDA ITEM: Metropolitan Omaha Educational Consortium Report (MOEC)

MEETING DATE: November 3, 2003

DEPARTMENT: Office of the Superintendent

TITLE AND BRIEF DESCRIPTION: MOEC Annual Report

ACTION DESIRED: Information Only

BACKGROUND: The Millard Public Schools have belonged to the Metropolitan Omaha Education Consortium (MOEC) since 1987. The consortium started with the same group of school that remain today—Millard, Omaha, Westside, Ralston, Papillion, Bellevue, Council Bluffs, and the University of Nebraska at Omaha.

The executive committee, consisting of the seven superintendents from the respective districts and the Dean of Education from UNO, holds an annual retreat to address and plan for the many issues facing the metro schools in the coming year. Enclosures are from the retreat and include a report on the cadre and mentor program, as well as a copy of the budget.

OPTIONS/ALTERNATIVE CONSIDERATIONS: NA

RECOMMENDATIONS: Information Only

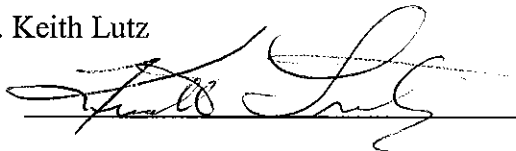
STRATEGIC PLAN REFERENCE:

IMPLICATIONS OF ADOPTION OR REJECTION: Collaboration with districts that experience similar challenges.

TIME LINE:

PERSONS RESPONSIBLE: Dr. Keith Lutz

SUPERINTENDENT'S APPROVAL:





METROPOLITAN OMAHA EDUCATIONAL CONSORTIUM (MOEC) MISSION STATEMENT:

Purpose:

MOEC is a collaborative organization that seeks to unite the talents and energies of seven metropolitan Omaha area public school districts and the College of Education, University of Nebraska at Omaha. The ultimate goals of MOEC is to serve as a catalyst to facilitate the best education possible for both the youth and professional educators in the metropolitan Omaha community.

Mission:

The consortium seeks to improve communication, efficiency, and effectiveness among the participating school districts and the College of Education. It shall enhance the ability of these groups to work together in addressing the common opportunities and challenges of educating youth in a metropolitan environment. Through the consortium the members will achieve together what they could not achieve singularly.

The consortium's mission to improve the education of area youth will be achieved through collective efforts and joint advocacy in:

- Research, evaluation and development
- In-service training and expansion of pre-service and beginning teacher model efforts
- Formulation of common practices and/or positions
- Grant seeking activities

COMMON THEMES AMONG MOEC INSTITUTIONS

I. COMMUNICATION / PARTNERSHIPS:

- A. Enhance student/parent/staff/community involvement
- B. Partners in facilitating lifelong learning
- C. Increase quality of communication
- D. UNO – meet training and service needs of the schools

STAFF DEVELOPMENT / COMMUNITY RELATIONS/HUMAN RESOURCES TASK FORCES

II. RECRUIT AND RETAIN A HIGHLY QUALIFIED WORKFORCE

- A. Selection process
- B. New teacher support
- C. Training
- D. Recognition
- E. Communication
- F. Wellness

HUMAN RELATIONS TASK FORCE / STAFF DEVELOPMENT

III. TECHNOLOGY

- A. Technology training and support for staff and candidates
- B. Technology to effectively manage district
- C. Technology to help students achieve identified outcomes
- D. Student, staff and community access to interactive technology

TECHNOLOGY/CURRICULUM/STAFF DEV. TASK FORCES

IV. STUDENT ACHIEVEMENT:

- A. Students ready to learn upon entering school
- B. Outcome based
- C. Prepare for rapidly changing society
- D. Challenging and engaging curriculum
- E. Meet the needs of all learners
- F. Prepared to continue career training
- G. Responsible citizenship
- H. Career education / lifelong learning

CURRICULUM/ASSESSMENT/STAFF DEVELOPMENT/TECHNOLOGY/STUDENT SERVICE TASK FORCES

V. SAFE AND SECURE SCHOOLS

- A. Develop and implement safety plans
- B. Safe learning environment and infrastructure that supports curricular and activity needs

STUDENT SERVICES TASK FORCE

VI. EFFECTIVE AND EFFICIENT FISCAL MANAGEMENT

BUSINESS MANAGEMENT TASK FORCE

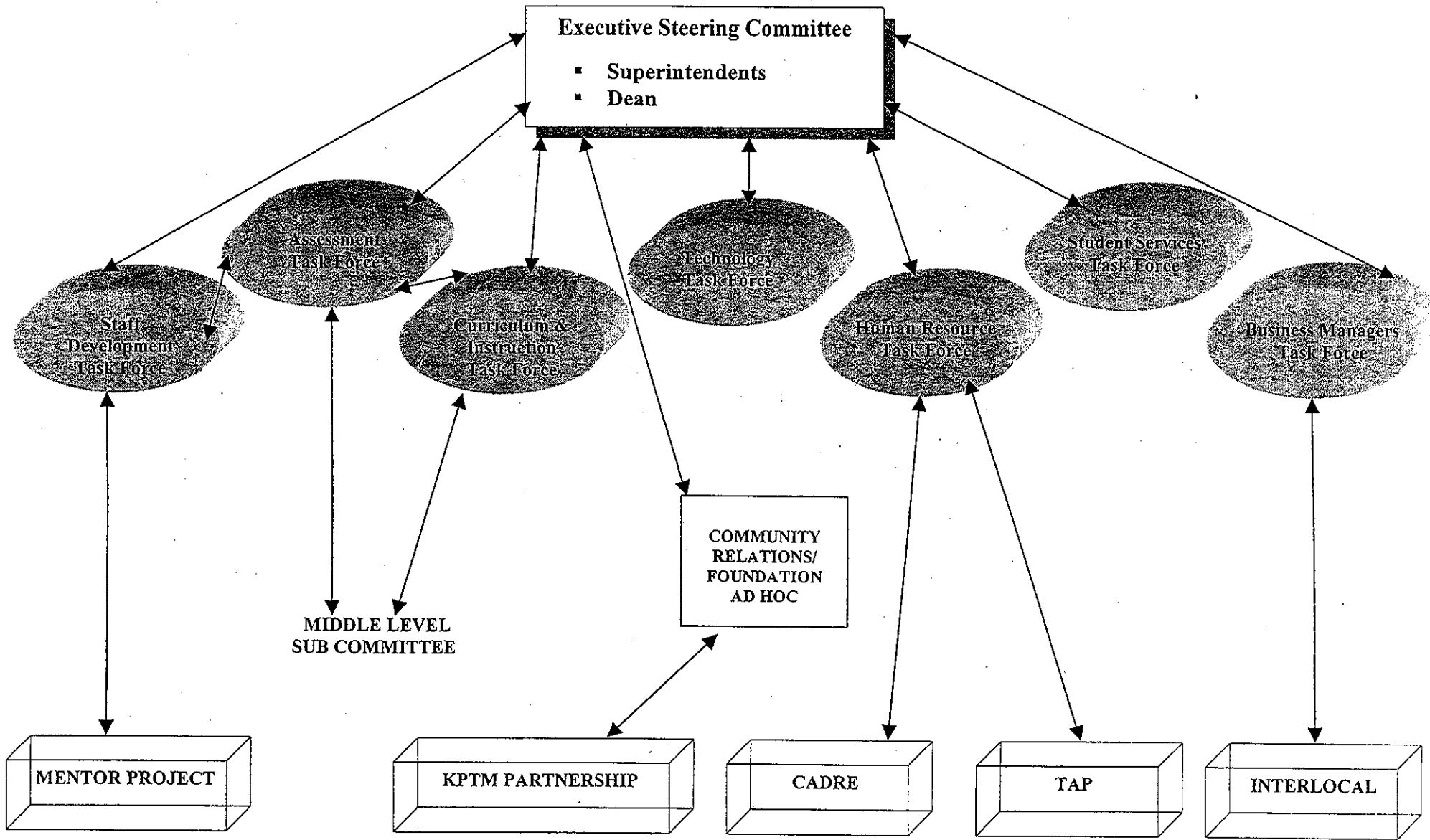
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2002-2003 Metropolitan Omaha Educational Consortium (MOEC)

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OTHER SUB-COMMITTEES: (meet as needed)

- School-to-Career
- Combined Elementary
- Safe Schools
- Early Childhood

C:/Docs/MOEC/Task Forces/2002-03/org chart.doc

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Coordinator:	Connie Seifer

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*District/School**Assistant*

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| 15. Roger Williams
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| 16. Jan Zieg
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2003-04 MOEC Student Services Task Force

04-Oct-02⁸⁵

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5.	Roger Farr <i>Chair</i> (402) 895-8309 <i>rfarr@mpsomaha.org</i>	Millard Public Schools 5606 S. 147th St. Omaha, NE 68137-2604
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10.	Mary Tompkins (402) 331-4700 <i>mtompkins@esu3.org</i>	Ralston Public Schools 8545 Park Dr. Ralston, NE 68127-3690
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**STUDENT ENROLLMENT
And
CERTIFIED STAFF
2001 – 2002**

MOEC DISTRICTS	STUDENT ENROLLMENT	CERTIFIED STAFF
BELLEVUE PUBLIC SCHOOLS	8,877	560
COUNCIL BLUFFS COMMUNITY SCHOOLS	9,788	750
MILLARD PUBLIC SCHOOLS	19,329	1,235
OMAHA PUBLIC SCHOOLS	45,782	2,998
PAPILLION/LAVISTA PUBLIC SCHOOLS	7,931	483
RALSTON PUBLIC SCHOOLS	3,087	206
WESTSIDE COMMUNITY SCHOOLS	5,333	393
OTHER AREA DISTRICTS		
BENNINGTON PUBLIC SCHOOLS	560	40
BLAIR COMMUNITY SCHOOLS	2,210	140
ELKHORN PUBLIC SCHOOLS	2,970	196
FREMONT PUBLIC SCHOOLS	4,464	280
GRETNA PUBLIC SCHOOLS	1,476	96
LOUISVILLE PUBLIC SCHOOLS	482	39
SOUTH SARPY DISTRICT 46	1,094	79
VALLEY PUBLIC SCHOOLS	702	55
COMMUNITY COLLEGES		
IOWA WESTERN COMMUNITY COLLEGE	4,200	105
METROPOLITAN COMMUNITY COLLEGE	25,609	177

Source: (<http://www.nde.state.ne.us/>)

**STUDENT ENROLLMENT
And
CERTIFIED STAFF
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Source: (<http://www.nde.state.ne.us/>)

METROPOLITAN OMAHA EDUCATIONAL CONSORTIUM 2003-2004 BUDGET
(as presented June 20, 2003)

ITEM	CASH FROM 2003-2004 DUES	BUDGET RESERVE CARRY FORWARD (ESTIMATED)	UNO IN-KIND	TOTAL	CARRY FORWARD TO 2004-2005
INCOME	MEMBERSHIP DUES				
	8 @\$7,500 - \$60,000	\$32,841.71	\$32,451.44	\$125,293.15	
Planned Expenditures					
I. Direct					
Personnel					
Executive Director @.40 FTE Plus Fringe	\$22,001.48			\$22,001.48	
Coordinator @.25 FTE Plus Fringes	\$11,521.99			\$11,521.99	
Staff Assistant @.50 FTE Plus Fringes	\$13,989.74			\$13,989.74	
Sub-Total	\$47,513.21			\$47,513.21	
Operating					
Materials/Supplies	\$1,500.00			\$1,500.00	
Printing	\$1,300.00			\$1,300.00	
Postage	\$350.00			\$350.00	
Conferences/Workshops	\$1,900.00			\$1,900.00	
Stars in Education	\$2,000.00			\$2,000.00	
Meetings/Travel/Hospitality	\$1,550.00			\$1,550.00	
Telephone			\$1,500.00	\$1,500.00	
Sub-Total	\$8,600.00	\$0.00	\$1,500.00	\$10,100.00	
II. Indirect (50% Modified Direct)					
Graduate Assistant @.50 Plus Tuition Reimission			\$23,756.61	\$23,756.61	
			\$7,194.83		
III. Total					
Direct	\$56,113.21	\$32,841.71	\$1,500.00	\$90,454.92	
Indirect			\$30,951.44	\$30,951.44	
GRAND TOTAL	\$56,113.21	\$32,841.71	\$32,451.44	\$121,406.36	
Carry Forward to 2004-2005					\$3,886.79

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2002-2003 MOEC BUDGET REPORT
(as presented June 20, 2003)

Income	Projected:		
	Carry forward from 2002-2003		\$21,148.58
	Dues (8X\$7500)		\$60,000.00
	Miscellaneous Reimbursements		\$0.00
	Total Deposits		\$60,000.00
Expenses:			
	Personnel:		
	Personnel - Staff Assistant	(Salaries/Fringes)	\$10,445.50
	Personnel - Executive Director	(Salaries/Fringes)	\$25,436.87
	Personnel - Coordinator	(Salaries/Fringes)	\$11,323.74
	Total Personnel		\$47,206.11
	Less \$7500 UNO Dues		(\$7,500.00)
	Adjusted Personnel		\$39,706.11
	Operating:		
	Postage/Communication		\$297.23
	Printing/Duplicating		\$1,272.29
	Materials/Supplies		\$1,125.59
	Travel (Includes Retreat)		\$2,177.98
	Stars in Education		\$1,990.15
	Buy the Big 'O'		\$550.00
	Meetings/Hospitality		\$1,187.52
	Total Operating		\$8,600.76
	Total Direct Expenses		\$48,306.87
	Balance over/under		\$11,693.13
	Projected Carryover 2003-2004		\$32,841.71

The CADRE Project: Mentoring Beginning Teachers

From the beginning, the CADRE Project was designed to make a difference in the induction experience of beginning teachers. The problem the CADRE Project is designed to address is the needs of beginning teachers for a comprehensive induction program that would offer concrete support for the novice teacher. In order to accomplish this task CADRE began linking beginning teachers to veteran master teachers while incorporating university coursework specifically targeted to first year teachers' needs. CADRE further provides collaborative inquiry, conversation and reflection about teaching experiences, and a mentor teacher for support. This formula has proved to be a powerful combination. However, it is not enough just to bring a novice and experienced teacher together. Effective induction of beginning teachers must be linked to a vision of good teaching, guided by an understanding of teacher learning, and supported by a professional culture that favors collaboration and inquiry.

Statement of the Problem

From the beginning, the CADRE Project was designed to make a difference in the induction experience of beginning teachers. The CADRE Project was designed to address the needs of beginning teachers for a comprehensive induction program that would offer concrete support for the novice teacher.

Methodology

The focus of the CADRE research component is on beginning teachers (1-5 years of experience). Half of the teachers studied completed the CADRE Project and half were selected by researchers in order to achieve a matched pair design to control for years of teaching experience, subject taught, grade levels taught and school context. The combined data set for CADRE represents 224 teachers studied over a six-year period.

Research Questions

The research was designed to address two-research questions (1) what are the skill levels of beginning teachers (strengths and weaknesses)? (2) does participation in CADRE make a difference in skill acquisition?

Contribution

CADRE has made a difference in the skill acquisition of beginning teachers. The presentation of the data shows the impact of a comprehensive induction program. Further the data and project description offers a model of teacher induction that may be adapted to other settings. The CADRE Project also offers a comprehensive and on-going research based evaluation program to check for effectiveness and impact on the quality of teachers produced (see tables below). In 2002-2003 the CADRE research focused on the CADRE II Project and its impact on teacher effectiveness as well as implementation of arts integration in the curriculum. The results of the 2002-2003 year will be available in August, 2003.

Conclusions

In summary the CADRE Project was found to increase the skill level of beginning teachers by an average of 27.55% over non-CADRE beginning teachers as measured by "A Developmental Continuum of Teacher Abilities" designed by Moir, Freeman, Petrock, and Brown (1995). These sustained gains were found on all of the twenty-seven sub-skills measured.

Executive Summary of CADRE Assessment Data

The CADRE Project

The CADRE Project is a collaborative teacher induction effort between higher education and K-12 practitioners. The Metropolitan Omaha Educational Consortium (MOEC), comprised of seven metropolitan Omaha public school districts and the University of Nebraska at Omaha College of Education, coordinates this project. This project is a true collaborative effort involving public school superintendents, university administrators and faculty and staff from both entities. The acronym CADRE refers to the overriding goal of Career Advancement and Development for Recruits and Experienced Teachers, and the project creates a framework of growth and development within the teaching profession; thus building a CADRE of outstanding teachers.

The project, which began in 1994, provides a yearlong teaching experience for newly certified teachers who are also completing a specially designed master's degree program. The structured first year teaching experience includes a broad variety of professional learning experiences designed to assist CADRE teachers in reaching a level of professional skill and judgment that characterizes a well-qualified teacher.

This experience provides practical teaching techniques and strategies, along with feedback on the classroom application of teaching strategies. The CADRE teacher has access to formal mentoring, as well as, graduate work focusing on the synthesis of various learning theories. The project also provides opportunities for veteran classroom teachers, CADRE Associates. The CADRE Associates are master teachers selected by their respective districts to serve in this role for two to three year period. They assume

alternative responsibilities, which include mentoring two of the CADRE teachers, district-designated roles, and university related work.

Linking beginning teachers to veteran master teachers while incorporating university coursework specifically targeted to first year teachers' needs, collaborative inquiry, professional conversation with peers and mentors, and reflection about teaching experience, has proved to be a powerful combination. It is not enough just to bring a novice and experienced teacher together. Effective induction of beginning teachers must be linked to a vision of good teaching, guided by an understanding of teacher learning, and supported by a professional culture that favors collaboration and inquiry.

Purpose of the Study

From the beginning, the CADRE project was designed to make a difference in the induction experience of beginning teachers. The evaluation of the CADRE Project was designed to assess whether the needs of the beginning CADRE teachers were being met. In other words, was the CADRE experience giving beginning teachers what they needed to succeed in teaching? In order to assess teaching success, we chose to observe and evaluate the beginning teachers' levels of teaching skills in their classroom settings.

Research Questions

The research was designed to address two-research questions (1) what are the skill levels of beginning teachers (strengths and weaknesses)? (2) does participation in CADRE make a difference in skill acquisition?

Methodology

The focus of the research presented and discussed is research conducted on beginning teachers having one through five years of experience. Half of the teachers

studied completed the CADRE Project and half were selected by researchers in order to achieve a matched pair design to control for years of teaching experience, subjects taught, grade levels taught and school context. Data presented covers a four- year period 1997-2001. Thirty-eight to forty-two teachers have been studied each year. We will report on 82 CADRE teachers and 82 non-CADRE teachers, matched pairs, giving our study 164 total participants.

The instrument used to evaluate the skill level of beginning teachers was “A Developmental Continuum of Teacher Abilities” developed by Moir, Freeman, Petrock, and Brown. The instrument is broken down into three domains of teaching skills: Domain 1= classroom management; Domain 2= teaching strategies; Domain 3= subject matter knowledge. Each domain contains multiple sub domains as shown in table 1 below.

Table 1.

A Developmental Continuum of Teacher Abilities

Domain and Subskills

Domain #1 Organizing and Managing the Classroom/Creating a Positive Learning Environment

Sub domain A-Managing Student Behavior

Sub domain B-Organizing the Physical Environment

Sub domain C-Establishing Rapport and Relationships With and Between Students

Sub domain D- Whole Group Instruction and Use of Collaborative Activities

Domain #2 Delivering Instruction to All Students

Sub domain A-Using Effective Strategies for Responsive Teaching

Sub domain B-Use of Student Prior Knowledge and Higher Order Thinking Skills

Sub domain C-Selecting and Adapting Materials and Resources

Domain #3 Demonstrating Subject Matter Knowledge

Sub domain A-Understanding Subject Matter

Sub domain B-Using Appropriate Strategies to Teach Subject Matter

Sub domain C-Selecting, Critiquing, and Adapting Learning Materials that Reflect Student Diversity

The instrument was used by trained observers (CADRE Associates), who were assigned to observe two to three beginning teachers, four times over the course of a school year at pre-determined times. The observers did not know if they were observing a CADRE teacher, or a non-CADRE teacher. Also, the observers were assigned to participants outside of their own school districts in order to minimize personal bias.

The classroom visits made by the researchers typically lasted one hour or more, and gave the researchers time to see a variety of teaching skills demonstrated. After the observation period the observer-researcher would score the instrument.

The instrument is divided into 3 domains, 10 subdomains, and 27 subskills. Each subskill is scored as follows:

Beginning Level = skill is not demonstrated ; assigned a value of 1

Emerging Level = skill is demonstrated in rudimentary form; assigned a value of 2

Developing Level= skill is demonstrated; assigned a value of 3

Integrating Level= skill is demonstrated frequently; assigned a value of 4

Innovating Level= skill is demonstrated consistently with expertise; assigned a value of 5

Results

Data Results: General Trends

First year teachers begin with very similar skill levels for both CADRE and non-CADRE. However, CADRE teachers are able to move beyond their non-CADRE counterparts in all domains of teaching skills over the five-year time frame (See Appendix C- Domain 1,2, & 3). Thus, the skill gap begins to widen as the teachers progress through the first five years of practice. As such, there are skill areas that show differences worth highlighting.

First, CADRE teachers have the **largest difference in the percentage of teachers scoring 3 or better** over their non-CADRE teacher matches in the following areas, in rank order: 1) D2-C1 Uses a variety of instructional resources (37.804% more CADRE teachers); 2) D3- C1 Selects learning materials that reflect students' diversity (34.146% more CADRE teachers); and 3) D1-A1-A5 Classroom management (29.268% more CADRE teachers) (See Table 2). Second, the skill areas that represent the **highest percentage of teachers scoring 3 or better** for CADRE teachers are, in rank order: 1) D2-C1 Uses a variety of instructional resources (95.12%); 2) D2- A1-A3 –Effective teaching strategies (92.681%); and 3) D3- B1-B2 Subject matter knowledge and teaching strategies (89.633%) (See Table 2).

TABLE 2.

Data Summary for 1997 through 2002

Percentages Scored on a "Developmental Continuum of Teacher Abilities"

Domain 1- Subskills A1 through A5: Classroom Management- Student Behavior

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	23	65	186	169	72
	4.466 %	12.621 %	36.116 %	32.815 %	13.980%
Non-Cadre Participants	86	164	178	76	11
	16.699 %	31.844 %	34.563 %	14.757 %	2.135 %
% of Cadre participants scoring 3-5:					82.911%
% of Non-Cadre participants scoring 3-5:					51.455%
% Difference between Cadre & non-Cadre:					31.456%

Domain 1- Subskills B1 through B4: Managing the Physical Environment

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	10	58	153	128	63
	2.427 %	14.077 %	37.135 %	31.067 %	15.291 %
Non-Cadre Participants	47	120	165	71	9
	11.407 %	29.126 %	40.048 %	17.233 %	2.184 %
% of Cadre participants scoring 3-5:					83.493%
% of Non-Cadre participants scoring 3-5:					59.465%
% Difference between Cadre & non-Cadre:					24.028%

Domain 1 – Subskills C1 through C4: Student Rapport and Social Interactions

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	10	38	172	113	79
	2.427%	9.223 %	41.747 %	27.427 %	19.174 %
Non-Cadre Participants	47	109	161	85	10
	11.407 %	26.456 %	39.077 %	20.631 %	2.427 %
					% of Cadre participants scoring 3-5: 88.348%
					% of Non-Cadre participants scoring 3-5: 62.135%
					% Difference between Cadre & non-Cadre: 26.213%

Domain 1- Subskills D1 through D2: Whole Group Instruction and Use of Collaborative Activities

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	9	27	78	63	29
	4.368 %	13.106 %	37.864 %	30.582 %	14.077%
Non-Cadre Participants	28	59	84	27	8
	13.592%	28.640 %	40.776 %	13.106 %	3.883 %
					% of Cadre participants scoring 3-5: 82.523%
					% of Non-Cadre participants scoring 3-5: 57.765%
					% Difference between Cadre & non-Cadre: 24.758%

Domain 2- Subskills A1 through A3: Effective Teaching Strategies

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	5	17	98	105	84
	1.618 %	5.501 %	31.715 %	33.980 %	27.184 %
Non-Cadre Participants	29	68	118	88	6
	9.385 %	22.006 %	38.187 %	28.478 %	1.941 %
					% of Cadre participants scoring 3-5: 92.879%
					% of Non-Cadre participants scoring 3-5: 68.606%
					% Difference between Cadre & non-Cadre: 24.273%

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Domain 2- Subskills B1 through B2: Use of Student Prior Knowledge and Higher Order Thinking Skills

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	10	31	70	69	26
	4.854 %	15.048 %	33.980 %	33.495 %	12.612 %
Non-Cadre Participants	39	64	79	20	4
	18.932 %	31.067 %	38.349 %	9.708 %	1.941 %
% of Cadre participants scoring 3-5:					80.087%
% of Non-Cadre participants scoring 3-5:					49.998%
% Difference between Cadre & non-Cadre:					30.089%

Domain 2- Subskill C1: Uses a Variety of Instructional Resources

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	0	4	49	36	14
	0 %	3.883 %	47.572 %	34.951 %	13.592 %
Non-Cadre Participants	7	35	38	22	1
	6.796 %	33.980 %	36.893 %	21.359 %	.970 %
% of Cadre participants scoring 3-5:					96.115%
% of Non-Cadre participants scoring 3-5:					59.222%
% Difference between Cadre & non-Cadre:					36.893%

6d.

Domain 3 – Subskills A1 through A3: Subject Knowledge, Integration, and Concept Clarification

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	8	46	117	99	39
	2.588 %	14.886 %	37.864 %	32.038 %	12.621 %
Non-Cadre Participants	38	99	138	32	2
	12.297 %	32.038 %	44.660 %	10.355 %	.647 %
					% of Cadre participants scoring 3-5: 82.523%
					% of Non-Cadre participants scoring 3-5: 55.662%
					% Difference between Cadre & non-Cadre: 26.861%

Domain 3 – Subskills B1 through B2: Subject Matter Knowledge and Teaching Strategies

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	4	18	98	64	22
	1.941 %	8.737 %	47.572 %	31.067 %	10.679 %
Non-Cadre Participants	27	60	102	15	2
	13.106 %	29.126 %	49.514 %	7.281 %	.970 %
					% of Cadre participants scoring 3-5: 89.318%
					% of Non-Cadre participants scoring 3-5: 57.765%
					% Difference between Cadre & non-Cadre: 31.553%

Domain 3- Subskill C1: Selects Learning Materials that Reflect Students' Diversity

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
Cadre Participants	4	10	39	42	8
	3.883 %	9.708 %	37.864 %	40.776 %	7.766 %
Non-Cadre Participants	19	34	47	2	1
	18.446 %	33.009 %	45.631 %	1.941 %	.970 %
					% of Cadre participants scoring 3-5: 86.406%
					% of Non-Cadre participants scoring 3-5: 48.542%
					% Difference between Cadre & non-Cadre: 37.864%

602.

**CADRE Project Up-Date
MOEC Executive Steering Committee
June, 2003**

<u>CADRE Teachers</u>	<u>CADRE II Teachers</u>
1994-1995	21
1995-1996	25
1996-1997	26
1997-1998	25
1998-1999	29
1999-2000	29
2000-2001	24
2001-2002	24
2002-2003	22
Total	225
	12
	13
	12
	37
Grand Total: 262	

2003 – 2004: 30 CADRE Teachers

	<u>20 CADRE</u>	<u>10 CADRE II</u>
Millard:	4 Elementary 2 Middle School	4 Elementary
	Total Teachers: 10	
	3 Associates	2 Associates
	Total Associates: 5	
Omaha:	6 Elementary 2 Secondary	4 Elementary
	Total Teachers: 12	
	4 Associates	2 Associates
	Total Associates: 6	
Papillion/LaVista	2 Elementary 2 Secondary	
	Total Teachers: 4	
	2 Associates	
	Total Associates: 2	
Ralston:	2 Secondary	2 Elementary
	Total Teachers: 4	
	1 Associate	1 Associate
	Total Associates: 2	

CADRE
Time Comparisons
August – May
2002 – 2003

<i>District</i>	<i>%</i>	<i>University</i>	<i>%</i>	<i>Mentor</i>	<i>%</i>
<i>Millard Public Schools</i>	<i>63%</i>		<i>13%</i>		<i>24%</i>
<i>Omaha Public Schools</i>	<i>56%</i>		<i>19%</i>		<i>25%</i>
<i>Papillion/LaVista Public Schools</i>	<i>56%</i>		<i>21%</i>		<i>23%</i>
<i>Ralston Public Schools</i>	<i>65%</i>		<i>17%</i>		<i>18%</i>

64.

**CADRE BUDGET REPORT
PRESENTED TO THE MOEC EXECUTIVE STEERING COMMITTEE
JUNE 20, 2003**

2003-2004	Income	Projected Expenses 2003-2004	Projected Expenses 2004-2005	Actual Expenses 2002-2003
2003-2004 - 32 Teachers @\$18,500	\$592,000.00			\$629,000.00
College of Fine Arts Contribution				\$2,000.00
Total Income	\$592,000.00			\$631,000.00
2003-2004 - 32 Teachers Stipends @\$12,000		\$384,000.00	\$384,000.00	\$408,000.00
2003-2004 32 Teachers Tuition		\$190,357.76	\$210,632.96	\$160,532.00
2003-2004 Coordinator Salary		\$39,000.00	\$39,683.00	\$23,213.00
2003-2004 Staff Secretary II .50 FTE		\$9,738.00	\$9,908.00	\$1,570.00
2003-2004 Fringes @.23 and Workmans Comp		\$11,209.74	\$11,405.93	\$8,440.77
2003-2004 Consulting/Travel/Conferences				
2003-2004 Meeting Expenses		\$1,000.00	\$1,000.00	\$1,845.60
2003-2004 Research		\$2,100.00	\$2,100.00	\$2,100.00
2003-2004 Operating		\$1,500.00	\$1,500.00	\$2,867.28
2003-2004 Recruiting		\$200.00	\$200.00	\$200.00
Total Expenses		\$639,105.50	\$660,429.89	\$608,768.65
Over/Under		(\$47,105.50)	(\$68,429.89)	\$22,231.35

	Tuition for 36 Hours	Fees	Tech Fee	Total Tuition and Fees Per Student	Total Tuition and Fees for 32 Teachers	Increase
Tuition 2004-2005 @162.75	\$5,912.28	\$490.00	\$180.00	\$6,582.28	\$210,632.96	\$20,275.20
Tuition 2003-2004 @146.63	\$5,278.68	\$490.00	\$180.00	\$5,948.68	\$190,357.76	\$22,037.76
Tuition 2002-2003 @127.50	\$4,590.00	\$490.00	\$180.00	\$5,260.00	\$168,320.00	\$13,824.00
Tuition 2001-2002 @115.50	\$4,158.00	\$490.00	\$180.00	\$4,828.00	\$154,496.00	\$11,577.60
Tuition 2000-2001 @105.45	\$3,796.20	\$490.00	\$180.00	\$4,466.20	\$142,918.40	

400
158
156

MOEC MENTOR PROJECT 2002-2003

Mission: The mission of the Mentor Project is to facilitate the induction and retention of new and beginning individuals to the profession of teaching by providing trained mentors to assist, advise, and support the new teachers.

The MOEC Mentor Project is in its 15th year of providing research based training to experienced teachers so that they may help guide the new teacher through the challenges of the first year of teaching. Mentors received training 3 times throughout the year and were provided one half-day to work directly with their mentees.

The opportunity for teachers from various districts to learn and share ideas truly reflects the goals of a metropolitan educational commitment to collaboration.

Training includes:

- Review of best practices in mentoring
- Professional readings
- Modeling
- Discussion with colleagues
- Practice application of skills through case studies and role playing

Participation in 2002-2003:

- Millard
- Omaha
- Westside

Cost to District:

\$100 per participant. Mentors are eligible to participate in mentor training for graduate credit at their own expense.

MENTOR PROJECT 2003-2004

With the 2003-2004 school year, the MOEC Mentor Project will enter its 16th year of providing research based training to experienced teachers so that they may help guide the new teacher through the challenges of the first year of teaching. We look forward to offering professional collaboration and expert training to new mentors within the metropolitan area.

Mentors will have the opportunity to review skills and process new information. They will plan for the implementation of best practices in mentoring to assist new and beginning teachers transition to the profession.

Participation:

The following school districts have indicated their intention to participate in the MOEC Mentor Project for 2003-2004: Millard, Omaha, Ralston, and Westside.

Dates of Training:

July 31

- Phases of New Teacher Development
- Building and Maintaining Trust and Rapport
- Styles of Mentoring/Range of Interaction Strategies
- Data Collection and Feedback Techniques

August 1

- Communication Skills
- Reflection

Cost to District:

\$100 per participant.

Graduate credit will be available to a limited number of mentors at full cost to the participant.

MENTOR PROJECT BUDGET

	2002-2003	2003-2004 (estimated)
INCOME		
2002-2003 41 mentors @ \$100 2003-2004 est. 40 mentors @ \$100	\$4,100	\$4,000
EXPENSES - Training		
Training 2002-2003 - 2 ½ days 2003-2004 - 2 days • Consultant • Supplies	\$1,200 \$1,000	\$1,500 \$1,000
EXPENSES - Operating		
Coordinator's Salary & Benefits	\$1,263	\$1,200
References/Books	\$ 56	\$ 100
TOTAL EXPENSES		
2002-2003	\$3,519	
2003-2004 (estimated)		\$3,800
TOTAL INCOME		
2002-2003	\$4,100.00	
2003-2004 (estimated)		\$4,000
BUDGET RESERVE		
2002-2003	\$ 581	
2003-2004 (estimated)		\$ 200

2002--2003 per mentor cost for 20 hours of training = \$176

TEACHER ACADEMY PROJECT

The Teacher Academy Project (TAP) is designed to prepare individuals for certification as teachers in the secondary school. Candidates must have an undergraduate degree in a major related to a secondary (grades 7 through 12) school endorsement area such as mathematics, science, or foreign language.

TAP participants complete the required coursework for certification while serving an internship in a participating Metropolitan Omaha Educational Consortium (MOEC) school district. The graduate work completed in this program may be applied towards the completion of a Masters degree in secondary education.

Teacher Academy Project participants are enrolled as full-time teacher candidates, which will allow for completion of the certification requirements in one academic year. As a cohort group, the teacher candidates begin the program in the summer and continue in the fall semester as interns in the school districts in the morning while taking coursework in the afternoon and evening. All-day candidate teaching assignments are completed during the spring semester. The program is offered once each year.

MOEC school districts are allotted a number of TAP participants equal to the number of high schools in the school district plus one (e.g. Ralston has one high school and is allotted 2 TAP candidates.) If a school district does not use its allotted number of possible participants, the other school districts can ask for additional participants. Up to twenty-four (25) teacher candidates can participate in the program.

During the first three years of the Teacher Academy Project 54 teacher candidates have earned teaching certificates. Certification has been awarded TAP participants in the following fields of endorsement:

Art [5]; Business [8]; English [1]; Foreign Language [5]; Journalism [3]; Library Media [1]; Mathematics [10]; Music [1]; Science [16]; Social Science [2]; Speech/Theatre [2].

Selection for the participants in year four of the Teacher Academy Project has been completed. Six school districts [Bellevue/ Millard/ Omaha/ Papillion-LaVista/ Ralston/ Westside] and twenty (20) teacher candidates will participate in the 2003-2004 program. The fourth group of candidates includes individuals seeking certification in the following fields of endorsement:

Business [3]; English [1]; Foreign Language [1]; Journalism [2]; Library/ Educational Media [1]; Mathematics [4]; Science [6]; Social Science [1]; Speech/Theatre [1].

The teacher candidates and other observers have cited the MOEC-UNO partnership as the strength of this alternative certification program. The support of both entities provides the participants with resources and expertise not found in most other similar programs. The Teacher Academy Program is beneficial for the university, the school districts and the candidates chosen to participate.

TEACHER ACADEMY PROJECT

2000-2001 2001-2002 2002-2003 2003-2004
 # of Inquiries = N/A # of Inquiries = 225 # of Inquiries = 340 # of Inquires = 287

SUBJECT AREA	CANDIDATES SENT				CANDIDATES CHOSEN			
	2000	2001	2002	2003	2000	2001	2002	2003
	ART	0	1	4	0	0	1	4
BUSINESS	4	9	8	10	2	4	2	3
ENGLISH	4	3	4	1	0	0	1	1
FOREIGN LANGUAGE*	2	2	5	1	0	1	4	1
JOURNALISM	1	5	2	4	1	1	1	2
LIBRARY/MEDIA	0	2	0	1	0	1	0	1
MATHEMATICS	8	4	3	4	5	3	3	4
MUSIC	1	1	0	0	1	0	0	0
PHYSICAL EDUC	1	0	1	0	0	0	0	0
SCIENCE	14	8	11	9	6	6	5	6
SOCIAL SCIENCE**	5	0	3	6	2	0	0	1
SPEECH/THEATRE	1	2	0	1	1	1	0	1
TOTAL	41	37	41	37	18	18	20	20
TOTAL COMPLETING					18	17	19	

*2000 (2 French) / 2001 (1 German, 1 Spanish) / 2002 (2 French, 3 Spanish) / 2003 (1 French)

**2000 (5 Social Science) / 2001 (0) / 2002 (1 History, 2 Political Science) / 2003 (1 Political Science)

AGENDA SUMMARY SHEET

AGENDA ITEM: Millard Public Schools Foundation Report

MEETING DATE: November 3, 2003

DEPARTMENT: Office of the Superintendent

TITLE AND BRIEF:

DESCRIPTION: Millard Public School's Foundation Report

ACTION DESIRED: Information Only X

BACKGROUND: The Millard Public School's Foundation was founded in 1984 for the purpose of increasing excellence in education by means of programs and services for students and staff. The main source of revenue for the foundation is obtained by providing before and after school care for children with the Millard Public Schools.

A board of directors made up of 15 members governs the Foundation. One of the members shall be a current Board of Education member appointed by the President of the Board of Education. One member shall be the Superintendent of the Millard Public Schools. Two of the remaining thirteen shall be appointed by the superintendent and the remaining eleven are selected by the Board of Directors.

Programs are projects sponsored by the Foundation include classroom grants, Hall of Fame, Scholarships for graduates, leadership funds including CCM funds, Alumni services, and Kids Network.

OPTIONS/ALTERNATIVE CONSIDERATIONS: NA

RECOMMENDATIONS:

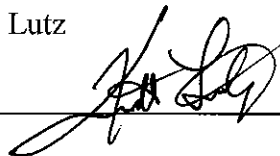
STRATEGIC PLAN REFERENCE: NA

IMPLICATIONS OF ADOPTION OR REJECTION: NA

TIME LINE: Annual

PERSONS RESPONSIBLE: Keith Lutz

SUPERINTENDENT'S APPROVAL: _____



**Millard Public School Foundation
2003-04 Committee Assignments**

<u>COMMITTEE</u>	<u>CHAIR</u>	<u>MEMBERS</u>
Alumni	Paul Dietsch	Tim Harrison Todd Clarke Keith Lutz Tony Levy
Development & Fundraising*	Joel Schlessinger	Tom Wilkinson Cathy Nelson Todd Clarke
Finance	Troy Gerhardt	Keith Lutz Tim Harrison John Rohwer
Golf	John Rohwer Cathy Nelson, Vice Chair	Paul Dietsch Mike Pate
Grants	Keith Lutz	Tony Levy Mike Pate Pat Rhodes Tom Wilkinson
Hall of Fame Banquet	Amy Friedman	Todd Clarke Joel Schlessinger
Kids Network	Pat Rhodes	Troy Gerhardt Paul Dietsch
Marketing & PR*	Amy Friedman	Tim Harrison Tom Wilkinson Shirley Demetri
Scholarship	Joel Schlessinger	Amy Friedman Shirley Demetri Troy Gerhardt Cathy Nelson
Staff Campaign	Mike Pate	John Rohwer Tony Levy Pat Rhodes
Executive Committee	Mike Pate	Paul Dietsch Amy Friedman Troy Gerhardt

* It may be possible to combine the Development and Fundraising and the Marketing & Public Relations Committees due to similar functions and purposes. The chairs of these committees should try to schedule a joint meeting to discuss and review the purpose statements to make the determination and any recommendations to the board.

**Millard Public Schools Foundation
Board of Directors**

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Investment Review
For

Millard Public Schools Foundation

Account # 25306400

July 23, 2003

Sean A. Lynch, CFA
Vice President & Sr. Regional Investment Manager
(402) 536-2678

Carol Paskach
Trust Officer
(402) 536-2270

74.

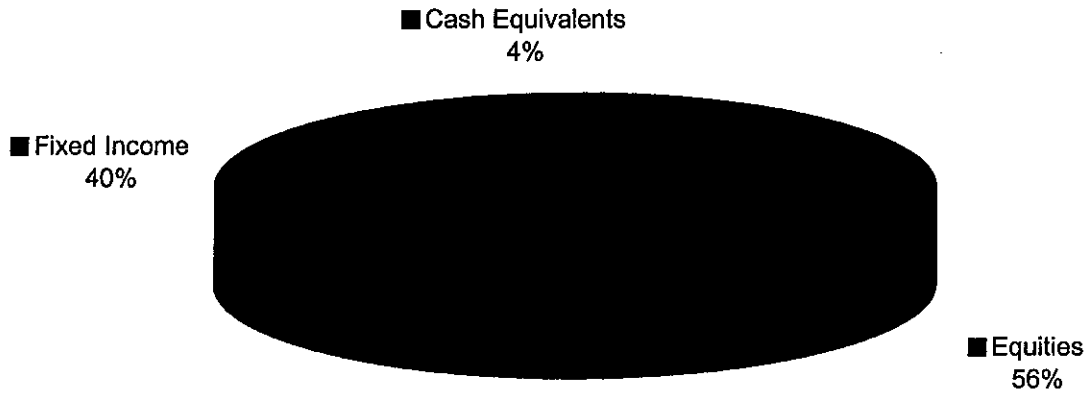
Portfolio Summary

June 2, 2003

Millard Public Schools Foundation

Investment Objective: **Balanced**

Asset Allocation
(Excludes "Other" Category)



Portfolio Structure	Market Value	Percent of Portfolio	Current Yield
Cash Equivalents	\$111,562	4%	0.85%
Fixed Income	\$1,219,026	40%	5.48%
Equities	\$1,697,742	56%	1.90%
Other	\$0	0%	0.00%
Total Assets	\$3,028,330	100%	3.30%

Estimated Annual Income: \$100,021

Year-to-Date, Realized, Net Capital Gains:

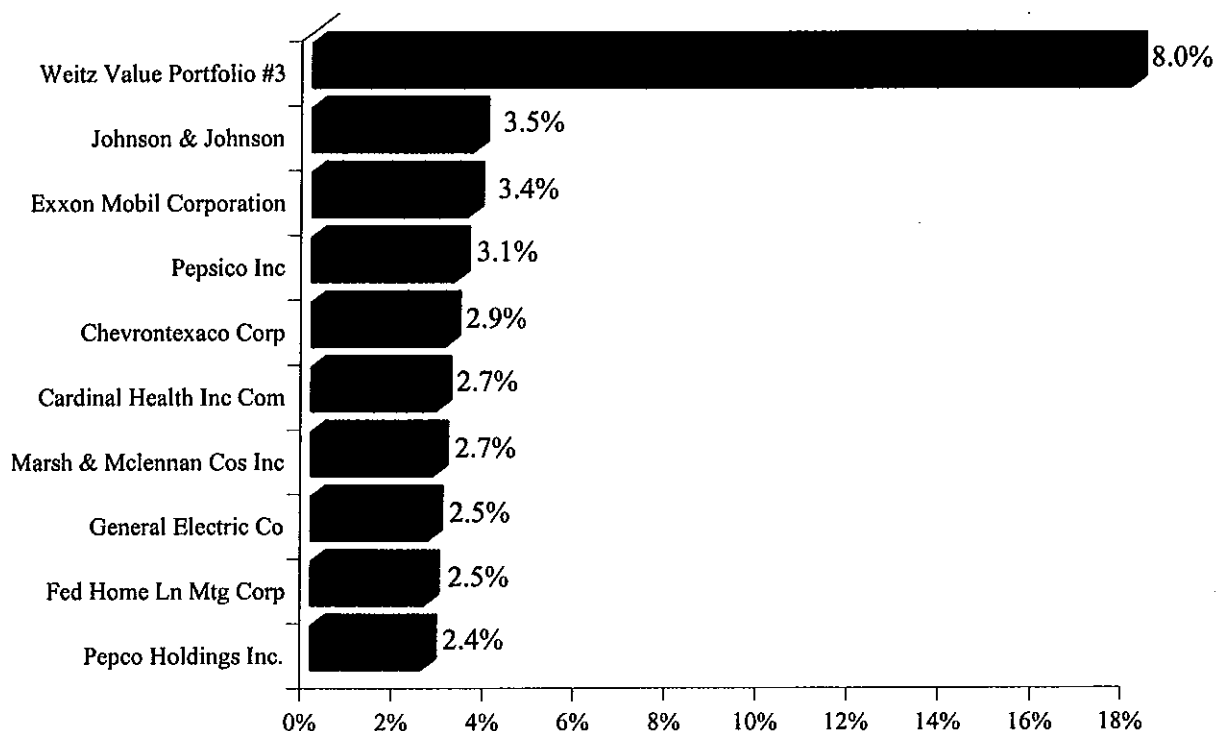
Short-Term	\$0
Long-Term	<u>-\$3,486</u>
Net	<u><u>-\$3,486</u></u>

75.

Top 10 Equity Holdings

June 2, 2003

Millard Public Schools Foundation



Market Value as a Percent of Total Equities

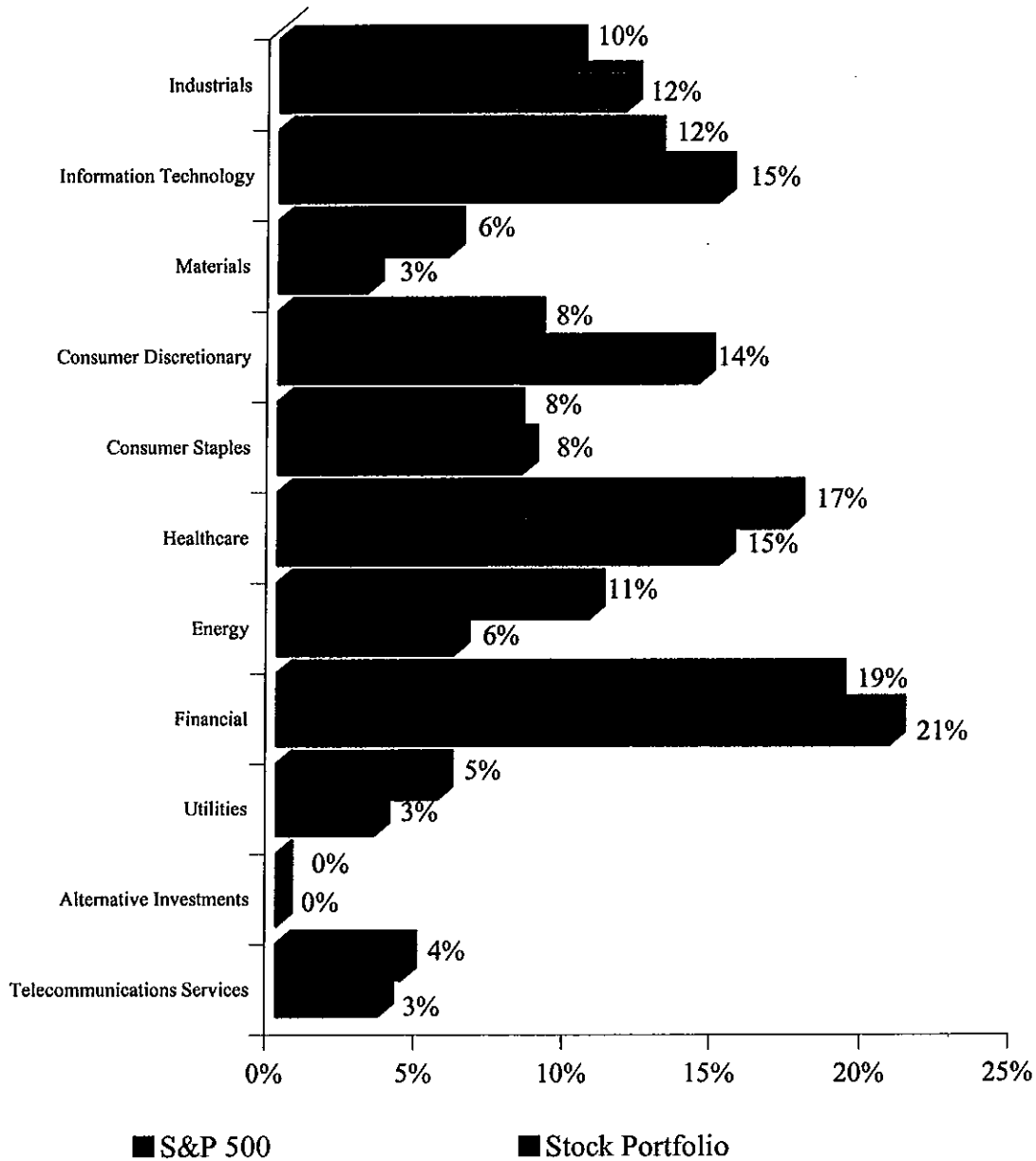
<u>Top 10 Holdings</u>	<u>% of Total Equities</u>	<u>Market Value</u>	<u>Cost Basis</u>	<u>Gain / (Loss)</u>
Weitz Value Portfolio #3	18.0%	\$ 304,985	\$ 271,625	\$ 33,360
Johnson & Johnson	3.5%	\$ 59,785	\$ 29,309	\$ 30,476
Exxon Mobil Corporation	3.4%	\$ 57,949	\$ 24,448	\$ 33,501
Pepsico Inc	3.1%	\$ 53,040	\$ 29,876	\$ 23,164
Chevrontexaco Corp	2.9%	\$ 49,658	\$ 50,160	\$ (502)
Cardinal Health Inc Com	2.7%	\$ 46,168	\$ 23,579	\$ 22,589
Marsh & McLennan Cos Inc	2.7%	\$ 45,117	\$ 11,918	\$ 33,199
General Electric Co	2.5%	\$ 43,050	\$ 15,773	\$ 27,277
Fed Home Ln Mtg Corp	2.5%	\$ 41,867	\$ 35,970	\$ 5,897
Pepco Holdings Inc.	2.4%	\$ 40,880	\$ 40,748	\$ 132
Total	43.7%	\$ 742,499	\$ 533,406	\$ 209,093

Equity Sector Analysis

June 2, 2003

Millard Public Schools Foundation

Percent of Common Stocks
by Economic Sector



Note: Analysis includes individual common stocks only.

77.

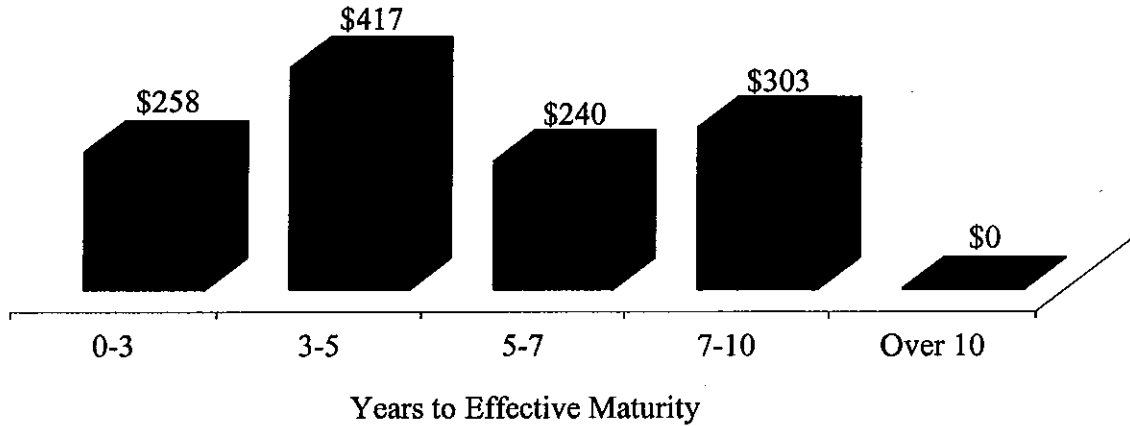
Fixed Income Analysis

June 2, 2003

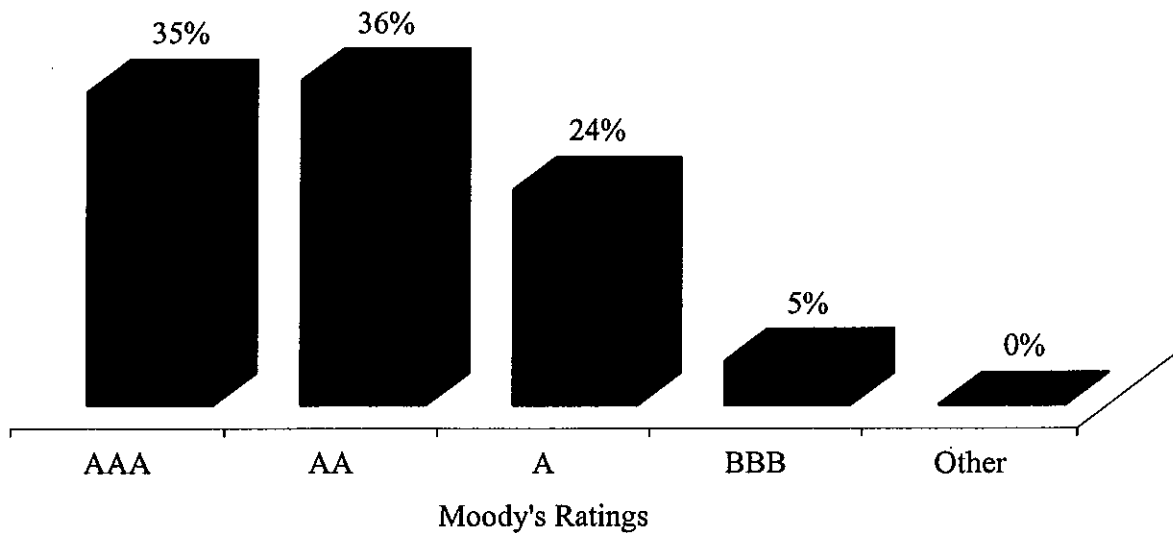
Millard Public Schools Foundation

Maturity Analysis

Market Value (in 000s)



Bond Quality Distribution



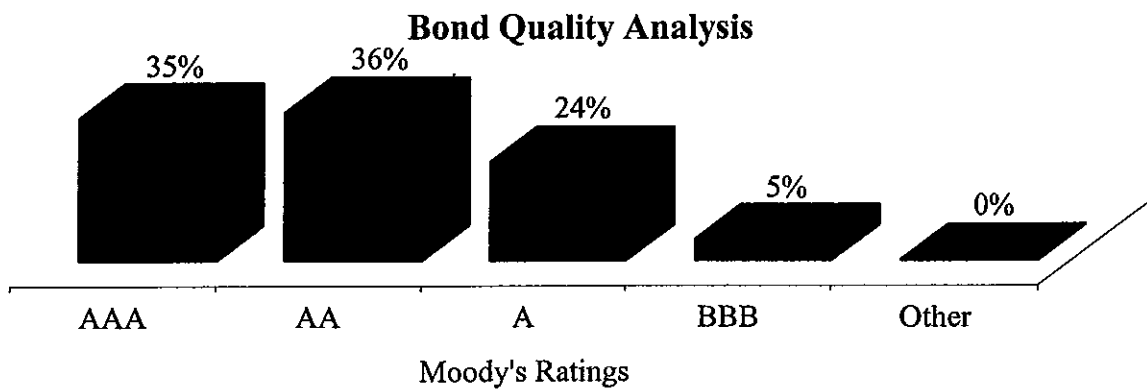
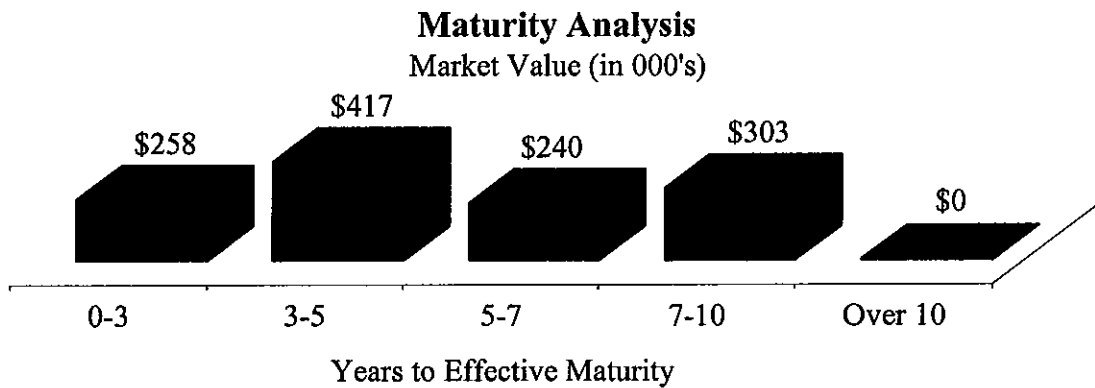
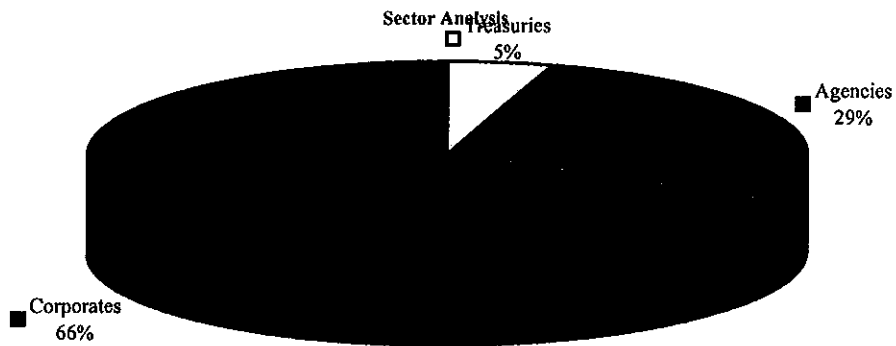
Average Effective Maturity:	5.0 Years
Average Quality:	AA3
Current Yield:	5.5%

78.

Fixed Income Analysis

June 2, 2003

Millard Public Schools Foundation



Average Effective Maturity:	5.02 Years
Average Quality:	AA3
Current Yield:	5.47%

79.

Performance Report - Net of Fees
Millard Public Schools Foundation
Account # 25306400
As of 5-31-2003

	3 Months	YTD	1 Year	3 Years
Total Portfolio	9.36%	7.78%	0.86%	-0.09%
Cash & Equivalents	0.22%	0.38%	1.19%	3.20%
Equities	15.56%	10.69%	-11.33%	-10.12%
Lg. Cap Stock - Wells Fargo Managed	15.11%	10.53%	-11.47%	-10.16%
Sm-Mid Cap Equity Funds - Weitz Funds	17.67%	11.86%		
<i>S&P 500</i>	<i>15.03%</i>	<i>10.34%</i>	<i>-8.07%</i>	<i>-10.85%</i>
<i>Lipper Large Cap Core</i>	<i>14.03%</i>	<i>9.31%</i>	<i>-10.08%</i>	<i>-12.30%</i>
<i>Lipper Mid Cap Core</i>	<i>17.52%</i>	<i>12.52%</i>		
<i>Russell 2000</i>	<i>22.79%</i>	<i>15.78%</i>		
Fixed Income	3.32%	4.96%	14.64%	12.78%
<i>Lehman Gov't/Credit</i>	<i>3.81%</i>	<i>5.65%</i>	<i>14.56%</i>	<i>11.72%</i>

80.

MILLARD EDUCATION FOUNDATION AGENC 253064001

	MARKET VALUE:		COST:		IND INCOME:		YLD (%) ON:	
	\$	%	\$	%	\$	%	MKT	COST
CASH EQUIVALENTS	111,562	4	111,562	4	951	1	0.85	0.85
EQUITIES	1,697,742	56	1,571,194	57	32,266	32	1.90	2.05
FIXED INCOME	1,219,026	40	1,073,799	39	66,804	67	5.48	6.22
OTHER HOLDINGS	0		0		0			
TOTAL	3,028,330	100	2,756,555	100	100,021	100	3.30	3.62

INCLUDED CASH BALANCE	FYTD REAL G/L: NET YTD ST	\$0
SETTLED & PENDING:	NET YTD LT	\$3,486-
	TOTAL	\$3,486-

CASH EQUIVALENTS DIVERSIFICATION

VERY LIQUID ASSETS	100.0%	SHORT TERM ASSETS
MONEY MARKET FUNDS	100.0%	US TREAS BILL
BANK DEPOSIT (CDS & SAVINGS)		COMMERCIAL PAPER/BANKER ACPT
REPRCHSE AGRMNTS & MAST NTES		FOREIGN & OTH SHRT TERM ASSTS

81.

		PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD
CASH EQUIVALENTS								
<u>VERY LIQUID ASSETS</u>								
111,558 F	WF CASH INVESTMENT MMKT FD CL S	100.0	1.00	111,562	1.0	111,562	951	0.85
TOTAL CASH EQUIVALENTS		3.7		111,562		111,562	951	
EQUITIES								
<u>INDUSTRIALS</u>								
1,036	BURLINGTON NORTHN SANTA FE CORP	1.8	29.51	30,572	23.1	23,923	497	1.63
600	EMERSON ELECTRIC CO	1.9	52.30	31,380	46.7	28,013	942	3.00
1,500	GENERAL ELECTRIC CO	2.5	28.70	43,050	10.5	15,773	1,140	2.65
1,200	HONEYWELL INTERNATIONAL INC	1.9	26.20	31,440	23.0	27,658	900	2.86
TOTAL		8.0		136,442		95,367	3,479	
<u>INFORMATION TECHNOLOGY</u>								
2,000	E M C CORP MASS	1.3	10.82	21,640	19.6	39,200	0	0.00
1,500	HEWLETT PACKARD CO	1.7	19.50	29,250	22.4	33,536	480	1.64
1,500	INTEL CORP	1.8	20.82	31,230	31.9	47,806	120	0.38
400	INTERNATIONAL BUSINESS MACHS CORP	2.1	88.04	35,216	104.7	41,870	256	0.73
1,600	MICROSOFT CORP	2.3	24.61	39,376	36.3	58,125	128	0.33
2,000	MOTOROLA INC	1.0	8.52	17,040	17.9	35,777	320	1.88
TOTAL		10.2		173,752		256,314	1,304	
<u>MATERIALS</u>								
1,000	ALCOA INC	1.5	24.61	24,610	24.9	24,932	600	2.44
700	DU PONT E I DE NEMOURS & CO	1.7	42.14	29,498	40.9	28,598	980	3.32
500	WEYERHAEUSER CO	1.5	50.38	25,190	48.6	24,301	800	3.18
TOTAL		4.7		79,298		77,831	2,380	
<u>CONSUMER DISCRETIONARY</u>								
1,000	BARNES & NOBLE INC	1.4	23.80	23,800	27.2	27,214	0	0.00
1,200	COMCAST CORP-SPECIAL CL A	2.0	28.91	34,692	33.4	40,124	0	0.00
800	TARGET CORP	1.7	36.63	29,304	29.3	23,448	192	0.66
1,500	WALT DISNEY CO	1.7	19.65	29,475	20.4	30,554	315	1.07
TOTAL		6.9		117,271		121,340	507	
<u>CONSUMER STAPLES</u>								
700	KIMBERLY CLARK CORP COM	2.1	51.93	36,351	55.2	38,640	952	2.62
1,200	PEPSICO INC	3.1	44.20	53,040	24.9	29,876	768	1.45
600	WALGREEN CO	1.1	30.79	18,474	28.9	17,367	90	0.49
TOTAL		6.4		107,865		85,883	1,810	
<u>HEALTH CARE</u>								
800	CARDINAL HEALTH INC COM	2.7	57.71	46,168	29.5	23,579	96	0.21
1,100	JOHNSON & JOHNSON	3.5	54.35	59,785	26.6	29,309	1,056	1.77
700	MEDTRONIC INC	2.0	48.73	34,111	43.9	30,725	175	0.51
600	MERCK & CO INC	2.0	55.58	33,348	68.6	41,168	864	2.59
1,000	PFIZER INC	1.8	31.02	31,020	30.0	29,984	600	1.93
800	WYETH	2.1	43.85	35,080	25.5	20,405	736	2.10
TOTAL		14.1		239,512		175,170	3,527	
<u>ENERGY</u>								
700	CHEVRONTXACO CORP	2.9	70.94	49,658	71.7	50,160	1,960	3.95
1,592	EXXON MOBIL CORPORATION	3.4	36.40	57,949	15.4	24,448	1,592	2.75
800	SCHLUMBERGER LTD ADR	2.3	48.62	38,896	56.0	44,766	600	1.54
TOTAL		8.6		146,503		119,374	4,152	
<u>FINANCIAL</u>								
700	AMERICAN INTL GROUP INC	2.4	57.88	40,516	65.5	45,832	146	0.36
900	CITIGROUP INC	2.2	41.02	36,918	37.0	33,300	720	1.95
700	FED HOME LN MTG CORP	2.5	59.81	41,867	51.4	35,970	728	1.74

			PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD	
EQUITIES										
1,200	JP MORGAN CHASE & CO		2.3	32.86	39,432	41.2	49,495	1,632	4.14	
900	MARSH & MCLENNAN COS INC		2.7	50.13	45,117	13.2	11,918	1,116	2.47	
800	ST PAUL COS INC		1.7	36.58	29,264	39.8	31,848	928	3.17	
1,500	UNITED DOMINION RLTY TR INC		1.5	17.10	25,650	12.1	18,201	1,710	6.67	
	TOTAL		15.2		258,764		226,564	6,980		
UTILITIES										
2,000	PEPCO HOLDINGS INC.		2.4	20.44	40,880	20.4	40,748	2,000	4.89	
800	PUBLIC SVC ENTERPRISE GROUP INC		2.0	42.73	34,184	35.2	28,180	1,728	5.05	
	TOTAL		4.4		75,064		68,928	3,728		
TELECOMMUNICATIONS SVCS										
1,100	SBC COMMUNICATIONS INC		1.7	25.46	28,006	37.5	41,294	1,243	4.44	
800	VERIZON COMMUNICATIONS		1.8	37.85	30,280	39.4	31,504	1,232	4.07	
	TOTAL		3.4		58,286		72,798	2,475		
FUNDS AND OTHER EQUITIES										
9,766 F	WEITZ VALUE PORTFOLIO #328		18.0	31.23	304,985	27.8	271,625	1,924	0.63	
TOTAL EQUITIES			56.1		1697742		1571194	32,266		
FIXED INCOME										
GOVT & OTH AGENCY OBLIGATIONS										
50,000	U S TREASURY NOTES	6.625%	5/15/07	4.8	117.813	58,907	99.5	49,734	3,313	1.93
50,000	FED HOME LN BK	6.060%	5/21/08	4.8	116.719	58,360	100.2	50,111	3,030	2.47
75,000	FED HOME LN BK	5.420%	9/23/08	7.0	114.031	85,523	97.6	73,219	4,065	2.58
75,000	FED HOME LN BK	5.950%	3/16/09	7.2	117.219	87,914	100.8	75,618	4,463	2.72
50,000	FED NATL MTG ASSN	5.375%	11/15/11	4.7	113.75	56,875	104.0	52,008	2,688	3.48
50,000	FED NATL MTG ASSN	6.125%	3/15/12	4.9	119.406	59,703	100.7	50,342	3,063	3.54
	TOTAL			33.4		407,282		351,032	20,622	
CORPORATE OBLIGATIONS										
50,000	CONOCO INC	5.900%	4/15/04	4.3	103.752	51,876	100.2	50,106	2,950	1.56
75,000	PITNEY BOWES	5.950%	2/01/05	6.6	106.531	79,898	100.1	75,105	4,463	1.95
50,000	EMERSON ELEC CO BD	6.300%	11/01/05	4.5	110.356	55,178	101.2	50,596	3,150	1.90
50,000	DEAN WITTER	6.300%	1/15/06	4.5	110.557	55,279	102.2	51,093	3,150	2.14
50,000	CITIZENS UTILS CO	7.600%	6/01/06	4.7	113.608	56,804	101.4	50,716	3,800	2.84
100,000	MIDAMERICAN ENERGY	6.375%	6/15/06	9.2	112.052	112,052	94.7	94,675	6,375	2.25
50,000	MORGAN STANLEY	6.875%	3/01/07	4.7	114.126	57,063	96.7	48,351	3,438	2.88
50,000	MERRILL LYNCH & CO	6.560%	12/16/07	4.7	114.101	57,051	102.7	51,352	3,280	3.20
50,000	ROCKWELL	6.150%	1/15/08	4.6	112.328	56,164	101.0	50,516	3,075	3.26
50,000	BELLSOUTH TELECOM	5.875%	1/15/09	4.6	113.181	56,591	103.3	51,643	2,938	3.29
50,000	GOLDMAN SACHS GROUP	6.875%	1/15/11	4.9	118.295	59,148	99.8	49,875	3,438	4.06
50,000	MORGAN J P & CO	6.250%	2/15/11	4.7	114.537	57,269	98.6	49,284	3,125	4.04
50,000	CITIGROUP INC	6.000%	2/21/12	4.7	114.741	57,371	98.9	49,455	3,000	3.98
	TOTAL			66.6		811,744		722,767	46,182	
TOTAL FIXED INCOME			40.3		1219026		1073799	66,804		
TOTAL ACCOUNT			100.0		3,028,330		2,756,555	100021		

Investment Policy Statement

Philosophy

The Millard Schools Education Foundation, Inc. fulfills a purpose to provide funds for scholarships and grants. The continuing trend of the Foundation's needs suggest the investment objective shall recognize the need to grow principal and income at a rate superior to inflation so the purchasing power of the asset base grows in real terms. Through assumption of a balanced portfolio assuming prudent levels of risk, the Foundation's portfolio is directed toward the following purposes:

Objectives

1. The long-term objective of the portfolio is to achieve capital appreciation with secondary emphasis on generating income.
2. Increasing the principal value of the asset base in real terms through reinvestment of capital gains and growth in the market value of the asset base.
3. Provide a source of funds for any unanticipated needs

Long Term Objective

The long-term objective of the portfolio is to achieve capital appreciation with secondary emphasis on generating income. The long term nature of this fund and the benefits to be provided will be reflected in a portfolio that emphasizes long term investment vehicles where rates of return and security market conditions so warrant.

Asset Allocation Parameters

Consistent with the current and the long term return objective, the combined portfolios' strategic asset allocation shall be 40% to 50% fixed income and 50% to 60% common stocks or their equivalents. Money market investments are to be classified as fixed income securities and convertible securities are to be classified as common stocks for asset allocation purposes.

Fixed Income Investments

It is the policy to minimize credit risk and to avoid extreme fluctuations in income from bond investments. Bonds with a credit rating of A-or-better are eligible for investment. Fixed income issues may include U.S. Government and Agency issues and corporate issues that are rated Baa3 or higher by Moody's or BBB- or higher by Standard and Poor's. Private placements, tax-exempt bonds and high yield bonds cannot be used. The fixed income portfolio should maintain an efficient duration between 75% and 125% of the benchmark index's effective duration.

Common Stock Investments

Equities should be selected for long-term capital appreciation and/or dividend growth. Equity investments should represent quality companies, which are actively traded and have a sufficient market capitalization to provide liquidity. Individual securities should be utilized for large company exposure while for international or small/mid cap exposure, diversified mutual funds could be utilized. The equity range guidelines are as follows:

Large Cap	70-100%
Small/Mid	0-15%
International	0-15%
Alternative Investments	0-10%

Alternative Investments would include primarily hedge funds and private placements. These investments are used at some large endowment and institutional accounts to gain better diversification and enhance returns. Before any investments are allocated to this asset class, the Chairman of the finance committee or the Executive Director must be notified and approve.

Diversification

Diversification is a policy consistent with the need to avoid significant capital losses to the portfolio. As such, no single fixed income issue, or issuer, shall comprise more than 5.0% of the portfolio's market value. Direct obligations of the U.S. Government are excluded from this constraint.

No single common stock or its equivalent shall comprise more than 3.0% of the combined portfolio's total market value.

Liquidity

Investment income is expected to meet all liabilities; however, due to the timing of withdrawals, a money market fund balance of \$25,000 shall be kept at all times.

Ineligible Securities

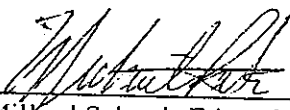
Options, futures, options on futures, and high yield bonds should not be utilized.

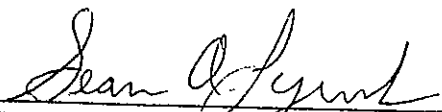
Portfolio Review

The Investment Manager shall meet at the investment committee's discretion to review investment results and to discuss strategies that are intended to fulfill the needs of the return objective.

Investment returns are to be compared to the major market indices and judged in light of any constraints imposed by policy. Returns will be evaluated over a market cycle, normally 3-5 years. The benchmark for equities shall be the S&P 500 as the passive benchmark and the Lipper Large Cap Core index as the active equity benchmark. The bond index will be the Lehman Intermediate Gov't/Corp Bond Index. The total portfolio should be compared to a mix of 55% Equity benchmarks/45% fixed income benchmark.

The above policy is believed to accurately reflect the objective and needs for the Millard Education Foundation. The policy is subject to revision at any time and has been agreed upon by the Foundation Board of Directors and Wells Fargo Investments & Trust.

Signed: 
Millard Schools Education Foundation, Inc.

Signed: 
Wells Fargo Investments & Trust

Date: 4/1/03

Date: 4/4/03

	MARKET VALUE:		COST:		IND INCOME:		YLD (%) ON:	
	\$	%	\$	%	\$	%	MKT	COST
CASH EQUIVALENTS	102,190	3	102,190	4	680	1	0.66	0.66
EQUITIES	1,756,603	58	1,603,717	58	33,128	33	1.88	2.06
FIXED INCOME	1,183,398	39	1,073,799	39	66,804	66	5.64	6.22
OTHER HOLDINGS	0		0		0			
TOTAL	3,042,191	100	2,779,706	100	100,612	100	3.30	3.61

INCLUDED CASH BALANCE	FYTD REAL G/L: NET YTD ST	\$0
SETTLED & PENDING:	NET YTD LT	\$7,560-
	TOTAL	\$7,560-

CASH EQUIVALENTS DIVERSIFICATION

VERY LIQUID ASSETS	100.0%	SHORT TERM ASSETS
MONEY MARKET FUNDS	100.0%	US TREAS BILL
BANK DEPOSIT (CDS & SAVINGS)		COMMERCIAL PAPER/BANKER ACCPT
REPRCHSE AGRMNTS & MAST NTES		FOREIGN & OTH SHRT TERM ASSTS

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	PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD
CASH EQUIVALENTS							
<u>VERY LIQUID ASSETS</u>							
102,185 F WF CASH INVT MM FD SVC CL #250	100.0	1.00	102,190	1.0	102,190	680	0.67
TOTAL CASH EQUIVALENTS	3.4		102,190		102,190	680	
EQUITIES							
<u>INDUSTRIALS</u>							
1,036 BURLINGTON NORTHN SANTA FE CORP	1.7	28.39	29,412	23.1	23,923	622	2.11
600 EMERSON ELECTRIC CO	1.7	50.47	30,282	46.7	28,013	942	3.11
1,500 GENERAL ELECTRIC CO	2.3	27.16	40,740	10.5	15,773	1,140	2.80
1,200 HONEYWELL INTERNATIONAL INC	1.9	27.84	33,408	23.0	27,658	900	2.69
TOTAL	7.6		133,842		95,367	3,604	
<u>INFORMATION TECHNOLOGY</u>							
2,000 E M C CORP MASS	1.1	10.05	20,100	19.6	39,200	0	0.00
1,500 HEWLETT PACKARD CO	1.9	21.83	32,745	22.4	33,536	480	1.47
1,500 INTEL CORP	2.1	24.06	36,090	31.9	47,806	120	0.33
400 INTERNATIONAL BUSINESS MACHS CORP	1.9	82.50	33,000	104.7	41,870	256	0.78
1,600 MICROSOFT CORP	2.4	26.04	41,664	36.3	58,125	128	0.31
2,000 MOTOROLA INC	1.0	8.72	17,440	17.9	35,777	320	1.83
TOTAL	10.3		181,039		256,314	1,304	
<u>MATERIALS</u>							
1,000 ALCOA INC	1.4	24.19	24,190	24.9	24,932	600	2.48
700 DU PONT E I DE NEMOURS & CO	1.7	42.00	29,400	40.9	28,598	980	3.33
500 WEYERHAEUSER CO	1.6	54.30	27,150	48.6	24,301	800	2.95
TOTAL	4.6		80,740		77,831	2,380	
<u>CONSUMER DISCRETIONARY</u>							
1,000 BARNES & NOBLE INC	1.4	25.17	25,170	27.2	27,214	0	0.00
1,200 COMCAST CORP-SPECIAL CL A	2.0	29.27	35,124	33.4	40,124	0	0.00
800 TARGET CORP	1.7	38.31	30,648	29.3	23,448	224	0.73
1,500 WALT DISNEY CO	1.7	20.41	30,615	20.4	30,554	315	1.03
TOTAL	6.9		121,557		121,340	539	
<u>CONSUMER STAPLES</u>							
700 KIMBERLY CLARK CORP COM	2.0	50.16	35,112	55.2	38,640	952	2.71
1,200 PEPSICO INC	3.2	47.06	56,472	24.9	29,876	768	1.36
600 WALGREEN CO	1.0	29.98	17,988	28.9	17,367	103	0.57
TOTAL	6.2		109,572		85,883	1,823	
<u>HEALTH CARE</u>							
800 CARDINAL HEALTH INC COM	2.9	64.40	51,520	29.5	23,579	96	0.19
1,100 JOHNSON & JOHNSON	3.2	51.38	56,518	26.6	29,309	1,056	1.87
700 MEDTRONIC INC	1.9	48.78	34,146	43.9	30,725	203	0.59
600 MERCK & CO INC	2.0	59.82	35,892	68.6	41,168	864	2.41
1,000 PFIZER INC	1.9	32.54	32,540	30.0	29,984	600	1.84
800 WYETH	2.2	48.00	38,400	25.5	20,405	736	1.92
TOTAL	14.2		249,016		175,170	3,555	
<u>ENERGY</u>							
400 ANADARKO PETROLEUM CORP	1.0	44.40	17,760	44.8	17,904	160	0.90
700 CHEVRONTXACO CORP	2.9	72.10	50,470	71.7	50,160	1,960	3.88
1,592 EXXON MOBIL CORPORATION	3.2	35.38	56,325	15.4	24,448	1,592	2.83
800 SCHLUMBERGER LTD ADR	2.2	47.13	37,704	56.0	44,766	600	1.59
TOTAL	9.2		162,259		137,278	4,312	
<u>FINANCIAL</u>							
700 AMERICAN INTL GROUP INC	2.4	60.00	42,000	65.5	45,832	146	0.35
900 CITIGROUP INC	2.3	44.95	40,455	37.0	33,300	1,260	3.11

				PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD
EQUITIES										
900	FED HOME LN MTG CORP			2.6	51.45	46,305	51.2	46,069	936	2.02
800	JP MORGAN CHASE & CO			1.6	34.43	27,544	38.1	30,462	1,088	3.95
900	MARSH & MCLENNAN COS INC			2.7	52.16	46,944	13.2	11,918	1,116	2.38
600	RADIAN GROUP INC			1.6	45.75	27,450	38.2	22,892	48	0.17
800	ST PAUL COS INC			1.6	35.16	28,128	39.8	31,848	928	3.30
1,500	UNITED DOMINION RLTY TR INC			1.5	17.50	26,250	12.1	18,201	1,710	6.51
	TOTAL			16.2		285,076		240,522	7,232	
UTILITIES										
2,000	PEPCO HOLDINGS INC.			1.9	16.98	33,960	20.4	40,748	2,000	5.89
800	PUBLIC SVC ENTERPRISE GROUP INC			1.9	40.54	32,432	35.2	28,180	1,728	5.33
	TOTAL			3.8		66,392		68,928	3,728	
TELECOMMUNICATIONS SVCS										
1,100	SBC COMMUNICATIONS INC			1.5	23.13	25,443	37.5	41,294	1,188	4.67
800	VERIZON COMMUNICATIONS			1.6	34.77	27,816	39.4	31,504	1,232	4.43
	TOTAL			3.0		53,259		72,798	2,420	
FUNDS AND OTHER EQUITIES										
9,786 F	WEITZ VALUE PORTFOLIO #328			17.9	32.07	313,851	27.8	272,286	2,231	0.71
TOTAL EQUITIES				57.7		1756603		1603717	33,128	
FIXED INCOME										
GOVT & OTH AGENCY OBLIGATIONS										
50,000	U S TREASURY NOTES	6.625%	5/15/07	4.8	114.625	57,313	99.5	49,734	3,313	2.58
50,000	FED HOME LN BK	6.060%	5/21/08	4.8	112.656	56,328	100.2	50,111	3,030	3.21
75,000	FED HOME LN BK	5.420%	9/23/08	7.0	109.719	82,289	97.6	73,219	4,065	3.36
5,000	FED HOME LN BK	5.950%	3/16/09	7.1	112.094	84,071	100.8	75,618	4,463	3.57
50,000	FED NATL MTG ASSN	5.375%	11/15/11	4.5	107.281	53,641	104.0	52,008	2,688	4.32
50,000	FED NATL MTG ASSN	6.125%	3/15/12	4.8	112.375	56,188	100.7	50,342	3,063	4.39
	TOTAL			32.9		389,830		351,032	20,622	
CORPORATE OBLIGATIONS										
50,000	CONOCO INC	5.900%	4/15/04	4.4	103.183	51,592	100.2	50,106	2,950	1.52
75,000	PITNEY BOWES	5.950%	2/01/05	6.7	105.74	79,305	100.1	75,105	4,463	2.11
50,000	EMERSON ELEC CO BD	6.300%	11/01/05	4.6	109.067	54,534	101.2	50,596	3,150	2.20
50,000	DEAN WITTER	6.300%	1/15/06	4.6	108.818	54,409	102.2	51,093	3,150	2.61
50,000	CITIZENS UTILS CO	7.600%	6/01/06	4.7	111.986	55,993	101.4	50,716	3,800	3.18
100,000	MIDAMERICAN ENERGY	6.375%	6/15/06	9.3	110.004	110,004	94.7	94,675	6,375	2.76
50,000	MORGAN STANLEY	6.875%	3/01/07	4.8	112.585	56,293	96.7	48,351	3,438	3.16
50,000	MERRILL LYNCH & CO	6.560%	12/16/07	4.7	112.046	56,023	102.7	51,352	3,280	3.58
50,000	ROCKWELL	6.150%	1/15/08	4.6	108.728	54,364	101.0	50,516	3,075	4.00
50,000	BELLSOUTH TELECOM	5.875%	1/15/09	4.6	109.44	54,720	103.3	51,643	2,938	3.94
50,000	GOLDMAN SACHS GROUP	6.875%	1/15/11	4.8	113.739	56,870	99.8	49,875	3,438	4.68
50,000	MORGAN J P & CO	6.250%	2/15/11	4.6	109.815	54,908	98.6	49,284	3,125	4.69
50,000	CITIGROUP INC	6.000%	2/21/12	4.6	109.105	54,553	98.9	49,455	3,000	4.70
	TOTAL			67.1		793,568		722,767	46,182	
TOTAL FIXED INCOME				38.9		1183398		1073799	66,804	
TOTAL ACCOUNT				100.0		3,042,191		2,779,706	100612	

AGENDA SUMMARY SHEET

AGENDA ITEM: Program Evaluation – International Baccalaureate Mini-Magnet

Meeting Date: November 3, 2003

Department: Planning and Evaluation

Title and Brief Description: This is the first evaluation report on the IB mini-magnet at North High. Multi-year evaluations of new programs are prescribed by board policy.

Action Desired: Approval ___ Discussion x Information Only ___

Background: Data are presented on numbers of students enrolled in the IB program over three years. Test scores for the first group of North High students taking the international exam are presented, along with a summary of student survey results and cost data.

Options/Alternatives Considered: N.A.

Recommendations: Use the data to monitor program effectiveness, cost, and improvement.

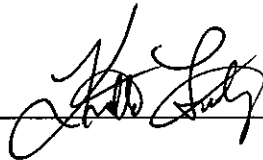
Strategic Plan Reference: Strategic parameter on cost-benefit analysis.

Implications of Adoption/Rejection: N.A.

Timeline: Use results for program planning, beginning immediately.

Responsible Persons: John Crawford and Sharon Freeman for evaluation; Rick Werkheiser for the program.

Superintendent's Signature: _____



Program Evaluation – International Baccalaureate Mini-Magnet

Introduction and Purpose

As required by board policy and strategic plan parameters, the office of Planning and Evaluation carries out 5-year evaluations of all mini-magnet programs. The 2002-2003 school year was the first year of implementation for the International Baccalaureate (IB) mini-magnet at Millard North High School, and the data in this report come from this school year.

The following, from the Millard North IB web page, presents background on IB.

An Introduction to the International Baccalaureate Program

In 1965 the International Baccalaureate (IB) Office was established at Geneva as a foundation under Swiss law. The IB Diploma program is recognized as the most academically rigorous high school program in the world. Since 1967, the IB program has grown to 1182 authorized IB world schools in over 101 countries. Working in three official languages (English, French, and Spanish), the IB program enjoys the respect and support of many governments, colleges and universities.

The IB Program is a rigorous pre-university course of study, which meets the needs of the highly motivated secondary school student. Designed as a comprehensive curriculum that allows its graduates to fulfill requirements of the various national systems of education, the IB is based on the pattern of no single country or educational system. It provides students of different linguistic, cultural, and educational backgrounds with the intellectual, social and critical perspectives necessary for the adult world that lies ahead of them.

All IB Diploma candidates are required to engage in the study of modern languages, sciences, mathematics, and humanities in the final two years of their secondary schooling. This program is a deliberate compromise between the preference for specialization in some countries and the emphasis on breadth often preferred in others. The intent is that students should learn how to analyze; how to reach considered conclusions about people, their languages and literature, their ways in society, and the scientific forces of the environment

Significant numbers of IB Diploma holders both from within and outside North America have gained admission to prestigious universities such as Harvard, Yale, Princeton, Brown, Stanford, McGill, Toronto, MIT, Michigan, Wisconsin, Bryn Mawr and other prominent institutions. Students are often accorded advanced standing and college credit based on their IB work.

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Participation

The International Baccalaureate program at Millard North is a two-year diploma program that allows students to self-select into and out of the program. Seventh and eighth graders scoring at or above the 85th percentile on the TerraNova are sent informational letters about the IB program. However, there are no rigid criteria for entry into the program, nor does the school drop students from the program if their performance is not at a certain level. The diploma program focuses on students completing all requirements to receive the IB diploma. (Requirements include 6 subject exams, a Theory of Knowledge course, an extended essay, and a Creativity, Action, and Service (CAS) requirement. CAS includes activities such as arts, sports, and service projects.) This is in contrast to IB certificate programs in which students take IB courses and exams with the aim of receiving a certificate for the successful completion of each exam, much like Advanced Placement (AP) courses and exams.

In 2002-2003, the first year of actual IB classes at Millard North, there were 23 juniors, or “anticipated candidates” in the IB program. This was a decrease of 5 students from the 28 pre-IB students who were sophomores in 2001-2002. As of early fall 2003 there are 18 seniors or “diploma candidates” and 29 juniors (anticipated candidates) in the IB program at Millard North, as well as 40 sophomores and 52 freshmen who are considered pre-IB students. This is summarized in the table below.

IB Enrollment by School Year			
Grade	2001-2002	2002-2003	2003-2004
10	28	48	40
11		23	29
12			18

Test Results

As part of the requirements to receive the IB diploma, each candidate must complete coursework and tests in 6 subjects during their junior and senior years. Millard North had 23 students register to take 36 tests. Students completed 35 tests in spring 2003. (The test that was not completed was that of a student who had already decided to withdraw from IB.) Results by subject are shown in the table below.

International Baccalaureate May 2003 Results			
Subject	# Students	MNHS Mean	International Mean
History	4	6.25	4.92
Psychology	9	3.89	4.47
Physics	5	3.80	4.39
Mathematical Studies	7	6.00	4.72
Music Group Performance	10	5.60	4.77

Tests are scored from 1 (very poor) to 7 (excellent). The “International Mean” is the mean of all IB students worldwide who tested in May 2003, which is the IB testing date for

students in the northern hemisphere. More detail on Millard North students' IB scores is shown below.

Millard North IB May 2003 Results							
	Student Count by Score						
Subject	1	2	3	4	5	6	7
History					1	1	2
Psychology		1	1	5	2		
Physics		1		3	1		
Mathematical Studies					2	3	2
Music Group Performance					6	2	2
Score Scale: 1-Very Poor 2-Poor 3-Mediocre 4-Satisfactory 5-Good 6-Very Good 7-Excellent							

The 2 scores of "2" (Poor) were received by students who had decided to withdraw from IB but who took the tests because they had registered and paid for them. Students may receive certificates for successful completion of IB exams even if they do not go on to receive the IB diploma. Appendix A contains an explanation of the scores required for award of the diploma.

Costs

Expenses for the IB program for 2002-2003 are shown in the table below. Expenses in the fees, dues, and contracted services category include annual membership fees paid to the International Baccalaureate Organization (IBO) as well as fees for IB test reports and an online IB curriculum center. Services provided by the IB coordinator during the summer are also included in this category.

2002-2003 IB Expenditures	
Subs, curriculum writing	10,064.69
Inservice, training, travel	25,126.71
Fees, dues, contracted services	12,988.50
Postage, courier service	563.98
Instructional supplies	16,909.43
Textbooks	23,209.13
Software & computer equipment	3,349.00
	92,211.44

Estimated costs for the IB coordinator and the Creativity, Action, and Service (CAS) coordinator are shown in the following table. These personnel cost estimates use a district average teacher salary and benefits cost of \$53,000 per FTE.

92.

Coordinator	FTE
IB	0.67
CAS	0.14
Total	0.81
@53,000	42,904.76

Total 2002-2003 expenses for IB were \$135,116. With 23 IB students in 2002-2003, this amounts to \$5,875 per enrolled IB student, not including any differential in costs due to smaller class sizes.

Class size information for IB courses is contained in the following table. Mean spring 2003 class size for the corresponding department at Millard North is included for comparison. Class size for the IB classes, in all cases but one, is less than the corresponding department average. Overall, IB classes run about 54% of the building average class sizes.

Enrollment in IB Courses					
Course Name	Enrollment by Section		Course Mean	Dept. Mean Class Size	IB Enrollment as a % of Dept. Mean
	1	2			
IB English HL - 11	7	18	12.5	19.98	63%
IB Math HL I	9		9.0	19.43	46%
IB Math Studies SL	11		11.0	19.43	57%
IB/AP Chemistry HL	25	21	23.0	19.57	118%
IB Biology HL - 11	10		10.0	19.57	51%
IB Physics SL	6		6.0	19.57	31%
IB 20th Century World History	11	13	12.0	21.46	56%
IB Psychology SL	11		11.0	21.46	51%
Computer Tech Apps IB	5	6	5.5	17.16	32%
IB Visual Arts HL/Visual Arts Pre-IB	12		12.0	19.67	61%
IB Music SL Band/Orchestra/Chorus	11		11.0	44.44	25%
IB Theory of Knowledge	15	13	14.0		
					Avg. = 54%

Student Opinion

IB students were surveyed to collect data regarding their perceptions of the Millard North IB program. The most commonly reported reasons for choosing to enroll in the IB program were the challenge of the program, gaining an advantage for college and scholarship applications, and preparing for college. Students were asked what they liked best about IB at MNHS; their most frequent responses were small classes, the teachers, and the challenge. When asked what they would change to make IB better, students' most common responses were to improve flexibility in scheduling classes, reduce emphasis on distant deadlines, and improve communication among

students and staff. Several students reported feeling separated or different from the general student body.

The students were asked what they had given up to be in IB and what they had gained by being in the program. They reported giving up free time, other classes and activities they would have liked to participate in, work or volunteering, and sleep. The benefits students reported gaining by participating in IB were more and broader knowledge, improved time management and study skills, and a group of friends.

Summary and Conclusions

The Millard North International Baccalaureate mini-magnet completed its first year with 23 anticipated candidates in 2002-2003. As of August 2003, the first IB diploma class consists of 18 diploma candidates; this group will graduate in May 2004.

NMHS IB students' test results for May 2003 are promising. This was the first test of Millard North's implementation of the IB curriculum. MNHS students scored below the international mean in 2 of the 5 areas assessed, and above the mean in 3 of the 5 areas. The school mean for History and Mathematical Studies was more than 1 point (on a 7 point scale) above the international mean.

Total expenses for IB for 2002-2003 were \$135,116. With 23 IB students enrolled in 2002-2003, this amounts to \$5,875 per IB student. The cost per IB student is expected to decrease in 2003-2004 since there will be both 11th and 12th grader students enrolled in the program. Many of the costs, such as the annual subscription fee and personnel costs for the IB coordinator, do not vary significantly with program enrollment. These costs do not include the additional instructional costs due to (mostly) smaller class sizes. Since the IB classes were, on average, only slightly more than ½ the size of regular classes, the instructional costs (teacher salary and benefits per student) would be nearly twice as high in IB as in the regular North High program.

Students' opinions of the International Baccalaureate program, as expressed in a survey, were generally positive. Students reported making sacrifices to be in the IB program, such as giving up free time and having to limit classes and activities outside of IB. In return for their sacrifices, students reported gaining a group of friends, more and broader knowledge, and improved time management and study skills.

As the International Baccalaureate mini-magnet program at Millard North High School progresses through its first 5 years, future evaluations will continue to track costs and class sizes. Student participation in and performance on IB tests will be reported, as will the proportion of students who are awarded the IB diploma.

gcf.

Appendix A

GENERAL CONDITIONS FOR THE AWARD OF THE DIPLOMA

Examination Results and Conditions

Individual subject examinations are graded according to a numerical scale:

1. Very Poor 2. Poor 3. Mediocre 4. Satisfactory 5. Good 6. Very Good 7. Excellent

Theory of Knowledge and the Extended Essay are graded using a letter scale:

- A. Excellent B. Good C. Satisfactory D. Mediocre E. Elementary N. No Grade

Candidates may receive up to 3 points towards the diploma based on their performance in TOK and the Extended Essay. Points are assigned according to a combined grade matrix.

Award of the Diploma

The IB diploma will be awarded to a candidate whose total score is 24, 25, 26 or 27 points, provided all the following requirements have been met:

1. numeric grades have been awarded in all six subjects registered for the diploma
2. an approved programme of creativity, action and service (CAS) has been completed
3. grades A to E have been awarded for both Theory of Knowledge and an Extended essay, with a grade of at least D in one of them
4. there is no grade 1 in any subject
5. there is no grade 2 at higher level
6. there is no more than one grade 2 at standard level
7. overall, there are no more than three grades 3 or below
8. at least 12 points have been gained on higher level subjects (candidates who register for four higher level subjects must gain at least 16 points at higher level)
9. at least 9 points have been gained on standard level subject (candidates who register for two standard level subjects must gain at least 6 points at standard level)
10. the final award committee has not judged the candidate to be guilty of malpractice.

The IB diploma will be awarded to a candidate whose total score is 28 points or above, provided all the following requirements have been met:

1. numeric grades have been awarded in all six subjects registered for the diploma
2. an approved programme of creativity, action and service (CAS) has been completed
3. grades A to E have been awarded for both Theory of Knowledge and an Extended essay, with a grade of at least D in one of them
4. there is no grade 1 in any subject
5. there is no more than one grade 2 at higher level
6. there are no more than two grades 2 at standard level
7. overall, there are no more than three grades 3 or below
8. at least 11 points have been gained on higher level subjects (candidates who register for four higher level subjects must gain at least 14 points at higher level)
9. at least 8 points have been gained on standard level subjects (candidates who register for two standard level subjects must gain at least 5 points at standard level)
10. the final award committee has not judged the candidate to be guilty of malpractice.

AGENDA SUMMARY SHEET

AGENDA ITEM: Depreciation Fund Report

MEETING DATE: November 3, 2003

DEPARTMENT: Business

TITLE & BRIEF DESCRIPTION: Depreciation Fund Report – A report of funds being held in the depreciation fund at the conclusion of the FYE03 fiscal year.

ACTION DESIRED: Approval ___ Discussion ___ Information Only x

BACKGROUND: A Depreciation Fund may be established by a school district in order to facilitate the eventual purchase of capital outlay items by transferring such monies from the General Fund. To allocate monies from the General Fund, a school district needs to show the movement of monies as an expense from the General Fund and as a receipt into the Depreciation Fund.

The district may divide the Depreciation Fund into more than one account (e.g., one account for each building). Some of the buildings delay purchases of capital items (e.g., computers, copy machines, security cameras etc.) until late in the year so they have funds available if a surprise expense should arise. If funds are still available at the end of the year, the school will transfer the funds to the depreciate fund and purchase the capital expense item in the following fiscal year.

The funds available in the district-wide account may be used to purchase such things as band uniforms, instructional equipment (e.g., lathes, kilns, etc.), technology (e.g., computers, printers, projectors, etc.), capital replacement projects (e.g., HVAC units, roofs, sidewalks, parking lots, etc.), and other depreciable items.

OPTIONS AND ALTERNATIVES: n/a

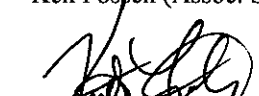
RECOMMENDATION: It is recommended that the Depreciation Fund Report be received and placed on file.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: n/a

RESPONSIBLE PERSON: Ken Fosgen (Assoc. Supt.) & Chris Hughes (Accounting Manager)

SUPERINTENDENT'S APPROVAL: 

Millard Public Schools

Depreciation Fund

Fiscal Year 2003-04

School/Dept	Person Responsible	FY03 Begin Balance	FY03 Expenses	FY03 Ending Balance	FY03 Transfer	Adjustment	FY04 Begin Balance	Plan
Abbott	Erik Chaussee	\$ 254.72	\$ -	\$ 254.72	\$ 9,892.67		\$ 10,147.39	X
Ackerman	Martha Nielsen	\$ 631.08	\$ -	\$ 631.08	\$ 374.72		\$ 1,005.80	X
Black Elk	Kevin Chick	\$ 7,272.35	\$ (4,883.93)	\$ 2,388.42	\$ 5,222.75		\$ 7,611.17	X
Bryan	Pat Rhodes	\$ -	\$ -	\$ -	\$ 1,995.31		\$ 1,995.31	X
Cather	Nila Nielsen	\$ 10,761.80	\$ (9,617.33)	\$ 1,144.47	\$ 5,110.96		\$ 6,255.43	X
Cody	Nick Meysenburg	\$ 2,100.00		\$ 2,100.00	\$ 1,350.15		\$ 3,450.15	X
Cottonwood	Jed Johnston	\$ 1,992.00	\$ (1,950.00)	\$ 42.00	\$ 4,602.93		\$ 4,644.93	X
Disney	Mark Schultze	\$ 5,494.47		\$ 5,494.47	\$ 5,439.82		\$ 10,934.29	X
Ezra Millard	Carol Beaty	\$ 3,352.51	\$ (3,055.00)	\$ 297.51	\$ 477.75		\$ 775.26	X
Harvey Oaks	Bob Nehe	\$ -	\$ -	\$ -	\$ 182.00		\$ 182.00	X
Hitchcock	Mandy Johnson	\$ 1,192.77	\$ (1,122.60)	\$ 70.17	\$ 1,730.97		\$ 1,801.14	X
Holling Hgts	Candace Spurzem	\$ 1,927.47	\$ -	\$ 1,927.47	\$ -		\$ 1,927.47	X
Montclair	Kara Hutton	\$ 378.10	\$ (367.26)	\$ 10.84	\$ 2,012.86		\$ 2,023.70	X
Morton	Suzanne Hinman	\$ 9,187.15	\$ (9,183.15)	\$ 4.00	\$ 1,000.46		\$ 1,004.46	X
Neihardt	Bonnie Kolowski	\$ 2,294.16	\$ (2,237.18)	\$ 56.98	\$ 8,347.53		\$ 8,404.51	X
Norris	Peggy Brendel	\$ 1,627.71	\$ -	\$ 1,627.71	\$ 944.90		\$ 2,572.61	X
Rockwell	Jerri Wesley	\$ -	\$ -	\$ -	\$ 1,009.02		\$ 1,009.02	X
Rohwer	Brad Sullivan	\$ 8,782.44	\$ (8,744.40)	\$ 38.04	\$ -		\$ 38.04	X
Sandoz	Susan Anglemyer	\$ 5,120.59	\$ (5,105.00)	\$ 15.59	\$ 1,364.57		\$ 1,380.16	X
Wheeler	Andy DeFreece	\$ 2,936.16	\$ (2,791.00)	\$ 145.16	\$ 831.41		\$ 976.57	X
Willowdale	Susan Livingston	\$ 5,890.88	\$ (5,890.00)	\$ 0.88	\$ -	\$ (0.88)	\$ -	N/A
AMS	Jeff Alfrey	\$ 12,343.05	\$ (4,081.00)	\$ 8,262.05	\$ -		\$ 8,262.05	X
CMS	Jim Sutfin	\$ 2,087.97	\$ (1,763.62)	\$ 324.35	\$ 6,987.78		\$ 7,312.13	X
NMS	Gary Barta	\$ 6,809.85	\$ (722.27)	\$ 6,087.58	\$ 1,103.77		\$ 7,191.35	X
KMS	Phil Koch	\$ 17,719.79	\$ (17,757.23)	\$ (37.44)	\$ -	\$ 37.44	\$ -	N/A
RMS	Marge Welch	\$ 9,483.93	\$ (3,803.71)	\$ 5,680.22	\$ 6,421.65		\$ 12,101.87	X
BMS	Nancy Johnston	\$ 3,179.25	\$ (1,864.40)	\$ 1,314.85	\$ -		\$ 1,314.85	X
MLC	Angie Bahnsen	\$ 8,068.08	\$ (8,145.73)	\$ (77.65)	\$ -	\$ 77.65	\$ -	N/A
SHS	Jon Lopez	\$ 3,028.62	\$ (3,008.00)	\$ 20.62	\$ 29,359.07		\$ 29,379.69	X
WHS	Rick Kolowski	\$ -	\$ -	\$ -	\$ 2,084.05		\$ 2,084.05	X
Technology	Mark Feldhausen	\$ 279,018.16	\$ (279,018.16)	\$ -	\$ -		\$ -	N/A
Student Services	Roger Farr	\$ 3,238.26	\$ (2,302.42)	\$ 935.84	\$ -		\$ 935.84	X
SEC Education	Judy Porter	\$ 16,473.51	\$ (6,464.00)	\$ 10,009.51	\$ -		\$ 10,009.51	X
District	Ken Fossen	\$ 478,054.60	\$ (4,095.00)	\$ 473,959.60	\$ 3,343,015.14	\$ (114.21)	\$ 3,816,860.53	X
Total		\$ 910,701.43	\$ (387,972.39)	\$ 522,729.04	\$ 3,440,862.24	\$ -	\$ 3,963,591.28	

98.

AGENDA SUMMARY SHEET

AGENDA ITEM: Personnel Report
MEETING DATE: November 3, 2003
DEPARTMENT: Human Resources
TITLE AND BRIEF DESCRIPTION: Human Resources Personnel Report 2003-04
ACTION DESIRED: Information Only

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

- This year fifty-eight percent (58%) of our certified staff hold advanced degrees. This is up from 57% last year and from 55% in '01-'02.
- The average teacher has 15.7 years of experience in education up from 15.4 in '02-'03 and from 15.1 years in '01-'02. The average teacher has 11.6 years experience in Millard compared with 11.4 years and 11.2 years in '02-'03 & '01-'02 respectively.
- Supply and demand for candidates varies from year to year. The District continues to receive limited applications in the areas of foreign language, special education, family/consumer science, math, and science. In response to NCLB's Highly Qualified Staff provisions, it is our goal that all staff members hired will have the proper endorsements for classes they are teaching.
- A historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 1976.
- At the Board request, we have made information regarding staff age averages and the potential number of retirees within the next 5 years a regular part of the HR report.
- While the net gain of teachers is less than 5, we are educating 413 additional K-12 students. Because this report also includes preschool staff it's appropriate to report the additional preschool students as well which brings the total of new students to 444 for '03-'04. While a minimal number of certified staff were added this year, elementary class sizes average 21.2 (up from 20.6 last year). Secondary class averages have increased from 21.3 to 21.9 students.
- The information provided is a "snapshot" of information that can change from day-to-day and year-to-year. As a result, staff changes reflect the difference in the "snapshot" from 10/02 to 10/03. Examples include positions that were vacant last year at the time of the personnel report compared with present vacancies that will reflect as increases in the '04-'05 report.

PERSON(S) RESPONSIBLE: George Conrad, Steve Moore, & Jeanine Beaudin

ASSISTANT SUPERINTENDENT'S APPROVAL: _____

SUPERINTENDENT'S APPROVAL: _____



Personnel Report

2003-04

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Personnel Distribution

Full-time Equivalency

Employee Class	Staff F.T.E. '03-'04	Staff F.T.E. '02-'03	F.T.E. Change
Administrators	79.00	81.00	-2.00
Teachers	1459.94	1455.46	4.48
School Nurses	13.10	13.10	0.00
Professional Technical Salaried	40.80	39.80	1.00
Professional Technical Hourly	148.52	152.02	-3.50
Educational Paraprofessionals	295.94	289.89	6.05
Custodial/Maintenance	166.88	169.38	-2.50
Food Service	118.50	117.78	0.72
Totals	2322.68	2318.43	4.25

Employee Count

Employee Class	Staff Count '03-'04	Staff Count '02-'03	# Change
Administrators	79	81	-2.00
Teachers	1505	1495	10.00
School Nurses	14	13	1.00
Professional Technical Salaried	40	40	0.00
Professional Technical Hourly	168	167	1.00
Educational Paraprofessionals	380	375	5.00
Custodial/Maintenance	173	169	4.00
Food Service	160	158	2.00
Totals	2519	2498	21.00

Date: 10/21/03

Administrator Positions

Class	Title	Filled FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A060	ASST SUPT HUMAN RESOURCES	1.00
A100	ASST SUPT TECHNOLOGY	1.00
A110	EXEC DIR PLANNING & EVAL	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A210	DIR PERSONNEL	1.00
A220	DIR ADMIN AFFAIRS	1.00
A230	DIR COMMUNICATIONS	1.00
A240	DIR PUPIL SERVICES	1.00
A250	DIR STAFF DEVELOPMENT	1.00
A260	DIR ELEM & EARLY CHILD ED	1.00
A270	DIR SECONDARY ED	1.00
A280	DIR SPED	1.00
A320	ADM SPEC PROG& COMPLIANCE	1.00
A330	COORD SPECIAL PROJECTS	1.00
A340	COORD K-5 SPED PROG	1.00
A350	COORD 6-12 SPED PROG	1.00
A354	COORD SPED RELSRV&YNGADLT	1.00
A360	COORD PRE-SCHOOL SPED	1.00
A370	SUPPORT SERV MANAGER	1.00
A401	ELEM PRINCIPAL	22.00
A402	MDL SCH PRINCIPAL	6.00
A403	HS PRINCIPAL	3.00
A422	MDL SCH ASST PRINCIPAL	10.00
A423	HS ASST PRINCIPAL	12.00
A443	HS ACTIVITY DIRECTOR	3.00
A463	MLC PRINCIPAL	1.00
TOTAL		79.00

Date: 10/21/03

Teacher Positions

Class	Title	Filled FTE
C001	ADMIN INTERN	5.00
C011	MONTESSORI PRESCHOOL TCHR	1.00
C051	PRESCHOOL TEACHER	3.30
C091	KINDERGARTEN TEACHER	65.00
C111	GRADE 1 TEACHER	65.00
C121	GRADE 2 TEACHER	62.00
C131	GRADE 3 TEACHER	60.00
C141	GRADE 4 TEACHER	58.00
C151	GRADE 5 TEACHER	60.00
C162	GRADE 6 TEACHER	58.00
C241	GRADE 2-3 TEACHER	2.00
C251	GRADE 3-4 TEACHER	1.00
C281	GRADE 4-5 TEACHER	2.00
C301	CORE TEACHER	12.00
C311	MONTESSORI TEACHER	15.00
C312	MONTESSORI TEACHER	3.00
C321	ART TEACHER	0.50
C322	ART TEACHER	12.00
C323	ART TEACHER	11.50
C333	BUSINESS TEACHER	17.66
C352	LANGUAGE ARTS TEACHER	30.10
C353	LANGUAGE ARTS TEACHER	60.00
C362	READING TEACHER	7.00
C363	READING TEACHER	2.00
C382	FOREIGN LANGUAGE TEACHER	15.50
C383	FOREIGN LANGUAGE TEACHER	35.92
C412	FAMILY CONSUMER SCI TCHR	15.25
C413	FAMILY CONSUMER SCI TCHR	13.50
C432	INDUSTRIAL TECH TEACHER	12.00
C433	INDUSTRIAL TECH TEACHER	16.66
C452	COMPUTER TEACHER	11.00
C453	COMPUTER TEACHER	0.80
C462	MATH TEACHER	27.30
C463	MATH TEACHER	50.70
C472	SCIENCE TEACHER	30.30
C473	SCIENCE TEACHER	43.00
C492	SOCIAL STUDIES TEACHER	26.80

Date: 10/21/03

Teacher Positions

Class	Title	Filled FTE
C493	SOCIAL STUDIES TEACHER	49.40
C513	NEW FRONTIER TEACHER	4.00
C531	VOCAL MUSIC TEACHER	22.95
C532	VOCAL MUSIC TEACHER	8.47
C533	VOCAL MUSIC TEACHER	3.00
C54I	INSTR MUSIC TEACHER	15.50
C55I	ORCHESTRA TEACHER	7.00
C572	HEALTH TEACHER	3.25
C591	PHYSICAL ED TEACHER	23.25
C592	PHYSICAL ED TEACHER	14.00
C593	PHYSICAL ED TEACHER	19.18
C611	ELEM COUNSELOR	10.60
C612	MDL SCH COUNSELOR	16.00
C613	HIGH SCH COUNSELOR	19.00
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST	20.17
C622	MEDIA SPECIALIST	6.50
C623	MEDIA SPECIALIST	6.00
C631	READ TEACHER	17.22
C641	EARLY LIT INT (ELI) TCHR	10.80
C652	LEARNING CTR TEACHER	4.00
C653	LEARNING CTR TEACHER	3.00
C66I	ELL TEACHER	8.50
C670	CHAPTER 1 PRESCHOOL TCHR	2.00
C671	CHAPTER 1 TEACHER	7.25
C682	HIGH ABILITY LRNER TCH	2.50
C692	RETEACHING TEACHER	0.50
C693	RETEACHING TEACHER	1.50
C710	MEP TECH FACILITATOR	2.00
C711	TECHNOLOGY LEADER	1.00
C712	TECHNOLOGY LEADER	0.50
C721	INSTR FACILITATOR	9.01
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	5.00
C743	MEP FACILITATOR	5.00
C751	CADRE I ASSOCIATE	2.00
C753	CADRE 1 ASSOCIATE	1.00

Date: 10/21/03

Teacher Positions

Class	Title	Filled FTE
C770	MEA PRESIDENT	1.00
C803	SPED SLP DEPT HEAD	1.00
C811	SPED PROGRAM FACILITATOR	2.00
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	32.00
C832	SPED RESOURCE TEACHER	28.00
C833	SPED RESOURCE TEACHER	24.50
C841	MULTI CAT SPED TCHR ELM	12.00
C842	MULTI CAT SPED TCHR MS	2.00
C843	MULTI CAT SPED TCHR HS	3.00
C851	SPED MH TEACHER	5.00
C852	SPED MH TEACHER	4.00
C853	SPED MH TEACHER	7.00
C861	SPED BD TEACHER	4.00
C862	SPED BD TEACHER	3.00
C873	SPED VOC SPEC NEEDS TCHR	2.00
C883	SPED MLC TEACHER	4.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	41.60
C913	SPED VISION IMPAIRED TCHR	3.00
C922	SPED BEHAVIOR SPECIALIST	3.00
C931	SPED INFANT TEACHER	3.50
C941	SPED PRESCHOOL TEACHER	9.50
C952	SPED HOMEBOUND TCHR MS	1.00
C961	EARLY CHLDHD LITERACY TCH	1.00
C97I	SCHOOL PSYCHOLOGIST	16.00
TOTAL		1,459.94

Date: 10/21/03

School Nurse Positions

Class	Title	Filled FTE
E100	NURSE DEPT. HEAD	0.30
E20I	SCHOOL NURSE	12.80
TOTAL		13.10

Date: 10/21/03

Professional Technical Salaried Positions

Class	Title	Filled FTE
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	2.00
G310	GRANT/VOLUNTEER COORD	1.00
G321	FAMILY SPECIALIST	1.00
G333	COMMUNITY COUNSELOR	2.00
G342	SCHOOL SOCIAL WORKER	1.00
G343	SCHOOL SOCIAL WORKER	1.00
G351	OCCUPATIONAL/PHYSICAL TPY	5.00
G353	OCCUPATIONAL/PHYSICAL TPY	4.00
G401	SYSTEMS ANALYST	1.00
G411	DIST INSTR TECH SPEC	1.00
G421	NETWORK SUPPORT SPEC	4.00
G431	TECHNOLOGY FACILITATOR 1A	1.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G443	TECHNOLOGY FACILITATOR 2A	3.00
G473	TECHNOLOGY SPECIALIST	1.00
G483	FOOD SERV TECH SPEC	1.00
G500	ACCOUNTING MANAGER	1.00
G510	INTERNAL AUDITOR/SP PROJ	0.80
G520	DISTRICT ACCOUNTANT	1.00
G600	PURCHASING/PROJ MANAGER	1.00
G610	WAREHOUSE MANAGER	1.00
G620	PURCHASING AGENT	1.00
G630	TRANSPORTATION MANAGER	1.00
G810	FOOD SERVICE SUPERVISOR	1.00
G820	FOOD SERV NUTRITION SUPV	1.00
TOTAL		40.80

Date: 10/21/03

Professional Technical Hourly Positions

Class	Title	Filled FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J020	ADMIN AFFAIRS SECRETARY	1.00
J030	COMMUNICATIONS SECRETARY	1.00
J110	HR SPECIALIST CERT STAFF	1.00
J120	HR SPEC CLASSIFIED STAFF	1.00
J130	EMPLOYEE RELATIONS SPEC	1.00
J140	HR RECORDS SPECIALIST	1.00
J150	RECEPTIONIST	1.00
J160	HR SPEC SUB TEACHERS	1.00
J210	RESEARCH SECRETARY	1.00
J220	STUDENT RECORDS SECRETARY	1.00
J230	CENSUS ASSISTANT 10 MO	1.00
J240	SECRETARY DIR PUPIL SERV	1.00
J250	SCHOOL PSYC SECRETARY	1.00
J260	PUPIL SERVICES SECRETARY	1.00
J300	EXEC SEC ASSOC SUPT EDSRV	1.00
J310	SECRETARY TO DIR STAFFDEV	1.00
J320	SECRETARY TO DIR ELED	1.00
J330	TITLE I/ECE SECRETARY	1.00
J340	ED SERV PROG SECRETARY	1.00
J350	SECRETARY TO DIR SECED	1.00
J360	SECRETARY TO DIR SPED	1.00
J370	SPED SECRETARY I	1.50
J380	SPED PRE-SCH SECRETARY I	1.00
J400	SECRETARY EX DIR TECHNLOGY	1.00
J410	TECH HELP DESK SPECIALIST	1.00
J500	EXEC SEC ASSOC SUPT GENAD	1.00
J510	ACCOUNTING SPECIALIST	1.00
J520	PAYROLL SPECIALIST	2.00
J540	ACCTS PAYABLE ASSISTANT	2.00
J560	DUPLICATION CLERK	1.63
J600	SUPPORT SERV SECRETARY II	1.00
J610	MAINTENANCE SECRETARY	1.50
J620	WAREHOUSE/MEDIA SECRETARY	2.00
J630	CATALOGER 12MO	1.00
J640	MEDIA-SSC 10MO SECRETARY	1.00
J670	PART-TIME WAREHOUSE ASST	0.63

Date: 10/21/03

Professional Technical Hourly Positions

Class	Title	Filled FTE
J713	HS SECURITY GUARD	11.38
J723	HS OUTSIDE SECURITY GUARD	3.00
J800	FOOD SERV BOOKKEEPER/SEC	1.00
J820	FOOD SERV 10MO SECRETARY	0.50
J830	SPED VAN DRIVER	2.81
J840	SPED PRESCHOOL VAN DRIVER	9.25
J902	SECRETARY 12MO MDL SCH	6.00
J903	SECRETARY 12 MO HIGH SCH	7.00
J913	HS ACCOUNTING CLERK	3.00
J921	ELEM SECRETARY 10 MO	22.00
J922	MDL SCH SECRETARY 10 MO	13.00
J923	HS SECRETARY 10 MO	23.00
J931	MONTCLAIR SWIM INSTRUCTOR	1.49
J933	HS SWIM SUPERVISOR	0.60
J943	HS ACCOMPANIST	1.25
J982	TAP INTERN	2.00
TOTAL		148.52

Date: 10/21/03

Educational Para-Professional Positions

Class	Title	Filled FTE
K101	PRESCHOOL ED PARA	2.78
K111	PRESCH MONTESSORI ED PARA	7.96
K121	MONTESSORI CHILDCARE	5.88
K201	GENERAL ED PARA	75.03
K202	GENERAL ED PARA	20.44
K203	GENERAL ED PARA	13.94
K211	ELI ED PARA	3.88
K221	MONTESSORI ED PARA	0.81
K241	RETEACHING PARA	4.47
K242	RETEACHING PARA	1.00
K301	PRESCHOOL SPED PARA	15.06
K311	RESOURCE SPED PARA	24.30
K312	RESOURCE SPED PARA	22.41
K313	RESOURCE SPED PARA	8.81
K321	MULTI-CAT SPED PARA	12.03
K322	MULTI-CAT SPED PARA	2.94
K323	MULTI-CAT SPED PARA	2.56
K341	BD SPED PARA	5.71
K342	BD SPED PARA	7.31
K343	BD SPED PARA	0.81
K351	MH SPED PARA	7.31
K352	MH SPED PARA	11.18
K353	MH SPED PARA	13.00
K362	VI SPED ED PARA	0.81
K363	VI SPED ED PARA	0.81
K373	YOUNG ADULT PARA	5.08
K400	CHAPTER 1 PRESCHOOL PARA	1.63
K401	CHAPTER I ED PARA	1.50
K501	KIDS NETWORK PARA	16.00
TOTAL		295.44

Date: 10/21/03

Custodial / Maintenance Positions

Class	Title	Filled FTE
M010	CUSTODIAN SPEC PROJECTS	2.00
M023	CUSTODIAN I DEPT HEAD HS	3.00
M031	DAY CUSTODIAN II	22.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	6.00
M043	DAY CUSTODIAN I HS	8.00
M050	NIGHT CUSTODIAN I	1.00
M051	NIGHT CUSTODIAN I ELEM	21.00
M052	NIGHT CUSTODIAN I MS	15.00
M053	NIGHT CUSTODIAN I HS	22.00
M071	CUSTODIAN 10-MONTH ELEM	9.88
M072	CUSTODIAN 10-MONTH MS	7.00
M073	CUSTODIAN 10-MONTH HS	8.00
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	1.00
M310	DISTRICT GROUNDS LEADER	2.00
M320	DIST GROUNDS ASSISTANT	4.00
M323	SR HI GROUNDS ASSISTANT	4.00
M400	AUTO MECHANIC	1.00
M410	MAINTENANCE MECHANIC	1.00
M510	CHIEF ENGINEER	1.00
M520	MECHANICAL TECHNICIAN	3.00
M543	SR HI DAY ENGINEER	3.00
M553	SR HI NIGHT ENGINEER	3.00
M560	PREV MAINTENANCE ENGINEER	4.00
M572	MS DAY ENGINEER/CUST III	5.00
M600	CARPENTER	4.00
M610	CARPENTER ASSISTANT	1.00
M701	PAINTER 2	1.00
TOTAL		166.88

Date: 10/21/03

Food Service Positions

Class	Title	Filled FTE
P101	FOOD SERVICE MANAGER	18.59
P102	FOOD SERVICE MANAGER	5.56
P103	FOOD SERVICE MANAGER	3.00
P201	FOOD SERVICE	18.38
P202	FOOD SERVICE	36.44
P203	FOOD SERVICE	27.84
P213	FOOD SERVICE CSTORE	7.25
TOTAL		117.06

Date: 10/22/03

Staffing Substitutes

Dept	Department Title	Empl No
SUB CUST	SUB CUSTODIAN	23
SUB TCH	SUBSTITUTE TEACHER	437
SUB HRLY	SUBSTITUTES HOURLY	112
VESP/SUB	VESP & SUBSTITUTE/TEM	47
TOTAL		619

Elementary Regular Classroom Average

	Sections	Students	03-04	02-03	01-02	00-01	99-00	98-99	97-98
Abbott	21	462	22.0	21.9	23.0	22.3	24.4	23.6	23.1
Ackerman	25	568	22.7	23.4	22.7	22.3	21.9	22.3	23.0
Aldrich	16	350	21.9	21.6	19.7	20.2	22.0	21.9	22.6
Black Elk	26	578	22.2	21.5	22.3	21.0	21.9	22.5	21.8
Bryan	18	372	20.7	19.3	18.7	21.7	20.7	22.0	21.5
Cather	21	450	21.4	21.4	19.6	19.0	20.5	21.2	21.1
Cody	12	202	16.8	15.8	20.0	18.0	16.9	17.1	18.7
Cottonwood	15	315	21.0	20.5	20.4	20.6	21.4	21.7	21.9
Disney	14	275	19.6	18.3	19.3	19.5	20.4	20.3	21.8
Harvey Oaks	12	253	21.1	20.7	19.0	20.5	19.5	20.3	21.1
Hitchcock	12	210	17.5	18.2	19.3	19.7	19.3	19.8	20.3
Holling Heights	16	320	20.0	18.3	20.3	21.3	19.5	21.5	21.2
Ezra Millard	19	407	21.4	20.5	21.2	22.2	21.6	21.6	22.4
Montclair	25	543	21.7	21.5	20.5	20.6	22.8	23.0	22.6
Morton	17	341	20.1	20.9	21.1	21.1	20.3	23.5	22.7
Neihardt	28	589	21.0	22.5	21.6	21.8	21.9	22.6	21.7
Norris	14	286	20.4	18.5	20.8	21.9	19.0	20.6	21.9
Rockwell	16	310	19.4	18.6	18.2	20.3	18.1	19.9	21.9
Rohwer	21	475	22.6	21.2	22.1	21.1	16.2		
Sandoz	14	305	21.8	19.3	20.1	20.8	19.6	21.6	21.4
Wheeler	23	540	23.5	21.6	19.9	20.9	20.5		
Willowdale	18	397	22.1	20.7	21.7	21.4	22.0	22.4	23.5
Average	403	8548	21.2	20.6	20.6	20.9	20.7	21.7	21.9

Secondary Classroom Averages by Subject Area

2002-2003

	<u>South</u>	<u>North</u>	<u>West</u>	<u>CMS</u>	<u>NMS</u>	<u>AMS</u>	<u>KMS</u>	<u>RMS</u>	<u>BMS</u>
Grade 6	-	-	-	22.7	22.0	23.8	25.9	22.2	22.6
Art	22.3	20.0	21.2	17.7	15.9	16.3	21.9	18.8	21.6
Family Consumer Science	24.1	20.3	22.9	16.5	14.3	15.5	18.9	18.8	19.4
Industrial Technology	16.8	14.2	17.9	15.1	14.6	14.7	21.9	15.8	19.3
P.E.	21.5	24.2	22.5	33.7	24.8	26.6	28.7	31.8	18.6
Health	-	-	-	38.3	28.3	20.0	21.7	34.6	21.3
Business	16.3	21.0	21.8	-	-	-	-	-	-
Vocal Music	35.4	24.9	46.0	35.7	29.2	28.7	25.2	26.0	20.7
Instr. Music	65.8	113.5	67.5	35.8	31.3	28.8	32.1	36.0	24.2
Reading	13.6	11.5	11.3	22.2	21.4	20.9	19.1	-	24.3
Computers	-	-	-	10.4	22.4	15.6	20.8	14.0	17.9
Math	21.4	20.0	21.4	22.1	19.8	20.0	22.3	22.6	21.8
English	22.4	21.5	22.5	21.9	19.6	20.8	22.3	22.6	23.9
Science	20.7	20.7	23.1	23.0	20.3	21.8	23.1	22.6	24.3
Social Studies	22.5	22.3	23.4	23.0	20.3	21.9	23.1	25.8	22.5
Foreign Language	22.7	18.2	21.5	15.3	12.5	19.1	25.0	16.6	17.1

2003-2004

	<u>South</u>	<u>North</u>	<u>West</u>	<u>CMS</u>	<u>NMS</u>	<u>AMS</u>	<u>KMS</u>	<u>RMS</u>	<u>BMS</u>
Grade 6	-	-	-	24.0	22.6	27.4	22.9	25.1	22.3
Art	22.3	20.8	25.1	16.7	16.3	19.0	21.7	16.5	20.8
Family Consumer Science	21.2	24.3	24.4	17.4	16.4	18.0	22.3	15.7	20.7
Industrial Technology	14.3	18.6	17.2	14.6	13.3	17.1	22.6	16.4	24.2
P.E.	22.0	25.8	24.4	38.0	24.6	23.9	27.6	32.6	24.0
Health/KnowYrself	-	-	-	35.4	17.7	22.1	22.3	21.8	20.0
Business	16.3	22.8	23.1	-	-	-	-	-	-
Vocal Music	50.5	33.7	50.8	35.3	25.2	37.4	22.9	32.5	25.0
Instr. Music	65.8	78.5	54.0	32.0	26.3	24.7	32.5	32.8	27.8
Reading	11.4	8.8	13.7	21.0	22.3	22.4	22.0	-	22.9
Computers	-	-	-	16.0	22.0	18.8	22.9	17.7	20.7
Math	20.6	21.4	22.2	21.8	22.0	21.2	21.3	22.7	24.2
English	22.3	22.5	23.0	21.0	21.5	20.6	21.3	21.1	23.9
Science	21.4	22.9	23.7	22.2	22.4	22.2	23.2	22.7	24.7
Social Studies	22.8	23.9	23.6	23.1	22.0	23.0	23.2	23.7	24.7
Foreign Language	22.8	21.5	21.4	21.3	17.5	14.9	18.0	22.0	13.4

Date: 10/21/03

Certificated Staff Educ Work Experience by School

Employee Loc. Building Name	Average Total Years	Average Millard Years
ABBOTT ELEM	15.6	11.5
ACKERMAN ELEM	14.6	11.3
ALDRICH ELEM	15.0	10.8
ANDERSEN MIDDLE SCH	15.8	12.2
BEADLE MIDDLE SCH	12.4	8.5
BLACK ELK ELEM	14.5	10.9
BRYAN ELEM	11.2	8.6
CATHER ELEM	18.8	12.6
CENTRAL MIDDLE SCH	16.6	13.6
CODY ELEM	14.6	12.0
COTTONWOOD ELEM	19.5	15.8
DISNEY ELEM	14.3	12.0
DON STROH ADMIN CTR	25.4	13.1
EZRA MILLARD ELEM	12.9	8.5
HARVEY OAKS ELEM	14.2	9.8
HITCHCOCK ELEM	13.6	9.5
HOLLING HEIGHTS ELEM	17.5	14.8
KIEWIT MIDDLE SCH	14.7	11.6
MID SCH ALT PROG	11.0	3.0
MILLARD LRN CNTR	15.2	9.3
MONTCLAIR ELEM	17.4	11.2
MORTON ELEM	16.0	13.1
NEIHARDT ELEM	15.7	12.4
NORRIS ELEM	13.5	10.0
NORTH HIGH	16.6	12.2
NORTH MIDDLE SCH	17.5	13.5
ROCKWELL ELEM	14.4	9.9
ROHWER ELEM	10.1	7.3
RUSSELL MIDDLE SCH	19.3	12.8
SANDOZ ELEM	15.3	13.0
SOUTH HIGH	16.3	13.0
SUPPORT SERVICES CTR	27.3	13.3
TECHNOLOGY	25.3	18.3
WEST HIGH	15.6	10.6
WHEELER ELEM	12.0	9.1
WILLOWDALE ELEM	16.6	12.5
YOUNG ADULT PROG	19.1	11.0
	15.7	11.6

Date: 10/21/03

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
ABBOTT ELEM			18	12	3		33
ACKERMAN ELEM	1		26	19			46
ALDRICH ELEM			7	15		1	23
ANDERSEN MIDDLE SCH	1		27	36	2		66
BEADLE MIDDLE SCH	1		21	35	1		58
BLACK ELK ELEM		1	17	18			36
BRYAN ELEM	1		15	14		1	31
CATHER ELEM			17	13		1	31
CENTRAL MIDDLE SCH		1	35	37		2	75
CODY ELEM			15	16	2	1	34
COTTONWOOD ELEM			7	21			28
DISNEY ELEM	1		12	15	1		29
DON STROH ADMIN CTR				7	3	10	20
EZRA MILLARD ELEM			13	17		1	31
HARVEY OAKS ELEM			11	13			24
HITCHCOCK ELEM			13	8			21
HOLLING HEIGHTS ELEM			14	16	1	1	32
KIEWIT MIDDLE SCH	1		33	40	3		77
MID SCH ALT PROG				3			3
MILLARD LRN CNTR			3	6			9
MONTCLAIR ELEM		1	16	26			43
MORTON ELEM			13	13	3		29
NEIHARDT ELEM			19	24			43
NORRIS ELEM			13	16	1		30
NORTH HIGH	1		56	103	1	2	163
NORTH MIDDLE SCH		1	21	31		1	54
ROCKWELL ELEM			18	15	1		34
ROHWER ELEM			11	22	1		34
RUSSELL MIDDLE SCH	1		29	34	1	1	66
SANDOZ ELEM			13	19	1		33
SOUTH HIGH	1		57	83	2	3	146
SUPPORT SERVICES CTR			1	1			2
TECHNOLOGY				2		1	3
WEST HIGH			48	75	1	4	128
WHEELER ELEM			17	21			38
WILLOWDALE ELEM	1		9	21		1	32
YOUNG ADULT PROG			2	8			10
	10	4	647	875	28	31	1595

Date: 10/21/03

Certificated Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	33	29	4
ACKERMAN ELEM	46	41	5
ALDRICH ELEM	23	21	2
ANDERSEN MIDDLE SCH	66	42	24
BEADLE MIDDLE SCH	58	43	15
BLACK ELK ELEM	36	31	5
BRYAN ELEM	31	28	3
CATHER ELEM	31	31	
CENTRAL MIDDLE SCH	75	55	20
CODY ELEM	34	31	3
COTTONWOOD ELEM	28	27	1
DISNEY ELEM	29	27	2
DON STROH ADMIN CTR	20	9	11
EZRA MILLARD ELEM	31	29	2
HARVEY OAKS ELEM	24	22	2
HITCHCOCK ELEM	21	18	3
HOLLING HEIGHTS ELEM	32	27	5
KIEWIT MIDDLE SCH	77	59	18
MID SCH ALT PROG	3	3	
MILLARD LRN CNTR	9	4	5
MONTCLAIR ELEM	43	41	2
MORTON ELEM	29	27	2
NEIHARDT ELEM	43	39	4
NORRIS ELEM	30	25	5
NORTH HIGH	163	96	67
NORTH MIDDLE SCH	54	37	17
ROCKWELL ELEM	34	31	3
ROHWER ELEM	34	30	4
RUSSELL MIDDLE SCH	66	49	17
SANDOZ ELEM	33	31	2
SOUTH HIGH	146	84	62
SUPPORT SERVICES CTR	2	1	1
TECHNOLOGY	3	1	2
WEST HIGH	128	79	49
WHEELER ELEM	38	36	2
WILLOWDALE ELEM	32	31	1
YOUNG ADULT PROG	10	9	1
	1595	1224	371

Date: 10/22/03

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	47	41	6
ACKERMAN ELEM	64	56	8
ALDRICH ELEM	35	31	4
ANDERSEN MIDDLE SCH	99	68	31
BEADLE MIDDLE SCH	87	68	19
BLACK ELK ELEM	53	45	8
BRYAN ELEM	46	41	5
CATHER ELEM	44	42	2
CENTRAL MIDDLE SCH	110	86	24
CODY ELEM	58	53	5
COTTONWOOD ELEM	39	36	3
DISNEY ELEM	46	41	5
DON STROH ADMIN CTR	65	49	16
EZRA MILLARD ELEM	47	42	5
HARVEY OAKS ELEM	35	32	3
HITCHCOCK ELEM	34	30	4
HOLLING HEIGHTS ELEM	46	38	8
KIEWIT MIDDLE SCH	111	88	23
MID SCH ALT PROG	7	7	
MILLARD LRN CNTR	13	8	5
MONTCLAIR ELEM	83	77	6
MORTON ELEM	45	41	4
NEIHARDT ELEM	63	58	5
NORRIS ELEM	50	43	7
NORTH HIGH	247	156	91
NORTH MIDDLE SCH	85	65	20
ROCKWELL ELEM	51	46	5
ROHWER ELEM	56	49	7
RUSSELL MIDDLE SCH	99	77	22
SANDOZ ELEM	49	45	4
SOUTH HIGH	225	142	83
SUPPORT SERVICES CTR	67	21	46
TECHNOLOGY	15	5	10
WEST HIGH	196	125	71
WHEELER ELEM	60	55	5
WILLOWDALE ELEM	44	42	2
YOUNG ADULT PROG	28	27	1
	2549	1976	573

Date: 10/21/03

Certificated Staff Ethnicity by School

Employee Loc. Building Name	Total	A	B	H	W	I
ABBOTT ELEM	33				33	
ACKERMAN ELEM	46				46	
ALDRICH ELEM	23	1	1		21	
ANDERSEN MIDDLE SCH	66				66	
BEADLE MIDDLE SCH	58				57	1
BLACK ELK ELEM	36				36	
BRYAN ELEM	31			1	30	
CATHER ELEM	31				31	
CENTRAL MIDDLE SCH	75				75	
CODY ELEM	34				34	
COTTONWOOD ELEM	28				28	
DISNEY ELEM	29				29	
DON STROH ADMIN CTR	20				20	
EZRA MILLARD ELEM	31				31	
HARVEY OAKS ELEM	24				24	
HITCHCOCK ELEM	21				21	
HOLLING HEIGHTS ELEM	32		1		31	
KIEWIT MIDDLE SCH	77				77	
MID SCH ALT PROG	3				3	
MILLARD LRN CNTR	9				9	
MONTCLAIR ELEM	43				43	
MORTON ELEM	29				29	
NEIHARDT ELEM	43				43	
NORRIS ELEM	30		1		29	
NORTH HIGH	163			2	161	
NORTH MIDDLE SCH	54		1		53	
ROCKWELL ELEM	34				34	
ROHWER ELEM	34				34	
RUSSELL MIDDLE SCH	66				66	
SANDOZ ELEM	33				33	
SOUTH HIGH	146	1		2	143	
SUPPORT SERVICES CTR	2				2	
TECHNOLOGY	3				3	
WEST HIGH	128				128	
WHEELER ELEM	38				38	
WILLOWDALE ELEM	32				32	
YOUNG ADULT PROG	10				10	
1595	2	4	5	1583	1	
A=Asian, B=Black, H=Hispanic, W=White, I=Pacific Islands						

Date: 10/21/03

Certificated Staff Age by School

Employee Loc. Building Name	Average Age
ABBOTT ELEM	45.0
ACKERMAN ELEM	40.5
ALDRICH ELEM	41.2
ANDERSEN MIDDLE SCH	41.2
BEADLE MIDDLE SCH	38.7
BLACK ELK ELEM	40.6
BRYAN ELEM	38.7
CATHER ELEM	47.7
CENTRAL MIDDLE SCH	43.5
CODY ELEM	43.5
COTTONWOOD ELEM	47.6
DISNEY ELEM	39.4
DON STROH ADMIN CTR	52.2
EZRA MILLARD ELEM	38.9
HARVEY OAKS ELEM	41.6
HITCHCOCK ELEM	41.6
HOLLING HEIGHTS ELEM	43.4
KIEWIT MIDDLE SCH	41.6
MID SCH ALT PROG	36.3
MILLARD LRN CNTR	42.3
MONTCLAIR ELEM	44.3
MORTON ELEM	42.4
NEIHARDT ELEM	42.4
NORRIS ELEM	38.9
NORTH HIGH	43.7
NORTH MIDDLE SCH	43.3
ROCKWELL ELEM	40.7
ROHWER ELEM	35.6
RUSSELL MIDDLE SCH	46.1
SANDOZ ELEM	43.3
SOUTH HIGH	42.2
SUPPORT SERVICES CTR	55.5
TECHNOLOGY	49.7
WEST HIGH	43.0
WHEELER ELEM	39.1
WILLOWDALE ELEM	45.3
YOUNG ADULT PROG	48.3
	42.5

Date: 10/22/03

All Staff Age >= 50 by School

Employee Loc. Building Name	Average Age	Employee Count
ABBOTT ELEM	55.3	19
ACKERMAN ELEM	55.3	16
ALDRICH ELEM	54.8	10
ANDERSEN MIDDLE SCH	54.8	33
BEADLE MIDDLE SCH	54.9	22
BLACK ELK ELEM	53.6	14
BRYAN ELEM	56.0	13
CATHER ELEM	55.6	21
CENTRAL MIDDLE SCH	54.6	29
CODY ELEM	55.5	17
COTTONWOOD ELEM	54.5	17
DISNEY ELEM	54.2	15
DON STROH ADMIN CTR	54.8	38
EZRA MILLARD ELEM	55.0	12
HARVEY OAKS ELEM	54.4	16
HITCHCOCK ELEM	54.6	10
HOLLING HEIGHTS ELEM	57.1	14
KIEWIT MIDDLE SCH	55.1	43
MID SCH ALT PROG	65.0	1
MILLARD LRN CNTR	55.0	3
MONTCLAIR ELEM	55.7	31
MORTON ELEM	53.8	17
NEIHARDT ELEM	55.0	25
NORRIS ELEM	52.5	11
NORTH HIGH	55.3	89
NORTH MIDDLE SCH	54.3	32
ROCKWELL ELEM	54.5	15
ROHWER ELEM	54.4	10
RUSSELL MIDDLE SCH	54.2	44
SANDOZ ELEM	53.2	16
SOUTH HIGH	55.1	91
SUPPORT SERVICES CTR	58.2	32
TECHNOLOGY	52.5	6
WEST HIGH	55.8	75
WHEELER ELEM	54.3	9
WILLOWDALE ELEM	53.0	16
YOUNG ADULT PROG	54.0	12
	55.0	894

Date: 10/22/03

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
A	60.0	31.0	1
		21.0	1
	59.0	32.0	1
	58.0	20.0	1
	57.0	32.0	1
		20.0	1
	55.0	30.0	1
	54.0	33.0	1
		30.0	1
		29.0	1
	53.0	32.0	1
		31.0	1
		25.0	1
	52.0	31.0	1
		30.0	1
		27.0	1
	51.0	30.0	1
		23.0	1
	50.0	22.0	1
		20.0	1
C	66.0	27.0	1
	64.0	32.0	1
	63.0	38.0	1
		26.0	1
		22.0	1
	62.0	29.5	1
	61.0	27.0	1
		26.0	2
		21.0	1
		20.0	1
	60.0	29.0	1
		27.0	1
		26.0	2
		25.5	1
		24.5	1
		24.0	1
		23.0	2
		59.0	36.5
	59.0	30.0	1
		29.0	1
28.0		1	
24.0		1	

Date: 10/22/03

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	59.0	23.0	1
		21.0	1
		20.0	4
	58.0	36.0	1
		30.8	1
		28.5	1
		28.0	1
		24.0	1
		23.0	1
		22.0	1
		21.0	1
		20.7	1
		20.0	1
		57.0	36.0
	35.0		1
	33.0		2
	32.0		1
	30.0		2
	28.0		1
	26.0		2
	24.0		1
	22.0		2
	21.0		2
	20.5		1
	20.0		1
	56.0		35.0
		34.0	1
		33.0	1
		28.0	1
		24.5	1
		24.0	2
		21.0	2
		20.7	1
	55.0	34.0	1
		31.0	2
		30.0	1
		29.0	3
		28.0	2
		27.0	2
		26.5	1
25.0		1	
21.0	1		

Date: 10/22/03

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	54.0	32.0	3
		31.0	2
		30.0	2
		29.0	1
		28.0	1
		27.5	1
		27.0	2
		24.0	2
		23.7	1
		23.0	4
		22.5	2
		22.0	1
		21.0	1
		20.5	1
		20.0	2
	53.0	32.0	1
		31.0	3
		29.0	2
		28.5	1
		27.0	1
		26.0	1
		25.0	1
		24.5	1
		24.0	1
		23.5	1
		23.0	2
		22.2	1
		22.0	1
		21.5	1
		21.0	3
	20.2	1	
	20.0	1	
	52.0	31.0	1
		30.0	3
		29.1	1
		29.0	1
		27.0	1
		26.0	2
		25.0	5
		24.5	1
		24.0	1
	23.6	1	

1/26.

Date: 10/22/03

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	52.0	23.0	2
		22.0	1
		21.0	1
		20.0	2
	51.0	30.0	6
		28.0	3
		27.0	5
		26.0	2
		25.0	3
		24.6	1
		24.5	1
		24.0	3
		23.0	2
		22.0	1
		21.0	3
		20.5	1
		20.0	2
		50.0	29.0
	27.5		1
	27.0		1
	26.0		1
	25.5		1
	25.0		2
24.5	1		
22.6	1		
21.0	1		
20.0	2		
E	61.0	31.0	1
	56.0	21.0	1

Staff Turnover

Staff Terminations September 1, 2002 through August 31, 2003

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education						2		
Contract Expired								
Deceased		1			1		1	
Employment Outside Education		8			2	5		
Family Reasons		18			2	4		
Personal Health						4		1
Job Dissatisfaction					1			
Long-term Disability		2		1	2			
Miscellaneous Resignation		12		1	7	45	11	17
Other Education Job		8				1		
Performance		2						
Relocation		14			1	5		
Retired					1	1		1
Sabbatical Leave								
Unpaid Leave of Absence		27						
Reduction in Force								
Voluntary Early Separation	4	28						
Total	4	120	0	2	17	67	12	19

<i>Total as a % of 02-03 Staff</i>	4.9%	8.0%	0.0%	5.0%	10.2%	17.9%	7.1%	12.0%
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History

2001-02	8.6%	7.6%	21.4%	7.3%	17.6%	17.7%	9.2%	6.4%
2000-01	5.0%	6.8%	7.7%	2.6%	6.3%	9.1%	3.6%	8.8%

Date: 10/21/03

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
0	OTHER COLL/UNIV			1	3			4
AL05	TROY STATE				1			1
AR02	ARKANSAS OTHER			1	1			2
AR05	UNIV OF ARKANSAS				1			1
AZ01	ARIZONA STATE				1			1
AZ02	NORTHERN ARIZONA				2			2
AZ03	UNIV OF ARIZONA				2			2
CA00	CALIF OTHER				1			1
CA01	CALIF SCHOOL ARTS			1				1
CA04	CALIF STATE COLL			2				2
CA06	IMMACULATE HEART				1			1
CA09	SAN FRANCISCO ST				1			1
CO02	COLORADO OTHER			1	1			2
CO03	COLORADO ST COLL				1			1
CO04	COLORADO ST UNIV				3			3
CO05	LORETTA HGTS COLL			2				2
CO07	UNIV OF COLORADO				1			1
CO08	UNIV OF DENVER				1			1
CO09	UNIV NO COLORADO				4	1	1	6
FL02	FLORIDA ST UNIV				1			1
FL04	UNIV OF MIAMA				1			1
FL05	UNIV OF S FLORIDA				1			1
GA05	GEORGIA OTHER				1			1
IA01	BRIAR CLIFF COLL			3				3
IA02	BUENA VISTA COLL			3				3
IA03	CENTRAL COLL			1				1
IA07	DRAKE COLLEGE				5			5
IA08	GRACELAND COLL			1				1
IA11	IOWA STATE UNIV			11	3			14
IA14	LUTHER COLLEGE			1				1
IA15	MARYCREST COLLEGE			2				2
IA16	MORNINGSIDE COLL			1	1			2
IA21	UNIV OF NO IOWA			8	1			9
IA23	UNIV OF IOWA			2	6			8
IA26	WESTMAR COLL			3				3
IL04	GREENVILLE COLL				1			1
IL05	ILLINOIS OTHER				2			2

Date: 10/21/03

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
IL06	ILLINOIS STATE UN				2			2
IL09	NORTHERN ILLINOIS				2			2
IL14	UNIV OF ILLINOIS			1	2			3
IL15	WESTERN ILLINOIS			1	1			2
IL16	ST XAVIER COLLEGE			1				1
IL19	BELLEVILLE COLL	1						1
IN01	BALL STATE UNIV				1			1
IN03	INDIANA STATE UNI			1				1
IN04	INDIANA UNIV				1			1
IN05	NOTRE DAME			1				1
IN06	PURDUE UNIVERSITY				2			2
IN10	VALPARAISO UNIV			1				1
KS03	FT HAYS STATE				2			2
KS06	KANSAS ST MANHATT				5		1	6
KS14	UNIV OF KANSAS				6			6
KS15	WASHBURN UNIV			2	1			3
KS16	WICHITA STATE			2				2
KY00	KENTUCKY OTHER			1				1
KY02	UNIV. OF KENTUCKY					1		1
MA02	BOSTON UNIV				1			1
MA03	EMERSON COLL				1			1
MA06	LESLEY COLLEGE				5			5
MA16	UNIV OF MASS			1				1
MA17	FRAMINGHAM STATE				1			1
MA18	GORDON COLLEGE			1				1
MI00	MICHIGAN OTHER				1			1
MI02	EASTERN MICHIGAN				1			1
MI04	MICHIGAN STATE			2				2
MI05	UNIV OF MICH				1			1
MI06	WESTERN MICHIGAN				2			2
MN01	CONCORDIA COLL MN			1				1
MN04	MANKATO ST COLL			2	2			4
MN05	MINNESOTA OTHER			3	1			4
MN06	ST OLAF COLLEGE			1				1
MN07	ST CLOUD STATE			1				1
MN08	UNIV OF MINN				1			1
MN09	BEMIDJI STATE			1				1

Date: 10/21/03

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
MN10	WYNONA STATE			1				1
MN11	NORMANDALE COMMUN	1						1
MN12	COLL,ST.CATHERINE				1			1
MO01	CENTL MISSOURI ST			2	1			3
MO07	MISSOURI OTHER			1	3			4
MO08	N E MISSOURI TCHS				1			1
MO09	N W MISSOURI TCHS			16	11			27
MO11	S W MISSOURI TCHR				1			1
MO13	STEPHENS COLL			1				1
MO15	UN OF MO COLUMBIA				2			2
MO16	UN OF MO KANS CTY				1			1
MO17	ST LOUIS UNIV			2	2			4
MS09	UNIV SOUTHRN MISS				1			1
NC04	DUKE UNIVERSITY				1			1
NC09	CAMPBELL UNIVERSI				1			1
ND00	ND OTHER			4	2			6
ND01	UNIV OF ND			1				1
ND03	MARY COLLEGE		1					1
ND04	ST JOSEPH SCH NUR	1						1
NE01	BELLEVUE COLLEGE			2				2
NE02	CHADRON ST COLL			3	1			4
NE03	COLL OF ST MARY		1	17	3			21
NE04	CONCORDIA TCH COL			2	1			3
NE05	CREIGHTON UNIV		1	18	17			36
NE06	DANA COLL			13				13
NE07	DOANE COLL			9	31			40
NE09	HASTINGS COLL			12	2			14
NE11	UNK			47	40	2	2	91
NE12	MIDLAND COLLEGE			11	2			13
NE13	NEBRASKA OTHER				2			2
NE14	NE WESLEYAN COLL			18	2			20
NE15	PERU STATE COLL			13	32			45
NE16	UNL			141	140	5	20	306
NE17	UNO			160	432	17	5	614
NE18	WAYNE STATE COLL			35	22	1		58
NE19	UNMC	1						1
NE20	METHODIST HOSP	3						3

Date: 10/21/03

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
NE21	LINCOLN GEN HOSP	1						1
NE22	CLARKSON COLLEGE	2	1	1				4
NM05	UNIVERSITY OF NM				1			1
NM07	WESTERN NEW MEXIC				1			1
NV01	UNIVERSITY OF NV				2			2
NY00	NEW YORK OTHER			2				2
NY11	NEW YORK UNIV				1			1
NY12	OSWEGO UNIVERSITY					1		1
NY15	STATE UNIV OF NY			1	1			2
NY18	ST.UNIV-ONEONTA				1			1
OH02	BOWLING GREEN				1			1
OH03	CAPITOL UNIV			1				1
OH08	KENT STATE COLL				1			1
OH09	MIAMI UNIVERSITY			2				2
OH14	OHIO STATE				2			2
OH15	OHIO UNIV				1			1
OK01	CENTRAL ST COLL				1			1
OK10	UNIVERSITY OF OK			2	3			5
OK11	UNIV OF TULSA			1				1
OR06	UNIVERSITY OF OR				1			1
PA08	MILLERSVILLE UNIV			1				1
PA09	PENN STATE			1				1
PA11	SETON HALL COLL			1				1
PA18	WAYNESBURG COLL			1				1
PA19	GROVE CITY COLL			1				1
SD01	AUGUSTANA COLLEGE			5				5
SD02	BLACK HILLS COLL			1				1
SD07	NRTHN ST TECH COL			1				1
SD10	S DAKOTA ST UNIV			2				2
SD13	UN SD VERMILLION			8	4			12
TN10	UN OF TENNESSEE				1			1
TX03	BAYLOR			1				1
TX08	AUSTIN STATE COL			1	1			2
TX09	TEXAS A & M			1				1
TX11	TEXAS OTHER			2				2
TX15	UNIV OF TEXAS				1		1	2
TX17	EAST TEXAS STATE						1	1

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Date: 10/21/03

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
TX18	TEXAS TECH				1			1
UT01	BRIGHAM YOUNG UN			3				3
UT03	UNIV OF UTAH			1	3			4
UT05	UTAH STATE			2	1			3
VA02	VIRGINIA TECH			1				1
VA03	CHRISTOPHER NEWPO			1				1
WI13	UN OF WISCONSIN			1				1
WV01	WEST VIRGINIA UN			1				1
WY01	UNIV OF WYOMING			2	1			3
Z002	UN. OF MANITOBA			1				1
		10	4	647	875	28	31	1595

Date: 10/22/03

Applicant Count 2002-03

Hire Status	Status Definition	Count Hire Status
ACTN	Hired	60
APPL	Not Hired	868
APST	Sub/Applicant	69

Date: 10/22/03

Applicants for 2002-03

Class Cd	Title	ACTN	APPL	APST
C001	ADMIN INTERN	1	7	
C002	MDL SCH ADMIN INTERN		3	
C011	MONTESSORI PRESCHOOL TCHR	2	9	2
C051	PRESCHOOL TEACHER	6	46	7
C091	KINDERGARTEN TEACHER	12	97	21
C111	GRADE 1 TEACHER	18	164	27
C121	GRADE 2 TEACHER	19	208	29
C131	GRADE 3 TEACHER	21	226	30
C141	GRADE 4 TEACHER	14	200	27
C151	GRADE 5 TEACHER	11	160	17
C162	GRADE 6 TEACHER	5	87	6
C231	GRADE 1-3 TEACHER	2	91	10
C241	GRADE 2-3 TEACHER	2	85	8
C281	GRADE 4-5 TEACHER	4	104	14
C301	CORE TEACHER		10	1
C311	MONTESSORI TEACHER	1	14	
C312	MONTESSORI TEACHER	1	1	
C321	ART TEACHER		17	3
C322	ART TEACHER		20	2
C323	ART TEACHER		19	2
C333	BUSINESS TEACHER	1	42	3
C352	LANGUAGE ARTS TEACHER	1	63	1
C353	LANGUAGE ARTS TEACHER	2	55	
C362	READING TEACHER		35	2
C363	READING TEACHER		18	
C382	FOREIGN LANGUAGE TEACHER		18	
C383	FOREIGN LANGUAGE TEACHER		18	
C412	FAMILY CONSUMER SCI TCHR		12	
C413	FAMILY CONSUMER SCI TCHR		11	
C432	INDUSTRIAL TECH TEACHER		8	
C433	INDUSTRIAL TECH TEACHER		11	
C452	COMPUTER TEACHER	1	20	
C453	COMPUTER TEACHER	1	26	1
C462	MATH TEACHER	5	38	7
C463	MATH TEACHER	6	28	2
C472	SCIENCE TEACHER	4	42	6
C473	SCIENCE TEACHER	4	38	2

Date: 10/22/03

Applicants for 2002-03

Class Cd	Title	ACTN	APPL	APST
C492	SOCIAL STUDIES TEACHER	3	95	10
C493	SOCIAL STUDIES TEACHER	2	85	7
C513	NEW FRONTIER TEACHER		20	
C523	CISCO TECH MINI-MAGNET		4	
C531	VOCAL MUSIC TEACHER	3	55	3
C532	VOCAL MUSIC TEACHER	1	37	1
C533	VOCAL MUSIC TEACHER	1	32	1
C541	INSTR MUSIC TEACHER	1	28	1
C542	INSTR MUSIC TEACHER	1	26	1
C543	INSTR MUSIC TEACHER	1	17	1
C551	ORCHESTRA TEACHER	1	6	
C552	ORCHESTRA TEACHER		6	
C553	ORCHESTRA TEACHER		3	
C572	HEALTH TEACHER	1	45	2
C591	PHYSICAL ED TEACHER	4	61	2
C592	PHYSICAL ED TEACHER	4	78	4
C593	PHYSICAL ED TEACHER	3	87	4
C611	ELEM COUNSELOR	2	15	1
C612	MDL SCH COUNSELOR	1	20	
C613	HIGH SCH COUNSELOR	1	26	
C621	MEDIA SPECIALIST	2	20	
C622	MEDIA SPECIALIST	1	18	
C623	MEDIA SPECIALIST	1	14	
C631	READ TEACHER	3	22	
C641	EARLY LIT INT (ELI) TCHR		7	1
C652	LEARNING CTR TEACHER	1	4	
C653	LEARNING CTR TEACHER	1	7	
C661	ESL TEACHER	2	19	3
C662	ESL TEACHER	1	13	3
C663	ESL TEACHER		16	3
C671	CHAPTER 1 TEACHER		8	
C682	HIGH ABILITY LRNER TCH		10	
C691	RETEACHING TEACHER		10	
C692	RETEACHING TEACHER	1	3	
C693	RETEACHING TEACHER	1	3	1
C703	IN-SCHOOL SUSPENSION SUPV		7	2
C823	SPED ADAPTIVE PE TEACHER	1	6	

Date: 10/22/03

Applicants for 2002-03

Class Cd	Title	ACTN	APPL	APST
C831	SPED RESOURCE TEACHER	5	63	5
C832	SPED RESOURCE TEACHER	5	31	2
C833	SPED RESOURCE TEACHER	5	19	
C841	MULTI CAT SPED TCHR ELM	1	28	2
C842	MULTI CAT SPED TCHR MS	1	7	1
C843	MULTI CAT SPED TCHR HS		4	1
C851	SPED MH TEACHER	2	34	6
C852	SPED MH TEACHER	1	15	2
C853	SPED MH TEACHER	3	10	
C861	SPED BD TEACHER	3	14	2
C862	SPED BD TEACHER	2	9	
C863	SPED BD TEACHER	1	7	
C873	SPED VOC SPEC NEEDS TCHR		2	
C901	SPEECH PATHOLOGIST	2	15	
C902	SPEECH PATHOLOGIST	2	10	
C903	SPEECH PATHOLOGIST	2	9	
C913	SPED VISION IMPAIRED TCHR		1	
C922	SPED BEHAVIOR SPECIALIST	2	6	
C941	SPED PRESCHOOL TEACHER	2	6	2
C953	SPED HOMEBOUND TEACHER	3	13	
C961	EARLY CHLDHD LITERACY TCH	1	10	
C963	YOUNG ADULT TEACHER	1	2	1
C971	SCHOOL PSYCHOLOGIST	1	15	
C972	SCHOOL PSYCHOLOGIST	1	16	
C973	SCHOOL PSYCHOLOGIST	1	16	
E201	NURSE		4	
E202	NURSE		4	
E203	NURSE		3	
		236	3357	305

Recruiting Report 2002-03

Our Human Resources staff and building administrators held and attended numerous recruiting events throughout the year. Several of our hiring needs were met by candidates we had initial contact with at these events. All teaching positions were filled when the 2003-04 school year began.

August, 2002	UNO Student Teacher Symposium
September, 2002	College of St. Mary
October, 2002	Wayne State College
October, 2002	Student Teacher Interview Fair at DSAC
October, 2002	Midland College
November, 2002	Nebraska Wesleyan Interview Fair
November, 2002	UNL Fall Recruitment Day
January, 2003	UNO Student Teacher Symposium
February, 2003	College of St. Mary
February, 2003	Student Teacher Interview Fair at DSAC
February, 2003	Dana College
February, 2003	Doane College
March, 2003	Student Teacher Interview Fair at DSAC
March, 2003	UNO Career Fair
March, 2003	Creighton University Career Fair
March, 2003	Wayne State College
March, 2003	Nebraska Wesleyan
March, 2003	UNL Recruitment Fair
March, 2003	UNK Recruitment Fair
March, 2003	Hastings College

New Staff Facts for Recruitment Class of 03-04 (as of 8/4/03):

- **We have hired 91 new certified staff members for 2003-2004.**
 - 34 Elementary Teachers, 32 Secondary Teachers, 12 Special Education Teachers
 - 6 SLP
 - 6 Counselors
 - 1 Psychologist
- **Degrees:**
 - 36 have a Masters = 40% of the new staff
 - Average GPA is 3.724, highest since we've been tracking GPA
- **Experience:**
 - 30 (33%) are brand new to the profession
 - 19 (21%) have 10 or more years experience
 - 3 (3%) have 20 or more years experience
 - 468.5 total years experience, which averages out to 5.14 yrs.
 - 24 (26%) student taught in Millard Public Schools
- **Related Activities Reported:**
 - 22 taught Sunday School/youth groups
 - 30 have been coaching or tutoring
 - 10 have been in some type of camp/counseling role
 - 4 involved in Scouting
 - 1 Child Protective Services
- **Coming to Millard from:**

Arizona – 1	Iowa – 1	Kansas – 1
Minnesota – 1	Missouri – 1	New Mexico – 1
New York – 1	Ohio – 1	Pennsylvania - 1
South Carolina – 1	Texas – 2	Washington - 1
Colorado – 1	Omaha – 53	
Nebraska other than Omaha Area – 24		
- **Places our new staff have taught:**

Arizona	Colorado	Hawaii	India
Iowa	Minnesota	Missouri	Nevada
New Mexico	New York	Ohio	Oregon
Pennsylvania	Texas	Utah	Virginia
Washington	Washington D.C.		
- **Fun Facts:**
 - 10 are relocating
 - 10 are retreads
 - 8 were substitutes
 - 4 are starting a second career
 - *One of you:*
 - was a Hastings Symphony Orchestra member & Alpha Iota Outstanding Music Scholar
 - does mission work every year in Belize
 - has a green thumb and has a gardening business on the side
 - was named FCS Teacher of the Year (Assoc. of Career & Tech. Ed. Of Nebraska, 2000)

- was a member of the UNL marching band
 - NCAA Division I National Championship Football Team, 1997 (UNL)
 - went to the corporate world and missed kids so you're back
 - is a Mezzo Soprano singer for Opera Omaha
 - is a writer who's been published and who's play has been performed
 - one of you has been hired by the same principal twice, but in two different districts
 - had to postpone signing a contract due to breaking your arm after falling off a horse. Talk about dedication, you wondered if you should get out of the hospital early in order to be here to sign.
 - had this year's record for the most transcripts from different institutions (8), until we hired another new staff member who also had transcripts from 8 institutions
 - was a member of the Americorps Teacher Corps Program
 - got a head start in Millard by working for the summer grounds crew
 - came all the way from Pueblo, CO to the substitute teacher meeting and ended up with a preschool position.
 - Was sunbathing on a beach in Mexico, trying to get some peace and quiet, while someone struck up a conversation about their teaching position in Millard and now you're a new teacher here.
- **Comments on the application for "greatest pleasure":**
 - I teach because I love children! Children are so precious, hopeful about life, and so willing to believe in the magic of learning. Children are a source of energy to me and I find joy when I am with them.
 - A student's attitude of "I got it" and "I can do this" brings joy to my heart daily. I love to hear the stories students tell when the subject is applied in their lives.
 - Working and interacting with children is a joy to me. I love to see them thrive.
 - My students provide me with the greatest pleasure. I love the satisfaction I feel when a student has grasped a concept. I love the challenge that they bring to the classroom each day. I can't think of a more rewarding job than working with a child.
 - What gives me the greatest pleasure in teaching is seeing students grow in their music skills and take pride in themselves for their accomplishments. From the young child who finally learns to match pitch to the older student who performs an original composition in front of the student body, these successes are what make me love to teach.
 - All the hard work and time is worthwhile when you see that smile and look of accomplishment. There is nothing better than helping students feel good about themselves and helping them do something they never thought was possible.

Student Teacher Placements 2002-03

MIDDLE SCHOOL

<u>Teaching Area</u>	<u>AMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>	<u>BMS</u>	<u>TOTAL</u>
Grade 6							
Art					1		1
Business							
Counseling	1						1
English		1					1
Foreign Language					1		1
Health							
Family Con Science						1	1
Industrial Arts							
Math		1	2		3		6
Media							
Music		1					1
Nurse							
Physical Education			1	1	1		3
Science							
Social Studies		2	1	1			4
SPED					2		2
TOTAL	1	5	4	2	8	1	21

HIGH SCHOOL

<u>Teaching Area</u>	<u>SOUTH</u>	<u>NORTH</u>	<u>WEST</u>	<u>TOTAL</u>
Art		1	3	4
Business			1	1
Counseling		1		1
English	1	1	2	4
ESL				
Foreign Language		1		1
Health				
Family Con Science	1		1	2
Industrial Arts				
Math				
Media			1	
Music		2		2
Nurse				
Physical Education				
Science	1	3	1	5
Social Studies	1	1	2	4
SPED		1		1
TOTAL	4	11	11	25

Student Teacher Placements 2002-03 (continued)

<u>ELEMENTARY</u>	<u>Pre-K</u>	<u>K</u>	<u>1-3</u>	<u>4,5</u>	<u>Spec.</u>	<u>Total</u>
Abbott			2	3		5
Aldrich		1	1			2
Ackerman			2	3	2	7
Black Elk			2	1	1	4
Bryan			3	1	1	5
Cather			3	2		5
Cody		1	2	2	3	8
Cottonwood		1		2		3
Disney			2	1	2	5
Harvey Oaks			1			1
Hitchcock			1			1
Holling Heights			8	2	2	12
Ezra Millard			1			1
Montclair		1	2	4	1	8
Morton		2	4	3		9
Neihardt		1	4			5
Norris		1	1	1	1	4
Rockwell			3	2		5
Rohwer		1	3		1	5
Sandoz				1		1
Wheeler				1		1
Willowdale			1	1	1	3
TOTAL	0	9	46	30	15	100

<u>TEACHING AREA</u>	<u>UNO</u>	<u>UNL</u>	<u>UNK</u>	<u>WAYNE</u>	<u>OTHER</u>	<u>TOTAL</u>
Elementary	32	10	5	5	32	84
Secondary	15	5	2	2	19	43
SPED/Counseling	5	0	3	0	3	11
TOTAL	52	15	10	7	54	138

Staff Absences

Days Absent by Reason by Employee Group 2002-03

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	102.00	4,093.00	19.50	131.00	833.44	997.25	1,105.25	641.59
Family Illness	45.50	2,359.00	25.50	97.50	267.41	588.56	154.67	221.00
Business/Emergency	46.50	1,348.00	12.00	30.00	146.75	228.63	183.44	83.19
Personal	-	405.00	3.50	-	-	-	-	-
Bereavement	5.00	329.00	1.50	18.50	443.75	70.41	98.63	29.50
Fam Med Lv	29.00	2,772.50	31.00	32.50	-	-	-	4.38
Total Days	228.00	11,306.50	93.00	309.50	1,691.34	1,884.84	1,541.98	979.66
Mean Avg Days/Employee	2.81	7.77	7.10	7.78	11.13	6.50	9.10	8.32
% of Scheduled Work	1.3%	4.1%	3.8%	3.6%	5.1%	3.6%	4.1%	4.6%
2001-02	1.4%	3.7%	2.2%	3.5%	3.2%	3.7%	4.0%	4.4%
2000-01	1.7%	3.9%	3.9%	2.8%	3.3%	3.2%	4.1%	3.7%
1999-00	1.6%	3.9%	na	2.5%	2.4%	3.7%	3.5%	3.6%
1998-99	1.8%	3.7%	na	2.5%	2.3%	3.7%	3.0%	3.8%
1997-98	1.2%	3.6%	na	na	2.4%	3.8%	4.4%	4.0%

Scheduled Absences

Vacation	269.50	-	-	119.00	775.88	-	1,902.44	-
Military	-	89.00	-	-	-	-	-	-
Union	-	21.00	-	-	-	-	1.00	-
Jury/Election	1.50	65.50	-	-	7.38	9.75	5.00	7.19
Professional	360.00	5,137.00	24.00	109.50	-	-	-	-
Retirement Seminar	3.00	46.00	-	1.00	-	-	1.00	-
Misc/Administrative	-	230.00	-	5.00	-	-	7.00	-
Total Scheduled Days	634.00	5,588.50	24.00	234.50	783.25	9.75	1,916.44	7.19

Teacher Professional Leave Days **Avg**

2002-03	5,137	3.5
2001-02	5,223	3.6
2000-01	4,378	3.1
1999-00	4,734	3.5
1998-99	4,356	3.3
1997-98	3,815	3.0
1996-97	4,146	3.3

PERSONNEL REPORT

Personnel Distribution History

School Year	F.T.E.						Total Staff	Total Students	Ratios			
	Adm	Tch	Nur	PT/EP	FS	CM			Stu/ Staff	Stu/ Tea	Staff/ Adm	Tch/ Adm
76-77	39	479	5	111	43	69	746	9,267	12.4	19.3	18.1	12.3
77-78	42	513	5	126	43	69	797	10,200	12.8	19.9	18.0	12.2
78-79	45	585	5	154	56	80	924	11,067	12.0	18.9	19.5	13.0
79-80	49	641	6	167	56	96	1,014	11,748	11.6	18.3	19.9	13.2
80-81	49	666	6	178	63	95	1,057	12,077	11.4	18.1	20.6	13.6
81-82	54	696	6	191	69	107	1,122	12,500	11.1	18.0	20.0	13.0
82-83	54	707	6	178	74	107	1,125	12,821	11.4	18.1	20.0	13.2
83-84	55	746	6	175	71	108	1,161	13,385	11.5	17.9	20.1	13.6
84-85	56	789	6	218	70	108	1,248	13,877	11.1	17.6	21.3	14.1
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
88-89	64	947	8	248	78	110	1,455	15,722	10.8	16.6	21.7	14.8
89-90	70	980	8	261	81	118	1,518	16,248	10.7	16.6	20.7	14.0
90-91	71	1012	8	276	81	119	1,567	16,728	10.7	16.5	21.1	14.3
91-92	74	1068	9	319	83	123	1,676	17,198	10.3	16.1	21.6	14.4
92-93	77	1115	9	333	83	126	1,742	17,411	10.0	15.6	21.8	14.6
93-94	82	1133	9	351	84	131	1,789	17,594	9.8	15.5	20.9	13.9
94-95	82	1191	10	377	94	139	1,894	17,637	9.3	14.8	22.2	14.6
95-96	82	1229	11	423	110	139	1,994	17,988	9.0	14.6	23.5	15.1
96-97	82	1254	12	441	115	135	2,038	18,380	9.0	14.7	23.9	15.3
97-98	77	1283	12	448	115	128	2,062	18,678	9.1	14.6	25.8	16.7
98-99	79	1317	12	502	117	149	2,176	18,736	8.6	14.2	26.5	16.7
99-00	80	1362	13	511	125	162	2,252	18,698	8.3	13.7	27.2	17.0
00-01	80	1394	13	541	137	162	2,327	18,828	8.1	13.5	28.1	17.4
01-02*	81	1446	13	473	115	166	2,293	18,917	8.2	13.1	27.3	17.9
02-03	81	1455	13	482	115	169	2,315	19,084	8.2	13.1	27.6	18.0
03-04	79	1460	13	485	119	167	2,323	19,497	8.4	13.4	28.4	18.5

Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1976-04	40	981	8	375	76	98	1,577	10,230

% Change

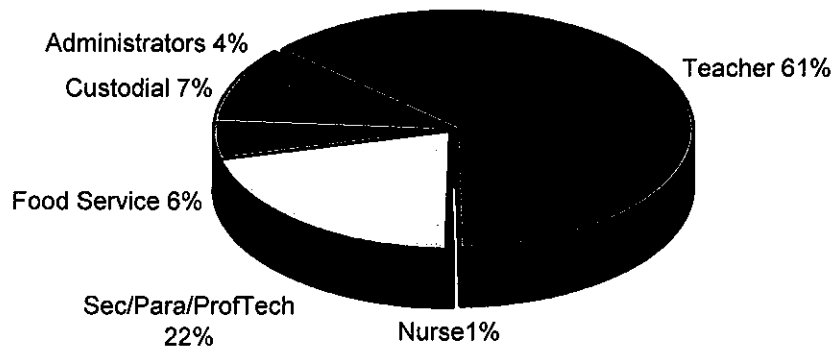
	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1976-04	103%	205%	162%	339%	176%	142%	212%	110%

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

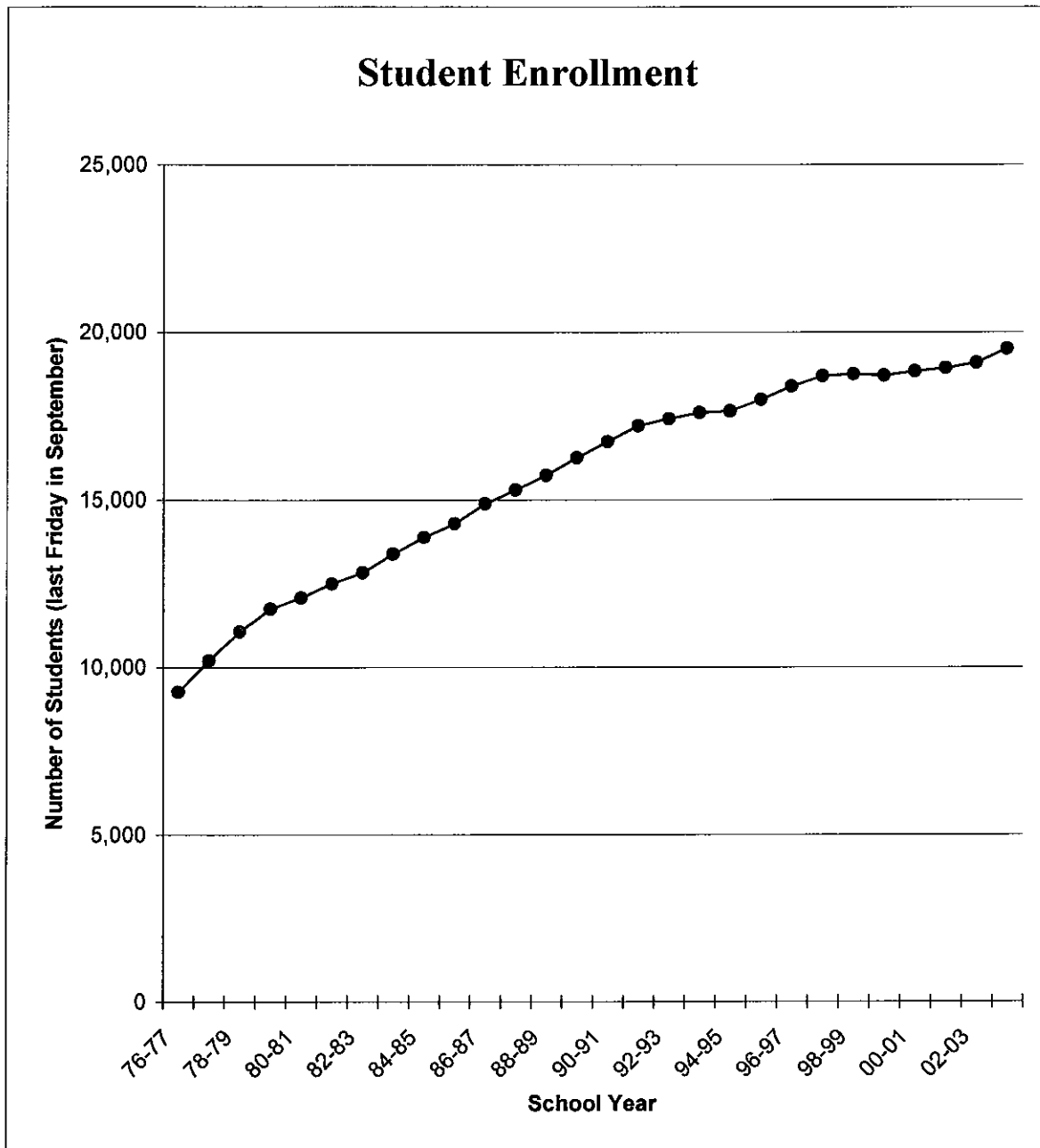
* FTE for food service changed from 6.5 to 8 hours per day = 1 FTE

PERSONNEL REPORT

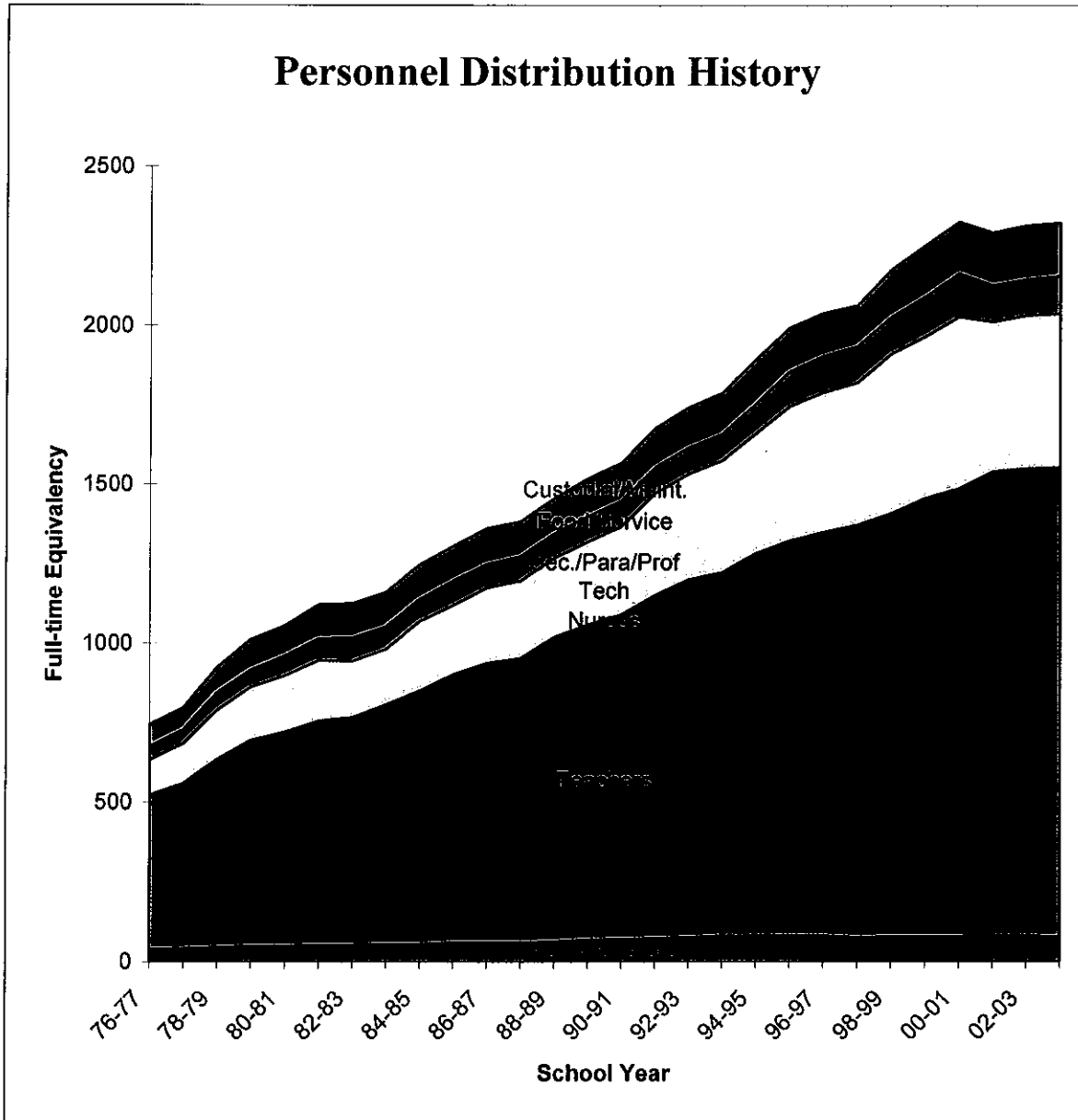
Personnel Distribution 2003-04



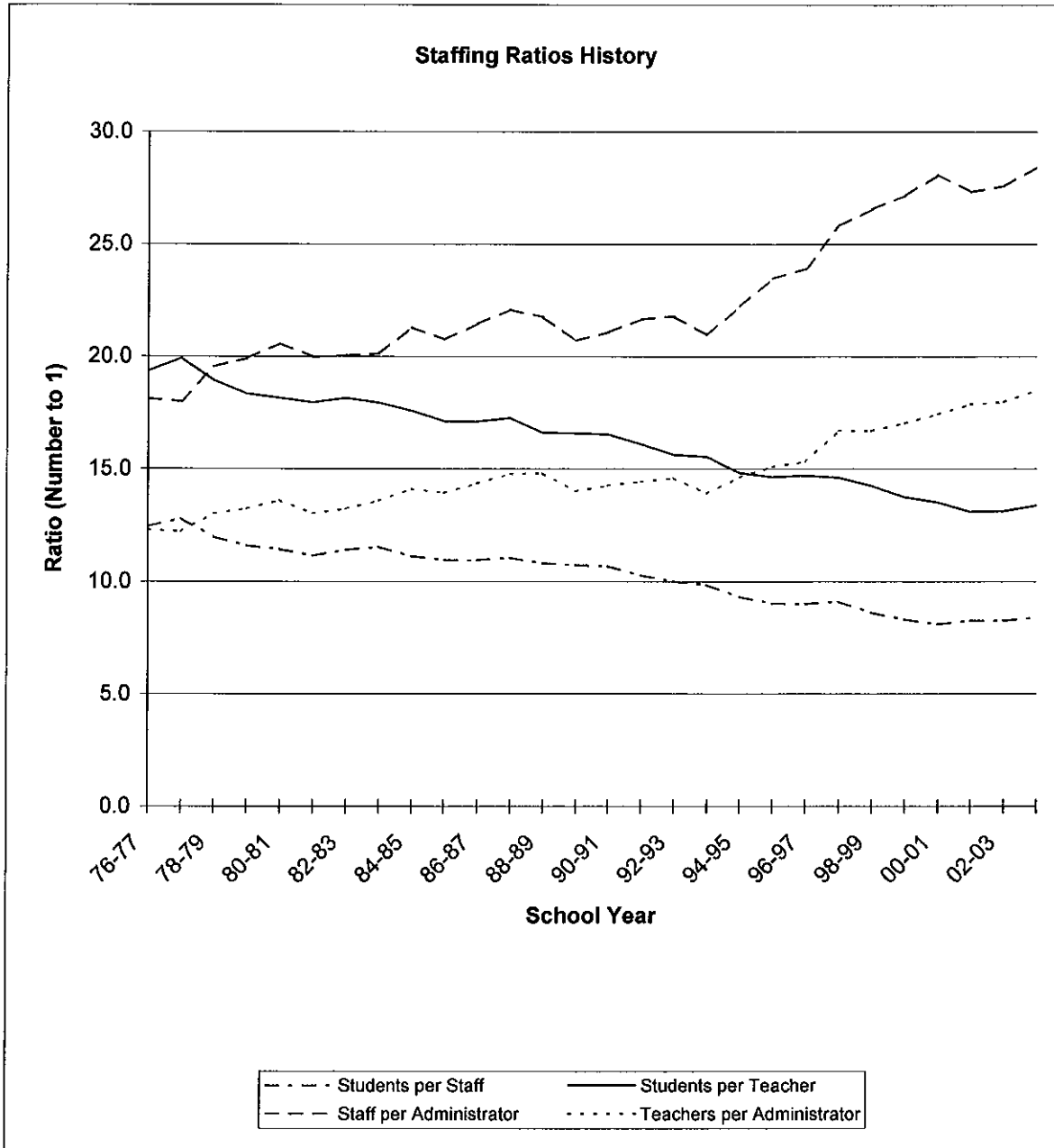
PERSONNEL REPORT



PERSONNEL REPORT

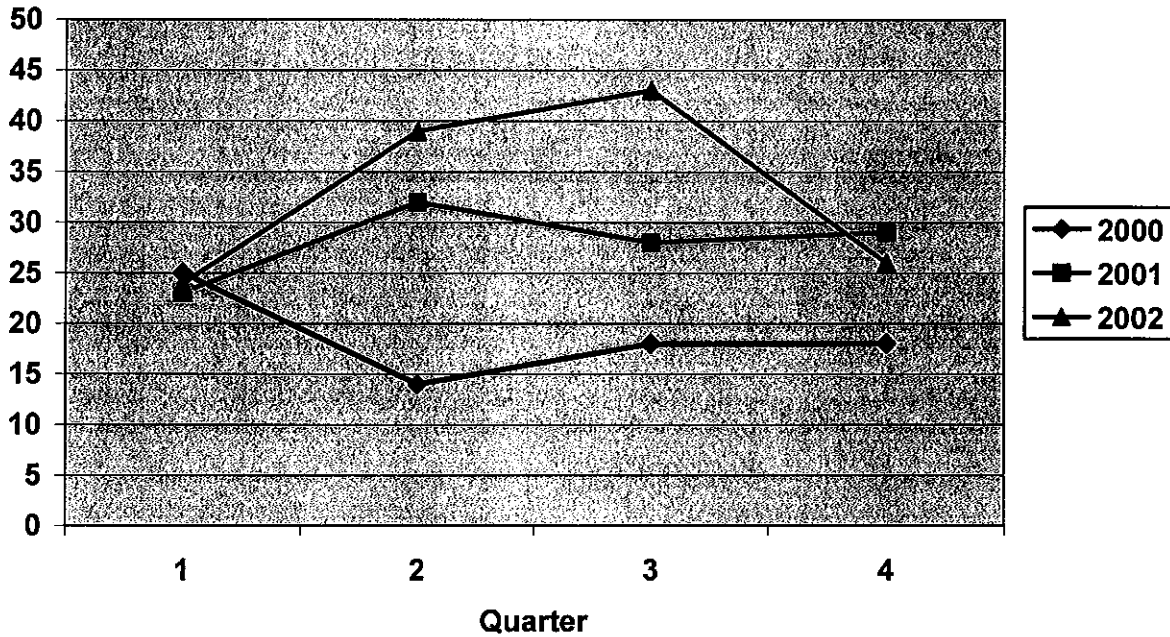


PERSONNEL REPORT

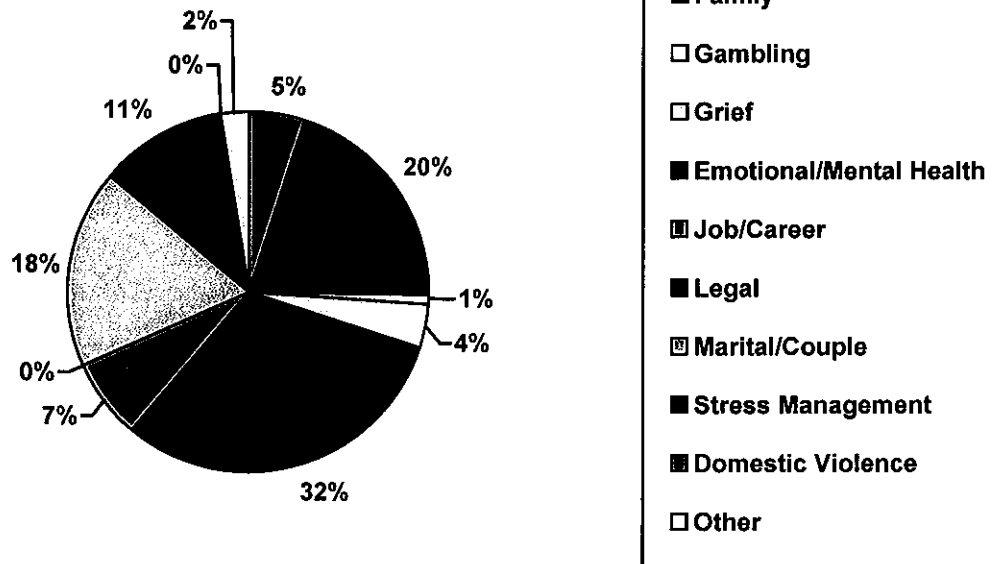


BestCare Employee Assistance Program

Utilization



Type of Issue



AGENDA SUMMARY SHEET

AGENDA ITEM: Post Graduate (1998) Assessment – Five Year Study

MEETING DATE: November 3rd, 2003

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: Class of 1998, Post-Graduate Study

ACTION DESIRED: Information

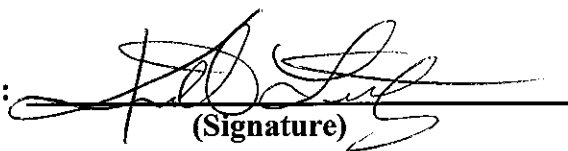
BACKGROUND: Nebraska Dept. of Education, Rule 10 requires a follow-up study of district graduates every three years. In addition to the state requirement, the district's strategic plan (Strategy 4, Action Plan 8) specifies that data relating to school-to-career issues be collected, analyzed and evaluated. The Carl T. Perkins Vocational and Technical Education Act of 1998 also requires information relating to employability skills and the importance of vocational and technical education to graduate's post graduate career and educational goals. As a response to these multiple needs, the district commissioned Wiese Research Associates Inc. to conduct a study on their behalf with 1998 graduates of Millard High Schools. The report describes the current employment and student status of the sampled students, as well as the impact of Millard High school programs on these graduates current employment and/or their preparation for post secondary education. A more detailed summary of the study is available upon request through Educational Services.

RECOMMENDATIONS: N/A

TIMELINE: N/A

RESPONSIBLE PERSON(S): Dr. Judy Porter, Tom Wise

SUPERINTENDENT APPROVAL:


(Signature)

BOARD ACTION:

I. Background and Objectives of the Research

Millard Public Schools commissioned Wiese Research Associates to conduct a study on their behalf with 1998 graduates who attended one of Millard's three high schools. The purpose of this research project was to evaluate these graduates' experience with the Millard high school they attended in terms of preparing them to enter the workforce or complete post high school graduate studies. The findings from this survey were compared to the initial 5 year graduate survey done in 2000 with the class of 1995. Specific informational objectives included:

- Determine whether the graduates of 1998 subsequently went on to college that year or obtained full-time employment. In other words, did these former students continue to pursue their education upon graduation?
- Evaluate 1998 graduates' current status in terms of employment and post high school education. To what degree are these former students currently working or attending school full-time or part-time?
- Gain insight into the impact of Millard's high school programs on graduates' current employment situation. Specifically, examine the type of occupations held by those who are currently working as well as whether this employment is seen as being permanent, temporary or a training program. Finally, do former students who are working enjoy their current occupation?
- Gain insight into the impact of Millard's high school programs on graduates' current post secondary educational situation. Specifically, examine the level of education as well as the major course of study either completed thus far or currently being pursued by those attending school. Further, measure the level of education ultimately desired.
- Evaluate Millard North, Millard South and Millard West high schools' performance given four general areas. More specifically, did the Millard high school attended make certain graduates were able to read, write, do math, listen and speak effectively; offer encouragement to students to continue with learning or furthering their education after graduation; have teachers held high expectations and demanded quality work; and lastly, make respondents believe they could succeed as a student?
- Examine outcomes based on the preceding objectives not only in total by all 1998 graduates interviewed but also specifically, by the high school from which they graduated.
- Provide comparisons of responses by members of the class of 1998 with the class of 1995.

A total sample of 300 interviews were completed for this project. The sample was drawn to proportionally represent actual 1998 graduate population distributions by high school. Sample characteristics included; gender, number of years attending a Millard high school, high school grade point average, incidence of participation in extracurricular activities, incidence of being employed while attending high school and incidence of attendance at the Millard Learning Center. The sample of 300 graduates provides results that are accurate within plus or minus 4.8 percentage points at the 95% confidence level. Information for the study was gathered through telephone interviews, concentrated during weekday evenings and weekend hours to maximize contact probabilities. The survey instrument was developed through a series of discussions involving representatives of Millard Public Schools and WRA. A draft questionnaire was piloted to ensure clarity and workability and to accurately gauge survey length. The final questionnaire as administered to respondents averaged approximately eight minutes on the phone. All interviews for the study were completed between June 16th and June 30th, 2003.

II. Employment/Educational Status Upon High School Graduation and at the Present Time

Most 1998 Millard high school graduates (86%) initially went on to college with the remainder obtaining full employment only. Additionally, 5% of these graduates continued with post secondary education while simultaneously working full time. This compared with 91% of 1995 graduates initially attending college, with 8% of them simultaneously working full time. Comparisons by self reported GPA's are as follows:

<i>Self Reported G.P.A.</i>	<i>4.0/Over</i>		<i>3.0-4.0</i>		<i>Under 3.0</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>						
Went to College that year	93%	100%	86%	90%	71%	51%
Obtained full-time Employment	0%	0%	4%	6%	22%	32%
Both	7%	0%	8%	4%	7%	12%

Class of 1998 respondents who indicated that they did not go on to college upon graduation, but rather obtained full-time employment were asked whether they felt that they were adequately prepared through the Millard high school curriculum for entering full-time work. A majority of those queried felt they were adequately prepared (95%). Of the class of 1995 respondents who went to work full time, 94% of them felt they were adequately prepared for work upon graduation.

Respondents from the class of 1998 were queried about their current employment and educational status. Half of the respondents indicated that they were currently working full time only, more than a third of the respondents (36%) indicated that they were both working and furthering their education at least on a part time basis. Below are comparisons of the classes of 1995 and 1998.

<i>Self Reported G.P.A.</i>	<i>4.0/Over</i>		<i>3.0-4.0</i>		<i>Under 3.0</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>						
Work full or part time only	47%	38%	51%	54%	51%	56%
Full time or part time student only	23%	30%	6%	6%	8%	0%
Working and student	30%	24%	37%	34%	36%	40%
Not working or student	0%	8%	6%	6%	5%	4%

III. Occupations Held and Job Satisfaction Among Those Currently Employed

Respondents were asked about specific positions they currently hold, including whether their current job is permanent, temporary or a training program. Almost two thirds (65%) of the respondents indicated that they view their current position as permanent while 26% and 6% indicated that their positions were temporary or training programs respectively. Below are comparisons of the classes of 1995 and 1998.

	<i>Permanent</i>	<i>Temporary</i>	<i>A Training Program</i>
Class of 1995	65%	26%	6%
Class of 1998	58%	34%	5%

Respondents were queried about the types of jobs and occupations currently being held. Overall, a wide variety of occupations are currently being held by small segments of the respondents questioned. The positions most commonly held by 1995 and 1998 graduates working at least part-time include:

<i>Self Reported G.P.A.</i>	<i>4.0/Over</i>		<i>3.0-4.0</i>		<i>Under 3.0</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>						
Administrative Support/ Clerical	13%	17%	11%	17%	6%	8%
Executive, Administrative & Managerial Occupations	0%	4%	10%	10%	8%	11%
Teachers/Counselors/Librarians/Counselors	17%	17%	6%	4%	9%	3%
Marketing & Sales Occupations	4%	4%	8%	7%	5%	9%
Handlers/Equip. Cleaners/Helpers/Laborers	0%	0%	6%	2%	3%	9%
Retail	4%	0%	5%	4%	6%	8%

(All other responses were 4% or less overall)

Finally, all respondents currently working full or part-time basis were asked whether they enjoy their current job. Based on responses, the majority of those working either full or part time (91%) indicated that they enjoy working in their current position. This compares with 95% of the class of 1995 respondents indicating that they enjoyed working in their current position.

IV. Post Secondary Education Level Achieved and Major Course of Study

As of the time of the survey, 42% of the class of 1998 respondents indicated having graduated from a college, business school or vocational school for technical training. Additional information on the post secondary education status of respondents from the classes of 1995 and 1998 follows below.

<i>Self Reported G.P.A.</i>	<i>4.0/Over</i>		<i>3.0-4.0</i>		<i>Under 3.0</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>						
College/Business/Vocational Graduate	83%	70%	55%	50%	26%	9%
Some College/Business Vocational School	3%	11%	22%	19%	42%	43%
Currently Attending School	10%	14%	18%	18%	19%	25%
No College/Business/Vocational School	0%	5%	2%	12%	11%	22%

Of the class of 1998 respondents who pursued or are currently pursuing education beyond high school, 85% hope to attain a Bachelor's Degree or higher. Additional information on the educational goals of respondents from the classes of 1995 and 1998 follows below.

<i>Self Reported G.P.A.</i>	<i>4.0/Over</i>		<i>3.0-4.0</i>		<i>Under 3.0</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>						
Hope to achieve a Doctorate Degree	41%	44%	16%	15%	4%	2%
Hope to achieve a Master's Degree	55%	30%	54%	54%	47%	25%
Hope to achieve a Bachelor's Degree	0%	15%	24%	21%	25%	48%
Other (Includes vocational/technical certification)	0%	11%	5%	8%	19%	19%

Class of 1998 respondents currently attending school or who have already graduated were questioned as to their major course of study in a post secondary educational setting. Nearly one in five respondents (19%) indicated having majored or currently majoring in some type of business area, including marketing, finance and advertising. Additional information on major courses of study reported by respondents from the classes of 1995 and 1998 is below.

<i>Graduating Class</i>	<i>1995</i>	<i>1998</i>
Business	10%	11%
Engineering	4%	6%
CIS/Computer Science	5%	5%
Marketing	2%	5%
Education	2%	5%
Elementary Education	5%	4%
Nursing	3%	4%
Biology/Microbiology	2%	3%
Political Science/International Relations	1%	3%

(The level of all other responses was 2% or less.)

V. Performance of Millard High Schools In Preparing Students and Perceptions of Quality and Adequacy of Subject Areas Taken

A series of questions was included in the study concerning graduates' perceptions of the performance of the Millard high school attended in terms of helping students achieve in four performance areas. The respondents were asked to assign a letter grade, 'A' being the highest rating, 'F' being the lowest, to rate how well they perceived their high school did in these performance areas. The performance areas are:

- The high school made certain that the respondent was able to read, write, do math, listen and speak effectively.
- The high school teachers made the respondent believe that they could succeed as a student.
- The high school encouraged the respondent to want to continue with learning or education after graduation.
- The high school teachers held high expectations and demanded high quality work.

A comparison of perceptions of respondents from the classes of 1995 and 1998 to the previously mentioned performance areas follows below.

<i>Grade</i>	<i>'A'</i>		<i>'B'</i>		<i>'C'</i>		<i>'D/F'</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>								
The high school made certain that the respondent was able to read, write, do math, listen and speak effectively.	67%	77%	26%	17%	5%	5%	1%	1%
The high school teachers made the respondent believe that they could succeed as a student.	57%	62%	30%	30%	11%	6%	2%	2%
The high school encouraged the respondent to want to continue with learning or education after graduation.	53%	61%	34%	29%	9%	9%	4%	1%
The high school teachers held high expectations and demanded high quality work.	45%	56%	44%	35%	9%	8%	2%	1%

The perceived quality of courses across thirteen subject areas was assessed by having the respondents from the class of 1998 assign letter grades, from 'A' (High) to 'F' (Low) to courses taken at the Millard high school they attended. A comparison of perceptions of respondents of the classes of 1995 and 1998 to the previously mentioned performance areas follows below. A comparison of perceptions of respondents of the classes of 1995 and 1998 to courses from selected subject areas are below.

<i>Grade</i>	<i>'A'</i>		<i>'B'</i>		<i>'C'</i>		<i>'D/F'</i>	
	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>	<i>1995</i>	<i>1998</i>
<i>Graduating Class</i>								
English	50%	60%	41%	34%	6%	5%	2%	1%
Science	48%	52%	39%	38%	12%	8%	1%	1%
Math	50%	51%	34%	38%	13%	10%	3%	1%
Social Studies	45%	47%	39%	44%	12%	6%	1%	1%

Finally, in evaluating the perceived performance of Millard high schools among 1998 graduates, all respondents were asked whether or not they felt they took enough courses while attending their high school in given subject areas. Below is a comparison of responses from the classes of 1995 and 1998 indicating that the amount of course work taken in selected subjects was adequate.

<i>Graduating Class</i>	<i>1995</i>	<i>1998</i>
English	89%	93%
Science	83%	87%
Math	81%	86%
Social Studies	84%	86%